



Board of Trustees Summer Retreat

July 17th, 2025

Bryant Elementary School

1520 Livingston Ave,

Helena, MT 59601

9:00 a.m.

AGENDA

I. CALL TO ORDER / PLEDGE OF ALLEGIANCE

II. REVIEW OF AGENDA

III. GENERAL PUBLIC COMMENT

This is the time for comment on public matters that are not on the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order. The Board cannot enter into a discussion during General Public Comment.

IV. NEW BUSINESS

A. Consent Action Items

1. Personnel Actions
2. Warrants
3. Acknowledge FY 2025-26 Out-Of-District Attendance Agreements (Helena Resident Students Attending Other School Districts)
4. Resolution to Dispose of Personal Property-Technology Surplus
5. 6.10.25 Board of Trustees Full Board Meeting Minutes

B. Items For Action

1. Approval and Ratification of the HPS-Carpenters Collective Bargaining Agreement For 2025-2026
2. Approval and Ratification of the HPS-Painters Collective Bargaining Agreement For 2025-2027
3. Approval of a General Wage Increase to the Administrator Salary Schedule for 2025-2026
4. Approval of a General Wage Increase to the Independent Salary Matrix for 2025-2026
5. Approval of MTSBA Membership Renewal For 2025-2026

C. Item For Information

1. Board of Trustees Summer Retreat Discussion

V. BOARD/SUPERINTENDENT COMMENTS

VI. ADJOURNMENT

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Meeting Date: 7/17/2025

Item I.

☒ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☐ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: **Call To Order/Pledge of Allegiance**

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Meeting Date: 7/17/2025

Item II.

☐ Call To Order/Pledge of Allegiance

☒ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☐ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: **Review of Agenda**

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Meeting Date: 7/17/2025

Item III.

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☒ General Public Comment

☐ Consent Action Items

☐ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: General Public Comment

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Meeting Date: 7/17/2025

Item IV.A.1. - A.5.

<input type="checkbox"/>	Call To Order/Pledge of Allegiance
<input type="checkbox"/>	Review of Agenda
<input type="checkbox"/>	General Public Comment
<input checked="" type="checkbox"/>	Consent Action Items
<input type="checkbox"/>	Items For Action
<input type="checkbox"/>	Item For Information
<input type="checkbox"/>	Board/Superintendent Comments
<input type="checkbox"/>	Adjournment

Item Title: **Consent Action Items**

- 1. Personnel Actions
- 2. Warrants
- 3. Acknowledge FY 2025-26 Out-Of-District Attendance Agreements (Helena Resident Attending Other School Districts)
- 4. Resolution to Dispose of Personal Property-Technology Surplus
- 5. 6.10.25 Board of Trustees Full Board Meeting Minutes

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
McKee					
Robison					
Satre					
Murnane Butcher					
Cleatus					
Walsh					
Armstrong					

PERSONNEL ACTIONS

June 11, 2025 – July 17, 2025

CERTIFIED PERSONNEL

Appointments

<u>Location/Assignment</u>	<u>Name</u>	<u>Offered Salary</u>	<u>Accepted Salary</u>	<u>Start Date</u>
TBD/Physical Education	Boese, Courtney	\$48,612.28/yr.	\$48,612.28/yr.	08/25/2025
TBD/Physical Education	Brand, Teaghan	\$47,940.00/yr.	\$47,940.00/yr.	08/25/2025
HHS/Mathematics	Dearborn, Tyler	\$61,222.38/yr.	\$61,222.38/yr.	08/25/2025
HMS/Social Studies-Science	Doran, Anna	\$61,222.38/yr.	\$61,222.38/yr.	08/25/2025 *
TBD/Physical Education	Frankino, Jenna	\$50,538.18/yr.	\$50,538.18/yr.	08/25/2025
HHS/Health-Physical Education	Husk, Adam	\$61,222.38/yr.	\$61,222.38/yr.	08/25/2025
CRA/Mathematics	Johnson, Nicholas	\$48,612.28/yr.	\$48,612.28/yr.	08/25/2025
HMS/Part-time (.50 FTE) Orchestra	Kale, Marian	\$23,970.00/yr.	\$23,970.00/yr.	08/25/2025
HMS/Part-time (.50 FTE) Choir	Kecskes, Rachel	\$23,970.00/yr.	\$23,970.00/yr.	08/25/2025
HHS/Part-time (.2 FTE) Science	Lamping, Terra	\$12,244.48/yr.	\$12,244.48/yr.	08/25/2025
CRA/Special Education-Resource	McLean, Patricia	\$51,973.70/yr.	\$51,973.70/yr.	08/25/2025
Smith/Kindersprouts	McMaster, Aubrey	\$47,940.00/yr.	\$47,940.00/yr.	08/25/2025
Jefferson/Kindersprouts	Meredyk, Emily	\$52,645.99/yr.	\$52,645.99/yr.	08/25/2025
HMS/Special Education-Resource	Moore, Kathryn	\$61,222.38/yr.	\$61,222.38/yr.	08/25/2025
HHS/Part-time (.50 FTE) Social Studies	Spencer, Kyle	\$23,970.00/yr.	\$23,970.00/yr.	08/25/2025
SSC/Occupational Therapist	Ward, Chesney	\$61,624.70/yr.	\$61,624.70/yr.	08/25/2025
HHS/Mathematics	Young, Eric	\$61,222.38/yr.	\$61,222.38/yr.	08/25/2025

*Revised contract

Terminations/Retirements

<u>Location/Assignment</u>	<u>Name</u>	<u>Reason</u>	<u>Effective</u>
Hawthorne/Special Education-Resource	Jones, Joshua	Resignation	06/17/2025
Warren/Speech-Language Pathologist	Martin Salazar, Andrea	Resignation	07/08/2025
CHS/Science	Sutkus, Kerri	Resignation	07/07/2025
PAL/Mathematics	Whitsel, Nathan	Resignation	06/11/2025

Leave

<u>Location/Assignment</u>	<u>Name</u>	<u>Term</u>	<u>Type of Leave</u>
CRA/Mathematics	Fisher, Jesika	2025-2026	LOAWOP

CLASSIFIED PERSONNEL

Appointments

<u>Location/Assignment</u>	<u>Name</u>	<u>Offered Salary</u>	<u>Accepted Salary</u>	<u>Start Date</u>
TBD/.45 FTE SACC Para Educator	Fetz, Natalie	\$16.10/hr.	\$16.10/hr.	08/26/2025

Terminations/Retirements

<u>Location/Assignment</u>	<u>Name</u>	<u>Reason</u>	<u>Effective</u>
Jefferson/Evening Custodian	Cavage, Derek	Resignation	06/19/2025
CHS/Evening Custodian	Conner, Kenneth	Retirement	07/31/2025
Hawthorne/Para Educator	Coyle, Stefanie	Resignation	07/01/2025
Kessler/Day Custodian	Hellickson, Scott	Resignation	07/05/2026
CHS/General Secretary-Counseling	Herndon, Arin	Resignation	06/17/2025
Smith/Day Custodian	McGuire, Michael	Retirement	07/04/2025
Kessler/Para Educator	Meacham, Quincy	Resignation	06/11/2025
Jefferson/Para Educator	Raymond, Kristyna	Resignation	06/11/2025

SUPPLEMENTARY CONTRACT ASSIGNMENT

Name	Assignment	Salary	Start Date	End Date	Location
Amestoy, Johannah	Volleyball - Head Coach Varsity	\$5,535.00	8/14/2025	11/22/2025	Capital High
Bailey, Taetumn	Cheerleading - Head Coach Varsity	\$4,216.68	8/14/2025	3/14/2026	Capital High
Baty, Thomas	Choir - CHS	\$4,287.93	8/14/2025	5/30/2026	Capital High
Beskid, Christopher (Chris)	Cross Country - Head Coach Boys	\$3,445.49	8/14/2025	11/22/2025	Capital High
Blomquist, Dana	Speech - Asst Coach	\$2,470.00	10/1/2025	3/14/2026	Capital High
Brayko, Laura	Drama - Head Coach	\$5,945.50	8/14/2025	5/30/2026	Capital High
Christensen, Reid	Football - Asst Coach	\$4,406.96	8/14/2025	11/22/2025	Capital High
Cleary, Kevin	Orchestra-CHS	\$3,901.63	8/14/2025	5/30/2026	Capital High
Clinch, Adam	Soccer - Asst Coach Boys	\$1,378.26	8/14/2025	11/22/2025	Capital High
Croft, Eric	Skills/USA - CHS	\$2,226.51	8/14/2025	5/30/2026	Capital High
Curry, Lana	Facilities - CHS Coordinator	\$1,236.00	8/14/2025	5/30/2026	Capital High
Franco, Richard	Golf - Asst Coach	\$2,266.00	8/14/2025	11/22/2025	Capital High
Freeman (Frazier), Jessica	DECA - CHS	\$2,639.52	8/14/2025	5/30/2026	Capital High
Furlong, Coby	Football - Asst Coach	\$3,980.48	8/14/2025	11/22/2025	Capital High
Garmer, Sydney	Volleyball - Head Coach Frosh	\$2,407.20	8/14/2025	11/22/2025	Capital High
Gibbons, Matthew	Drama - Asst Coach	\$3,529.44	8/14/2025	5/30/2026	Capital High
Gleasant, Lexie	Volleyball - Head Coach Frosh	\$2,360.00	8/14/2025	11/22/2025	Capital High
Hagood, Annaliese	Speech - Asst Coach	\$2,470.00	10/1/2025	3/14/2026	Capital High
Heinze, Matthew	Soccer - Head Coach JV Boys	\$1,743.00	8/14/2025	11/22/2025	Capital High
Herndon, Aspen	Concessions -CHS	\$5,329.80	8/14/2025	5/30/2026	Capital High
Herndon, Aspen	Volleyball - Head Coach JV	\$3,344.41	8/14/2025	11/22/2025	Capital High
Herndon, Aspen	Volleyball - CHS Coordinator	\$1,545.00	8/14/2025	11/22/2025	Capital High
Hoang, Brandon	Soccer - Head Coach JV Girls	\$1,759.60	8/14/2025	11/22/2025	Capital High
Hogan, James E	Football - Asst Coach	\$3,767.24	8/14/2025	11/22/2025	Capital High
Hoxie, Caleb	Soccer - Asst Coach Boys	\$1,209.00	8/14/2025	11/22/2025	Capital High
Hunt, Jared	Football - Asst Coach	\$3,802.78	8/14/2025	11/22/2025	Capital High
Kraus, Derek	Football - Asst Coach	\$1,848.08	8/14/2025	11/22/2025	Capital High
LaRue, John	Cross Country - CHS Coordinator	\$353.50	8/14/2025	11/22/2025	Capital High
Lyndes, Casey	Golf - Head Coach	\$4,740.96	8/14/2025	11/22/2025	Capital High
Magera, Wendy	Speech - Asst Coach	\$2,519.40	10/1/2025	3/14/2026	Capital High
Mahana, Jeffrey	Football - Asst Coach	\$4,016.02	8/14/2025	11/22/2025	Capital High
McGinley, Matthew	Football - Asst Coach Frosh	\$1,129.96	8/14/2025	11/22/2025	Capital High
McMahon, Richard (Dick)	Football - CHS Coordinator	\$1,859.00	8/14/2025	11/22/2025	Capital High

McMahon, Richard (Dick)	Football - Head Coach Frosh	\$2,866.28	8/14/2025	11/22/2025	Capital High
Mihelish, Kyle	Football - Head Coach Varsity	\$6,439.09	8/14/2025	11/22/2025	Capital High
Nyland, Alex	Soccer - Asst Coach Girls	\$2,466.36	8/14/2025	11/22/2025	Capital High
Paradis, Patrick	Cross Country - Asst Coach Boys	\$2,341.92	8/14/2025	11/22/2025	Capital High
Price, Brandon	Soccer - Head Coach Varsity Girls	\$3,287.90	8/14/2025	11/22/2025	Capital High
Quintana, Kinzie	Volleyball - Head Coach Soph	\$3,106.00	8/14/2025	11/22/2025	Capital High
Reyant, Mathew	Football - Asst Coach	\$3,944.94	8/14/2025	11/22/2025	Capital High
Richards, Ryan	Football - Asst Coach Frosh	\$1,129.96	8/14/2025	11/22/2025	Capital High
Ruddell, Danette	Dance Team - CHS	\$2,576.03	8/14/2025	3/14/2026	Capital High
Taffs, Nicholas	Speech - Head Coach	\$4,305.40	10/1/2025	3/14/2026	Capital High
Toivonen, Jamie	Annual - CHS	\$2,007.64	8/14/2025	5/30/2026	Capital High
Toivonen, Jamie	BPOA - CHS	\$2,652.00	8/14/2025	5/30/2026	Capital High
Tuss, David	Cross Country - Head Coach Girls	\$3,382.27	8/14/2025	11/22/2025	Capital High
Wall, Stefan	Soccer - Head Coach Varsity Boys	\$3,258.01	8/14/2025	11/22/2025	Capital High
Winkle, Chayton	Football - Asst Coach	\$1,777.00	8/14/2025	11/22/2025	Capital High
Zehr, Duane	Band Director -CHS	\$4,481.08	8/14/2025	5/30/2026	Capital High
Zehr, Duane	Pep Band - CHS	\$1,505.68	8/14/2025	5/30/2026	Capital High
Askin, Kacey	DECA - HHS	\$2,588.76	8/14/2025	5/30/2026	Helena High
Bignell, Nate	Football - Asst. Coach	\$1,777.00	8/14/2025	11/22/2025	Helena High
Blomquist, Sean	Football - Head Coach Frosh	\$2,231.76	8/14/2025	11/22/2025	Helena High
Broadhead, Dane	Football - Head Coach Varsity	\$6,006.21	8/14/2025	11/22/2025	Helena High
Burke, John	Cross Country - HHS Coordinator	\$360.50	8/14/2025	11/22/2025	Helena High
Cech, Isiah	Football - Asst Coach	\$3,767.24	8/14/2025	11/22/2025	Helena High
Cicero, Kerry	Football - Asst Coach	\$4,122.64	8/14/2025	11/22/2025	Helena High
Cleary, Kevin	Orchestra - HHS	\$3,901.63	8/14/2025	5/30/2026	Helena High
Crawford, Shelly	Volleyball - Head Coach JV	\$3,279.47	8/14/2025	11/22/2025	Helena High
Dalin, Timothy (Tim)	Golf - Asst Coach	\$2,310.00	8/14/2025	11/22/2025	Helena High
Day, Lindsey	Volleyball - Head Coach Varsity	\$5,688.75	8/14/2025	11/22/2025	Helena High
Dwyer, Tom	Football - Asst Coach	\$1,777.00	8/14/2025	11/22/2025	Helena High
Flatow, Kevin	Football - Asst Coach	\$3,802.78	8/14/2025	11/22/2025	Helena High
Forseman, Emily	Volleyball - Head Coach Soph	\$3,199.18	8/14/2025	11/22/2025	Helena High
Garza, Manuel	Football - Asst Coach	\$4,300.34	8/14/2025	11/22/2025	Helena High
Gilbert, Kelley	Cross Country - Head Coach Boys	\$4,172.52	8/14/2025	11/22/2025	Helena High
Hartwick, Jason	Skills/USA - HHS	\$1,198.89	8/14/2025	5/30/2026	Helena High
Henrich, Todd	Football - Asst Coach Frosh	\$2,173.00	8/14/2025	11/22/2025	Helena High
Hermanson, Jennifer	Speech - Head Coach	\$4,807.00	10/1/2025	3/14/2026	Helena High

Hollow, Cody	Band Director - HHS	\$4,056.15	8/14/2025	5/30/2026	Helena High
Hollow, Cody	Pep Band - HHS	\$1,362.90	8/14/2025	5/30/2026	Helena High
Hurray, Jeanette	Speech - Asst Coach	\$2,494.70	10/1/2025	3/14/2026	Helena High
Husk, Adam	Football - Asst Coach	\$1,812.54	8/14/2025	11/22/2025	Helena High
Hussey, Randy	Concessions - HHS	\$5,177.52	8/14/2025	5/30/2026	Helena High
Kauffman, Michael	Cross Country - Asst Coach Boys	\$2,364.88	8/14/2025	11/22/2025	Helena High
Keleti, Allie	Volleyball - Head Coach Frosh	\$2,430.80	8/14/2025	11/22/2025	Helena High
Kentzel, Heather	Soccer - Head Coach JV Girls	\$2,106.30	8/14/2025	11/22/2025	Helena High
Kintzing, Bernard	Soccer - Head Coach JV Boys	\$1,693.20	8/14/2025	11/22/2025	Helena High
Kloker, Thomas	Football - HHS Coordinator	\$2,007.72	8/14/2025	11/22/2025	Helena High
Kohoutek (Steele), Molly	Choir - HHS	\$4,326.56	8/14/2025	5/30/2026	Helena High
Lunnon, Kayla	Volleyball - HHS Coordinator	\$1,710.00	8/14/2025	11/22/2025	Helena High
McCullough, Haley	Speech - Asst Coach	\$2,470.00	10/1/2025	3/14/2026	Helena High
Mertz, Rostik	Soccer - Asst Coach Varsity Girls	\$1,660.00	8/14/2025	11/22/2025	Helena High
Muhr, Jeff	Soccer - HHS Coordinator	\$918.00	8/14/2025	11/22/2025	Helena High
Mull, Branan	Speech - Asst Coach	\$2,494.70	10/1/2025	3/14/2026	Helena High
Pate-Terry, Hunter	Soccer - Head Coach Varsity Girls	\$3,048.78	8/14/2025	11/22/2025	Helena High
Robertson, Madison	Volleyball - Head Coach Frosh	\$2,360.00	8/14/2025	11/22/2025	Helena High
Robertson, Veronica	Skills/USA - HHS	\$1,179.86	8/14/2025	5/30/2026	Helena High
Salisbury, Collin	Soccer - Asst Coach Varsity Boys	\$2,611.44	8/14/2025	11/22/2025	Helena High
Schulte, Ryan	Football - Asst Coach	\$4,158.18	8/14/2025	11/22/2025	Helena High
Schwartz, Jonna	Cross Country - Asst Coach Girls	\$2,433.76	8/14/2025	11/22/2025	Helena High
Scruggs, Rodger	Drama - Head Coach	\$5,513.10	8/14/2025	5/30/2026	Helena High
Scruggs, Roger	Newspaper - HHS	\$1,770.57	8/14/2025	5/30/2026	Helena High
Sechrist, Madelyn	Drama - Asst Coach	\$3,333.36	8/14/2025	5/30/2026	Helena High
Shepherd, Dana	Golf - Head Coach	\$4,223.04	8/14/2025	11/22/2025	Helena High
Strandberg, Kelly	Stadium - HHS Coordinator	\$672.00	8/11/2015	11/22/2025	Helena High
Straub, Carl	Soccer - Head Coach Boys	\$3,706.36	8/14/2025	11/22/2025	Helena High
Templin, Marie	Cheerleading - Head Coach JV	\$2,870.00	8/14/2025	3/14/2026	Helena High
Torgerson, Dylan	BPOA - HHS	\$2,600.00	8/14/2025	5/30/2026	Helena High
Walsh, Megan	Annual - HHS	\$2,026.58	8/14/2025	5/30/2026	Helena High
Wilmot (Christenson), Bree	Cheerleading - Head Coach Varsity	\$4,423.38	8/14/2025	3/14/2026	Helena High
Young, Eric	Football - Asst Coach	\$1,777.00	8/14/2025	11/22/2025	Helena High
Zentz, Jesse	Cross Country - Head Coach Girls	\$3,445.49	8/14/2025	11/22/2025	Helena High
Loveridge, Robert	Festival Manager - CHS/HHS	\$2,921.41	8/14/2025	5/15/2026	Helena/Capital
Rauch, Marie	Annual - PAL	\$1,103.76	8/14/2025	5/30/2026	PAL

Helena School District #1

Warrants June 1 to 30, 2025

Direct Deposits: \$7,529,650.24

Payroll Warrants: 70132256-70132287

Payroll Deduction: 69305081-69305119

Non-Check Payroll Deductions: \$ 13,119,196.71

Non-Check Accts Payable Deductions: \$ 5,222,869.90

Non-Check Accts Payable Deductions- HHS Extracurricular: \$0

Claim Warrants: 69304847-69305335

CRA Middle School Student Activity Checks: 17473-17486

HMS Middle School Student Activity Checks: 8803-8806

Capital High Student Activity Checks: 25038-25091

Helena High Student Activity Checks: 37015-37075

Cancelled Warrants: \$17,776.95

We certify that all warrants herein listed were prepared and previously paid for, are just and correct to the best of our knowledge, and that the board of trustees has authorized the issuance of the same.

Chairperson _____

Business Manager _____

ACKNOWLEDGE OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(HELENA RESIDENT STUDENTS ATTENDING OTHER SCHOOL DISTRICTS)

HELENA STUDENTS ATTENDING OTHER SCHOOL DISTRICTS

Fiscal Year 2025-26

Discretionary Attendance:

Grade	Address	District of Attendance
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59601	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59601	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59601	Montana City Elementary
Pre-K	Helena, MT 59601	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59602	Montana City Elementary
Pre-K	Helena, MT 59602	Clancy Elementary
Pre-K	Helena, MT 59602	Clancy Elementary
Pre-K	Helena, MT 59601	Clancy Elementary
Pre-K	Helena, MT 59602	East Helena K-12
Pre-K	Helena, MT 59635	East Helena K-12
Pre-K	Helena, MT 59635	East Helena K-12
Pre-K	Helena, MT 59602	East Helena K-12
Pre-K	Helena, MT 59602	East Helena K-12
Pre-K	Helena, MT 59601	East Helena K-12
Pre-K	Helena, MT 59602	East Helena K-12
K	Helena, MT 59601	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59601	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59601	Montana City Elementary
K	Helena, MT 59601	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary

ACKNOWLEDGE OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(HELENA RESIDENT STUDENTS ATTENDING OTHER SCHOOL DISTRICTS)

HELENA STUDENTS ATTENDING OTHER SCHOOL DISTRICTS

Fiscal Year 2025-26

Discretionary Attendance:

Grade	Address	District of Attendance
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59601	Montana City Elementary
K	Helena, MT 59601	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Montana City Elementary
K	Helena, MT 59602	Clancy Elementary
K	Helena, MT 59602	Clancy Elementary
K	Helena, MT 59602	Clancy Elementary
K	Helena, MT 59602	East Helena K-12
K	Helena, MT 59602	East Helena K-12
K	Helena, MT 59602	East Helena K-12
K	Helena, MT 59602	East Helena K-12
K	Helena, MT 59602	East Helena K-12
K	Helena, MT 59602	East Helena K-12
K	Helena, MT 59602	East Helena K-12
K	Helena, MT 59602	East Helena K-12
1	Helena, MT 59602	Montana City Elementary
1	Helena, MT 59602	Montana City Elementary
1	Helena, MT 59602	Montana City Elementary
1	Helena, MT 59601	Montana City Elementary
1	Helena, MT 59602	Montana City Elementary
1	Helena, MT 59602	Montana City Elementary
1	Helena, MT 59601	Montana City Elementary
1	Helena, MT 59601	Montana City Elementary
1	Helena, MT 59601	Montana City Elementary
1	Helena, MT 59602	Montana City Elementary
1	Helena, MT 59602	Montana City Elementary
1	Helena, MT 59602	East Helena K-12
1	Helena, MT 59601	East Helena K-12
1	Helena, MT 59602	East Helena K-12
1	Helena, MT 59602	East Helena K-12
1	Helena, MT 59602	East Helena K-12
1	Helena, MT 59601	East Helena K-12

ACKNOWLEDGE OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(HELENA RESIDENT STUDENTS ATTENDING OTHER SCHOOL DISTRICTS)

HELENA STUDENTS ATTENDING OTHER SCHOOL DISTRICTS

Fiscal Year 2025-26

Discretionary Attendance:

Grade	Address	District of Attendance
1	Helena, MT 59635	East Helena K-12
1	Helena, MT 59602	East Helena K-12
1	Helena, MT 59602	East Helena K-12
1	Helena, MT 59602	East Helena K-12
1	Helena, MT 59602	East Helena K-12
2	Helena, MT 59602	Montana City Elementary
2	Helena, MT 59602	Montana City Elementary
2	Helena, MT 59602	Montana City Elementary
2	Helena, MT 59601	Montana City Elementary
2	Helena, MT 59602	Montana City Elementary
2	Helena, MT 59602	East Helena K-12
2	Helena, MT 59602	East Helena K-12
2	Helena, MT 59601	East Helena K-12
2	Helena, MT 59602	East Helena K-12
2	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	Montana City Elementary
3	Helena, MT 59601	Montana City Elementary
3	Helena, MT 59601	Clancy Elementary
3	Helena, MT 59602	Clancy Elementary
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
3	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	Montana City Elementary
4	Helena, MT 59602	Montana City Elementary
4	Helena, MT 59601	Montana City Elementary
4	Helena, MT 59601	Montana City Elementary
4	Helena, MT 59601	Montana City Elementary
4	Helena, MT 59602	Montana City Elementary
4	Helena, MT 59602	Montana City Elementary
4	Helena, MT 59601	Montana City Elementary

ACKNOWLEDGE OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(HELENA RESIDENT STUDENTS ATTENDING OTHER SCHOOL DISTRICTS)

HELENA STUDENTS ATTENDING OTHER SCHOOL DISTRICTS

Fiscal Year 2025-26

Discretionary Attendance:

Grade	Address	District of Attendance
4	Helena, MT 59601	Montana City Elementary
4	Helena, MT 59601	Montana City Elementary
4	Helena, MT 59601	Montana City Elementary
4	Helena, MT 59602	Montana City Elementary
4	Helena, MT 59602	Montana City Elementary
4	Helena, MT 59601	Clancy Elementary
4	Helena, MT 59602	Clancy Elementary
4	Helena, MT 59602	Clancy Elementary
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59601	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
4	Helena, MT 59602	East Helena K-12
5	Helena, MT 59602	Montana City Elementary
5	Helena, MT 59602	Montana City Elementary
5	Helena, MT 59601	Montana City Elementary
5	Helena, MT 59602	Montana City Elementary
5	Helena, MT 59601	Clancy Elementary
5	Helena, MT 59602	East Helena K-12
5	Helena, MT 59602	East Helena K-12
5	Helena, MT 59602	East Helena K-12
5	Helena, MT 59602	East Helena K-12
5	Helena, MT 59602	East Helena K-12
5	Helena, MT 59602	East Helena K-12
5	Helena, MT 59601	East Helena K-12
5	Helena, MT 59602	East Helena K-12
5	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	Montana City Elementary
6	Helena, MT 59602	Montana City Elementary

ACKNOWLEDGE OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(HELENA RESIDENT STUDENTS ATTENDING OTHER SCHOOL DISTRICTS)

HELENA STUDENTS ATTENDING OTHER SCHOOL DISTRICTS

Fiscal Year 2025-26

Discretionary Attendance:

Grade	Address	District of Attendance
6	Helena, MT 59601	Montana City Elementary
6	Helena, MT 59601	Montana City Elementary
6	Helena, MT 59602	Montana City Elementary
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59601	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59601	East Helena K-12
6	Helena, MT 59602	East Helena K-12
6	Helena, MT 59602	East Helena K-12
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59601	Montana City Elementary
7	Helena, MT 59601	Montana City Elementary
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59601	Montana City Elementary
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59601	Montana City Elementary
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59601	Montana City Elementary
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59601	Montana City Elementary
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59602	Montana City Elementary
7	Helena, MT 59601	Montana City Elementary
7	Helena, MT 59602	Clancy Elementary
7	Helena, MT 59601	Clancy Elementary
7	Helena, MT 59602	East Helena K-12
7	Helena, MT 59602	East Helena K-12

[illegible]

[illegible]

ACKNOWLEDGE OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(HELENA RESIDENT STUDENTS ATTENDING OTHER SCHOOL DISTRICTS)

HELENA STUDENTS ATTENDING OTHER SCHOOL DISTRICTS

Fiscal Year 2025-26

Discretionary Attendance:

Grade	Address	District of Attendance
11	Helena, MT 59602	East Helena K-12
11	Helena, MT 59602	East Helena K-12
11	Helena, MT 59602	East Helena K-12
11	Helena, MT 59602	East Helena K-12
12	Helena, MT 59601	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59601	East Helena K-12
12	Helena, MT 59601	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59601	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59601	East Helena K-12
12	Helena, MT 59601	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12
12	Helena, MT 59602	East Helena K-12

**ACKNOWLEDGE OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(HELENA RESIDENT STUDENTS ATTENDING OTHER SCHOOL DISTRICTS)**

Running Total of Acknowledged 2025-26 Out-of-District Attendance Agreements
(Helena Resident Students Attending Other School Districts)

Grade	Montana						Total
	East Helena K-12	City Elementary	Clancy Elementary	Jefferson High School	Cascade High School	Augusta High School	
Pre-K	7	14	3				24
K	9	21	3				33
1	11	10	7				28
2	5	5	4				14
3	11	2	5				18
4	14	13	8				35
5	9	4	5				18
6	16	5	7				28
7	13	15	6				34
8	7	1	3				11
9	21				2		23
10	13						13
11	27				2	1	30
12	19				2		21
	182	90	51		6	1	330

HELENA SCHOOL DISTRICT NO. 1, LEWIS AND CLARK COUNTY
NOTICE OF DISPOSAL OF PERSONAL PROPERTY

NOTICE IS HEREBY GIVEN by the Board of Trustees (the “Board”) of School District No. 1 (Helena), Lewis and Clark County, Montana, that pursuant to a certain resolution duly adopted at a meeting of the Board on July 17, 2025, the trustees, in accordance with Mont. Code Ann. § 20-6-603 and 20-6-604, shall dispose of personal property consisting of document cameras, monitors, stereo equipment, projectors, scanners, video cameras, printers, speakers, and ac adapters because these items are abandoned, obsolete, undesirable or unsuitable for school purposes.

WHEREAS, the Board of Trustees of Helena School District No.1, Lewis and Clark County, Montana, shall sell or otherwise dispose of the technology equipment identified below:

Pallet 1		
QTY	Device Type	Model #
9	Box wires and chargers	
3	Box of keyboards	
1	Printer	
1	Apple TV	A1469
1	Reader	YD-8U10

Pallet 2		
QTY	Device Type	Model #
5	Music players	
1	Box of Calculator	
1	Small server rack	
1	Cisco	
1	eInstruction	IP501
2	HP Switch	ProCurve
1	palmOne	Zire72s
2	Printer	
1	Projector	Epson
11	PSU/Controller	
1	Speaker/Mic	Redcat

Pallet 3		
QTY	Device Type	Model #
4	Box of Keyboards	
3	UPS Battery/Controller	
1	All in one	Cisco
2	Desktop	Apple
14	Desktop	Elitedesk

Pallet 4		
QTY	Device Type	Model #
299	Chromebooks	

Pallet 6		
QTY	Device Type	Model #
30	Monitors Without Stands	

Pallet 7		
QTY	Device Type	Model #
19	Misc Cables Boxes	
2	UPS Batteries	ECO BR8856

Pallet 8		
QTY	Device Type	Model #
28	Box of wires and chargers	

Pallet 9		
QTY	Device Type	Model #
8	Chromebook	
22	Desktop	Elitedesk
15	Laptop	Elitebook
1	Laptop	Latitude D610
1	Laptop	Mobile Workstation
1	Laptop	NC8430
2	Laptop	NX6110
2	Laptop	NX6125
105	Laptop	Probook
1	Laptop	Solo 3350
1	Laptop	Surface Pro

Pallet 10		
QTY	Device Type	Model #
1	Laptop	ASPIRE One D260
1	Laptop	ASUS EEEPC4G
1	Laptop	Compaq 6710B
1	Laptop	Compaq 6735B
1	Laptop	Compaq 8710P
1	Laptop	Compaq NC6320
6	Laptop	Compaq NX6125

1	Laptop	Elitebook
1	Laptop	HDX 18-NK148AV
1	Laptop	HP 550
1	Laptop	Inspiron 700M
1	Laptop	Inspiron 9100
2	Laptop	Latitude D610
2	Laptop	Latitude D810
1	Laptop	Latitude D811
1	Laptop	Latitude D812
1	Laptop	Latitude D813
1	Laptop	Latitude D814
119	Laptop	Probook

Pallet 11		
QTY	Device Type	Model #
14	Chromebook	
1	Desktop	Chromebox
1	Laptop	Compaq NX6325
15	Laptop	Elitebook
1	Laptop	HP Special Edition
164	Laptop	Probook
1	Laptop	Revolve 810
32	Laptop	Surface
1	Smartboard	Wireless slate WS100

Pallet 12		
QTY	Device Type	Model #
2	Chromebook	
1	Laptop	Compaq 6715B
7	Laptop	Elitebook
129	Laptop	Probook

Pallet 13		
QTY	Device Type	Model #
21	Boxes of assorted chargers/cables	

Pallet 14		
QTY	Device Type	Model #
36	Chromebook	
18	Laptop	Acer Aspire One
1	Laptop	Compaq 6715b
1	Laptop	Compaq nx6110

1	Laptop	Compaq tc4200
1	Laptop	Elitebook
8	Laptop	HP Small
1	Laptop	Sony Vaio
107	Laptop	Probook

Pallet 15		
QTY	Device Type	Model #
1	Non working fax machine	
1	HP Keyboard	
1	VCR Player	
6	Speakers	
1	Desktop	Compaq Elite B300
10	Desktop	Elitedesk
1	Desktop	Epson
1	Display splitter	VGA
9	Document Camera	Epson
1	Document Camera	HoverCam
1	Document Camera	Ladybug
10	Projector	Epson
1	Projector	Optima
1	Projector	

Pallet 16		
QTY	Device Type	Model #
1	Box of assorted chargers/cables	
1	Box of VGA Splitters	
7	VCR	
1	Box of headphones	
1	Lamp	
3	Iphone	A1549
1	Iphone	A1533
1	Iphone	A1387
1	Speakers	
1	Canon Camera	GLPH 190 IS
1	Wireless doorbell	Sadotech
1	chromebox	ar5b22
1	chromebox	
1	Laptop	Elitedesk
3	Lights	
1	Projector	Epson
18	Video Splitter	

Pallet 17		
QTY	Device Type	Model #
19	Misc Monitors	
1	UPS	
1	Logitech Intercom	
2	KVM Switch	

Pallet 18		
QTY	Device Type	Model #
2	Desktop	
2	Printer	
5	Box of Misc Cables and Keyboards	
1	Hard case	
1	Box of Small Electronics	
1	Document Shredder	
3	Neo 2	
1	Camera	
2	Tablet	Sylvania

Pallet 19		
QTY	Device Type	Model #
5	Box of Misc Cables	
1	Box of Power Supplies	

Pallet 20		
QTY	Device Type	Model #
1	Cisco Mounting Hardware	
1	Box of Wall Panels	
1	Box of Misc Storage, Cables, and Flashlights	
1	Kodiak Carousel	
5	Box of Control Boards	
1	Power supply	
1	Power supply Chassis	
2	Power Supply	2800ACV
1	Router	Cisco 1721
1	Router	Sonicwall
1	Server	Cisco 5500
2	Server	Cisco 5700
1	Server Rack	Catalyst 4506

17	Server Switch	
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Pallet 21		
QTY	Device Type	Model #
2	Printer Cartridges	55X
2	Bretford	Bulk Charger Ipad
40	Chromebook	
1	Desktop	Elitedesk
1	Document Projector	3M 9050
1	Epson Projector	Brightlink 475wi
8	IPAD	A1474
1	Laptop	Elitebook
6	Laptop	Surface

Pallet 22		
QTY	Device Type	Model #
6	CRT TVs	
1	Dell Optiplexes	

Monitor Pallet 1		
QTY	Device Type	Model #
50	Monitors	

Monitor Pallet 2		
QTY	Device Type	Model #
52	Monitors	

Monitor Pallet 3		
QTY	Device Type	Model #
48	Monitors	

Monitor Pallet 4		
QTY	Device Type	Model #
57	Monitors	

Monitor Pallet 5		
QTY	Device Type	Model #
62	Monitors	

Printer Pallet 1		
QTY	Device Type	Model #

2	Box of Ink	
2	Fax Machine	
17	Printer	

Printer Pallet 2		
QTY	Device Type	Model #
11	Printer	

The items may be viewed at Helena Middle School Warehouse, located at 1010 Idaho Ave, Helena, MT, July 21, 2025, between the hours of 1:00 pm and 2:00 pm. Please call Education Technology Administrator, Gary Myers at (406) 324-2028 for more information. **Purchased by pallets, not individually.** Purchasing parties are responsible for the pickup or shipping of purchased pallets no later than August 4, 2025. Interested parties must submit sealed bids to the Helena School District #1 Business Office, 1325 Poplar Street, Helena, MT 59601 by 3:00 pm on August 1, 2025. The exterior of all bid envelopes or packages must clearly state: **Sealed Bid for Surplus Technology Equipment.**

This Resolution shall not become effective for 14 days. Upon expiration of the 14-day period, the Superintendent of the District shall effectuate the sale or disposal of the property. Money realized from the sale of any of the above-identified items shall be credited to the technology funds as deemed appropriate.

Dated this 17th day of July, 2025.

District Clerk
Helena School District No. 1
Lewis and Clark County

Publication Dates: July 21st and July 28th, 2025



Superintendent

Rex Weltz
324-2001

Business Manager

Janelle Mickelson
324-2040

Board of Trustees Meeting

Lincoln Center
1325 Poplar St., Helena, MT 59601
And on TEAMS

Tuesday, June 10th, 2025
5:30 p.m.

MINUTES

ATTENDANCE – Present unless otherwise noted.

Siobhan Hathhorn, Trustee
Jennifer McKee, Chair
Linda Cleatus, Trustee
Jennifer Walsh, Vice Chair
Kay Satre, Trustee
Jenny Murnane Butcher,
Trustee
Rachel Robison, Trustee
Janet Armstrong, Trustee
Delaney Lynch, Capital High School Student Representative for the Board of Trustees
Brock Gardipee, Helena High School Student Representative for the Board of Trustees
Rex Weltz, Superintendent
Josh McKay, Assistant Superintendent
Janelle Mickelson, Business Director
Barb Ridgway, Chief of Staff
Todd Verrill, Facilities Director
Keri Mizell, Human Resources Director
Gary Myers, Director of Educational
Technology
Kaitlyn Hess, Data & Federal Programs
Director
Justine Alberts, Curriculum Director
Jane Shawn, HEA President
Lona Carter, Student Health Services & Special Education Director
Tim McMahon, Activities Director
Rich Franco, Human Resource Benefits Manager
Many guests of the public as well as Helena School District Staff and Students

I. CALL TO ORDER/PLEDGE OF ALLEGIANCE

Board Chair Jennifer McKee called the meeting to order at 5:32 p.m. and the Board participated in the Pledge of Allegiance.

II. REVIEW AGENDA

The Board of Trustees reviewed the agenda and there were no suggested changes.

The Board of Trustees moved on to the recognitions portion of the agenda.

III. OATH OF OFFICE FOR 2025-2026 BOARD OF TRUSTEES STUDENT REPRESENTATIVES

Delaney Lynch was sworn in as the 2025-2026 Capital High School Student Representative, and Brock Gardipee was sworn in as the 2025-2026 Helena High School Student Representative.

IV. RECOGNITIONS

The Board of Trustees recognized the students listed below.

A. State Champions in Track & Field-Helena High School

The Board of Trustees would like to extend its heartfelt congratulations to the outstanding student-athletes who achieved state championship titles at the recent track and field state meet.

Madi Todorovich – Girls Track & Field

Madi earned State Champion titles in four events: Long Jump, Triple Jump, 400 Meter Dash, and High Jump. Her remarkable performance is a testament to her dedication, athleticism, and perseverance.

The Board also extends sincere appreciation to Girls Track Head Coach Jesse Zentz for his support and coaching excellence.

Jaxan Lieberg – Boys Track & Field

Congratulations to Jaxan for earning the title of State Champion in the High Jump. His achievement reflects exceptional skill and commitment.

Travis Ryland-Davis, Trey Peterson, Luke Ruch, and Pacer Lybbert – Boys Track & Field

Congratulations to this dynamic team for becoming State Champions in the 4x100 Meter Relay. Their teamwork and determination brought home an incredible victory.

The Board also extends sincere appreciation to Boys Track Head Coach Manny Garza for his support and coaching excellence.

The district is proud of these athletes and coaches for their achievements and the way they represent our schools with pride, sportsmanship, and excellence.

B. State Champions in Track & Field-Capital High School

The Board of Trustees would like to extend its heartfelt congratulations to the outstanding student-athletes who achieved state championship titles at the recent track and field state meet.

Brayden Brisko – Boys Track & Field

Congratulations to Brayden on earning the title of State Champion in the Pole Vault. His performance demonstrates outstanding focus, technique, and athletic ability.

Tyler Crum – Boys Track & Field

Congratulations to Tyler for capturing the State Championship in the Javelin. His strength and precision led to a well-deserved victory.

The Board also extends sincere appreciation to Boys Head Track Coach Lon Carter for his support and coaching excellence.

The district is proud of these athletes and coaches for their achievements and the way they represent our schools with pride, sportsmanship, and excellence.

The Board of Trustees moved on to hear the Superintendent's Report presented by Superintendent Weltz.

V. SUPERINTENDENT'S REPORT

Superintendent Weltz presented his Superintendent Report to the Board of Trustees and discussed topics including but not limited to:

- Recognition
 - Graduations-Seniors/Admin/Staff/Special Guests/Parents/Community
 - PAL-PAL Senior Speeches
 - Mount Ascension
 - Capital High School
 - Helena High School
 - End of Year Celebrations
 - Staff That Make The EOY So Special
 - Thank you to HSD Foster Grandparents!!
 - Thank you to Carroll College work study students!!
 - Congratulations to Helena High Educator Lauren Gustafson who was selected as the

Helena Education Association 2025 Educator of the Year!!

- Congratulations to Helena Middle School Para Educator Shiloh Corcoran who was selected as the Helena Education Association 2025 Para Educator of the Year!!
 - Congratulations 2025 Helena Public Schools Retirees!!
 - Thank you to our generous sponsors of the 2025 Retirement Celebration: Robert Worthy, General Manager of Sodexo, Scott Patton, Store Manager of Helena Walmart, Costco, Safeway, and Forget Me Not Flowers
 - Board of Trustees Work Session at Broadwater Elementary School-
 - Thank You, Principal Boedecker, Staff, & Students
 - Thank you to Carroll College for their generous \$3,000 Rossiter Visit & Apply Grant, offered to graduating seniors who were displaced by flooding in 2018 and temporarily attended classes on Carroll's campus as Rossiter 5th graders. Eligible students will receive the grant if they choose to attend Carroll College, honoring the unique connection formed during that spring.
 - Other
- New Business
 - New Social Studies Curriculum
 - Master Facilities Planning
 - Pre Bond Work - SMA
 - Helena High School
 - Capital High School
 - Kessler Elementary
 - AA Decennial Study Strategic Planning
 - Edunomics School Funding Conference – MTSBA
 - 2025-26 SY Staffing & Operations
 - End of the Year Activities
 - Other
- Outreach/Meetings
 - Quarterly Meeting with City of Helena
 - Board of Health Meeting
 - HHS/Chamber Meetings
 - AA Superintendents
 - Parent Advisory Committee
 - Board Leadership
 - HSD/HEA Meeting
 - HEF
 - HEF Executive Committee
 - Cabinet & Leadership
 - TV, Print, Radio, Media
 - CMS Meetings
 - Bond Planning Team –

- Bond Language and Tax Impact Statements
 - Other
- Other

That concluded the Superintendent’s Report portion of the agenda. Superintendent Weltz responded to questions from the Board of Trustees, after which the trustees proceeded to hear general public comment.

VI. GENERAL PUBLIC COMMENT

Ms. Carrie Jones gave general public comment. Ms. Jones stated she is a concerned parent and a business owner in the community. Ms. Jones’ general public comment addressed several key topics including but not limited to the June 4th meeting of the School Funding Interim Commission. She noted the Commission's preference to no longer be referred to as the “Decennial Study” and encouraged board members to register for updates via the following link: <https://committees.legmt.gov/#/nonstandingcommittees/43?tab=details>. Ms. Jones expressed concern over the lack of timely public meeting notices and shared that the Commission is seeking a contractor to support its work. She also expressed disappointment that no one from the district, aside from one representative attending in a professional role, was present to make public comment. Ms. Jones urged board members to consider attending future meetings as informed private citizens.

That concluded general public comment, and the Board of Trustees moved on to review the Consent Action Items.

VII. NEW BUSINESS

A. Consent Action Items

1. Personnel Actions
2. Warrants
3. Approval of FY 2024-25 Out-Of-District Attendance Agreements (Nonresident Students Attending Helena School District)
4. Approval of FY 2025-26 Out-Of-District Attendance Agreements (Non-Resident Students Attending HPS)
5. Acknowledge FY 2025-26 Out-Of-District Attendance Agreements (Helena Resident Students Attending Other School Districts)
6. 5.13.25 Board of Trustees Full Board Meeting Minutes
7. 5.13.25 Board of Trustees Special Board Meeting Open Session Meeting Minutes
8. 5.13.25 Board of Trustees Special Board Meeting Closed Session Meeting Minutes
9. 5.22.25 Board of Trustees Special Board Meeting Minutes

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the Consent Action Items as presented.”

Motion: Trustee Siobhan Hathhorn moved to approve the Consent Action Items as presented. Trustee Linda Cleatus seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

That concluded the approval of the Consent Action Items. The Board of Trustees moved on to review the Items for Action.

B. Items For Action

Mr. Rich Franco, Human Resource Benefits Manager, presented action items one through five to the Board of Trustees. Mr. Franco's memo in the agenda packet includes the following information which Mr. Franco presented this evening:

The following are recommendations by the Health Benefit Committee for the plan year 2025-26:

1. For the Medical plans, there were slight increases to the deductibles and max out of pockets to meet more modern standards and to allow for lower premiums for the employees.

Medical Option 1				
	<i>Current</i>	<i>AV</i>	<i>PY 25-26 Recommendation</i>	<i>AV</i>
Deductible Single	\$750.00	90%	\$1,500	87%
Deductible Family	\$1,500.00		\$3,000	
Single Max OOP	\$3,000.00		\$4,000	
Family Max OOP	\$6,000.00		\$8,000	
Medical Option 2				
	<i>Current</i>	<i>AV</i>	<i>PY 25-26 Recommendation</i>	<i>AV</i>
Deductible Single	\$2,000	85%	\$3,000	79%
Deductible Family	\$4,000		\$6,000	
Single Max OOP	\$6,000		\$7,000	
Family Max OOP	\$12,000		\$14,000	

2. Premium Rates for the 2025-26 Plan year. There was a decrease in Premiums by 1.6% for Option 1 and 3.8% for Option 2. How the Health Benefits committee arrived at the recommendation is written below:
 - Every year the Committee gets Trend Percentage numbers that come from our Benefits Consultant, Milliman and Segal which are actuarial firms. These numbers give the Committee a projection of what our costs will be. The trend percentages for medical and pharmacy were 6% and 8%, the dental trend percentage is 2% and the vision was 1%.

In completing the 2025-26 Premium analysis with Alliant we calculated the estimated claims and expenses versus our income. We would need about \$1,233 per employee per month to offset the costs of our expenses. The good news is we would be able to manage that and save our employees a little money. With a slight reduction in deductibles and max out of pockets, we saw a 1.6% Premium rate decrease in Option 1 and 3.8% decrease in Option 2. The Dental and Vision we were able to break even with, there was no need to increase for the next year as well. Here is what the Premiums for next year's plans look like:

2024-2025					2025-2026 With 3.6% Increase in District Contribution and 3.8% Decrease in Premium				
Option 2	Premium Amount	District Contribution	EE Out-of-Pocket		Option 2	Premium Amount	District Contribution	EE Out-of-Pocket	Diff
Employee Only	\$905.56	\$1,031.90	\$126.34		Employee Only	\$880.24	\$1,069.40	\$189.16	(\$62.82)
Employee Plus Spouse	\$1,729.63	\$1,031.90	(\$697.73)		Employee Plus Spouse	\$1,681.28	\$1,069.40	(\$611.88)	(\$85.85)
Employee Plus Child	\$1,131.96	\$1,031.90	(\$100.06)		Employee Plus Child	\$1,100.31	\$1,069.40	(\$30.91)	(\$69.15)
Employee Plus Children	\$1,222.51	\$1,031.90	(\$190.61)		Employee Plus Children	\$1,188.34	\$1,069.40	(\$118.94)	(\$71.67)
Employee Plus Family (1 Child)	\$1,956.02	\$1,031.90	(\$924.12)		Employee Plus Family (1 Child)	\$1,901.34	\$1,069.40	(\$831.94)	(\$92.18)
Employee Plus Family (Children)	\$2,046.58	\$1,031.90	(\$1,014.68)		Employee Plus Family (Children)	\$1,989.37	\$1,069.40	(\$919.97)	(\$94.71)
2024-2025					2025-2026 With 3.6% Increase in District Contribution and 1.6% Decrease in Premium				
Option 1	Premium Amount	District Contribution	EE Out-of-Pocket		Option 1	Premium Amount	District Contribution	EE Out-of-Pocket	Diff
Employee Only	\$1,086.68	\$1,031.90	(\$54.78)		Employee Only	\$1,069.40	\$1,069.40	\$0.00	(\$54.78)
Employee Plus Spouse	\$2,075.55	\$1,031.90	(\$1,043.65)		Employee Plus Spouse	\$2,042.55	\$1,069.40	(\$973.15)	(\$70.50)
Employee Plus Child	\$1,358.35	\$1,031.90	(\$326.45)		Employee Plus Child	\$1,336.76	\$1,069.40	(\$267.36)	(\$59.09)
Employee Plus Children	\$1,467.01	\$1,031.90	(\$435.11)		Employee Plus Children	\$1,443.68	\$1,069.40	(\$374.28)	(\$60.83)
Employee Plus Family (1 Child)	\$2,347.22	\$1,031.90	(\$1,315.32)		Employee Plus Family (1 Child)	\$2,309.90	\$1,069.40	(\$1,240.50)	(\$74.82)
Employee Plus Family (Children)	\$2,455.89	\$1,031.90	(\$1,423.99)		Employee Plus Family (Children)	\$2,416.85	\$1,069.40	(\$1,347.45)	(\$76.54)

3. RFP for Medical, Dental, Vision and Pharmacy/Rx

- Medical: Allegiance was voted as our Medical TPA due to their low administrative costs and large networks and discounts. They will continue to help manage our medical health plan as it is evolving.
- Dental: Delta Dental was voted as our Dental TPA due to their competitive administrative costs and ability to adapt and implement as we need.
- Vision: Ameritas was voted as our Vision TPA. Their network is among the best and they have flexible capabilities to help us navigate through any changes and benefit enhancements.
- Pharmacy/Rx: Rightway won the Pharmacy bid. They had the best pricing guarantees and administrative costs along with their team's ability to navigate through any implementations and changes as we need going forward.

Mr. Franco addressed all questions from the Board of Trustees regarding the information presented.

1. Approval of Allegiance as Medical TPA

Mr. Franco addressed questions from the Board of Trustees regarding the action item *Approval of Allegiance as Medical TPA*.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Approval of Allegiance as Medical TPA*.”

Motion: Trustee Kay Satre moved to approve the action item *Approval of Allegiance as Medical TPA* as presented. Trustee Jennifer Walsh seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

2. Approval of Delta Dental as Dental TPA

Mr. Franco addressed questions from the Board of Trustees regarding the action item *Approval of Delta Dental as Dental TPA*.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Approval of Delta Dental as Dental TPA*.”

Motion: Trustee Linda Cleatus moved to approve the action item *Approval of Delta Dental as Dental TPA* as presented. Trustee Janet Armstrong seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

3. Approval of Ameritas as Vision TPA

Mr. Franco addressed questions from the Board of Trustees regarding the action item *Approval of Ameritas as Vision TPA*.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Approval of Ameritas as Vision TPA*.”

Motion: Trustee Jennifer Walsh moved to approve the action item *Approval of Ameritas as Vision TPA* as presented. Trustee Kay Satre seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

4. Approval of Rightway as Rx/Pharmacy PBM

Mr. Franco addressed questions from the Board of Trustees regarding the action item *Approval of Rightway as Rx/Pharmacy PBM*.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Approval of Rightway as Rx/Pharmacy PBM*.”

Motion: Trustee Siobhan Hathhorn moved to approve the action item *Approval of Rightway as Rx/Pharmacy PBM* as presented. Trustee Janet Armstrong seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

5. Approval of Plan Design Changes & Premiums for the 2025-2026 Plan Year

Mr. Franco addressed questions from the Board of Trustees regarding the action item *Approval of Plan Design Changes & Premiums for the 2025-2026 Plan Year*.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Approval of Plan Design Changes & Premiums for the 2025-2026 Plan Year*.”

Motion: Trustee Linda Cleatus moved to approve the action item *Approval of Plan Design Changes & Premiums for the 2025-2026 Plan Year* as presented. Trustee Jennifer Walsh seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

6. Resolution Calling for Elementary Bond Election

Superintendent Rex Weltz presented the action item *Resolution Calling for Elementary Bond Election* to the Board of Trustees. The following excerpt from the resolution summarizes its purpose; please note this is not the full text of the resolution: “A RESOLUTION OF ELEMENTARY SCHOOL DISTRICT NO. 1 (HELENA), LEWIS AND CLARK COUNTY, SUBMITTING TO THE QUALIFIED ELECTORS OF THE ELEMENTARY SCHOOL DISTRICT THE QUESTION OF ISSUING GENERAL OBLIGATION SCHOOL BUILDING BONDS IN THE AGGREGATE PRINCIPAL AMOUNT OF UP TO FORTY-THREE MILLION AND NO/100 DOLLARS (\$43,000,000.00) FOR THE PURPOSE OF PAYING THE COSTS OF DESIGNING, CONSTRUCTING, FURNISHING, AND EQUIPPING A NEW KESSLER SCHOOL BUILDING IN REPLACEMENT OF THE EXISTING KESSLER SCHOOL BUILDING; RELATED IMPROVEMENTS AND COSTS; AND PAYING COSTS ASSOCIATED WITH THE SALE AND ISSUANCE OF THE BONDS”.

Ms. Bridget Ekstrom, Managing Director and Public Finance Banker, with D.A. Davidson & Co. presented a sample mill levy impact analysis and proposed general obligation bonds diagram to the Board of Trustees. Ms. Ekstrom and Superintendent Weltz addressed questions from the Board of

Trustees regarding the *Resolution Calling for Elementary Bond Election*.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Resolution Calling for Elementary Bond Election*.”

Motion: Trustee Janet Armstrong moved to approve the action item *Resolution Calling for Elementary Bond Election* as presented. Trustee Siobhan Hathhorn seconded the motion.

Public Comment: Ms. Carrie Jones gave public comment. Ms. Jones’ public comment addressed several key topics including, but not limited to, concerns about the timing and financial implications of proposing a bond election in the current fiscal year. She expressed that the public may be misinformed about anticipated property tax relief and noted that most residents will not see a reduction on their tax bills, but rather a reimbursement only if they apply for it. She cautioned that this could lead to public resistance to additional tax measures. Ms. Jones described the proposed bond effort as fiscally irresponsible under current conditions, citing election costs, lack of grassroots support, and a condensed timeline as significant obstacles to success. She urged the Board to reconsider moving forward with the bond proposal at this time.

Ms. Hanna Warhank gave public comment. Ms. Warhank stated she is a member of the public and her children attend Hawthorne. Ms. Warhank’s public comment addressed several key topics including, but not limited to, concerns about the proposed \$43 million bond to construct a new school facility. She questioned the necessity of building a school significantly larger than the current student population requires, particularly in light of Helena’s reported declining enrollment. Ms. Warhank referenced the Master Facilities Plan, stating it includes the potential closure of multiple elementary schools, and urged the Board to be transparent with the community about these long-term plans. She also raised concerns about the financial implications of constructing a facility larger than needed, citing an estimated cost of \$450 per square foot and suggesting this could result in substantial waste of taxpayer funds.

Vote: 7-0 motion carries unanimously. (*Please note that Trustee Jennifer Walsh abstained from voting as she is a Trustee strictly for the high school district and this action item only pertains to the elementary district*).

7. Resolution Calling for High School Bond Election

Superintendent Weltz presented the action item *Resolution Calling for High School Bond Election* to the Board of Trustees. The following excerpt from the resolution summarizes its purpose; please note this is not the full text of the resolution: “A RESOLUTION OF HIGH SCHOOL DISTRICT NO. 1 (HELENA), LEWIS AND CLARK COUNTY, SUBMITTING TO THE QUALIFIED ELECTORS OF THE HIGH SCHOOL DISTRICT THE QUESTION OF ISSUING GENERAL OBLIGATION SCHOOL BUILDING BONDS IN THE AGGREGATE PRINCIPAL AMOUNT OF UP TO TWO HUNDRED FORTY MILLION AND NO/100 DOLLARS (\$240,000,000.00) FOR THE PURPOSE OF PAYING THE COSTS OF DESIGNING, CONSTRUCTING, FURNISHING, AND EQUIPPING (I) A NEW HELENA HIGH SCHOOL BUILDING IN REPLACEMENT OF THE EXISTING HELENA HIGH SCHOOL BUILDING, ALONG WITH ASSOCIATED IMPROVEMENTS; AND (II) IMPROVEMENTS TO PORTIONS OF THE CAPITAL HIGH SCHOOL BUILDING AND CAMPUS; RELATED IMPROVEMENTS AND

COSTS; AND PAYING COSTS ASSOCIATED WITH THE SALE AND ISSUANCE OF THE BONDS”.

Ms. Ekstrom and Superintendent Weltz addressed questions from the Board of Trustees regarding the *Resolution Calling for High School Bond Election*.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Resolution Calling for High School Bond Election*.”

Motion: Trustee Jennifer Walsh moved to approve the action item *Resolution Calling for High School Bond Election* as presented. Trustee Kay Satre seconded the motion.

Public Comment: Mr. Charlie Snellman gave public comment. Mr. Snellman’s public comment addressed several key topics including, but not limited to, appreciation for the Board’s willingness to consider the proposed bond and initiate meaningful discussion about school improvements. He emphasized the importance of moving forward with planning, even if the benefits will be realized by future students rather than current ones. Mr. Snellman expressed support for the bond effort and encouraged a “yes” vote from the Board.

Ms. Carrie Jones gave public comment. Ms. Jones’ public comment addressed several key topics including, but not limited to, concerns about the approach to initiating a bond election for high school improvements. While she acknowledged the need for facility upgrades, she questioned the Board’s preparation and outreach efforts, stating that community members are largely unaware of the proposal. Ms. Jones expressed that using an election to begin a public conversation is not an appropriate exercise of fiduciary responsibility and cautioned that the lack of groundwork could lead to a negative public response.

Ms. Moffie Funk gave public comment. Ms. Funk stated she is a parent and a grandparent in the community. Ms. Funk’s public comment addressed several key topics including, but not limited to, appreciation for the students in the community who are organizing a bond committee to support the proposed school improvements. She emphasized the selflessness of these efforts, noting that while the current students may not directly benefit from the bond, they are working to improve conditions for future students. Ms. Funk expressed gratitude for the ongoing conversation and commended the students for their leadership and advocacy.

Ms. Lisa Cordingley gave public comment. Ms. Cordingley’s public comment addressed several key topics including, but not limited to, ongoing efforts to organize a political action committee in support of the proposed bond. She acknowledged the challenge of mobilizing such efforts prior to formal bond approval but stated that community members are prepared to begin advocacy work immediately. Ms. Cordingley encouraged others interested in supporting the initiative to get involved.

Ms. Callie Aschim gave public comment. Ms. Aschim’s public comment addressed several key topics including, but not limited to, appreciation for recent community engagement efforts through informational events and support for the proposed bond. She emphasized the importance of providing students with modern, safe, and well-equipped facilities, and highlighted how the bond would also support teachers by creating learning environments that reflect the district’s high educational standards. Ms. Aschim framed the bond as an investment in opportunity, community

growth, and local pride.

Vote: 8-0 motion carries unanimously.

8. Award Food Service Management Contract to Sodexo

Ms. Janelle Mickelson, Business Manager and District Clerk, presented the action item, *Award Food Service Management Contract to Sodexo*, to the Board of Trustees.

Background:

The District's current food service management contract expires June 30, 2025. A Request For Proposals (RFP) was issued on March 22, 2025, and advertised the RFP for 60 days. A selection committee consisting of the assistant superintendent, the business service administrator, and an elementary principal representing the District Wellness Committee was created. Each committee member submitted their completed scoring sheet to the business service administrator, who then compiled the scores. The selection committee met on May 21, 2025, to discuss the proposal and make a recommendation to the Board. A representative from the Office of Public Instruction was present at that meeting.

Considerations:

- Sodexo, who is our current contractor, was the only vendor to submit a proposal. The proposal can be viewed at the following link: [Sodexo Response to RFP](#)
- Sodexo was evaluated on the following criteria:
 - Service Capability Plan (Identifies proposed food service team such as Food Service Director and demonstrates FSMC's ability to provide services as stated in the RFP/Contract)
 - Quality of Food Service Doing business with like school systems and familiarity with regulations pertaining to such operations/References
 - Financial Condition/Stability, Business Practices
 - Accounting and Reporting Systems
 - Personnel Management including training and professional development for employees
 - Innovation/Plan to increase participation
 - Promotion of the School Food Service Program
 - Involvement of Students, Staff, and Other Stakeholders
 - Cost/Fees and Performance Bond
 - Use of Geographical Preference
 - Incorporation of Local Foods
 - Nutrition Education Plan
 - Purchasing and purchasing power
- Sodexo received an average score of 91 points out of a total of 100 points.
- The contract term is for a one-year period with up to four one-year renewals, beginning July 1, 2025.
- The proposal provides for an increase in costs of approximately 3.79%.
- The committee valued the following: Sodexo's focus on Montana Made items, nutritional

apps for students & parents, student engagement, data analytics, community oriented, use of geographic preference, and point of sale system.

- Noted programs provided by Sodexo are as follows: Farm to School, Tasting Tuesdays, and Future Chefs.
- The committee unanimously recommends that the Food Service Management Contract be awarded to Sodexo.

Superintendent recommendation:

Accept the selection committee's recommendation and award the Food Service Management Contract to Sodexo.

Ms. Mickelson addressed questions from the Board of Trustees regarding the information presented.

Board Chair Jennifer McKee commented, "At this point I would entertain a motion to approve the action item *Award Food Service Management Contract to Sodexo*."

Motion: Trustee Linda Cleatus moved to approve the action item *Award Food Service Management Contract to Sodexo* as presented. Trustee Janet Armstrong seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

9. Approval of HPS-Craft Council Collective Bargaining Agreement

Ms. Keri Mizell, Human Resources Director, presented the action item *Approval of HPS-Craft Council Collective Bargaining Agreement* to the Board of Trustees.

Background:

Pursuant to MCA 39-31-306, an agreement reached by the public employer and the exclusive representative must be reduced to writing and must be executed by both parties. The Helena School District and the Craft Council (Plumbers and Pipefitters, Local Union #41 and International Association of Machinist and Aerospace Workers Local #88) reached a tentative agreement on May 15, 2025. We were notified on June 2, 2025, that the agreement was ratified by the members.

The one (1) year agreement was open for wages and language for the fiscal year July 1, 2025, through June 30, 2026. A summary of the conditions of the contract are noted below. Upon the Board's approval, a final copy will be made available electronically.

- A two percent (2%) increase to base wages for the 2025-2026 fiscal year. For the plumbers, this would be an increase of \$.76 per hour to the base wage from \$38.00 to \$38.76 per hour. For the mechanic, this would be an increase of \$0.66 per hour to the base wage from \$32.90 to \$33.56 per hour for 2025-2026.
- Increase the longevity schedule as follows:
 - Employed 5+ to 10 years \$.60 per hour additional
 - Employed 10+ to 15 years \$0.85 per hour additional
 - Employed 15+ to 20 years \$1.10 per hour additional
 - Employed 20+ years \$1.60 per hour additional

- The District shall contribute to the employee cafeteria plan an amount of \$1,069.40 per month/\$12,832.80 for the 2025-2026 benefit year.
- The total estimated salary cost of this settlement is \$4,906.40 for the 2025-2026 fiscal year.

Considerations:

- HPS and the Craft Council have a collaborative relationship and productive negotiations history.
- This agreement continues to bring parity to the bargaining units within HSD that work together on facilities projects.
- This agreement supports the directive of the Board to support our staff members and address issues relative to the district budget.

Superintendent recommendation:

Approve and ratify the collective bargaining agreement as agreed upon between HPS and the Craft Council.

Ms. Mizell addressed questions from the Board of Trustees regarding the information presented.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Approval of HPS-Craft Council Collective Bargaining Agreement*. ”

Motion: Trustee Siobhan Hathhorn moved to approve the action item *Approval of HPS-Craft Council Collective Bargaining Agreement* as presented. Trustee Jennifer Walsh seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

10. Approval of HPS-HEA Para Educator Negotiated Agreement

Ms. Keri Mizell, Human Resources Director, presented the action item *Approval of HPS-HEA Para Educator Negotiated Agreement* to the Board of Trustees.

Background:

Pursuant to MCA 39-31-306, an agreement reached by the public employer and the exclusive representative must be reduced to writing and must be executed by both parties.

The Helena School District and the Helena Education Association (HEA) Para Educators reached a tentative agreement on June 3, 2025.

The two (2) year agreement was open for language and wages for July 1, 2025, through June 30, 2027.

Highlights of significant language changes:

- Designation of the para educator work year (183 work days) and non-contract days in which paid leave may be used.
- Broader definition of family as it applies to use of sick and bereavement leave.

Bereavement leave is limited to five paid days total in a school year.

- Clarifying language that a para educator may be required to substitute for a certified teacher; in such an event, the para educator will be paid for the half day or one full day at the guest teacher rate if higher than the para educator's regular rate.
- New language to provide for two paid sabbaticals (salary and benefits) per year for para educators who have been continuously employed for four years to complete their student teaching in the District.

Compensation summary:

- The District shall increase the contribution to the employee cafeteria plan by \$37.50 per month (a total contribution of \$1,069.40 per month) for the 2025 - 2027 fiscal years.
- Longevity pay to para educators who have cumulative years working in the District, payable upon the successful completion of the school year each June:
 - 15 – 19 years = \$200 stipend
 - 20 - 24 years = \$300 stipend
 - 25 or more years = \$500 stipend
- A \$0.40 increase to each cell in the salary matrix for 2025-2026 and a \$0.60 increase to each cell in the matrix for 2026-2027 fiscal years.
- The estimated salary cost is approximately \$273,173 for the 2025-2027 fiscal years.

Considerations:

- HPS and HEA have a collaborative relationship and productive negotiations history.
- This agreement supports the directive of the Board to support our staff members and address issues relative to the district budget.

Superintendent recommendation:

Approve the negotiated agreement as agreed upon between HPS and Para Educators.

Ms. Mizell addressed questions from the Board of Trustees regarding the information presented.

Board Chair Jennifer McKee commented, "At this point I would entertain a motion to approve the action item *Approval of HPS-HEA Para Educator Negotiated Agreement*."

Motion: Trustee Kay Satre moved to approve the action item *Approval of HPS-HEA Para Educator Negotiated Agreement* as presented. Trustee Janet Armstrong seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

11. Approval of District Investment Grade Energy Audit

Mr. Todd Verrill, Facilities Director, presented the action item *Approval of District Investment Grade Energy Audit* to the Board of Trustees. The following memo from Mr. Verrill was included in the board agenda:

Dear Helena School District Board of Trustees,

I respectfully request the board of trustees award the district Investment Grade Energy Audit contract to Ameresco, Inc. In accordance with Montana Code Annotated, Title 90, Chapter 4, Part 11, and the Montana Department of Environmental Quality (DEQ) Energy Performance Contracting program guidelines, the facilities department solicited a Request for Proposals (RFP) from three DEQ-qualified Energy Service Providers to conduct an energy audit of the district facilities. In general, the audit will investigate the following cost-saving measures to identify where the district may gain energy efficiency:

- LED Lights
- Occupancy sensors
- Boiler replacements
- HVAC Improvements
- New pumps, fans & drives
- Equipment controls
- Building envelope changes
- Water efficiency equipment
- Renewable energy installations
- Street, traffic & other outdoor lighting

The facilities office received one bid from Ameresco, and we evaluated their submission in accordance with Table 2 from the RFP. While the RFP did not require a firm or fixed fee for the audit, the total cost will not exceed \$80,000. Ameresco is a reputable corporation with a local office in Helena, and I am confident they will complete the project in a timely and professional manner.

Mr. Verrill addressed questions from the Board of Trustees regarding the information presented.

Board Chair Jennifer McKee commented, “At this point I would entertain a motion to approve the action item *Approval of District Investment Grade Energy Audit*. ”

Motion: Trustee Siobhan Hathhorn moved to approve the action item *Approval of District Investment Grade Energy Audit* as presented. Trustee Jennifer Walsh seconded the motion.

Public Comment: None.

Vote: 8-0 motion carries unanimously.

12. **Consideration of Recommendations on the Future of Hawthorne Elementary School**

Superintendent Rex Weltz presented the action item *Consideration of Recommendations on the Future of Hawthorne Elementary School* to the Board of Trustees. The following memo from Superintendent Weltz was included in the board agenda:

Recommendations to consider options:

1. Close 2025-2026 school year
2. Close 2026-2027 school year
3. Status Quo – Remain Open

Superintendent recommendation:

Option 1: Close for the 2025-2026 school year and beyond.

Superintendent Weltz addressed questions from the Board of Trustees regarding the information presented and his recommendation to close Hawthorne Elementary School for the 2025-2026 school year and beyond. The Trustees and Superintendent Weltz discussed topics including but not limited to the financial challenges the district continues to face, including ongoing structural deficits, constraints in the general fund, and heavy reliance on one-time interlocal funds to maintain operations.

Board Chair Jennifer McKee entertained a motion to approve the Superintendent's recommendation to close Hawthorne Elementary School for the 2025-2026 school year and beyond.

Motion: Trustee Siobhan Hathhorn moved to approve Superintendent Weltz's recommendation to close Hawthorne Elementary School for the 2025-2026 school year and beyond as presented. Trustee Janet Armstrong seconded the motion.

Public Comment: Ms. Carrie Jones gave public comment. Ms. Jones' public comment addressed several key topics including but not limited to concerns regarding the decision-making process of the Board and the District's leadership. She expressed dissatisfaction with the manner in which recent decisions were communicated and executed, describing them as unprofessional and inconsistent with prior assurances. Ms. Jones noted a perceived breach of community trust, citing decreased voter engagement and lack of support for recent levy initiatives as indicative of this erosion. She also voiced concerns about the Board's responsiveness, accountability, and the inclusiveness of its actions, emphasizing a growing sentiment of mistrust among community members.

Ms. Traci Swingley read a statement from Mr. Adam Clinch, a former Hawthorne student and current teacher to be entered as public comment. Mr. Clinch's statement addressed several key topics including but not limited to the historical and emotional significance of Hawthorne Elementary, the impact of its potential closure, and broader concerns about public education funding in Montana. He reflected on the school's role in fostering community identity and equitable access to education, and attributed current challenges to decades of underfunding at the state level. Mr. Clinch urged voters to support leadership that prioritizes and invests in public schools.

Mr. Josh Jones gave public comment. Mr. Jones' public comment addressed several key topics, including but not limited to concerns about the mixed messaging involved in proposing the closure of Hawthorne Elementary while also planning to request funding for a new elementary school. He emphasized the strong sense of community and collaborative culture at Hawthorne, highlighted the success of students with special needs, and urged the board to consider public perception and trust when making its decision.

Ms. Kristie Klein gave public comment. Ms. Klein's public comment addressed several key topics, including but not limited to strong opposition to the proposed closure of Hawthorne Elementary School. She expressed concerns about the timing of the decision in relation to the availability of

final budget data, questioned the transparency and accountability of the board, and criticized the perceived lack of direct engagement with the Hawthorne community. Ms. Klein emphasized the emotional and long-term impact the closure would have on students, staff, and the broader community.

Mr. Aaron Pratt gave public comment. Mr. Pratt's public comment addressed several key topics, including but not limited to opposition to the proposed closure of Hawthorne Elementary School and concern over the transparency of the decision-making process. He emphasized Hawthorne's nearly 150-year legacy of academic excellence and community impact, highlighting distinguished alumni. Mr. Pratt questioned the financial rationale for closure, suggesting the decision appeared ideological rather than budget-driven. He underscored the lasting emotional and cultural significance of the school for the community.

Ms. Hanna Warhank gave public comment. Ms. Warhank's public comment addressed several key topics, including but not limited to deep concern over the decision-making process surrounding the proposed closure of Hawthorne Elementary School. She criticized the perceived lack of transparency, public engagement, and trustee inquiry during the 90-day review period. Ms. Warhank questioned the integrity of the process, citing a lack of alternative options presented, restricted access to information, and shifting budget data. She expressed a loss of trust in district leadership and emphasized the emotional and systemic impact this decision could have on students and the broader school community.

Ms. Peggy Hollow-Phelps gave public comment. Ms. Hollow Phelps' public comment addressed several key topics, including but not limited to support for neighborhood schools, disagreement with the decision to close Hawthorne Elementary, and appreciation for the time and communication from district leaders. She acknowledged the broader impacts of budget cuts on special education and preschool services, particularly referencing her experience at Ray Bjork. Ms. Hollow-Phelps emphasized the importance of working toward the common good and advocated for increased state-level funding for public education.

Mr. Kris Goss gave public comment. Mr. Goss' public comment addressed several key topics, including but not limited to concerns about transparency and public trust, the belief that the decision to close Hawthorne Elementary was made prematurely and without meaningful public input, and criticism of how public comment and data were handled during the process. He expressed frustration over the perceived lack of responsiveness to community feedback, questioned the rationale for the closure given improved budget projections, and stated that the community would not forget or forgive the decision.

Ms. Aileen Gleizer gave public comment. Ms. Gleizer's public comment addressed several key topics, including but not limited to support for Hawthorne Elementary as a valued neighborhood school, concerns about the lack of transparency and clarity regarding cost savings associated with the proposed closure, and the impact of the district's communication tone throughout the process. She emphasized the importance of measured decision-making, acknowledged the difficult financial circumstances, and urged the district to provide clearer financial data and maintain a thoughtful vision for the future.

Ms. Rachel Howard gave public comment. Ms. Howard's public comment addressed several key topics, including but not limited to her appreciation for the district's overall efforts in navigating

difficult decisions, her trust in the quality of Helena Public Schools as an out-of-district parent, and her concern about potential impacts on accreditation standards. She acknowledged the emotional toll of the proposed closure, expressed empathy for Hawthorne families, and shared confidence that students affected by the closure would be well supported in their new school communities.

Before the final vote, the trustees discussed topics including but not limited to the fiscally necessary decision to close Hawthorne Elementary, ongoing budget constraints, declining enrollment, and state funding inequities.

Vote: 6-1 motion carries; *(please note that Trustee Rachel Robison voted nay, and Trustee Jennifer Walsh abstained from voting as she is a Trustee strictly for the high school district and this action item only pertains to the elementary district).*

The Board of Trustees moved on to hear reports.

C. REPORTS

1. Student Representatives Report

Mr. Brock Gardipee, Helena High School Student Representative for the Board of Trustees, presented his Student Representative Report. Mr. Gardipee commented, “Hi, everyone, I would like to thank you for being here. I know it has been a long night so I will try to keep my speech brief while highlighting the amazing events that occurred at Helena High. First off, it is the end of the year. I for one know that everyone including myself is excited for summer whether that be teachers, students, or Mr. Kessler. The people in our school have put in a lot of hard work and have been rewarded in some of those areas. For starters, I would like to congratulate the class of 2025 and wish them luck with whatever they decide to do hence forth. We had a great graduation thanks to the staff and students who assisted in any way they could and by looking at the graduating students, everyone was able to tell that this class is going to have some big and exciting steps into the future. But as that class leaves, a new class enters. Staff and students at Helena High welcomed families and students into the building with a barbecue, games, and fun activities for them to participate in. As I'm sad that the class of 2025 is leaving, I'm excited for the new class to be entered in. Now, I would like to thank anyone who participated in the community breakfasts that Helena High hosted. This would include the various student speakers, the Helena High staff speakers, the presenters, the student tour guides, and anyone else who attended. We had a great turnout and I'm so happy because I went to every meeting, gave speeches, and led the attendees around the school. I find that the need for a new school is tremendous and even though I won't be able to experience it, I want to fight as hard as I can to pass it because no one should have to learn in that environment. Finally, I would like to end by congratulating the amazing people who were awarded at Helena High. I would like to start off by congratulating Layla Riggs and for those who don't know, Layla was one of the 6 finalists for the National Speech and debate student of the year. Also, the Helena High softball team won their first divisional title since 1990 and although the state games didn't go the way they wanted, they made their mark in history. Now that I have congratulated some students on their great accomplishments, I would like to shift over to the teachers. Lauren Gustafson was

awarded the 2025-2026 Helena School District Teacher of the year. Now, although I have not had the pleasure of having her as my teacher, her bright smiles fill the hallways. Finally, I would like to congratulate Meghan Schulte who was recognized by Strive TLC as one of the Instructional Coaches of the Year. Thank you all for coming out and I hope that your summer is great!”

Ms. Delaney Lynch, Capital High School Student Representative for the Board of Trustees, presented her Student Representative Report. Ms. Lynch commented, “With the school year coming to a close, many exciting things are happening at Capital High. These last few weeks mark the end of the testing season, which I think many students are grateful for. This year over 650 AP tests were administered, which is an enormous feat for both students and staff. I’d like to recognize Bethany Linder, our AP testing coordinator, and the CHS counseling office for all of their hard work as this would not be possible without their support. CHS students also participated in the State Music Festival, with lots of students receiving superior scores. Huge congratulations to all those who competed in the festival. With testing and competitions over, students at Capital have got to participate in a variety of fun and enriching activities. We were very fortunate to host Supaman at our school assembly. Students were not only given the opportunity to be a part of his music making process, but they also got a front row seat to his inspiring speeches about the effects of drugs/alcohol and mental health issues. His words encapsulated the importance of not only breaking the cycle and chasing dreams but also being your best both for yourself and your community. In addition to Supaman, social studies classes at Capital also hosted another keynote speaker from Carroll College. Ukrainian native, Asiye shared her stories about being a Ukrainian refugee, exposing students to real life experiences and sparking meaningful conversations among them. On this empowering note, students were also encouraged to look into the future with the Summer Job Fair, hosted by our Career Counselor Aspen Herndon. This event was a hit, and students enjoyed it so much that applications completely ran out. Speaking of jobs, Capital High hosted a plant sale last Wednesday, May 28th, where students were working hard selling peppers and tomato plants that they had been growing in both the outdoor and indoor greenhouses. As always, the year wrapped up with the customary Grad Walk, held on May 28th. CHS students went back to Jim Darcy, Rossiter, Four Georgians, Broadwater, Hawthorne, and Kessler to relive those days of elementary school before their upcoming graduation. There were so many Four Georgians alum that two buses were needed just to make everyone fit. Speaking of graduation, graduation occurred Saturday June 7th with the Capital ceremony beginning at 8 a.m. I would like to congratulate each and every member of the Class of 2025. You have left some big shoes to fill, and I cannot wait to see what the future brings to you. The Class of 2026 and I hope to continue your legacy by representing Capital High School through service and achievement throughout the upcoming school year.”

2. **Helena Education Association Report**

Ms. Jane Shawn, HEA President, presented the Helena Education Association Report. Ms. Shawn recognized Lauren Gustafson as Helena Educator of the Year from Helena High School and Shiloh Corcoran as Paraeducator of the Year from Helena Middle School. They both received awards in the form of a \$500 gift designated for use at their respective schools. She expressed appreciation for district support, particularly from Keri Mizell, Josh McKay, and Rex Weltz, in exploring creative ways to honor the professionalism and longevity of paraprofessionals. Ms. Shawn noted that two-year contracts for both teachers and paraeducators

have been successfully negotiated and ratified and shared her appreciation for the collaborative process. She announced that she and Kim Stout will attend the NEARA Representative Assembly in Portland, OR this summer, and she, along with Erica McMillin, will participate in a statewide training titled Skills to Win: Workers vs. Billionaires focused on organizing and mobilization strategies. Although the school year has concluded, Ms. Shawn stated she will continue to be available to support staffing and other initiatives in preparation for the 2025–2026 school year.

3. **Facilities & Technology Committee Report**

There was no Facilities & Technology Committee report this evening, as the committee did not meet in June.

4. **Budget and Finance Committee Report**

Trustee Janet Armstrong presented the Budget and Finance Committee Report. She began by congratulating Shiloh Corcoran, the Paraeducator of the Year and a 2020 graduate of Capital High School and expressed appreciation for retaining talented graduates within the community and welcoming them as professional colleagues. Trustee Armstrong also reflected on the recent Budget and Finance Committee meeting, thanked attendees for their participation and thoughtful questions, and shared her confidence that everyone is now well-informed on the budget matters discussed.

5. **Teaching & Learning Committee Report**

There was no Teaching & Learning Committee report, as the next meeting is scheduled for June 25th.

6. **Policy Committee Report**

There was no Policy Committee report this evening, as the committee did not meet in June.

7. **Health Benefits Committee Report**

Trustee Kay Satre reported that the Health Benefits Committee reviewed all the information presented by Mr. Franco to the Board of Trustees this evening.

8. **Wellness Committee Report**

There was no Wellness Committee Report this evening.

9. **Montana School Boards Association Report**

Trustee Siobhan Hathhorn presented the Montana School Boards Association Report. Trustee Hathhorn reported on a recent two-day workshop involving the Montana School Boards Association and the Heritage Foundation, which focused on return on investment (ROI) in education. The workshop emphasized academic outcomes in relation to cost per student and inspired discussion on setting and achieving district academic goals with greater urgency.

Trustee Hathhorn also raised concerns about the current standardized testing system (MAST), noting teacher feedback on its technological challenges and instructional time loss. Lastly, she noted the continued work of the Decennial Study Committee and encouraged board engagement as opportunities for input arise.

10. **Parent Council Visit Reports**

There were no Parent Council Visit Reports this evening.

That concluded the Reports portion of the agenda. The Board of Trustees moved on to review upcoming meetings.

VIII. UPCOMING MEETINGS

Board Chair Jennifer McKee reviewed upcoming meetings with the Board of Trustees.

- Wednesday, June 25th, Teaching & Learning Committee Meeting, Board of Trustees Conference Room at the Lincoln Center, Noon
- July Board of Trustees Summer Retreat-TBD
- Tuesday, August 12th, Board of Trustees Full Board Meeting, Board of Trustees Conference Room at the Lincoln Center, 5:30 p.m.

The Board of Trustees moved on to hear final board comments.

IX. BOARD/SUPERINTENDENT COMMENTS

The Board of Trustees and Superintendent Weltz discussed topics including but not limited to next steps following the decision to close Hawthorne Elementary School, such as family placement requests for new schools, communication efforts with impacted families, middle school transitions, sibling rules, the process for modifying school requests, school tours, and staffing transitions.

X. ADJOURNMENT

Board Chair Jennifer McKee adjourned the meeting at 10:27 p.m.

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Item IV.B.1.

Meeting Date: 7/17/2025

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☒ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: Item For Action
1. Approval and Ratification of the HPS-Carpenters Collective Bargaining Agreement For 2025-2026

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
McKee					
Robison					
Satre					
Murnane Butcher					
Cleatus					
Walsh					
Armstrong					

Board of Trustees

Approval of HPS – Carpenters Collective Bargaining Agreement



IV. NEW BUSINESS

B. Items for Action

1. Approval and Ratification of the HPS-Carpenters Collective Bargaining Agreement for 2025-2026

Background:

Pursuant to MCA 39-31-306, an agreement reached by the public employer and the exclusive representative must be reduced to writing and must be executed by both parties.

The Helena School District and the Western States Regional Council of Carpenters reached a tentative agreement on June 11, 2025. The District negotiation team recommends ratification.

The two (2) year agreement was open for wages for July 1, 2025 through June 30, 2026. A summary of the conditions of the contract are noted below. Upon the Board's approval, a final copy will be made available electronically.

- The District shall contribute to the employee cafeteria plan an amount of \$1,069.40 per month/\$12,832.80 for the 2025-2027 benefit years.
- A two percent (2%) increase of \$.54 per hour to the base wage from \$26.99 to \$27.53 per hour for the 2025-2026 fiscal year.
- Increase the longevity schedule as follows:
 - Employed 5+ to 10 years \$.60 per hour additional
 - Employed 10+ to 15 years \$0.85 per hour additional
 - Employed 15+ to 20 years \$1.10 per hour additional
 - Employed 20+ years \$1.60 per hour additional
- An increase in the clothing allowance from \$300 to \$500 per year to be paid in July.
- Any retiring carpenter with twenty (20) years of carpenter service with HPS will receive \$200 for each year of service at the time of retirement. Any retiring carpenter with fifteen (15) to nineteen (19) years of carpenter service with HPS will receive \$100 for each year of service at the time of retirement.
- The estimated salary cost of this settlement is \$4,209.00 for the 2025-2026 fiscal year.

Considerations:

- HPS and the Carpenters have a collaborative relationship and productive negotiations history.
- This agreement continues to bring parity to the bargaining units within HSD that work together on facility projects.
- This agreement supports the directive of the Board to support our staff members and address issues relative to the district budget.

Superintendent recommendation:

Approve and ratify the collective bargaining agreement as agreed upon between HPS and Carpenters.

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Item IV.B.2.

Meeting Date: 7/17/2025

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☒ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: Item For Action
2. Approval and Ratification of the HPS-Painters Collective Bargaining Agreement For 2025-2027

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
McKee					
Robison					
Satre					
Murnane Butcher					
Cleatus					
Walsh					
Armstrong					

Board of Trustees

Approval of HPS – Painters Collective Bargaining Agreement



IV. NEW BUSINESS

B. Items for Action

2. Approval and Ratification of the HPS-Painters Collective Bargaining Agreement for 2025-2027

Background:

Pursuant to MCA 39-31-306, an agreement reached by the public employer and the exclusive representative must be reduced to writing and must be executed by both parties.

The Helena School District and District Council #82 and Local Union #1922 of the International Union of Painters and Allied Trades reached a tentative agreement on June 18, 2025. The District negotiation team recommends ratification.

The two (2) year agreement was open for wages and language for July 1, 2025 through June 30, 2027. A summary of the conditions of the contract are noted below. Upon the Board's approval, a final copy will be made available electronically.

- The District shall contribute to the employee cafeteria plan an amount of \$1,069.40 per month/\$12,832.80 for the 2025-2027 benefit years.
- A two percent (2%) increase of \$.55 per hour to the base wage from \$27.44 to \$27.99 per hour for the 2025-2026 fiscal year and a two and a half percent (2.5%) increase of \$0.70 from \$27.99 to \$28.69 per hour for the 2026-2027 fiscal year.
- Increase the longevity schedule as follows:
 - Employed 1+ to 5 years, an additional \$0.10 per hour (i.e., \$0.10 per hour additional year one, \$0.20 per hour additional year two, \$0.30 per hour additional year three, etc.)
 - Employed 5+ years, and additional \$0.05 per hour each year with no cap (i.e., \$0.50 per hour year five, \$0.55 per hour year six, \$0.60 per hour year seven, etc.)
- An increase in the clothing allowance from \$300 to \$500 per year to be paid in July.
- A total of four (4) floating personal days for the 25-26 fiscal year; one floating personal day to sunset June 15, 2026 with commitment to assess in June if there is agreement to remove the sunset clause.
- The estimated salary cost of this settlement is \$5,535 for the 2025-2027 fiscal years.

Considerations:

- HPS and the Painters have a collaborative relationship and productive negotiations history.
- This agreement continues to bring parity to the bargaining units within HSD that work together on facility projects.
- This agreement supports the directive of the Board to support our staff members and address issues relative to the district budget.

Superintendent recommendation:

Approve and ratify the collective bargaining agreement as agreed upon between HPS and Painters.

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Item IV.B.3.

Meeting Date: 7/17/2025

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☒ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: Item For Action
3. Approval of a General Wage Increase to the Administrator Salary Schedule for 2025-2026

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
McKee					
Robison					
Satre					
Murnane Butcher					
Cleatus					
Walsh					
Armstrong					

Board of Trustees

Approval of General Wage Increase for Administrators



IV. NEW BUSINESS

B. Items for Action

3. Approval of a two percent (2%) increase for Administrators (includes Principals and Assistant Principals) for 25-26
-

Background:

Attracting and retaining top talent in the current job market is more challenging than ever. Salary is a significant factor for candidates evaluating job offers and for current employees considering their long-term career prospects. To maintain our position as an employer of choice and attract the best candidates, we must align our compensation packages to keep pace with inflation.

Investing in competitive salaries is a direct reflection of our commitment to acknowledge and reward the valuable contributions of our current employees. A well-compensated workforce is likely to be engaged, motivated, and dedicated to their roles, resulting in increased productivity and higher morale across the organization. Moreover, competitive compensation fosters loyalty and reduces turnover risk, thereby promoting continuity and stability within our workforce.

The total estimated salary cost to the general fund is approximately \$61,000 for the 2025-2026 fiscal year.

Superintendent recommendation:

Approve a two percent increase to the salary schedule for administrators to remain competitive in the market, enhance recruitment efforts, retain our current talent, and promote equity across all employee groups.

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Item IV.B.4.

Meeting Date: 7/17/2025

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☒ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: Item For Action
4. Approval of a General Wage Increase to the Independent Salary Matrix for 2025-2026

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
McKee					
Robison					
Satre					
Murnane Butcher					
Cleatus					
Walsh					
Armstrong					

Board of Trustees

Approval of General Wage Increase for Independents



IV. NEW BUSINESS

B. Items for Action

4. Approval of a two (2%) percent increase to the independent salary matrix for 25-26
-

Background:

Attracting and retaining top talent in the current job market is more challenging than ever. Salary is a significant factor for candidates evaluating job offers and for current employees considering their long-term career prospects. To maintain our position as an employer of choice and attract the best candidates, we must align our compensation packages to keep pace with inflation.

Investing in competitive salaries is a direct reflection of our commitment to acknowledge and reward the valuable contributions of our current employees. A well-compensated workforce is likely to be engaged, motivated, and dedicated to their roles, resulting in increased productivity and higher morale across the organization. Moreover, competitive compensation fosters loyalty and reduces turnover risk, thereby promoting continuity and stability within our workforce.

The total estimated salary cost to the general fund is \$38,356 for the 2025-2026 fiscal year.

Superintendent recommendation:

Approve a two percent increase to the salary matrix for independents to remain competitive in the market, enhance recruitment efforts, retain our current talent, and promote equity across all employee groups.

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Item IV.B.5.

Meeting Date: 7/17/2025

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☒ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: Item For Action
5. Approval of MTSBA Membership Renewal For 2025-2026

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
McKee					
Robison					
Satre					
Murnane Butcher					
Cleatus					
Walsh					
Armstrong					

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Item IV.C.1.

Meeting Date: 7/17/2025

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☐ Items For Action

☒ Item For Information

☐ Board/Superintendent Comments

☐ Adjournment

Item Title: **Item For Information**
1. Board of Trustees Summer Retreat Discussion

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Item V.

Meeting Date: 7/17/2025

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☐ Items For Action

☐ Item For Information

☒ Board/Superintendent Comments

☐ Adjournment

Item Title: **Board/Superintendent Comments**

HELENA SCHOOL DISTRICT
Board of Trustees Meeting

Item VI.

Meeting Date: 7/17/2025

☐ Call To Order/Pledge of Allegiance

☐ Review of Agenda

☐ General Public Comment

☐ Consent Action Items

☐ Items For Action

☐ Item For Information

☐ Board/Superintendent Comments

☒ Adjournment

Item Title: **Adjournment**