



The Helena Public Schools educate, engage, and empower each student to maximize his or her individual potential with the knowledge, skills and character essential to being a responsible citizen and life-long learner.

Board of Trustees Special Board Meeting

Tuesday, June 2, 2026

Lincoln Center

Board of Trustees Conference

Room

1325 Poplar St., Helena, MT, 59601

& Via TEAMS

12:00 p.m.

Members of the public can attend in person or remotely by clicking the link below:

<https://teams.microsoft.com/meet>

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 Item

1. Personnel Actions

B. Items for Action

1. Asbestos Abatement Award – Capital High School
2. Asbestos Abatement Award – Helena High School

C. Items for Information

1. Plan Year 2026–2027 Premium Rates
2. Owner’s Construction Representative Projects Update

V. BOARD/SUPERINTENDENT COMMENTS

VI. ADJOURNMENT

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item I.

Meeting Date: 6/2/2026

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Items for Information

Board/Superintendent Comments

Adjournment

Item Title: Call To Order/Pledge of Allegiance

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item II.

Meeting Date: 6/2/2026

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Items for Information

Board/Superintendent Comments

Adjournment

Item Title: Review of Agenda

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item III.

Meeting Date: 6/2/2026

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Items for Information

Board/Superintendent Comments

Adjournment

Item Title: General Public Comment

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item IV.A.1.

Meeting Date: 6/2/2026

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Items for Information

Board/Superintendent Comments

Adjournment

**Item Title: Consent Action Item
 1. Personnel Actions**

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
Cordingley					
Satre					
Murnane Butcher					
Higbee					
Walsh					
Armstrong					
Meyer					

PERSONNEL ACTIONS

May 27, 2026 – June 2, 2026

CERTIFIED PERSONNEL

Appointments

<u>Location/Assignment</u>	<u>Name</u>	<u>Offered Salary</u>	<u>Accepted Salary</u>	<u>Start Date</u>
Broadwater/Elementary Principal	Connolly, Kelly	\$108,965.33/year	\$108,965.33/year	07/01/2026
Lincoln/Data & Assessment Administrator	Hunt, Erin	\$107,671.21/year	\$107,671.21/year	07/01/2026
Rossiter/Elementary Principal	Hutton-Parker, Ericka	\$108,965.33/year	\$108,965.33/year	07/01/2026

Terminations/Retirements

<u>Location/Assignment</u>	<u>Name</u>	<u>Reason</u>	<u>Effective</u>
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Leaves

<u>Location/Assignment</u>	<u>Name</u>	<u>Term</u>	<u>Type of Leave</u>
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CLASSIFIED PERSONNEL

Appointments

<u>Location/Assignment</u>	<u>Name</u>	<u>Offered Salary</u>	<u>Accepted Salary</u>	<u>Start Date</u>
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Terminations/Retirements

<u>Location/Assignment</u>	<u>Name</u>	<u>Reason</u>	<u>Effective</u>
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Leaves

<u>Location/Assignment</u>	<u>Name</u>	<u>Term</u>	<u>Type of Leave</u>
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TRUST IS THE FIRST THING WE BUILD

CONSTRUCTION CONSULTING | CONSTRUCTION MANAGEMENT

May 28th, 2026

Helena Public Schools
Attn: Rex Weltz
1325 Poplar St
Helena, MT 59601

RE: Helena Public Schools Bond Projects SU-2026 Asbestos Abatement

To Helena Public Schools Superintendent and Board,

Attached to this letter are bid summary tabs for asbestos abatement bids received on 5/27/2026 for Capital High School and 5/28/2026 for Helena High School. The Capital High School asbestos abatement scope for Summer of 2026 includes abatement of all asbestos containing materials in the basement and level 1 of the academic wing on the West end of the building. This will allow the General Contractor Langlas & Associates to begin their work in these areas this summer; known as Capital High Renovation Phase 1. The Helena High School asbestos abatement scope for Summer of 2026 includes abatement of all asbestos containing materials in the far East offices and athletic support areas adjacent to the existing Gym, as well as the two ceramics classrooms on the North end of the art wing. This will allow the General Contractor Dick Anderson Construction to begin their tie-in of the new Helena High School beginning the Summer of 2026. Two bids were received for Capital High School in the amount of \$223,146.00 (Safetech) and \$205,000.00 (Environmental Contractors). Two bids were received for Helena High School in the amount of \$102,200.00 (Safetech) and \$116,000.00 (Environmental Contractors). All bids have been vetted for completion and are deemed responsible and complete. It is therefore recommended to take the lowest responsible bid on both projects.

It is our recommendation to approve **Environmental Contractors** as the lowest responsible bidder for asbestos abatement award on **Capital High School** in the amount of **\$205,000.00**.

Additionally, it is our recommendation to approve **Safetech** as the lowest responsible bidder for asbestos abatement award on **Helena High School** in the amount of **\$102,200.00**.

Sincerely,

A handwritten signature in blue ink, appearing to read "Alec Pinero".

Alec Pinero, Project Manager
Hulteng CCM, Inc.

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item IV.B.1.

Meeting Date: 6/2/2026

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Items for Information

Board/Superintendent Comments

Adjournment

Item Title: Item for Action
1. Asbestos Abatement Award – Capital High School

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
Cordingley					
Satre					
Murnane Butcher					
Higbee					
Walsh					
Armstrong					
Meyer					



BID SUMMARY TAB



PROJECT: CAPITAL HIGH SCHOOL RENOVATION & ADDITION
BID PACKAGE: SU-2026 ASBESTOS ABATEMENT
DATE & TIME: 5/27/2026 1:00PM

CONTRACTOR		SAFETECH	ENVIRONMENTAL CONTRACTORS			
ADDENDA ACKNOWLEDGED	Y/N	NA	NA			
MT CONTRACTORS LICENSE	Y/N	21714	10184			
10% BID SECURITY BOND	Y/N	Y	Y			
BASE BID		\$ 223,146.00	\$ 205,000.00			
ALTERNATE #1						
ALTERNATE #2						
ALTERNATE #3						
TOTAL BASE BID PRICE		\$ 223,146.00	\$ 205,000.00	\$ -	\$ -	\$ -
TOTAL BID PRICE WITH ALT		\$	\$	\$ -	\$ -	\$ -

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item IV.B.2.

Meeting Date: 6/2/2026

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Items for Information

Board/Superintendent Comments

Adjournment

Item Title: Item for Action
2. Asbestos Abatement Award – Helena High School

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
Cordingley					
Satre					
Murnane Butcher					
Higbee					
Walsh					
Armstrong					
Meyer					



BID SUMMARY TAB



PROJECT: HELENA HIGH SCHOOL RENOVATION & ADDITION
BID PACKAGE: SU-2026 ASBESTOS ABATEMENT
DATE & TIME: 5/28/2026 1:00PM

CONTRACTOR		Safetech	Environmental Contractors			
ADDENDA ACKNOWLEDGED	Y/N	Y	Y			
MT CONTRACTORS LICENSE	Y/N	21714	10184			
10% BID SECURITY BOND	Y/N	Y	Y			
BASE BID		\$102,200	\$116,000			
ALTERNATE #1						
ALTERNATE #2						
ALTERNATE #3						
TOTAL BASE BID PRICE		\$102,200 -	\$116,000 -	\$ -	\$ -	\$ -
TOTAL BID PRICE WITH ALT		\$ -	\$ -	\$ -	\$ -	\$ -

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item IV.C.1.

Meeting Date: 6/2/2026

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Items for Information

Board/Superintendent Comments

Adjournment

Item Title: **Item for Information**
 1. Plan Year 2026 - 2027 Premium Rates



HPS Insurance Office
1325 Poplar St
Helena, MT 59601

May 29, 2026

Items for Information:

1. Insurance Premiums for PY 26-27:
 - ✓ Between 14% - 18%
 - ✓ Includes joining the Trust
 - ✓ No changes to plan design
 - ✓ The HB Committee voted 15.5% recommendation

Sincerely,

A handwritten signature in black ink, appearing to read "Richard Franco", written in a cursive style.

Richard Franco

Human Resource Benefits Manager
Helena School District #1
rfranco@helenaschools.org
Ph: 406-324-2008



HEALTH BENEFIT COMMITTEE:
PY 2026-2027 PREMIUMS
OUTLOOK



Underwriting assumptions/inputs

- Current 12 months = Claims thru March '26
- Prior 12 months = Claims thru March '25
- 70% current year credibility
- 9% medical trend, 12% Rx trend (Alliant underwriting recommendation, conservative, 9.6% blended)
 - Blended 8% and 9% also modeled
- 1% claims margin added to account for Rx increase
- Firm Bridged admin fees and stop loss premiums included

Recommended renewal budget action is to the plan's premium equivalency rates

Helena Public School District

Self-Funded Renewal Calculation

Alliant Insurance Services

Current Year Credibility **70%**

Blended
9.6% Trend

Incurred Period Paid Period Benefit Type	Recent 12 Months			Prior 12 Months			Notes
	Any			Any			
	Apr-25 through Mar-26			Apr-24 through Mar-25			
	Medical	Rx	Total	Medical	Rx	Total	
A Employee Months	9,655	9,655	9,655	10,194	10,194	10,194	The section below contains any notes that may be relevant to the sections to the left.
B Average Employees	805	805	805	850	850	850	
C1 Paid Claims	\$9,480,220	\$2,734,652	\$12,214,871	\$9,358,605	\$2,680,848	\$12,039,453	
C2 + Incurred Change	\$0	\$0	\$0	\$0	\$0	\$0	
C3 - Claims Over ISL	-\$1,553,076	\$0	-\$1,553,076	-\$1,461,567	\$0	-\$1,461,567	
C4 +/- Laser Liability	\$475,000	\$0	\$475,000	\$475,000	\$0	\$475,000	
C5 +/- Prior Plan Changes	\$0	\$0	\$0	\$0	\$0	\$0	
C6 +/- Specialty Drug Adjustment	\$0	\$0	\$0	\$0	\$0	\$0	
C7 +/- Access Fees/Rx Rebates	\$0	-\$546,930	-\$546,930	\$0	-\$536,170	-\$536,170	
C8 +/- Other Claims Adjustment	\$0	\$0	\$0	\$0	\$0	\$0	
C Net Paid Claims	\$8,402,143	\$2,187,721	\$10,589,864	\$8,372,038	\$2,144,678	\$10,516,716	
D1 Annual Trend Factor	9.0%	12.0%	9.6%	9.0%	12.0%	9.6%	7.4% & 10.4% = 8% blended 8.4% & 11.4% = 9% blended
D2 Midpoint Months	18.0	18.0	18.0	30.0	30.0	30.0	
D3 Compounded Trend	1.138	1.185	1.148	1.240	1.327	1.258	
D Trended Claims	\$9,561,865	\$2,593,199	\$12,155,065	\$10,384,477	\$2,847,019	\$13,231,496	
E + Claims Margin	1.0%	\$95,619	\$25,932	\$121,551	\$103,845	\$28,470	1% margin to account for increase in Rx expense
F + Mandated Benefits	\$0	\$0	\$0	\$0	\$0	\$0	
G Total Projected Claims	\$9,657,484	\$2,619,131	\$12,276,615	\$10,488,322	\$2,875,489	\$13,363,811	
H PEPM	\$1,000.26	\$271.27	\$1,271.53	\$1,028.87	\$282.08	\$1,310.95	
I1 Individual Stop Loss	0.0%	\$118.26			\$118.26		Bridged, firm
I2 Aggregate Stop Loss	0.0%	\$1.50			\$1.50		
I Total Stop Loss Charge		\$119.76			\$119.76		
J1 + Administration Fees	0.0%	\$43.87			\$43.87		Bridged \$7,083.33/month
J2 + Consulting Fee	0.0%	\$8.80			\$8.80		
J Total Fixed Expenses		\$172.43			\$172.43		
K Total Projected Expenses		\$1,443.96			\$1,483.38		
L Current Budget PEPM		\$1,225.73			\$1,249.04		
M % Increase		17.8%			18.8%		

Total Projected Budget Increase:

18.1%

Helena Public School District

Self-Funded Renewal Calculation

Alliant Insurance Services



Current Year Credibility 70%

Blended 9%
Trend

Incurred Period	Recent 12 Months			Prior 12 Months			Notes	
	Any			Any				
	Apr-25 through Mar-26			Apr-24 through Mar-25				
Benefit Type	Medical	Rx	Total	Medical	Rx	Total		
A Employee Months	9,655	9,655	9,655	10,194	10,194	10,194		
B Average Employees	805	805	805	850	850	850		
C1 Paid Claims	\$9,480,220	\$2,734,652	\$12,214,871	\$9,358,605	\$2,680,848	\$12,039,453		
C2 + Incurred Change	\$0	\$0	\$0	\$0	\$0	\$0		
C3 - Claims Over ISL	-\$1,544,125	\$0	-\$1,544,125	-\$1,451,767	\$0	-\$1,451,767		
C4 +/- Laser Liability	\$475,000	\$0	\$475,000	\$475,000	\$0	\$475,000		
C5 +/- Prior Plan Changes	\$0	\$0	\$0	\$0	\$0	\$0		
C6 +/- Specialty Drug Adjustment	\$0	\$0	\$0	\$0	\$0	\$0		
C7 +/- Access Fees/Rx Rebates	\$0	-\$546,930	-\$546,930	\$0	-\$536,170	-\$536,170		
C8 +/- Other Claims Adjustment	\$0	\$0	\$0	\$0	\$0	\$0		
C Net Paid Claims	\$8,411,095	\$2,187,721	\$10,598,816	\$8,381,839	\$2,144,678	\$10,526,517		
D1 Annual Trend Factor	8.4%	11.4%	9.0%	8.4%	11.4%	9.0%		7.4% & 10.4% = 8% blended 8.4% & 11.4% = 9% blended
D2 Midpoint Months	18.0	18.0	18.0	30.0	30.0	30.0		
D3 Compounded Trend	1.129	1.176	1.138	1.223	1.310	1.241		
D Trended Claims	\$9,493,108	\$2,572,384	\$12,065,492	\$10,254,170	\$2,809,047	\$13,063,217		
E + Claims Margin	1.0%	\$94,931	\$25,724	\$120,655	\$102,542	\$28,090	\$130,632	1% margin to account for increase in Rx expense
F + Mandated Benefits		\$0	\$0	\$0	\$0	\$0	\$0	
G Total Projected Claims		\$9,588,039	\$2,598,108	\$12,186,147	\$10,356,712	\$2,837,138	\$13,193,849	
H PEPM		\$993.06	\$269.09	\$1,262.16	\$1,015.96	\$278.31	\$1,294.28	
I1 Individual Stop Loss	0.0%		\$118.26		\$118.26		Bridged, firm	
I2 Aggregate Stop Loss	0.0%		\$1.50		\$1.50			
I Total Stop Loss Charge			\$119.76		\$119.76			
J1 + Administration Fees	0.0%		\$43.87		\$43.87		Bridged \$7,083.33/month	
J2 + Consulting Fee	0.0%		\$8.80		\$8.80			
J Total Fixed Expenses			\$172.43		\$172.43			
K Total Projected Expenses			\$1,434.59		\$1,466.71			
L Current Budget PEPM			\$1,225.73		\$1,249.04			
M % Increase			17.0%		17.4%			

Total Projected Budget Increase:
17.2%

Helena Public School District

Self-Funded Renewal Calculation

Current Year Credibility 70%

Alliant Insurance Services



Blended 8%
Trend

Incurred Period Paid Period Benefit Type	Recent 12 Months			Prior 12 Months			Notes	
	Any			Any				
	Apr-25 through Mar-26			Apr-24 through Mar-25				
	Medical	Rx	Total	Medical	Rx	Total		
A Employee Months	9,655	9,655	9,655	10,194	10,194	10,194		
B Average Employees	805	805	805	850	850	850		
C1 Paid Claims	\$9,480,220	\$2,734,652	\$12,214,871	\$9,358,605	\$2,680,848	\$12,039,453		
C2 + Incurred Change	\$0	\$0	\$0	\$0	\$0	\$0		
C3 - Claims Over ISL	-\$1,528,927	\$0	-\$1,528,927	-\$1,435,004	\$0	-\$1,435,004		
C4 +/- Laser Liability	\$475,000	\$0	\$475,000	\$475,000	\$0	\$475,000		
C5 +/- Prior Plan Changes	\$0	\$0	\$0	\$0	\$0	\$0		
C6 +/- Specialty Drug Adjustment	\$0	\$0	\$0	\$0	\$0	\$0		
C7 +/- Access Fees\Rx Rebates	\$0	-\$546,930	-\$546,930	\$0	-\$536,170	-\$536,170		
C8 +/- Other Claims Adjustment	\$0	\$0	\$0	\$0	\$0	\$0		
C Net Paid Claims	\$8,426,292	\$2,187,721	\$10,614,013	\$8,398,602	\$2,144,678	\$10,543,280		
D1 Annual Trend Factor	7.4%	10.4%	8.0%	7.4%	10.4%	8.0%		7.4% & 10.4% = 8% blended 8.4% & 11.4% = 9% blended
D2 Midpoint Months	18.0	18.0	18.0	30.0	30.0	30.0		
D3 Compounded Trend	1.113	1.160	1.123	1.195	1.281	1.213		
D Trended Claims	\$9,378,935	\$2,537,817	\$11,916,752	\$10,039,384	\$2,746,440	\$12,785,824		
E + Claims Margin	1.0%	\$93,789	\$25,378	\$119,168	\$100,394	\$27,464	\$127,858	1% margin to account for increase in Rx expense
F + Mandated Benefits		\$0	\$0	\$0	\$0	\$0	\$0	
G Total Projected Claims	\$9,472,725	\$2,563,195	\$12,035,920	\$10,139,778	\$2,773,904	\$12,913,682		
H PEPM	\$981.12	\$265.48	\$1,246.60	\$994.68	\$272.11	\$1,266.79		
I1 Individual Stop Loss	0.0%		\$118.26		\$118.26		Bridged, firm	
I2 Aggregate Stop Loss	0.0%		\$1.50		\$1.50			
I Total Stop Loss Charge			\$119.76		\$119.76			
J1 + Administration Fees	0.0%		\$43.87		\$43.87		Bridged \$7,083.33/month	
J2 + Consulting Fee	0.0%		\$8.80		\$8.80			
J Total Fixed Expenses			\$172.43		\$172.43			
K Total Projected Expenses		\$1,419.03		\$1,439.22				
L Current Budget PEPM		\$1,225.73		\$1,249.04				
M % Increase		15.6%		15.2%				

Total Projected Budget Increase:

15.6%

Comparing Trend Factors



	9.6% Trend	9% Trend	8% Trend
Budget Increase	18.1%	17.2%	15.6%
Claims Expense PEPM*	\$1,283.36	\$1,271.79	\$1,252.66
Claims Expense Annual	\$12.39M	\$12.28M	\$12.10M
Total Expense PEPM*	\$1,455.79	\$1,444.22	\$1,425.09
Total Expense Annual	\$14.06M	\$13.94M	\$13.76M

8% and 9% blended trend
voted by Committee

*Average employees most recent 12 months = 805

Dental & Vision Funding



- ▶ Assuming 3% dental trend and 1% vision trend
 - At current enrollment, a rate hold is approximately \$106K annual surplus funding
- ▶ \$106K surplus dental and vision funding is about equal to the claims margin in the medical projection
 - Removing the 1% claims margin results in 14.6% increase at an 8% blended trend, and a 16.1% increase at a 9% blended trend
- ▶ By holding the dental and vision rates, we can essentially take 1% off the medical renewal



- On Thursday, May 28th the Health Benefit Committee voted to increase premiums by 15.5%. The motion passed 6 to 4.
- The other 4 liked the 15% increase better, but over all the Committee is confident this will help sustain the Plan for the upcoming year without putting any burden on next year's potential premium increases.
- The Committee is sending out an email communication to members prior to the June 9th Board meeting.



**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item IV.C.2.

Meeting Date: 6/2/2026

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Items for Information

Board/Superintendent Comments

Adjournment

Item Title: **Item for Information**
 2. Owner's Construction Representative Projects Update

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Meeting Date: 6/2/2026

Item V.

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Item for Information

Board/Superintendent Comments

Adjournment

Item Title: Board/Superintendent Comments

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Meeting Date: 6/2/2026

Item VI.

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Consent Action Item

Items for Action

Item for Information

Board/Superintendent Comments

X Adjournment

Item Title: Adjournment