



**Superintendent**  
Tyler Ream, Ed. D  
324-2001

**Business Manager**  
Janelle Mickelson  
324-2040

## **Board Work Session**

Four Georgians Elementary School  
Some in-person/Virtual

**Tuesday October 27, 2020**

3:30p.m. Tour  
4:00p.m. Meeting

## **MINUTES**

### **ATTENDANCE – Present unless otherwise noted**

Luke Muszkiewicz, Board Chair  
Terry Beaver, Board Vice Chair  
Sarah Sullivan, Trustee  
Jennifer McKee, Trustee  
Elizabeth “Libby” Goldes, Trustee  
Jennifer Walsh, Trustee  
Siobhan Hathhorn, Trustee  
John McEwen, Trustee

Dr. Tyler Ream, Superintendent  
Josh McKay, Assistant Superintendent  
Janelle Mickelson, Business Manager  
Barb Ridgway, Chief of Staff  
Pat Boles, IT Administrator  
Stacy Collette, Human Resources Administrator  
Sean Maharg, Special Education Administrator  
Jane Shawn, Helena Education Association President  
Tim McMahan, Activities Administrator  
Nick Radley, Four Georgians Elementary Principal  
Trish Klock, Bryant Elementary Principal  
Deb Jacobsen, Hawthorne Elementary Principal  
Four Georgians Staff

**I. CALL TO ORDER/PLEDGE OF ALLEGIANCE**

Chair Luke Muszkiewicz called the meeting to order at 4:00 p.m. and led the Pledge of Allegiance.

**II. REVIEW OF AGENDA**

None.

**III. GENERAL PUBLIC COMMENT**

None.

**IV. PRESENTATION**

Principal Radley presented the information to the board. A staff overview for Four Georgians Elementary include 24 classroom teachers, 17 in-person/remote, 6 DLI, 1 permanent guest teacher. 1 counselor, 1 PE teacher, Music teacher and librarian. 1 CSCT therapist, 1 behavior interventionist, .4 FTE nurse, 2 secretaries, 5 general paras, 1 nurse para, 3 custodians, 2 SACC staff, and 1 principal. Four Georgians has 183 A-day students and 155 B-day students. 126 DLI, which includes 29 students from Hawthorne, Kessler, Broadwater, and Central. The total enrollment at Four Georgians is 435. There are 145 students (16%) on free and reduced lunch. 13 students in PEAK. 167 students have district transportation. 26 speech and language students and 10 CSCT. Using the acronym LEARN, 4Gs ensures quality instruction across all educational settings. Four Georgians Tier plan includes Tier 3; care plans, 504 plans, IEPs, direct 1:1 academic intervention, referral team meetings. Tier 2; pre-teach and re-teach, frequent progress monitoring, behavior intervention plans, small group, and 1:1 support. Tier 1; direct instruction, clear instructions, plan/do/study/act – meaningful grouping, multi-modal instruction, recall check for understanding (exit tickets), progress monitoring. Four Georgians has several programs with activities. These include; meaningful work program, student council, kindness club, PTO family nights, TV free week, courtyard clean-up, spring fling and fun run, along with after school tutoring.

**V. NEW BUSINESS**

**A. Item for Action:**

1. Approval of the Health Insurance Stop Loss Carrier for the 2020-2021 School Year

The information was presented to the Board of Trustees by Stacy Collette. The Helena Public Schools is covered by a stop loss program which insures both individual maximum and plan maximums. Allegiance has historically managed the procurement of a Stop Loss Carrier that met the terms of our plan. This year, the committee hired Alliant to investigate and procure quotes for Stop Loss separately. Allegiance also provided Stop Loss procurement services as part of their Third-Party Administrator Bid and procured quotes. The committee reviewed all national bids secured by both Allegiance and Alliant and chose Iron Shore Indemnity Inc from Allegiance. The Stop Loss Premium increase for this new Plan Year is \$339,213 for the year. We had multiple high cost claims that are

continuing through this new Plan Year that are going to hit our Stop Loss. While we had a few different offers, they had lasers on the ongoing high cost claims that would have been a severe cost to the District and would have exceeded the additional Premium cost increase of \$339,213. Next year, the Committee will look at possibly increasing the Spec limit from \$145k to \$165k to save some money if it deems logical. This Stop Loss programs continues our \$145,000 Specific level (School District is responsible for each person on the Health Plan) and our \$125,000 Aggregate level (additional limit we have committed to paying for a premium reduction-it can apply to 1 person or multiple). There will be no changes to our Stop Loss process for this upcoming year. The Health Benefits Committee continues to parse out the elements of the health insurance program to ensure a cost-effective program that serves the best interests of members while staying economically feasible. This agreement supports the directive of the Board to support our employees and address issues relative to the district budget. The Superintendent's recommendation is to approve IronShore Indemnity as the stop loss carrier for the 2020-2021 school year.

**Motion:** John McEwen moved to approve, per Superintendent recommendation, the Approval of the Health Insurance Stop Loss Carrier for the 2020-2021 School Year. Siobhan Hathorn seconded the motion.

**Public Comment:** None

**Board Comment:** None

**Vote:** 8-0 The motion carried.

B. Consent Items:

1. Approval of Out-of-District Attendance Agreements
2. Approval of August 4, 2020, Board Work Session Minutes
3. Approval of September 15, 2020, Board Work Session Minutes
4. Approval of September 22, 2020, Board Work Session Minutes
5. Approval of October 1, 2020, Special Board Meeting Minutes
6. Resolution to Dispose of Personal Property – HHS Welding

**Motion:** Sarah Sullivan moved to approve the Consent Action Items. John McEwen seconded the motion.

**Public Comment:** None

**Board Comment:** None

**Vote:** 8-0 The motion carried.

## VI. SUPERINTENDENT'S REPORT

Superintendent Ream introduced Assistant Superintendent Josh McKay to come forward to give an update on moving forward on conferences and how to tackle the different modalities a child is learning in and trying to center around college awareness and having great conversations with families and students alike.

**VII. BOARD COMMENTS**

Discussion around the Superintendent search.

**VIII. ADJOURNMENT**

There being no other topics for future meetings and no public comment on issues not on the agenda, the meeting adjourned at 5:51p.m. by Board Chair Luke Muszkiewicz.

Respectfully submitted,

Luke Muszkiewicz, Chair

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Jessica Evans, Recording Secretary

Date