

CUSTER PUBLIC SCHOOL DISTRICT 15

Board of Trustees Meeting Minutes

Date: Wednesday, November 19, 2025

Time: 6:00 PM

Location: Gym Lobby

Attendance

Members of the Board:

Chairman: Toby Abel

Vice-Chairman: Bryan Buller

Anna Hein

Kacey Keith

Sara Stieg

Administration:

Superintendent: Lance Olson

District Clerk/Business Manager: Adriana Mayorga

Guests:

Charlene Heil

Aubrey Allen

Bess Gasvoda

Teagen Ruff

Brady Ruff

Natasha Bogunovich

Tiffany Iverson

Randi Tunnell

Call to Order & Quorum

Chairman Abel called the regular meeting of the Board of Trustees to order at 6:00 PM. A quorum was established.

Pledge of Allegiance

All attendees participated in the Pledge of Allegiance.

Correspondence

No correspondence was presented.

Student of the Month

Teachers recognized three students for outstanding academics, behavior, and leadership. Easton Vuckovic, a first-grade student, was praised for exceptional academic progress, strong reading skills, consistent on-task behavior, and his positive interactions with classmates and adults.

Brylee Barber, although absent, was noted by her teachers as an excellent addition to the school community with strong work habits and a positive presence.

Matthew Pineda was recognized for his influence as a leader in the secondary school, including his daily efforts to support younger students and promote a positive school culture. Staff highlighted his consistency, maturity, and involvement in creating an inclusive and encouraging environment.

Public Comment

No public comment was offered at this time.

Consent Agenda

The Board reviewed the October 8, 2025 regular meeting minutes, district claims, and activity claims.

District and Activity Claims

Miss Adriana reported that October claims were finalized and November claims were processed earlier than usual due to the timing of the meeting. Final numbers will be updated upon receipt of county posting. Activity claims were reviewed with no issues noted. Staff continue to work through the transition to the district's new activity account banking institution. Tournament officials have been encouraged to promptly deposit checks, and several payments from September and October remain outstanding.

Football Contribution

All three football contributions in the amount of \$2,000 each have been received. One contribution was submitted prior to final approval because of preauthorization, but all documentation is now fully reconciled and complete.

Activities Checking Fraud Resolution

Administration reported that the activities checking fraud incidents are now fully resolved. The situation required coordination between multiple bank branches and personnel, which contributed to delays, but the district has now received full closure on the matter.

Ms. Hein made the motion to accept the consent agenda as presented. The motion was seconded by Ms. Stieg and passed unanimously.

Business

BPA Fundraiser Proposal

BPA members presented a detailed proposal to clean and detail district vans as an ongoing fundraising project. Students outlined the services they would provide, ranging from basic cleanings to full interior detailing, and explained that pricing was based on competitive rates in the Billings area. They described the current condition of the vans and the consistent need for interior cleaning due to student travel. The Board expressed support for the students' initiative and discussed cleaning frequency, van usage, and the importance of accountability for student groups.

Ms. Hein made the motion to approve BPA's Proposal to deep clean all vans within the next few weeks and then do additional cleanings on an as-needed basis. The motion was seconded by Mr. Abel and passed unanimously.

Health Insurance Discussion

Ms. Stieg and Miss Adriana presented a detailed update on the district's ongoing evaluation of health insurance options, specifically the possible transition from MUST to Bridger Alliance (Cigna/Allegiance). The Board reviewed the broader provider network available under the Bridger Alliance model, improvements in pharmacy coverage, and the structure of the claims-based "bucket" model that could result in savings in low-claim years. Superintendent Olson emphasized the importance of ensuring staff are informed and supported throughout the process, noting the volume of staff questions and the work being done to compile accurate comparisons.

The Board discussed the five-year commitment requirement, premium fluctuation caps, uncertainties associated with statewide adoption thresholds, and supplemental coverage options. Administration confirmed that additional quotes have been requested from Blue Cross, Pacific Source, United Healthcare, and Cigna to provide staff with full comparison options.

No board action was required at this time.

Open of Bids

Coal Bid

One coal bid was received for the district's annual coal supply.

Mr. Keith the motion that we approve the coal bid from Chad Kuntz. The motion was seconded by Ms. Hein and passed unanimously.

Lawn, Grounds, and Snow Removal

Ruff Lawn Care presented updated pricing for lawn maintenance, groundskeeping, and snow removal services. The proposal included a modest monthly increase and clarification of snow removal expectations, including zero tolerance on sidewalks during school days and events, and plowing of parking areas upon approximately four inches of accumulation. The Board discussed equipment availability, the transition to contractor-owned equipment, and special considerations for weekend and after-hours events.

Ms. Hein made the motion to accept the lawn maintenance and snow removal bid, but increase it by \$2,000 per month, with zero tolerance on sidewalks and four inches in the parking lot for snow removal for school days and any school-related activities. The motion was seconded by Ms. Stieg and passed unanimously.

Call for Election

Miss Adriana presented the documentation for the annual regular school election and the request for the county to administer the election. Two seats will be open, and state

law now requires the call for election to occur 145 days in advance, making this action necessary prior to December 15.

Ms. Hein made the motion to accept the call for election. The motion was seconded by Mr. Keith and passed unanimously.

Personnel

Head Cook

Superintendent Olson recommended hiring Michelle Larson as the Head Cook effective December 1, following the retirement of the current head cook.

Ms. Stieg made the motion to hire Michelle Larson for Head Cook effective December 1st. The motion was seconded by Mr. Keith and passed unanimously.

Non-CDL Bus Drivers

There were not bus drivers presented. No action was taken at this time.

Reports

Activities Director Report

Activities Director Tunnell reported that the junior high basketball season is progressed well, with both boys' and girls' teams demonstrating steady growth, strong sportsmanship, and competitive play. He noted that the boys recently won their Saturday tournament and that coaches are encouraged by the athletes' commitment and teamwork. He also took time to thank Chairman Abel for assisting with referee coverage during recent events, noting that his help saved the district approximately \$1,000 in officiating costs. Mr. Tunnell stated that this support was instrumental in maintaining a smooth schedule during a particularly busy portion of the season. He also discussed the ongoing coordination involved with scheduling, travel, and early winter weather considerations, emphasizing that staff continue to collaborate effectively to keep activities running smoothly.

Superintendent Report

Superintendent Olson expressed sincere appreciation to Ms. Stieg and Miss Adriana for their extensive work on the health insurance review process. He acknowledged that gathering accurate comparisons, meeting with staff, and coordinating with multiple carriers required substantial time and effort. He also highlighted recent operational challenges, including staffing shortages in transportation and the reliance on substitutes and internal coverage to maintain morning and afternoon routes. Superintendent Olson recognized the dedication of staff members who have stepped in to support the district during these shortages. He additionally commended the collaborative spirit across departments; emphasizing that these collective efforts contribute directly to a positive and stable school environment.

Good of the Order

During Good of the Order, the Board discussed concerns regarding confidentiality and the importance of staff maintaining discretion when handling sensitive information.

Trustees noted that rumors within the community and school environment can be harmful and emphasized the need for staff and teachers to understand the seriousness of protecting private information. The Board agreed that confidentiality is critical and expressed a desire to ensure that all employees recognize their responsibility to refrain from sharing information that could compromise students, families, or staff. There was discussion about whether this topic should be addressed in a future meeting or as part of a broader community conversation. Trustees agreed that reviewing existing policies related to confidentiality would be beneficial to determine whether updates or clarification are needed.

Ms. Stieg also informed the Board that the district will need to arrange for another cow to be processed in December to supply the food service program with ground beef. Due to the cuts received from the previous cow, the current supply will not last through the winter months. The Board discussed possible sources for securing the animal, and the likelihood that the district may need to cover the processing fee. Miss Adriana noted that although the district may incur this expense, the overall cost savings remains favorable when compared to purchasing comparable quantities of beef commercially. The Board appreciated the early notice, as it allows the district to plan accordingly for both processing logistics and food service needs.

No additional items were brought forward.

Adjournment

The meeting adjourned at approximately 8:35pm.

Next Regular Meeting: December 17, 2025

Board Chair

Date

District Clerk

Date