

CUSTER SCHOOL DISTRICT #15
Special Board Meeting Minutes
July 13, 2026
5:00 p.m.
Gym Lobby and Zoom

Attendance:

Members of the Board:
Chairman: Toby Abel
Vice-Chairman: Bryan Buller
Anna Hein
Kasey Keith
Sara Stieg

Administration:

District Clerk/Business Manager: Adriana Mayorga
Search Consultant: Tony Coney (via Zoom).

Guests:

Victoria Chavez
Suszanne Schmause
Cori Watson
Brandyn Gasvoda
Virginia Dooley
Tiffany Iverson
Kelle Coughlin
Melissa Gasvoda
Kayla Hilder
Torie Ruff
Connie McQuire
Kelsey Lackman
Devon Flamm
Macie Flamm
Michael Flamm
Gib Ostheimer

Call to Order

Board Chair Toby Abel called the Special Meeting of the Board of Trustees to order at 5:00 p.m.

A quorum was established.

Correspondence

There was no correspondence presented.

Public Comment

Chair Abel called for public comment on items not listed on the agenda.

There was no public comment.

Consent Agenda

The Board reviewed the Consent Agenda, which included:

- Closure of Class of 2026 Account #580
- Closure of Bad Check Fraud Account #900
- Opening of Class of 2032 Account #550
- Approval of Football Camp
- Authorization to open the Assistant Athletic Director position
- Facility Usage Agreements (including an additional agreement to be submitted prior to facility use)

Motion: Trustee Buller moved to approve the Consent Agenda as presented.

Second: Trustee Keith.

There being no further discussion, the motion carried unanimously.

Personnel

Hire Assistant Maintenance

The administration recommended hiring Daniel Dooley as Assistant Maintenance. The Board discussed Mr. Dooley's work alongside the current maintenance department and the recommendation received from maintenance staff. The position was approved at the previously established rate of pay and under the existing job requirements.

Motion: Trustee Buller moved to hire Daniel Dooley as Assistant Maintenance.

Second: Trustee Keith.

There being no further discussion, the motion carried unanimously.

Business

Superintendent Interview – Victoria Chavez

The Board interviewed finalist Victoria Chavez for the Superintendent/Principal position using the Board's prepared interview questions.

Topics discussed included:

- Budget planning and implementation
- Communication with staff, the Board, and community
- Building relationships with trustees
- Facilities and maintenance experience
- Student achievement and assessment
- First 90-day, first-year, and three-year priorities
- Leadership strengths and areas for growth
- School safety and crisis preparedness
- Positive school culture

- Personnel management
- Grant opportunities
- District vision and long-term planning

Ms. Chavez also asked the Board questions regarding:

- The District's greatest opportunities and challenges.
- The Board's expectations for success during the first year.
- Long-term priorities for Custer School District.

Following the interview, the Board thanked Ms. Chavez for her time. The meeting recessed at 5:45pm until 6:00pm the next scheduled interview.

Superintendent Interview – Michael Flamm

The Board interviewed finalist Michael Flamm for the Superintendent/Principal position.

Discussion included:

- Budget development and financial oversight
- Communication practices
- Working collaboratively with a Board of Trustees
- Facilities improvements and capital projects
- Student achievement and accountability
- First 90-day, first-year, and three-year priorities
- Leadership philosophy
- Employee supervision and student discipline
- School safety and emergency preparedness
- Grant development
- Use of technology and artificial intelligence to improve efficiency
- Community engagement and staff recruitment

Mr. Flamm asked the Board questions regarding:

- The Board's vision for the District.
- Definitions of short-term and long-term success.
- Staff recruitment and retention.
- Opportunities available within the District.

The Board thanked Mr. Flamm for his participation.

Recess

The meeting recessed at 6:37pm until 7pm the final interview.

Superintendent Interview – Gib Ostheimer

The Board interviewed finalist Gib Ostheimer for the Superintendent/Principal position.

Topics discussed included:

- Strategic planning and budgeting
- Communication with stakeholders
- Board relationships

- Facilities and school improvement projects
- Student achievement
- District priorities
- Leadership philosophy
- Employee coaching and evaluation
- School culture
- Safety planning
- Grant writing
- Community engagement

Mr. Ostheimer asked the Board questions regarding:

- The District's greatest challenges.
- Desired qualities in the next superintendent.
- Long-term goals for Custer School District.

The Board thanked Mr. Ostheimer for his participation.

Board Discussion – Superintendent Selection

Following completion of all interviews, the Board entered open discussion regarding the qualifications of each finalist.

Board members discussed:

- Leadership experience
- Communication style
- Administrative background
- Experience in districts of varying sizes
- Ability to relate to staff and students
- Community engagement
- Long-term commitment to the District
- Operational experience
- Culture building
- Vision for the District

Members of the public present were invited to provide comments regarding the finalists prior to Board action, consistent with Montana law.

Several community members and staff shared observations regarding the candidates, including leadership style, communication, community fit, and experience.

Following discussion, Board consensus favored Michael Flamm as the candidate best suited to meet the District's current needs.

Superintendent/Principal Employment Offer

Search Consultant Tony Coney reviewed the process for extending an employment offer and discussed contract terms.

The Board considered:

- Two-year contract
- Superintendent/Principal assignment

- Starting salary of **\$95,000**
- District housing, if needed

Motion: Trustee Buller moved to extend an offer of employment to Michael Flamm for the position of Superintendent/Principal under the following terms:

- Two-year contract
- Starting salary of \$95,000
- District housing available if needed

Second: Trustee Keith.

Following discussion, the motion carried unanimously.

Appointment for Contract Negotiations

Because contract negotiations may be necessary following the employment offer, the Board appointed a representative to work with the search consultant.

Due to a potential conflict, Board Chair Toby Abel requested that Vice Chair Bryan Buller serve as the Board representative for negotiations.

Motion: Trustee Keith moved to appoint Vice Chair Bryan Buller as the Board's representative for contract negotiations with the selected candidate, if necessary.

Second: Trustee Abel.

Motion carried unanimously.

Apartment #3 Walkthrough

Following completion of business, the Board conducted a walkthrough of Apartment #3. The Board reviewed the newly developed apartment inspection checklist and discussed:

- Overall condition of the apartment
- Cleaning requirements
- Minor repairs
- Screens, doors, and wall repairs
- Carpet condition
- Normal wear and tear versus tenant damage
- Deposit considerations
- Future maintenance priorities
- Annual inspection procedures

Administration reported that the inspection checklist would become the standard document for future move-in, move-out, and annual inspections.

The Board also briefly discussed future improvements to district housing as funding becomes available.

No formal action was taken.

Other Business

Administration provided updates regarding:

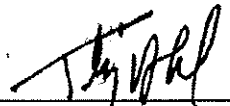
- District insurance enrollment
- Potential teaching applicants
- Housing availability for future hires
- Timeline for additional personnel interviews

The Board discussed scheduling a future meeting to approve the superintendent contract, if accepted, and to address remaining hiring needs.

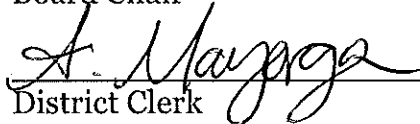
Consensus was reached to schedule the regular board meeting for July 22, 2026, at 7:30 p.m.

Adjournment

There being no further business, the meeting adjourned 8:17pm.



Board Chair



District Clerk

Date Approved: 7/22/2026