

**THREE SISTERS IRRIGATION DISTRICT
BOARD OF DIRECTORS MEETING
SPECIAL MEETING
MINUTES
NOVEMBER 20, 2025**

IN ATTENDANCE: Don Boyer, President; Karl Nulton Vice President; Marc Thalacker, Secretary/Treasurer; Emilia Ellington, Financial Administrative Manager; Jim Williams, Hydro Operations Manager

ALSO IN ATTENDANCE: Joe Elwin, Jackie Elwing, Tim Rajeff, Katherine Hart, Connie Cyrus, Keith Cyrus, Matt Cyrus

Call to Order: Don Boyer 8:10am

Public Comment on Agenda Items
(Comments limited to 3 minutes each and only to the items listed below.)

Tim Rajeff asked why was there a change in Rules and Regs to 2 managers in the first place and who voted. Marc Thalacker answered it was voted by the board and done to help replace him as the district manager when he left his position. Don Boyer stated it has since been realized there needs to be daily oversight at the district and a district manager to represent TSID at the many organizations the district deals with daily. Emilia is already fulfilling this role in practice. The District Manager position is historically the title that fills this position as it is with most other irrigation districts.

Matt Cyrus stated the meeting was illegal.

Karen Swaner said she supports moving back to a district manager and requests there be a job description included.

Keith Cyrus started to discuss topics not on the agenda regarding the foreclosures placed on his properties.

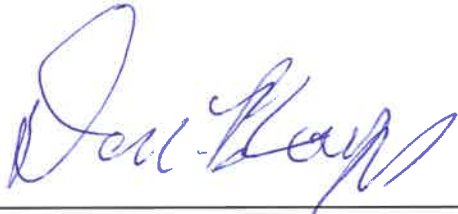
Joe Elwing mentioned the bylaws need to be updated to be consistent with the ORS laws, and that the bylaws need to be updated in general.

The board has decided to postpone making any decisions until the December 9th board meeting. The board will also have an executive session after to have Emilia Ellington's annual review and evaluation.

1. Discussion and Possible Action:
Rescinding the March 4, 2025 Rules & Regulations amendment that created the dual-manager structure and consideration of returning to a single District Manager organizational model.
2. Discussion and Possible Action:
Appointment of a District Manager.
3. Discussion and Possible Action:
District Manager Compensation.

Adjournment 8:20am

Motion: Don Boyer Second: Marc Thalacker Vote: Unanimous

 12-16-25

Don Boyer, President

Karl Nulton, Vice President

 12-16-25

Marc Thalacker, Secretary/Treasurer