

TWIN RIDGES ELEMENTARY SCHOOL DISTRICT

16661 Old Mill Rd., Nevada City, California

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BOARD OF TRUSTEES **SPECIAL MEETING** Minutes TUESDAY SEPTEMBER 23rd, 2025 1:00 PM Grizzly Hill School-Room 4

	1.	CALL TO ORDER: 1:01			
	2.	ROLL CALL			
		Aubrey Puetz Jonathan Farrell Jennifer Jensen Lorien Whitestone Malik Goodman	President Clerk Member Member Member	Present Present Present Present Present	
	3.	ATTENDEES: Marisol Estrada EA, Dr. Erik Crawford Supt. , Sunshine Bender CBO, Anna Gannon Parent, Courtney De Groof legal council on board protocol.			
Action	4.	APPROVAL OF THE SEPTEMBER 23rd 2025 AGENDA – Aubrey Puetz			
		Aubrey seeks approval for the September 23rd Special Meeting Agenda Trustee Whitestone makes a motion, Trustee Farrell seconds the motion. The Vote carries as follows: (5/0/0/0) Trustee Farrell-Yes Trustee Jensen-Yes Trustee Puetz-Yes Trustee Whitestone-Yes Trustee Goodman-Yes			
	5.	PUBLIC COMMENT The Board of Trustees welcomes comments from the public regarding matters on the special meeting agenda. Due to time considerations, the chair may request that comments by an individual be limited to two minutes. Suggestions and comments from the public regarding items listed on this agenda should be raised during the comment period for the specific agenda item. (Education Code 35145.5; Bylaw 9322, Government Code 54954.3)			
		Anna Gannon- Parent of a student in 6th grade. Wants to state the case for removal of the pride flag in the Grizzly Hill 5/6 classrooms. She reads a statement aloud with reasoning for it's removal.			
	6.	DISCUSSION/ACTION ITEMS			

Discussion/Action	A.	Brown Act and Board Policy/Bylaw Study Session This session will provide an overview of the Brown Act and review current Board Policies and Bylaws related to the roles and responsibilities of the Board, Superintendent, and District operations.	
		Courtney introduces herself and talks through the agenda and what she hopes for the board to walk away from this session. Would like this to be a collaborative conversation with her slide presentation as a guide. Asks if anyone would like to share what they hope to get out of today's meeting. Trustee Puetz- hopes to walk away with a clear direction, and hopes everyone on The board says what they would like to say in today's meeting. And hopes the board able to take away valuable information. Trustee Goodman- Wants to find a systematic way for the board to work with Admin. To make sure expectations are set and if goals are not being met or prioritized what action the board can take to make sure this is happening. This will be part of Courtney's presentation today, to have a brainstorming session on how that can become a reality. Trustee Jensen- Would like to just absorb and learn. If we do have questions, where we go for answers? Wants open communication and the ability to talk about the hard things. Trustee Whitestone- Have the Board, Admin, and all staff lead by example. Feels that there are a lot of parents that have been unheard. Wants everyone to be inclusive, and wants our staff to be aware of how their actions affect families that are part of our district. Need to lead with honesty and integrity and awareness of how others are feeling. Courtney asks the group to go around letting everyone know what brought them to the role that they have on the board. The board members take a moment to give their reasons for joining the board or working in education. They share personal and professional anecdotes that led to their positions on the board. Trustee Goodman-Figuring out communication is the most important thing. The group moves into Courtney's presentation- wants to have concrete benchmarks and action steps for the future. The Role of the Board & Superintendent- "different but complementary" Board is primarily in charge of governance, the superintendent is the operational component and the person that carries out the goals of the board. If the two are	

		working hand in hand there should not be any surprising the two should be working partnership. Discussion around how the board is setting goals for admin and how the administration is responding to those goals. Also are “goals” expectations or tasks for the admin to complete or are “goals” set for the superintendent at the beginning of the school year, in a format that is clear in its intention to be used for purposes of conducting a superintendent evaluation. Courtney- Set an expectation at the end of each agenda item before moving on to the next. Courtney brings up the evaluation component of administration and self evaluations for the board. Should be looked at as an ongoing process. During the evaluation process is when the accountability measures should take place. Trust is an important factor for the Board and administration. We should set forth evaluations/goals even at this point in the year. Also important to set benchmarks for the school year. Trustee Goodman asks what the legal opinion is for the board to meet 3 times per year without the Superintendent to discuss performance. Recommends memorializing that in some way perhaps with a bylaw. The suggestion is made to possibly hold closed session at the beginning of the meeting. Dr. Crawford suggests there is some ambiguity around the goal of the superintendent. The last meeting that was held to put goals in place an idea of how to hold the superintendent accountable was put in place, but it was not an agreed upon mechanism for goal setting. Directives- • Amending board bylaw for Superintendent evaluation process, needs to be agendized and voted on as a new bylaw. • Courtney offers a virtual brown act training for Jenny. • Board to complete ethics training no later than Jan 2026 • Board members taking the opportunity to meet with the superintendent to ask questions or get clarification on district matters Trustee Goodman still needs clarification on what system the board can use to hold the superintendent/admin accountable in real time. Courtney suggests a follow up conversation if a directive is not being met between the Board President the Superintendent where a game plan is requested and then received.	
	7.	FUTURE AGENDA ITEMS DISCUSSION: None Discussed	
	8.	UPCOMING MEETINGS: October 14th,2025	

	9.	PUBLIC COMMENT ON CLOSED SESSION ITEMS	
		No one present for closed session	
	10.	CLOSED SESSION	
	A.	<u>Government Code section 54956.9</u> CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION Significant Exposure to Litigation Pursuant to paragraph (2) or (3) of subdivision (d) of section 54956.9 of the Government Code One potential case	
	B.	Public Employee Discipline/Dismissal/Release (Government Code § 54957)	
	C.	Conference with Labor Negotiator (Government Code § 54957.6). Employee Organizations: Twin Ridges Teachers Association, California School Employees Association, SJR Chapter, Non-Represented Classified; Agency Negotiator: Superintendent Dr. Erik Crawford	
	D.	Conference With Legal Counsel – Anticipated/Existing Litigation (Government Code § 54956.9(d)(1) (Government Code § 54956.9(d)(2) or (3).	
	11.	RECESS /RECONVENE - Report Out on Closed Session	
	A.	Reportable Action Taken Regarding <u>Government Code section 54956.9</u> CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION Significant Exposure to Litigation Pursuant to paragraph (2) or (3) of subdivision (d) of section 54956.9 of the Government Code One potential case	
	B.	Reportable Action Taken Regarding Public Employee Discipline/Dismissal/Release (Government Code § 54957(b))	
	C.	Reportable Action Taken Regarding Conference with Labor Negotiator (Government Code § 54957.6). Employee Organizations: Non-Represented Classified. Agency Negotiator: Dr. Erik Crawford	
	D.	Reportable Action Taken Regarding Conference With Legal Counsel – Anticipated/Existing Litigation (Government Code § 54956.9(d)(1) (Government Code § 54956.9(d)(2) or (3).	
	12.	ADJOURNMENT: 4:00PM	

This agenda was posted at least 24 hours prior to the meeting at 16661 Old Mill Rd. Nevada City, CA 95959 and on the website at TRESO.ORG

NOTICE: In compliance with the Americans with Disabilities Act, if you need special assistance to access the Board meeting room or to otherwise participate at this meeting, including auxiliary aids or services, contact the Twin Ridges Elementary School District office at 530.265-9052 ext. 201 at least 48 hours before the scheduled Board meeting so that we may make every reasonable effort to accommodate your needs. {G.C. §54953.2, §54954.2(a) (1); Americans with Disabilities Act of 1990, §202 (42 U.S.C. §12132)}

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9/23/2025

Aubrey Puetz, Board President

Date

9/23/2025

Dr. Erik Crawford, Superintendent/Principal

Date

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