



Three Rivers Community Schools
Board of Education Regular Meeting
District Training Room
Monday September 15, 2025
6:00 PM

Erin Nowak, President
Linda Baker, Vice President
Melissa Patch, Secretary
Julia Awe, Treasurer

Amanda Allen, Trustee
Ross Daniels, Trustee
Elizabeth Ogreen, Trustee
Nikki Nash, Superintendent

AGENDA

1. CALL TO ORDER

2. ROLL CALL

3. PLEDGE OF ALLEGIANCE

4. APPROVAL OF AGENDA

5. PUBLIC COMMENT

6. PRESENTATION/DISCUSSION

- a. New Hire Welcome - Nikki Nash, Superintendent
- b. Teacher Tenure Recognition - Nikki Nash, Superintendent
- c. Staff Years of Service Recognition - Nikki Nash, Superintendent
- d. August Budget Update - Mandi Zaborowski, Director of Finance & Business
- e. Strategic Plan Update - Nikki Nash, Superintendent and Strategic Plan Teams

7. ACTION ITEMS

a. Consent Agenda

1. Approval of the August 18, 2025 Regular Meeting Minutes and the September 02, 2025 Work Session Minutes.
2. Approval of the Payroll Change Register for August 2025.
3. Approval of the August 1-August 31, 2025 Accounts Payable Check Register totaling \$2,231,933.37
4. Approval of Bond Invoice Payment Report totaling \$544,309.09
5. Employee Appointments: It is recommended that the Board of Education approve the following new employee appointments:
 - Anaia Hawkins: 2nd Grade Teacher - Park Elementary

12. BOARD CALENDAR

- September 19, 2025: TRHS Homecoming Parade & Game (Game starts at 7 pm)
- September 26, 2025: Combined Band Night pre-game show at 6:45 pm at Armstrong Field
- October 6, 2025: Board of Education Work Session
- October 10, 2025: Grandparents/Grandfriends Day
- October 17, 2025: Senior Night at the Home Football Game 7 pm
- October 20, 2025: No School Students/ Staff PD Day
- October 20, 2025: Board of Education Regular Meeting
- October 28, 2025: Halloween TRMS Band Concert 7 pm at the TRHS PAC

Our Vision: Three Rivers Community Schools vision is to become the district of choice in St. Joseph County

Our Mission: The mission of Three Rivers Community Schools is to educate, motivate, and inspire all students to reach their full potential, to become successful adults and to pursue their dreams.

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is time for public participation during the meeting as indicated on the agenda.



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13. BOARD MEMBER COMMENT

14. ADJOURNMENT

As a community...

- * We welcome a diverse range of perspectives and opinions and uphold the importance of civil debate.
- * We fully support the free exchange of ideas and beliefs, as well as the expression of provocative or less popular ideas.
- * We believe that only through the process of open and honest dialogue can we generate knowledge and deepen our mutual understanding.
- * We believe that all members of the community have a responsibility to behave in a manner that does not harm others and shows respect for those with different opinions.
- * Behavior that attacks, humiliates, belittles, or conveys personal hatred towards others diminishes our thriving and safe community environment.
- * Words and actions matter.
- * Everyone is asked to do their part in creating a healthy and positive community and a culture that truly values each person's uniqueness, experiences and perspectives.

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