



Three Rivers Community Schools
Board of Education Regular Meeting
District Training Room
Monday, November 17, 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. November Budget Report - Mandi Zaborowski, Director of Finance & Business
 - b. School State Aid Act Section 31aa - Nikki Nash, Superintendent
7. **POLICY UPDATE: Second Reading**
 - **Vol. 40, No. 1 - Nondiscrimination - September 2025**
 - po1422 - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
 - po1422.02 - Nondiscrimination Based on Genetic Information of the Employee (Delete/Rescind)
 - po1623 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (Technical Correction)
 - po1662 - Anti-Harassment (Delete/Rescind)
 - po2260 - Nondiscrimination and Access to Equal Educational Opportunity (Technical Correction)
 - po2260.01 - Section 504/ADA Prohibition Against Discrimination Based on Disability (Technical Correction)
 - po3122 - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
 - po3122.02 - Nondiscrimination Based on Genetic Information of the Employee (Delete/Rescind)
 - po3123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (Technical Correction)
 - po3362 - Anti-Harassment (Delete/Rescind)
 - po4122 - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
 - po4122.02 - Nondiscrimination Based on Genetic Information of the Employee (Delete/Rescind)
 - po4123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (Technical Correction)
 - po4362 - Anti-Harassment (Delete/Rescind)
 - **Vol. 40, No. 1 - September 2025**
 - po2210 - Curriculum Development - Approved Courses (Revised)
 - po2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities (Revised)

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.

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- po2412 - Homebound Instruction Program (Revised)
 - po4162 - Controlled Substance and Alcohol Policy for Commercial Motor Vehicle ("CMV") Drivers and Other Employees Who Perform Safety-Sensitive Functions (Revised)
 - po5120 - Assignment within District (Revised)
 - po5460 - Graduation Requirements (No Changes)
 - po5517.01 - Bullying and Other Aggressive Behavior toward Students (Revised)
 - po7540.02 - Digital Content and Accessibility (Revised)
 - po7541 - Electronic Data Processing Disaster Recovery Plan (Rescind)
 - po8300 - Continuity of Organizational Operations Plan (Revised)
 - po8305 - Information Security (Revised)

8. ACTION ITEMS

- a. **Policy Adoption:** It is recommended the Board adopt the policies listed in **ITEM 7** as presented.
- b. **31aa Funding Resolution:** It is recommended that the Board vote to approve or decline the Resolution for 31aa Funding Opt-In as presented.
- c. **Consent Agenda**
 - 1. Approval of the October 20, 2025 Regular Meeting Minutes and November 3, 2025 Work Session Minutes.
 - 2. Approval of the Payroll Change Register for October.
 - 3. Approval of the October 1, 2025 to October 31, 2025 Accounts Payable Check Register totaling \$1,441,430.29.
 - 4. Approval of the Bond Invoice Payment Report totaling \$1,871,301.56.

9. BOARD CALENDAR

- November 19, 2025 - Park Elementary 3rd - 5th Grade Music Concert 6 pm at the PAC
- November 26-28, 2025: Thanksgiving Break
- December 4, 2025: TRHS Winter Choir Concert 6 pm at the PAC
- December 8, 2025: No School Students - Staff Professional Development
- December 9, 2025: TRHS Winter Band Concert 7 pm at the PAC
- December 11, 2025: TRMS Winter Band Concert 7 pm at the PAC
- December 15, 2025: BOE Work Session & Regular Meeting
- December 17, 2025: Park Elementary 1st & 2nd Grade Music Concert 6 pm at the PAC
- December 18, 2025: Norton Winter Concert 6 pm at the PAC
- December 22, 2025 - January 2, 2026: Winter Break

10. BOARD MEMBER COMMENT

11. CLOSED SESSION: Closed Session as permitted under section 8(a) of the Open Meetings Act to conduct a periodic personnel evaluation.

12. SUPERINTENDENT EVALUATION APPROVAL: It is recommended that the Board approve the Superintendent Evaluation as presented.

13. ADJOURNMENT

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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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