



Three Rivers Community Schools
Board of Education Work Session
District Training Room
Monday, November 3, 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. WORK SESSION

- **Finance Committee** - Nikki Nash, Superintendent
 - 31aa Funding Conditions
- **Policy Committee** - Nikki Nash, Superintendent
 - Vol. 40, No. 1 - Nondiscrimination - September 2025
 - Vol. 40, No. 1 - September 2025 Update

7. POLICY UPDATE: First 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)

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.



Three Rivers Community Schools
Board of Education Work Session
District Training Room
Monday, November 3, 2025
6:00 PM

- **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)
- 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 (Revised)
- 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. BOARD CALENDAR

- November 17, 2025: BOE Regular Meeting (includes Superintendent Evaluation)
- November 26-28, 2025: Thanksgiving Break
- December 8, 2025: No School Students - Staff Professional Development
- December 15, 2025: BOE Work Session & Regular Meeting
- December 22, 2025 - January 2, 2026: Winter Break

9. BOARD MEMBER COMMENT

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

11. 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.

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.