

Three Rivers Community School District, St. Joseph County
Minutes of the Board of Education Regular Meeting
Monday, November 17, 2025

Approved Minutes

The Regular Meeting was called to order by President Nowak at 6:01 PM.

Present: Amanda Allen, Julia Awe, Linda Baker, Ross Daniels, Erin Nowak, Elizabeth Ogreen, Melissa Patch

Absent: None

Administration Present: Nikki Nash, Melissa Frye, Justin Holbrook, Brian Leonard, John Londono, Mandi Zaborowski, Carrie Balk, Kerrie Bass, Jason Bingaman, Amanda Fahnestock, Lisa Laskarides, Greg Rutten, Dave Soderquist, Anthony Wolbert

Pledge of Allegiance: President Nowak led the Board in the Pledge of Allegiance.

Approval of the Agenda: Motion by Member Awe, with support from Member Allen, to approve the agenda as presented. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

Yea: Allen, Awe, Baker, Daniels, Nowak, Ogreen, Patch
Absent: None

Public Comment: Public Comment was offered.

November Budget Update

Mandi Zaborowski, Director of Finance & Business, provided the Board with a review of the budget as of November 2025. Board comments and questions were received.

School State Aid Act Section 31aa

Nikki Nash, Superintendent, reviewed the latest information in regards to the School State Aid Act Section 31aa, which is still being reviewed and updated by state legislators before a final due date is settled upon. The Board was provided with the latest resolution options before voting this evening. Board comments and questions were received.

Policy Update: The Board was presented with the Second Reading of the following Policies:
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)

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- 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)
 - 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)

Policy Adoption: Motion by Member Awe, with support from Member Daniels, to accept the updated policies as presented in the Second Reading. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

Yea: Allen, Awe, Baker, Daniels, Nowak, Ogreen, Patch
Absent: None

31aa Funding Resolution: Motion by Member Awe, with support from Member Daniels, to approve Resolution C: Decline Opt-In Unless Waiver Conditions Eliminated or Modified as proposed by President Nowak. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

Yea: Allen, Awe, Baker, Daniels, Nowak, Ogreen, Patch
Absent: None

Consent Agenda: Motion by Member Daniels, with support from Member Allen, to adopt the Consent Agenda

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as presented. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

Yea: Allen, Awe, Baker, Daniels, Nowak, Ogreen, Patch

Absent: None

The Consent Agenda consisted of:

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.

Board Calendar: President Nowak reviewed upcoming events with the Board.

Board Comment: Board comment was offered and received.

Closed Session: Motion by Member Awe, with support from Member Daniels, to move into Closed Session as permitted under section 8(a) of the Open Meetings Act to conduct a periodic personnel evaluation. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

Yea: Allen, Awe, Baker, Daniels, Nowak, Ogreen, Patch

Absent: None

The Board adjourned to Closed Session at 6:22 PM and returned at 8:11 PM

Superintendent Evaluation: Motion by Member Patch, with support by Member Daniels, to approve the Superintendent Evaluation for 2025 with a 98% Effective rating. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

Yea: Allen, Awe, Baker, Daniels, Nowak, Ogreen, Patch

Absent: None

Adjournment: Motion by Member Awe, with support from Member Daniels, to adjourn the meeting. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

Yea: Allen, Awe, Baker, Daniels, Nowak, Ogreen, Patch

Absent: None

The meeting adjourned at 8:14 PM

Respectfully Submitted,

Melissa Patch, Secretary Board of Education

Lorie Camino, Recording Secretary