

Three Rivers Community School District, St. Joseph County
Minutes of the Board of Education Work Session
Monday, September 8, 2026

Approved Minutes

The Work Session of the Board of Education was called to order by President Erin 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, Katherine Garfield, Greg Rutten, David Soderquist, Matt Stofer, Julie Vaughn, 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 Patch, to approve the agenda as presented. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

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

Public Comment: Public Comment was offered.

Discussion/
Presentation: **2026-2029 TRCS Strategic Plan**

Jeff Romig, President, Pyramid Leadership LLC, Superintendent Nash and the Administrative Team reviewed the final version of the 2026-2029 Strategic Plan which sets the course for the District's future and lays out overarching goals and specific objectives to accomplish. Board comments and questions were received.

Benefits Survey Results

Katherine Garfield, Human Resource Coordinator presented the Board with the results of the Benefit Survey Non-TREA designated staff. The survey was used to analyze employee benefits to pinpoint key satisfaction drivers, cost concerns, and priorities, helping to align our District support and wellness strategies. Board comments and questions were received.

August Budget Update

Mandi Zaborowski, Director of Finance & Business, provided the Board with a review of the budget as of August 2026. Board comments and questions were received.

Barrows Update

Superintendent Nash reviewed the list of local Realtors interested in representing the District in the sale of the former Barrows Building. The Board will be selecting a Realtor to achieve a quick and effective sale of the property on the District's behalf. Board comments and questions were received.

MASB 2026 Delegate Assembly Confirmation of Appointed Delegates and Alternates

Superintendent Nash reminded the Board of the upcoming 2026 MASB Delegate Assembly in Lansing, MI on Thursday, October 15, 2026. The assigned District Delegates for MASB (Member Daniels and Member Baker) were confirmed at the January 2026 Organizational Meeting. If they are unable to attend, they will inform the

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Superintendent's Office and the alternates will be asked to attend (Member Awe or Member Patch).

2026-2029 Strategic Plan: Motion by Member Awe, with support from Member Daniels, to approve the final 2026-2029 Strategic Plan as presented. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

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

Realtor Selection for Barrows Building Sale: Motion by Member Patch, with support from Member Daniels, to select Kascee Wyatt as the designated Realtor to handle the sale of the Barrows Building as discussed. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

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

Leave Request #1: Motion by Member Awe, with support from Member Patch, to approve the non-FMLA leave as requested by staff. After a roll call vote, 7-0, President Nowak declared the motion as approved unanimously.

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

Leave Request #2: Motion by Member Awe, with support from Member Patch, to approve the non-FMLA leave as requested by staff. After a roll call vote, 6-0, President Nowak declared the motion as approved unanimously.

Yea: Awe, Allen, Baker, Nowak, Ogreen, Patch
Absent: None
Abstained: Daniels due to Conflict of Interest

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

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

The Consent Agenda consisted of:

1. Approval of the July 13, 2026 Work Session & Regular Meeting Minutes and August 3, 2026 Work Session Minutes.
2. Approval of the Payroll Change Register for July 2026.
3. Approval of the July 1 - July 31, 2026 Accounts Payable Check Register totaling \$2,058,901.08.
4. Approval of the Bond Invoice Payment Report totaling \$127,834.10.
5. Employee Appointments: It is recommended that the Board of Education approve the following new employee appointments:
 - a. Sarah Bainbridge: SPED Teacher, Hoppin Elementary
 - b. Elizabeth Brack: Kindergarten Teacher, Park Elementary
 - c. Samantha DePerno: English Language Arts Teacher, TRMS
 - d. Megan Fortune: Special Education Teacher, TRMS

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- e. Karissa Gest: Science & Math Teacher, TRHS
- f. Olivia Ghent: Kindergarten Teacher, Park Elementary
- g. Camie Green: Special Education Teacher, Park Elementary
- h. Molly Hammel: 5th Grade Teacher, Hoppin Elementary
- i. Emma Moore: 4th Grade Teacher, Andrews Elementary
- j. Jesse Rodriguez: Music Education Teacher & Director of Bands, TRHS
- k. Sara Troup: 1st Grade Teacher, Park Elementary
- l. Lola Winn: Art Teacher, Park Elementary

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

Board Comment: Board comment was offered and received.

Adjournment: Motion by Member Patch, 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: Awe, Allen, Baker, Daniels, Nowak, Ogreen, Patch

Absent: None

The meeting adjourned at 6:52 PM

Respectfully Submitted,

Melissa Patch, Secretary Board of Education

Lorie Camino, Recording Secretary