Three Rivers Community Schools
Board of Education Regular Meeting
District Training Room
Tuesday, September 8, 2026
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. **DISCUSSION/PRESENTATIONS:**
    a. 2026-29 TRCS Strategic Plan - Jeff Romig, President, Pyramid Leadership LLC
    b. Benefits Survey Results (Non-TREA Staff) - Katherine Garfield, HR Coordinator
    c. August Budget Update - Mandi Zaborowski, Director of Finance & Business
    d. Barrows Update - Nikki Nash, Superintendent
    e. MASB 2026 Delegate Assembly confirmation of appointed delegates and alternates.
7. **ACTION ITEMS**
    a. **2026-29 TRCS Strategic Plan:** It is recommended that the Board of Education approve the final 2026-29 Strategic Plan as presented.
    b. **Realtor Selection for Barrows Building Sale:** It is recommended that the Board of Education select the designated Realtor to handle the sale of the Barrows Building as discussed.
    c. **Leave Request 1:** It is recommended that the Board approve the non-FMLA leave as requested by staff.
    d. **Leave Request 2:** It is recommended that the Board approve the non-FMLA leave as requested by staff.
    e. **Consent Agenda**
        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 July1 - 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
            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

8. BOARD CALENDAR

- September 21, 2026: Board of Education Regular Meeting
- October 5, 2026: Board of Education Work Session
- October 9, 2026: TRHS Homecoming Parade and Game (Game starts at 7 pm)
- October 15, 2026: MASB Delegate Assembly 6 - 8:30 pm, Lansing (Delegates must be present in person)
- October 16, 2026: Grandparents/Grandfriends Day (Elementaries 9-11 am; TRHS & TRMS 12:15-2:15 pm)
- October 19, 2026: Board of Education Regular Meeting

9. BOARD MEMBER COMMENT

10. 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.

Upcoming MASB Trainings - for more information visit https://www.masb.org/learning/upcoming-events:

- **September 13, 2026 - Sep. 14, 2026: 2026 Upper Peninsula Advocacy Summit**
  2:30 PM - 5:30 PM
  In Person: Marquette-Alger RESA, 321 E Ohio St, Marquette MI 49855-3847
- **September 22, 2026: Member Matters Webinar**
  12:00 PM - 1:00 PM
  Live Virtual Event
- **October 15 - 18, 2026: 2026 Annual Leadership Conference**
  VIEW DETAILS
  In-Person or Virtual (see details for Virtual attendance)
  October 15: Delegate Assembly 6 - 8:30 pm (Delegates must be present in person)