



THREE RIVERS COLLEGE

Invocation

**Approval
of the
April Agenda**

**Approval
of the
February Minutes**

- 11:00 a.m. Three Rivers Board of Trustees Luncheon, Employee Lounge, Westover Admin Building
12:00 p.m. Three Rivers Board of Trustees Meeting, Board Room, Westover Admin Building

A G E N D A
Wednesday, April 16, 2025
12:00pm

- I. Invocation and Pledge of Allegiance**
- II. Approval of Agenda and Minutes**
 1. Consideration and Approval of the April Agenda
 2. Consideration and Approval of Minutes from the February Board Meeting
- III. Election of Trustees**
 1. Temporary Appointment of Chair and Secretary
 2. Rotation of Board and Election of 2025-2026 Board of Trustees Officers
- IV. Consideration of College Financial Report**
 1. Statement of Revenues, Expenses, and Changes in Net Assets
 1. Monthly Financial Statements
 2. Budget to Actual Financial Statements
 2. Cash in Bank
 3. Certificates of Deposits
 4. Checks Issued
 5. Bid Report
 6. Budget Amendments
- V. President's Report**
- VI. Executive Session** (Permissible under guidelines of MO Rev. Statute Section 610.021.1 Legal – Legal actions, causes of action or litigation involving a public governmental body and confidential and privileged communications between a public governmental body and its attorney; Section 610.021.2 – Real Estate – Leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefore; section 610.021.3 – Personnel – Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded.)

*Representatives of the news media may obtain copies of this Agenda by contacting
Melody Ducote, Executive Assistant to the President, 573-840-9698

VII. Items for Consideration, Discussion, and Vote

1. Consideration and vote for the FY26 Board of Trustees Meetings
2. Consideration and vote for the FY26 Holiday Schedule

VIII. Consideration and Approval of all Personnel Actions and Associated Documents

1. Acceptance of Employment
 - a. Amber Hixson, Apprenticeship Coordinator, Teacher Education
 - b. Jesse Graf, Technology and Computer Services Evening Support Specialist
 - c. Kristin Little, Secretary, Educational Talent Search
 - d. Sarah Mitchell, Instructor, Nursing
2. Transfer of Position
 - a. Will Cooper, Division Chair, Career Studies and Workforce Development to Chief Academic Officer/Dean of Instruction
 - b. Dr. Leslie Gragg, Adjunct Faculty to Division Chair, General Education
 - c. Andrea Pierce, Director, Practical Nursing/Instructor to Division Chair, Career Studies and Workforce Development
 - d. Kimberly Brooks, Director, Career Studies to Director, Technical Education
 - e. Heather King, Coordinator of Admissions and Recruitment to Assistant Director of Housing and Student Life
3. Additional Appointment
 - a. Heather Cornman, Department Chair
 - b. Tara Leier, Director of Practical Nursing
4. Request for Resignation
 - a. Briar Fischer, Assistant Director of Housing and Student Life
 - b. Tyrie Hill-Thomas, Assistant Women's Basketball Coach/Character Development
 - c. Lisa Murphy, Part-time Education Coordinator, Educational Talent Search
 - d. Reese Slaughter, Part-time Practical Nursing Secretary, Sikeston, Missouri

*Representatives of the news media may obtain copies of this Agenda by contacting Melody Ducote, Executive Assistant to the President, 573-840-9698

IX. Appendix

- 1. Information Items**
- 2. Upcoming Events**
- 3. Recent Newspaper Articles**

X. FY25 Board of Trustees Meeting Dates

- Wednesday, May 21, 2025
- Wednesday, June 18, 2025

XI. Adjournment

**BOARD OF TRUSTEES
THREE RIVERS COLLEGE
February 26, 2025**

The regular meeting of the Board of Trustees began at 12:00 p.m. on Wednesday, February 26, 2025.

CALL TO ORDER

Those present included Trustees: Darren Garrison, Chair, Dr. Tim Hager, Vice-Chair, Dr. Amber Richardson, Secretary; Gary Featherston, Treasurer; Chris Williams, Member, and Eric Schalk, member; Dr. Wesley Payne, College President; Mark Richardson, College Attorney; and Melody Dolle-Ducote, recording secretary.

ATTENDANCE

Trustee Featherston delivered the invocation.

INVOCATION

Trustee Hager made the motion to approve the February Meeting agenda. On a second from Trustee Featherston, the motion passed unanimously.

**APPROVAL OF THE
MEETING AGENDA**

Trustee Featherston made a motion to accept the January Board Meeting Minutes as presented. On a second by Trustee Hager, the motion passed unanimously.

**APPROVAL OF THE
JANUARY BOARD MEETING
MINUTES**

Charlotte Eubank, Chief Financial Officer, reviewed the college financial report as of the end of January 2025. We have recognized 73% of budgeted expenses for the fiscal year.

**PRESENTATION OF THE
FINANCIAL REPORT**

Trustee Featherston made the motion to accept the financial report as presented. With a second by Trustee Schalk, the motion passed unanimously.

**APPROVAL OF
FINANCIAL REPORT**

Dr. Payne presented the upcoming events with the board and public audience:

PRESIDENT'S REPORT

Three Rivers College inducted five new members to the Athletic Hall of Fame, January 31st, 2025, at the Westwood Event Center. The inductees included: Sunday Adebayo, Men's Basketball; Dave Jarvis, Men's Baseball; Moon McCrary, Men's Basketball; Laverne Turner, Volleyball; and Wilbur Thornton, Contributor.

ATHLETIC HALL OF FAME

Three Rivers celebrated their alumni reunion January 31st through February 1st on the Three Rivers Campus. Weekend activities included the Hall of Fame Banquet, Pancake Breakfast, Alumni Authors, Alumni Star Reception honoring Robbie Myers and the annual men's and women's basketball games against Moberly Area Community College. The Alumni Star was honored during halftime of the Lady Raider's game, which they won 87 to 57. Raider of the Year Francie Spurgeon McBride was honored at halftime of the men's game, which the Three Rivers Raiders won 75 to 61.

ALUMNI REUNION

Three Rivers College Music Department held its annual Jazz Festival on February 6th through the eighth at the Tinnin Fine Arts Center.

JAZZ FESTIVAL

The Three Rivers Aggies hosted their third annual Salute to Ag Dinner on February 7 at the Westwood Event Center. The event celebrated the region's Century Farms and Farm Families and recognized several award recipients, including Young Farmer, Women in Ag, Outstanding Ag Business, Outstanding 4-H Member, Outstanding Ag Student, and the newly introduced Aggie Star Award. The evening also featured a Q&A session with Senator Jason Bean, representatives from the Missouri Soybean Association and Missouri Rice Association, and Three Rivers College Farm Manager David Buxton. Proceeds from the event support the Three Rivers Aggies Club. More than 170 agriculture supporters from across Southeast Missouri attended the dinner.

SALUTE TO AGRICULTURE DINNER

Southeast Missouri Behavioral Health sponsored "Hug in A Mug" on Valentines Day in the Welcome Center. The organization provided a hot chocolate bar, door prizes and a community signed gift to our behavioral health department.

HUG IN A MUG

Dr. Maribeth Payne, Chief Institutional Effectiveness Officer, presented the Strategic Planning Committee, which consisted of over fifty college employees, including faculty and staff. The team is responsible for creating our new strategic plan, "ENGAGE 2030". Team members included: Jason Alford, Control Services; Ivannah Armes, Student Services Advisor II; Steve Atwood, Chief Technology Officer; Dr. Michael Baggs, Instructor, Political

STRATEGIC PLANNING STEERING COMMITTEE

Science; Dr. Ryan Bixby, Director, Distance Learning Services; Brandi Brooks, Director, Enrollment Services and Student Development; Kim Brooks, Director, Career Studies; Cassandra Cates, Executive Assistant to the Dean of Student Services; Kathryn Clark, Instructor/Coordinator, Agriculture & Forestry Program; William Cooper, Division Chair, Career Studies & Workforce Development; Heather Cornman, Assistant Professor, Early Childhood Development/Program Coordinator; Jason Cowan, Assistant Professor, Communications & Language; Kevin Crafford, Project Technician; Corey Daleski, Instructor, Social Science (History); Michael DeAngelo, Associate Professor, Physical Science; Charlotte Eubank, Chief Financial Officer; Joseph Giossi, Instructor, Life Science; Dr. Benjamin Haas, Associate Professor, Communication; Kelli Hastings, Instructor, Life Science; James Huskey, System Administrator; Jennifer Inman, Instructor, Accounting; CJ Jameson, Director, Housing; Heather King, Coordinator of Admissions and Recruitment; Cassie Knox, Coordinator of Testing Services; Frank Ludwig, Director, Academic Assessment; Missy Marshall, Director, Sikeston; Ann Matthews, Dean of Student Services; Kristina McDaniel, Director, Human Resources; Laura McElroy, Director/Instructor, Nursing; Dustin Midyett, Network Administrator; Amanda Moore, Purchasing Specialist; Regina Morris, Director, Financial Aid; Jeffrey Null, Head Softball Coach; Dr. Wesley Payne, President; Dr. Maribeth Payne, Chief Institutional Effectiveness Officer.

Andrea Pierce, Director, Practical Nursing/Instructor.
 Myesha Prater, Outreach & Benefits Coordinator.
 Amanda Quaitte, Director, Student Accounts & Billing Services; Corey Reynolds, Behavioral Health Support Program Coordinator; Barbie Rogers, Executive Assistant to the Chief Technology Officer; Colleen Sanders, Instructor, Social Science (Psychology); Amanda Taylor, Dual Credit Coordinator; Emily Thurman, Instructor, Communication & Language; Robert Tomlison, Director, Physical Plant.

With the conclusion of the President’s Report, Trustee Schalk made a motion to go into Executive Session at 12:25pm. Upon a second by Trustee Schalk, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee

MOVE TO EXECUTIVE SESSION

Garrison, (yest); Trustee Schalk, (yes); and Trustee Williams, (yes).

Trustee Featherston made the motion to move from the executive session to the regular session of the board meeting at 1:30 p.m. With a second from Trustee Hager, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (absent).

MOVE FROM EXECUTIVE SESSION TO REGULAR SESSION

ITEMS FOR DISCUSSION, CONSIDERATION AND VOTE

The board reaffirmed BP0343-Conflict of Interest Policy. On a motion from Trustee Schalk, and a second from Trustee Hager, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yest); Trustee Schalk, (yes); and Trustee Williams, (yes).

REAFFIRMATION OF BP0343

The board was asked to approve a new six-year tuition plan. Trustee Hager made a motion to approve followed by a second by Trustee Schalk. The motion passed with the board polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yest); Trustee Schalk, (yes); and Trustee Williams, (yes).

TUITION PLAN FOR FY2026-FY2032

The board was asked to approve all personnel actions and associated documents. On a motion by Trustee Schalk, and a second by Trustee Featherston, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (yes).

CONSIDERATION AND APPROVAL OF ALL PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS

With there being no further business, Trustee Richardson made the motion to adjourn at 1:36pm. With a second by Trustee Williams, the motion passed unanimously.

ADJOURNMENT

CHAIRMAN

APPROVAL DATE

SECRETARY

APPROVAL DATE



THREE RIVERS COLLEGE

**Temporary Appointment
of the
Chair and Secretary**

**Rotation of the
2025-2026 Board of
Trustees Officers**

REORGANIZATION OF THE BOARD

BACKGROUND INFORMATION **HISTORY**

In accordance with the Public School Laws of Missouri, the Board of Trustees shall organize by the election of the chairman and vice chairman, a secretary and a treasurer. At the April 15, 1992 meeting, Trustee Bryant moved, and Trustee Knodell seconded that the Chairman's position be on a one-year rotation and that the ascension of officers be as follows:

Chairman	Sub-district 1-A
Vice Chairman	Sub-district 3
Secretary	Sub-district 1-B
Treasurer	Sub-district 1-C
Trustee	Sub-district 4
Trustee	Sub-district 2

Rotation of Officers in accordance with that agreed-upon ascension would appear in order (see attached).

The president of the college will preside during the election of the board and the reorganization of the offices at which time the newly elected officers will rotate and assume their new positions. Terms of office shall be for one year each.

POSSIBLE ALTERNATIVES

N/A

ADMINISTRATIVE RECOMMENDATIONS

Follow the order as prescribed.

APRIL 2025

REORGANIZATION OF BOARD OF TRUSTEES

Temporary Chairman Payne calls for motion and second to approve the rotation of members and a nomination for the 2025-2026 Board of Trustees Slate of Officers. The slate is as follows:

-

Chairman:	Hager (2)
Vice-Chairman:	Richardson (1-A)
Secretary:	Featherston (3)
Treasurer:	Williams (1-B)
Member:	Schalk (1-C)
Member:	Garrison (4)

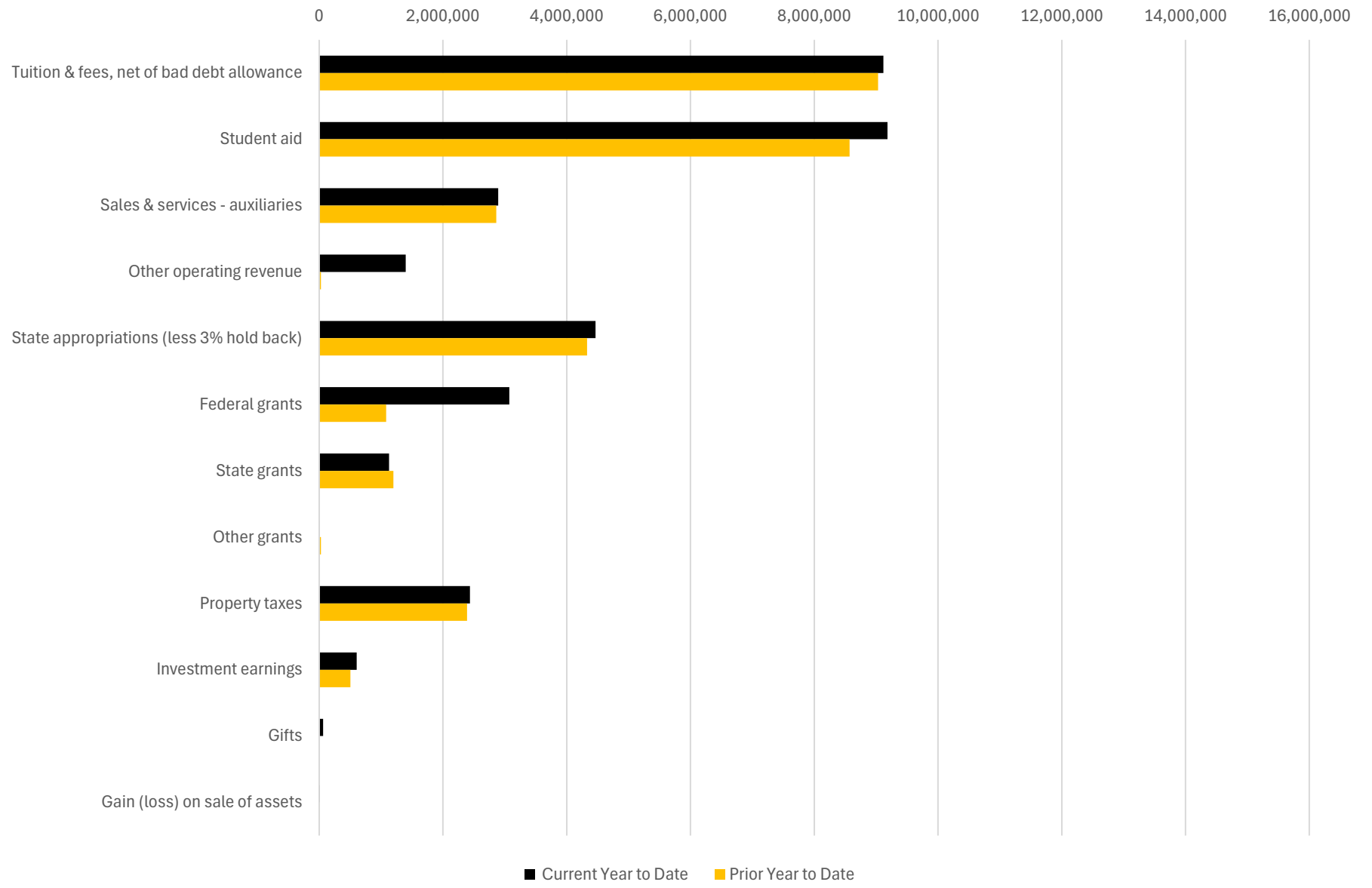
At this time, the newly elected officers will rotate to their elected seats.



THREE RIVERS COLLEGE

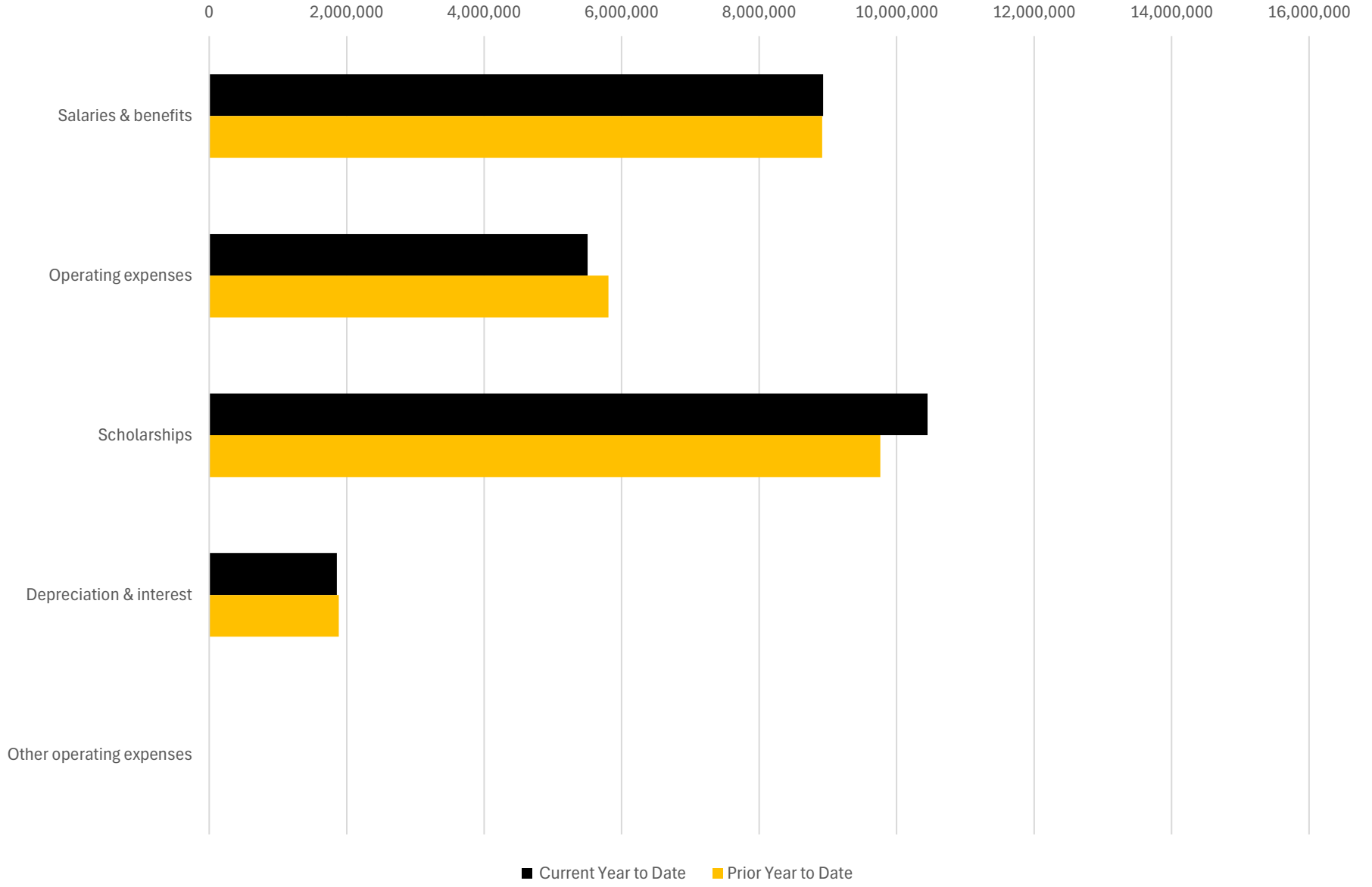
**PRESENTATION
AND
APPROVAL
OF THE
COLLEGE FINANCIAL REPORT**

YTD Comparison to Previous Year 02/28/2025

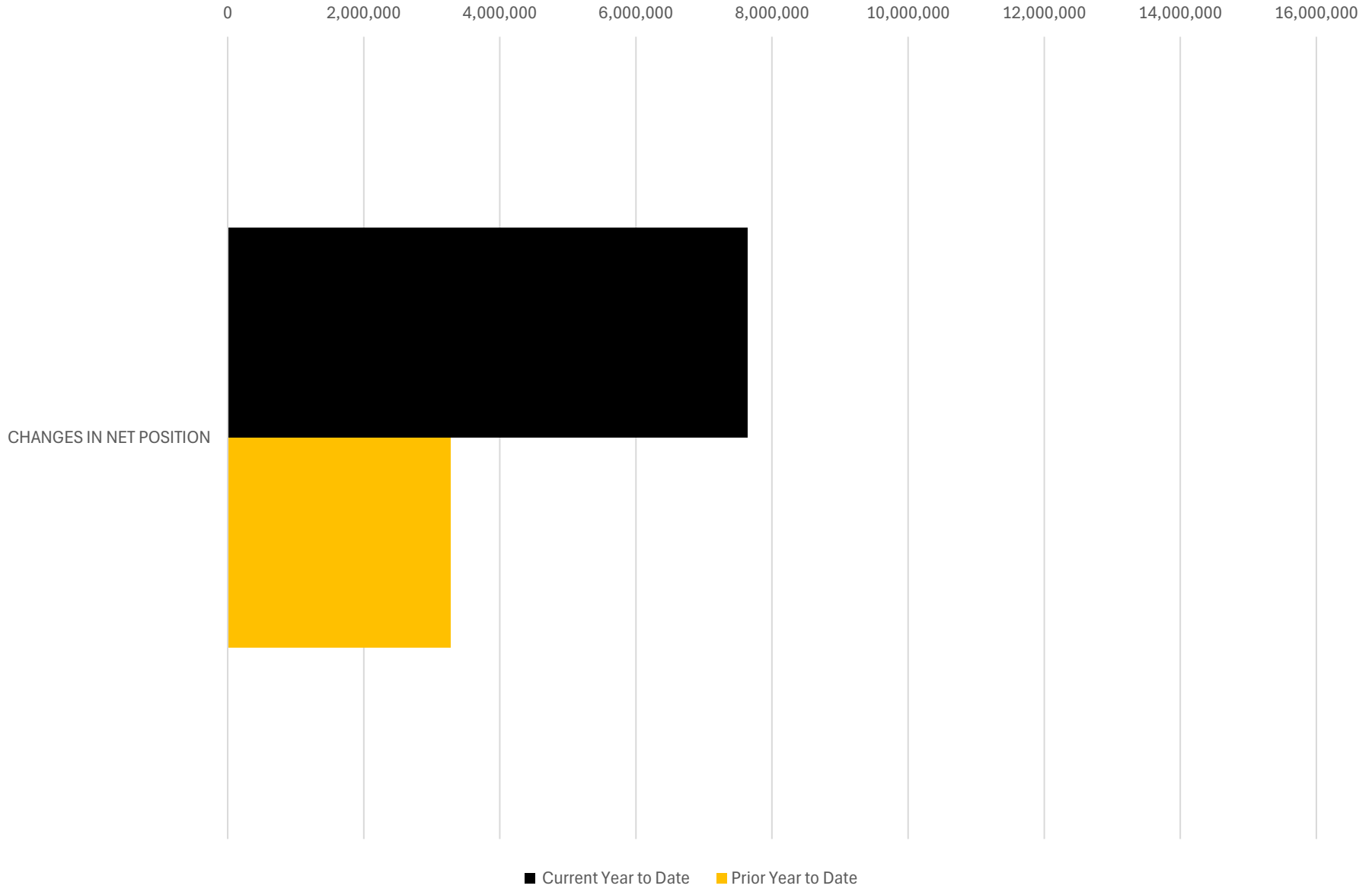


YTD Comparison to Previous Year

02/28/2025



YTD Comparison to Previous Year
02/28/2025



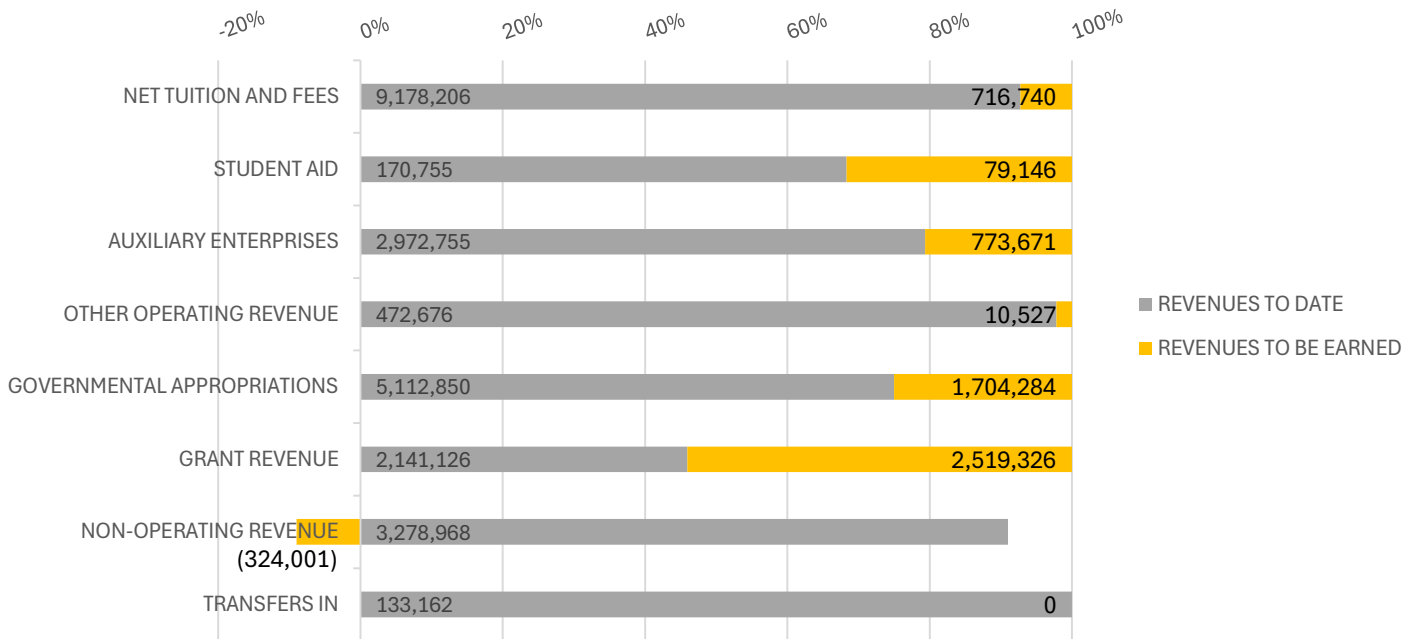
Three Rivers College
Statement of Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
February 28, 2025

ASSETS AND DEFERRED OUTFLOWS		LIABILITIES, DEFERRED INFLOWS AND NET POSITION	
CURRENT ASSETS		CURRENT LIABILITIES	
Cash & Cash Equivalents	20,060,662	Accounts Payable	651,763
Student Account Receivables, net	3,216,059	Accrued Vacation	360,105
Property Tax Receivable	122,297	Student Deposits	33,980
Other Receivables	10,523,378	Deferred Tuition & Fees	15,400
Investments	497,646	Scholarships	(179,918)
Inventory	74,886	Total Current Liabilities	881,330
Prepaid Expenses	360,192		
Total Current Assets	34,855,121	NON-CURRENT LIABILITIES	
NON-CURRENT ASSETS		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	14,015,451
Capital assets	83,609,949	Bonds, Notes and Leases Payable	6,886,294
Plus: Current year additions to capital assets	2,665,131	Accrued Interest	0
Accumulated Depreciation	(41,194,508)	Agency	540,953
Unamortized Bond Issue Costs	0	Total Non-Current Liabilities	21,442,699
Total Non-Current Assets	50,571,359	Total Liabilities	22,324,028
DEFERRED OUTFLOWS (Pensions, OPEB, Trusts, Leases)	9,767,497	DEFERRED INFLOWS (Pensions, OPEB, Trusts, Leases)	14,749,002
		NET POSITION	
		Beginning Balance	50,484,148
		Changes in Net Position	7,636,799
		Total Net Position	58,120,947
TOTAL ASSETS AND DEFERRED OUTFLOWS	95,193,977	TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION	95,193,977

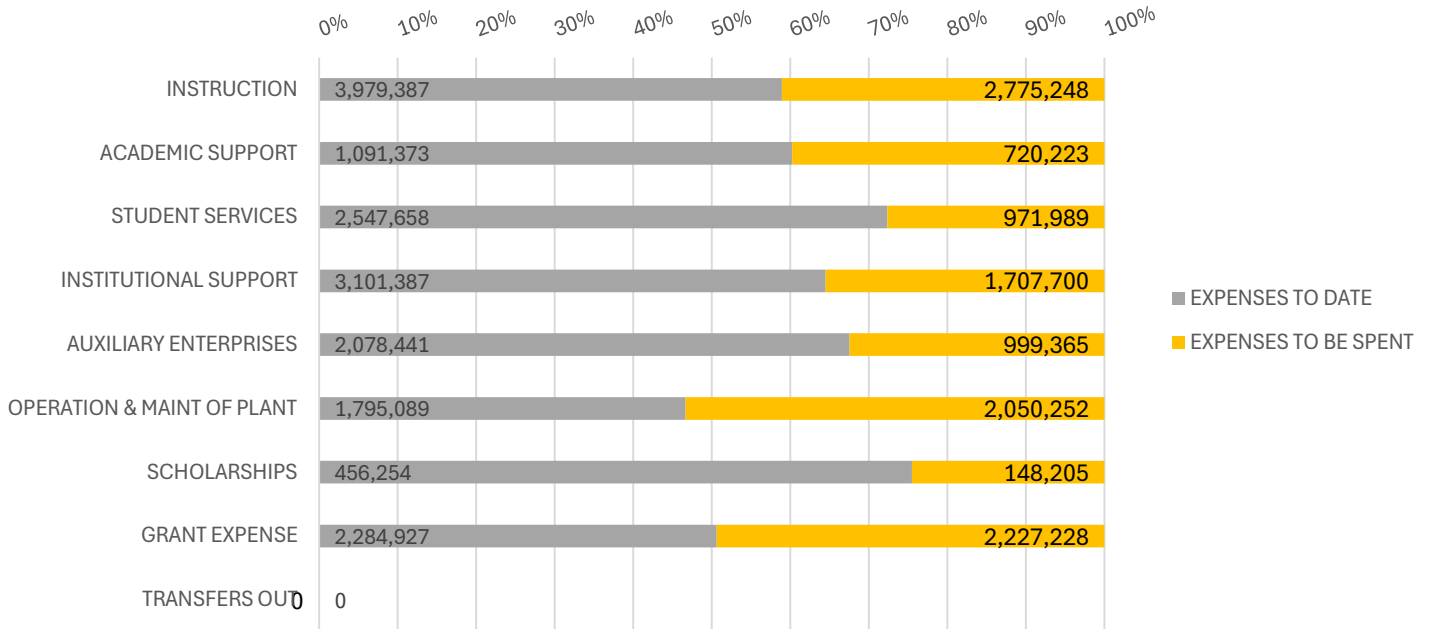
Three Rivers College
Statement of Revenues, Expenses and Changes in Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
February 28, 2025

	July	August	September	October	November	December	January	February	Current Year to Date	Prior Year to Date	\$ Change	% Change
OPERATING REVENUE												
Tuition & fees, net of bad debt allowance	4,761,191	398,337	(127,596)	1,483,457	906,704	1,280,110	490,480	(74,093)	9,118,591	9,031,431	87,160	0.97%
Student aid	143,821	16,423	4,356,838	409,675	197,421	153,619	13,187	3,892,321	9,183,304	8,570,941	612,363	7.14%
Sales & services - auxiliaries	959,689	345,419	180,266	355,168	195,592	524,534	213,018	120,673	2,894,358	2,861,343	33,015	1.15%
Other operating revenue	3,599	4,466	6,387	1,310,893	22,973	33,271	14,266	2,916	1,398,770	27,917	1,370,853	4,910.47%
Total Operating Revenue	5,868,301	764,645	4,415,895	3,559,192	1,322,690	1,991,534	730,951	3,941,816	22,595,023	20,491,632	2,103,390	10.26%
OPERATING EXPENSES												
Salaries & benefits	1,013,348	1,125,897	1,154,649	1,144,713	1,302,423	987,226	1,086,913	1,116,049	8,931,218	8,917,072	14,147	0.16%
Operating expenses	596,211	693,576	856,109	645,652	622,860	869,564	586,782	633,644	5,504,398	5,808,360	(303,962)	(5.23)%
Capital equipment	55,600	1,127,415	44,648	61,604	3,530	16,905	52,386	1,303,044	2,665,131	1,252,315	1,412,816	112.82%
Less: Transfer to capital assets	(55,600)	(1,127,415)	(44,648)	(61,604)	(3,530)	(16,905)	(52,386)	(1,303,044)	(2,665,131)	(1,252,315)	(1,412,816)	112.82%
Scholarships	217,686	58,097	4,818,037	519,520	250,943	177,717	47,161	4,359,850	10,449,011	9,764,349	684,661	7.01%
Depreciation & interest	231,606	227,671	221,512	222,927	224,154	223,056	216,908	290,396	1,858,230	1,884,455	(26,225)	(1.39)%
Other operating expenses	0	0	0	0	46	0	0	0	46	19	27	141.80%
Total Operating Expenses	2,058,851	2,105,240	7,050,307	2,532,812	2,400,425	2,257,563	1,937,765	6,399,939	26,742,902	26,374,254	368,648	1.40%
NON-OPERATING REVENUE (EXPENSES)												
State appropriations (less 3% hold back)	0	1,116,298	558,147	558,149	558,149	558,147	558,149	558,149	4,465,188	4,328,470	136,718	3.16%
Federal grants	72,197	1,070,568	141,264	134,545	198,087	113,232	138,847	1,205,138	3,073,878	1,082,431	1,991,447	183.98%
State grants	0	150,173	115,647	234,417	81,150	152,042	254,009	141,877	1,129,314	1,201,041	(71,726)	(5.97)%
Other grants	0	0	0	0	0	0	1,000	0	1,000	30,000	(29,000)	(96.67)%
Property taxes	18,510	26,700	18,831	9,840	42,197	398,053	1,635,671	285,082	2,434,883	2,390,863	44,019	1.84%
Investment earnings	53,584	115,579	70,895	50,045	117,094	41,366	49,314	106,525	604,403	505,675	98,728	19.52%
Gifts	0	1,000	8,177	26,500	0	0	0	29,000	64,677	(391,828)	456,505	(116.51)%
Gain (loss) on sale of assets	0	0	0	9,785	1,550	0	0	0	11,335	3,902	7,433	190.49%
Total Non-Operating Revenues (Expenses)	144,291	2,480,317	912,961	1,023,281	998,225	1,262,841	2,636,990	2,325,771	11,784,678	9,150,554	2,634,124	28.79%
CHANGES IN NET POSITION	3,953,741	1,139,722	(1,721,451)	2,049,661	(79,510)	996,811	1,430,176	(132,352)	7,636,799	3,267,933	4,368,866	133.69%

Budget to Actual Revenues 3/31/2025 (75%)



Budget to Actual Expenses 3/31/2025 (75%)



Three Rivers College
Statement of Revenues, Expenses and Changes In Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
March 31, 2025
Fiscal Year Benchmark: 75%

REVENUES	BUDGET	REVENUES TO DATE	REVENUES TO DATE %	REVENUES TO BE EARNED
NET TUITION AND FEES <i>Tuition, Student Registration Fees, Net of Bad Debt & Scholarship Allowances</i>	9,894,946	9,178,206	93%	716,740
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	249,901	170,755	68%	79,146
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing & Assessment, Tinnin Center Operations, License Bureau Rental</i>	3,746,425	2,972,755	79%	773,671
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	483,203	472,676	98%	10,527
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. & Repair</i>	6,817,134	5,112,850	75%	1,704,284
GRANT REVENUE <i>State Grants, Federal Grants</i>	4,660,451	2,141,126	46%	2,519,326
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	2,954,967	3,278,968	111%	(324,001)
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	133,162	133,162	100%	0
TOTAL REVENUES	28,940,190	23,460,498	81%	5,479,692

NOTE: We have recognized 81% of budgeted revenues. We have recognized 93% of our budgeted revenues from tuition and fees, comprised of a portion of summer 2024, fall 2024, and spring 2025, net of estimated bad debt. The operating budget includes transfers in from prior year reserves to support one-time projects which do not meet criteria for inclusion in the capital budget, as amended.

EXPENSES	BUDGET	EXPENSES TO DATE	EXPENSES TO DATE %	EXPENSES TO BE SPENT
INSTRUCTION <i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health & Human Services</i>	6,754,634	3,979,387	59%	2,775,248
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,811,596	1,091,373	60%	720,223
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	3,519,647	2,547,658	72%	971,989
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	4,809,087	3,101,387	64%	1,707,700
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing & Assessment, License Bureau Rental</i>	3,077,806	2,078,441	68%	999,365
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	3,845,340	1,795,089	47%	2,050,252
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	604,460	456,254	75%	148,205
GRANT EXPENSE <i>State Grants, Federal Grants</i>	4,512,156	2,284,927	51%	2,227,228
TRANSFERS OUT <i>General funds-current year transfers to capital</i>	0	0	0%	0
TOTAL EXPENSES	28,934,726	17,334,515	60%	11,600,210

NOTE: We have obligated 60% of our budgeted expenses at 75% into the fiscal year. March payroll is INCLUDED and credit card expenses are NOT INCLUDED as they were not yet available at the time of this report. Budgeted increase in Net Position is a result of awarded funding sources exceeding estimates, as amended.

CHANGES IN NET POSITION	5,464	6,125,983
--------------------------------	--------------	------------------

Three Rivers College
 Capital Budget - Unaudited
 March 31, 2025
 Fiscal Year Benchmark: 75%

FUNDING SOURCES	BUDGET	SOURCES TO DATE	SOURCES TO DATE %	SOURCES TO BE EARNED
RESTRICTED				
<i>State appropriations</i>	10,000,000	0	0%	10,000,000
<i>Insurance proceeds</i>	1,089,552	2,500	0%	1,087,052
<i>ARPA grant proceeds</i>	2,000,000	2,000,000	100%	0
UNRESTRICTED				
<i>General funds - prior year transfers in (Reserves)</i>	2,077,856	234,683	11%	1,843,173
<i>General funds - current year transfers in</i>	0	0	0%	0
TOTAL FUNDING SOURCES	15,167,408	2,237,184	15%	12,930,225

USES OF FUNDS	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
<i>Campus improvements</i>	250,000	0	0%	250,000
<i>Westover Administration Building repairs</i>	350,000	0	0%	350,000
<i>Libla Family Sports Complex</i>	450,000	50,125	11%	399,875
<i>Baseball Clubhouse</i>	266,000	0	0%	266,000
<i>Bess Activity Center repairs</i>	1,089,552	2,500	0%	1,087,052
<i>2509 Three Rivers Blvd (former license bureau)</i>	20,000	0	0%	20,000
<i>Student Housing</i>	10,194,369	0	0%	10,194,369
<i>Public safety remodel</i>	50,000	0	0%	50,000
<i>Fleet vehicles</i>	92,487	92,487	100%	0
<i>Dexter external location purchase</i>	1,503,581	1,201,293	80%	302,288
<i>CDL training center purchase</i>	901,420	890,779	99%	10,641
TOTAL EXPENSES	15,167,408	2,237,184	15%	12,930,225

NET SURPLUS (DEFICIT)	0	0		
------------------------------	----------	----------	--	--

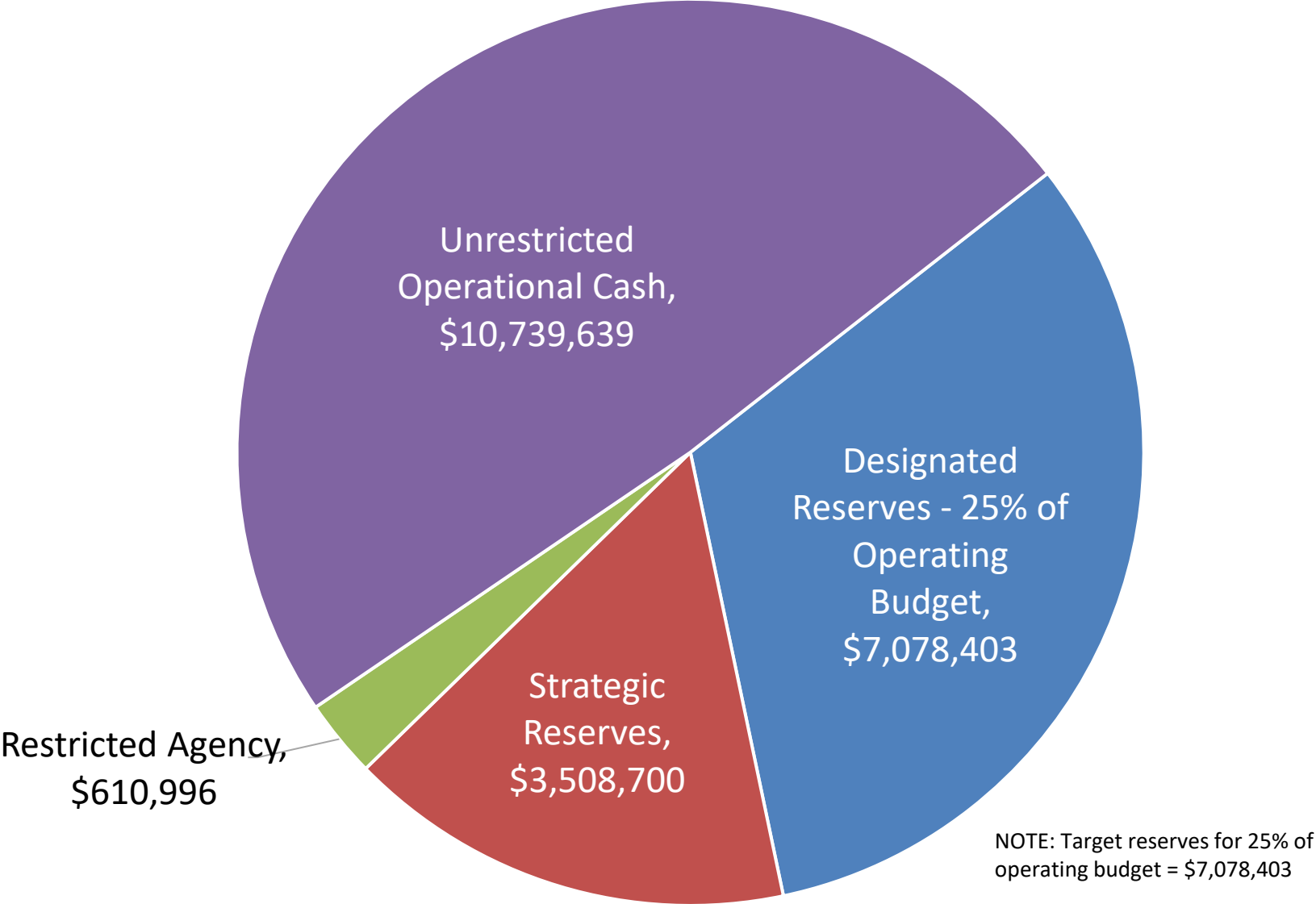
**THREE RIVERS COMMUNITY COLLEGE
CASH IN BANKS**

March 3, 2025

	<u>02/03/25</u>	<u>03/03/25</u>
CURRENT FUND		
<i>Cash Funds</i>		
Bookstore	600.00	600.00
Petty Cash	200.00	200.00
Vending Machines	137.00	137.00
Business Office	2,488.00	2,488.00
<i>Total Cash Funds</i>	3,425.00	3,425.00
 <i>General Accounts</i>		
Southern Bank - General Funds	8,982,424.48	10,624,365.68
Southern Bank - Credit Cards	83,729.38	80,683.78
<i>Total General Accounts</i>	9,066,153.86	10,705,049.46
 <i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	(37,653.10)	31,164.06
Federal Clearing Account	1,371.84	-
<i>Total Restricted Accounts</i>	(36,281.26)	31,164.06
 TOTAL CURRENT FUND	 9,033,297.60	 10,739,638.52
 PLANT FUND		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,240,644.54	5,256,489.00
<i>Total Bank Accounts</i>	5,240,644.54	5,256,489.00
 <i>Certificates of Deposit</i>		
People's Community Bank #0625	5,270,072.94	5,330,613.80
<i>Total Certificates of Deposit</i>	5,270,072.94	5,330,613.80
 TOTAL PLANT FUND	 10,510,717.48	 10,587,102.80
 AGENCY FUND		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	616,521.10	610,995.88
 <i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
TOTAL AGENCY FUND	616,521.10	610,995.88

TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT

\$21,937,737 AS OF 03/03/2025

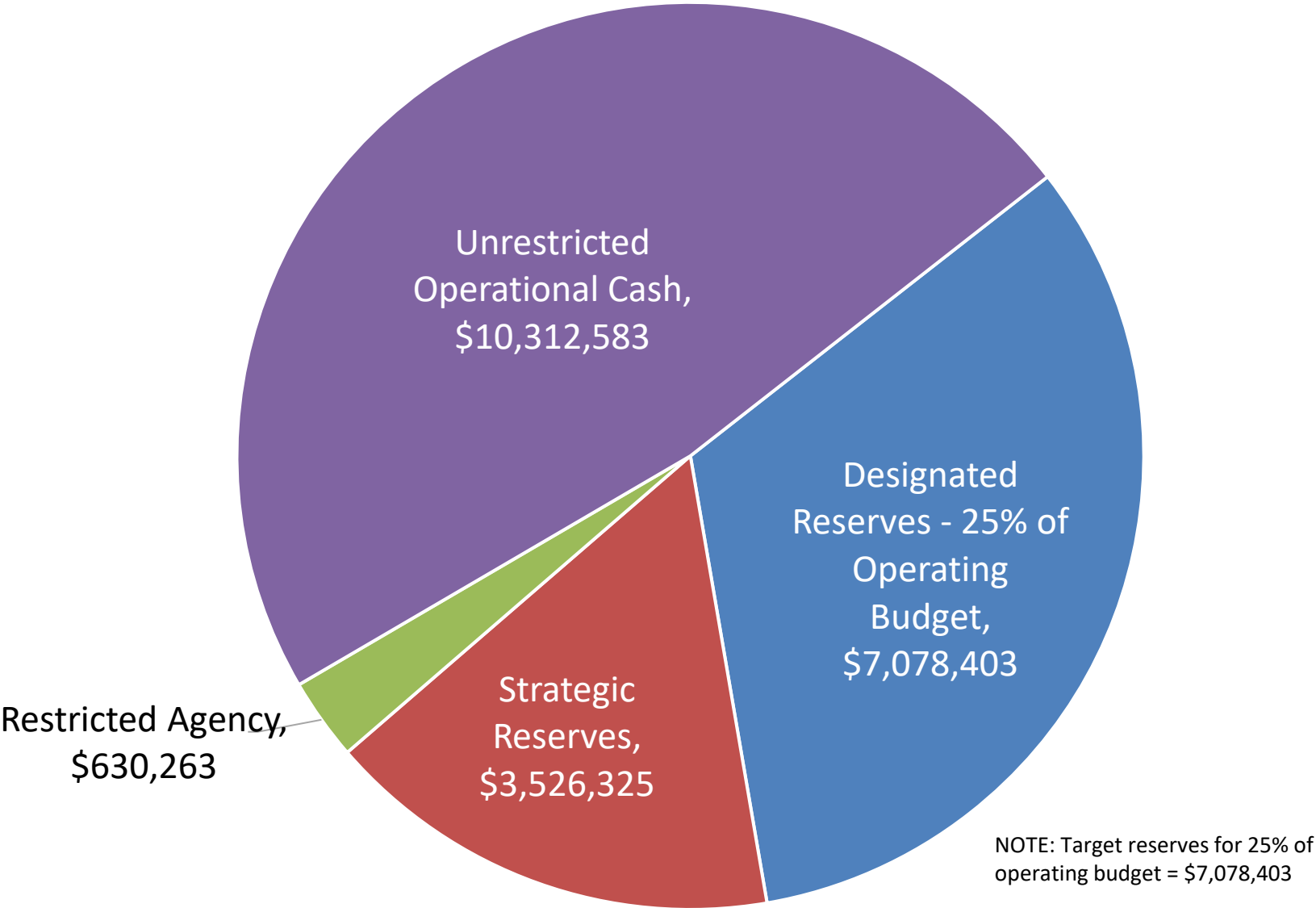


**THREE RIVERS COMMUNITY COLLEGE
CASH IN BANKS**

April 1, 2025

	<u>03/03/25</u>	<u>04/01/25</u>
CURRENT FUND		
<i>Cash Funds</i>		
Bookstore	600.00	600.00
Petty Cash	200.00	200.00
Vending Machines	137.00	137.00
Business Office	2,488.00	2,488.00
<i>Total Cash Funds</i>	3,425.00	3,425.00
 <i>General Accounts</i>		
Southern Bank - General Funds	10,624,365.68	10,220,253.83
Southern Bank - Credit Cards	80,683.78	61,127.42
<i>Total General Accounts</i>	10,705,049.46	10,281,381.25
 <i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	31,164.06	27,776.43
Federal Clearing Account	-	-
<i>Total Restricted Accounts</i>	31,164.06	27,776.43
 TOTAL CURRENT FUND	 10,739,638.52	 10,312,582.68
 PLANT FUND		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,256,489.00	5,274,114.69
<i>Total Bank Accounts</i>	5,256,489.00	5,274,114.69
 <i>Certificates of Deposit</i>		
People's Community Bank #0625	5,330,613.80	5,330,613.80
<i>Total Certificates of Deposit</i>	5,330,613.80	5,330,613.80
 TOTAL PLANT FUND	 10,587,102.80	 10,604,728.49
 AGENCY FUND		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	610,995.88	630,262.69
 <i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
TOTAL AGENCY FUND	610,995.88	630,262.69

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT
\$21,547,574 AS OF 04/01/2025**



THREE RIVERS COLLEGE
CERTIFICATE OF DEPOSIT

CERTIFICATES OF DEPOSIT AS OF February 28, 2025

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
8070625	People's Community Bank	4.70	05/20/25	3 mths	5,330,613.80	Contingency
					Total Contingency Fund	<u><u>5,330,613.80</u></u>

SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF February 28, 2025

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
					Total Agency Fund CD's	<u><u>\$ -</u></u>

THREE RIVERS COLLEGE
CERTIFICATE OF DEPOSIT

CERTIFICATES OF DEPOSIT AS OF March 31, 2024

<u>CD#</u>	<u>BANK</u>	<u>RATE</u>	<u>DATE</u>	<u>TERM</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
8070625	People's Community Bank	5.650	05/20/24	3 mths	5,000,000.00	Contingency
Total Contingency Fund					<u>5,000,000.00</u>	

SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF March 31, 2024

<u>CD#</u>	<u>BANK</u>	<u>RATE</u>	<u>DATE</u>	<u>TERM</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
Total Agency Fund CD's					<u>\$ -</u>	

Three Rivers College
CD Report
As of February 28, 2025

Investment CDs

Bank Account Interest Rate

Bank	Account	Interest Rate
Southern Bank	all except Federal Funds	91-day T-bill minus 40 basis points

CDs Maturing

Bank	Certificate Number	Endowment	Maturity Date	Amount
People's Community Bank	8070625		2/18/2025	5,330,613.80
Total				5,330,613.80

Responses

Bank	Term	Rate	APY	Amount	Type of Investment
Southern Bank	3 months	4.35	4.45	5,270,072.94	CD
Southern Bank	6 months	4.29	4.38	5,270,072.94	CD
Southern Bank	12 months	4.21	4.30	5,270,072.94	CD
The Bank of Missouri	3 months	4.10		5,270,072.94	CD
The Bank of Missouri	6 months	4.10		5,270,072.94	CD
The Bank of Missouri	12 months	4.10		5,270,072.94	CD
Bank of Grandin	12 months	4.12	4.16	5,270,072.94	CD
People's Community Bank	3 months	4.60		5,270,072.94	CD
Commerce Bank	12 months	4.22		5,269,881.72	US Treasury Bill

CDs Transferred

CD was renewed with People's Community bank for three months @ 4.60% interest.

Endowment CDs Redeemed for Investment

CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

Endowment CDs Transferred to Endowment Trust

CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

Three Rivers College
CD Report
As of March 31, 2024

Investment CDs

Bank Account Interest Rate

Bank	Account	Interest Rate
Southern Bank	all except Federal Funds	80% of the 91 Day T Bill

CDs Maturing

Bank	Certificate Number	Endowment	Maturity Date	Amount
Total				-

Responses

Bank	Amount	3 months	6 months	9 months	1 year

CDs Transferred

Endowment CDs Redeemed for Investment

CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

Endowment CDs Transferred to Endowment Trust
--

CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

THREE RIVERS COMMUNITY COLLEGE
Summary of Checks Issued
Months of February 2025

Current Fund:	General Fund - Southern Bank	\$ 2,738,473.42
Housing Fund:	Rivers Ridge - Southern Bank	-
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>19,570.41</u>
	Grand Total	<u><u>\$ 2,758,043.83</u></u>

This is to certify that the above is supported by invoices, purchase orders, and other pertinent data on file in the College Business Office. Approved by the Board of Trustees, this 19th day of March 2025.

_____ Chairman, Board of Trustees

_____ Secretary, Board of Trustees

THREE RIVERS COMMUNITY COLLEGE
Summary of Checks Issued
Months of March 2024

Current Fund:	General Fund - Southern Bank	\$ 1,154,967.95
Housing Fund:	Rivers Ridge - Southern Bank	-
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>5,176.31</u>
	Grand Total	<u><u>\$ 1,160,144.26</u></u>

This is to certify that the above is supported by invoices, purchase orders, and other pertinent data on file in the College Business Office. Approved by the Board of Trustees, this 17th day of April 2024.

_____ Chairman, Board of Trustees

_____ Secretary, Board of Trustees

CONSIDERATION OF APPROVAL FOR POPLAR BLUFF CAMPUS MOWING SERVICES

BACKGROUND INFORMATION

HISTORY

In recent years, the College has contracted out mowing services, on the Poplar Bluff campus. As the current contract has expired, it is time for this service to be re-bid.

The College advertised for bids for Mowing Services. Responses were received as follows:

Bidders Meeting Bid Specifications:

Moss Family Mowing Service - \$1,540.00 per service for entire Poplar Bluff Campus

Bruce Total Lawn Care LLC - \$1,300.00 per service for entire Poplar Bluff Campus

FINANCIAL IMPLICATIONS

Compared to last year's cost per service we will not see an increase from Moss Family Mowing Service.

ADMINISTRATIVE RECOMMENDATIONS

It is recommended that the College accept the bid from the incumbent, Moss Family Mowing, for a term of three years.

**THREE RIVERS COMMUNITY COLLEGE
 BID REPORT
 AS OF MARCH 7, 2025**

Lawn Care Services

Status: Open
 Open Date: 3/6/2025
 Close Date: 3/18/2025
 Funding Source: General Revenue
 Bids Submitted: N/A
 Bid Awarded: N/A

Custon Nylon Net Batting Cage System

Status: Closed
 Open Date: 12/18/2024
 Close Date: 1/8/2025
 Funding Source: General Revenue
 Bids Submitted:

On Deck Sports	Randolph, MA
BSN Sports	Dallas, TX

Bid Awarded: BSN Sports \$23,948.00

**THREE RIVERS COMMUNITY COLLEGE
 BID REPORT
 AS OF APRIL 9, 2025**

Lawn Care Services

Status: Open
 Open Date: 3/6/2025
 Close Date: 3/18/2025
 Funding Source: General Revenue
 Bids Submitted:

Moss Family Mowing	Poplar Bluff, MO
Bruce Total Lawn Care LLC	Poplar Bluff, MO

Bid Awarded: Moss Family Mowing \$1,540.00/service

THREE RIVERS COLLEGE
 PROPOSED BUDGET AMENDMENTS
 AS OF 03/31/2025

OPERATING BUDGET			
	REVENUE	EXPENSE	NET
ADOPTED BY BOARD 06/19/2024	28,313,611	28,313,611	(0)
ARPA land purchase	2,500	2,500	-
TREAD grant adjustment to award	36,000	36,000	-
Enhancement Grant adjust to award	(406,891)	(431,409)	24,518
Project DRIVE adjust to award	381,893	381,893	-
Perkins indirect	11,193	11,193	-
AMENDMENTS approved 08/21/24	(2,260)	3,531	(5,791)
Gifts 08/19/24	1,000	1,000	-
ARPA land purchase to capital	(2,500)	(2,500)	-
MLT consortium adjustment	600	600	-
Sikeston gifts for tech lab	4,200	4,200	-
Sikeston gifts for nursing	6,077	6,077	-
DRA grant adjustments	17,800	17,800	-
ACHIEVE grant adjustments	129,201	129,201	-
AMENDMENTS approved 11/20/24	-	15,494	(15,494)
AMENDMENTS approved 01/22/25	168,003	165,772	2,231
NEIP grant	79,320	79,320	-
MLT consortium adjustment	7,523	7,523	-
ABA2 Teacher Apprenticeship grant	165,169	165,169	-
Gifts 02/15/25	1,500	1,500	-
DRA grant adjustments	26,250	26,250	-
Subtotal agreed to Budget to Actual 03/31/25	28,940,189	28,934,726	5,464
Increases (Decreases) Proposed:			
Personnel changes	-	316	(316)
Housing water damage insurance claim	49,000	50,000	(1,000)
Athletic insurance premiums	-	11,767	(11,767)
Dexter rent	-	8,333	(8,333)
Property tax revenue	15,953	-	15,953
Subtotal	29,005,142	29,005,142	(0)
REVISED AS OF 3/31/2025	29,005,142	29,005,142	(0)

CAPITAL BUDGET			
	SOURCES	EXPENSES	NET
ADOPTED BY BOARD 06/19/2024	13,025,369	13,025,369	-
AMENDMENTS approved 08/21/24	932,269	932,269	-
ARPA land purchase adjustment	13,141	13,141	-
Construction trailer purchase	6,997	6,997	-
AMENDMENTS approved 11/20/24	91,052	91,052	-
ARPA Dexter purchase	1,098,581	1,098,581	-
Subtotal agreed to Budget to Actual 03/31/25	15,167,408	15,167,408	-
Increases (Decreases) Proposed:			
			-
			-
Subtotal	15,167,408	15,167,408	-
REVISED AS OF 3/31/2025	15,167,408	15,167,408	-



THREE RIVERS COLLEGE

President's Report



THREE RIVERS COLLEGE

Motion to move into Executive Session

Executive Session

**Motion to move out of
Executive Session**



THREE RIVERS COLLEGE

Items for Consideration, Discussion and Vote

VII. 1. CONSIDERATION AND APPROVAL OF FY26 BOARD OF TRUSTEE MEETING DATES

BACKGROUND INFORMATION **HISTORY**

Each year, the Board of Trustees reviews the proposed Board of Trustee meeting schedule for approval.

POSSIBLE ALTERNATIVES

N/A

FINANCIAL IMPLICATIONS

N/A

ADMINISTRATIVE RECOMMENDATIONS

Approve the FY26 Board of Trustee Meeting Schedule as presented.



THREE RIVERS COLLEGE

Board of Trustee Proposed FY26 Meeting Dates

Please find below a list of FY26 Board of Trustee meeting dates.
All meetings will be held at 12:00 noon in the Board Room of the
Westover Administration Building

- Wednesday, August 20, 2025
- Wednesday, September 17, 2025
- Wednesday, October 15, 2025
- Wednesday, November 19, 2025
- Wednesday, January 28, 2026
- Wednesday, February 25, 2026
- Wednesday, March 25, 2026
- Wednesday, April 15, 2026
- Wednesday, May 20, 2026
- Wednesday, June 17, 2026

VII.2. CONSIDERATION AND APPROVAL OF FY26 HOLIDAY SCHEDULE

BACKGROUND INFORMATION **HISTORY**

Each year, the Board of Trustees reviews the proposed college holiday schedule for approval.

POSSIBLE ALTERNATIVES

N/A

FINANCIAL IMPLICATIONS

N/A

ADMINISTRATIVE RECOMMENDATIONS

Approve the FY26 Holiday Schedule as presented.

2025-2026 HOLIDAY SCHEDULE
(July 01, 2025 – June 30, 2026)

INDEPENDENCE DAY	July 4, 2025 The College will observe on Thursday July 3, 2025
LABOR DAY	September 1, 2025 (Monday)
THANKSGIVING	November 24-28, 2025 (Monday-Friday)
CHRISTMAS/New Year's Day	December 22, 2025, through January 2, 2026 <i>Monday December 22 through Friday January 2, 2026</i> Return to work Monday January 5, 2026 Convocation
MARTIN LUTHER KING DAY	January 19, 2026 (Monday)
SPRING BREAK	March 9-13, 2026 (Monday-Friday)
EASTER BREAK	April 3, 2026 (Friday)
MEMORIAL DAY	May 25, 2026 (Monday)

OFFICE HOURS

8:00 a.m. to 5:00 p.m., Monday through Friday • Each office must have the noon hour covered.

SUMMER 2025 OFFICE HOURS

7:00 a.m. to 6:00 p.m., Monday through Thursday. Each office must have the noon hour covered.

Summer hours begin on June 6, 2025, and end on July 25, 2025.

The first Friday that the college will be closed is June 6, 2025.

The Independence Day Holiday will be observed on Thursday July 3, 2025.

SUMMER 2026 OFFICE HOURS

7:00 a.m. to 6:00 p.m., Monday through Thursday. Each office must have the noon hour covered.

Summer hours begin on June 5, 2026, and end on July 31, 2026.

The first Friday that the college will be closed is June 5, 2026.

The Independence Day Holiday will be observed on Monday July 6, 2026.



THREE RIVERS COLLEGE

**Consideration and Approval of
all Personnel Actions and
Associated Documents**

Consideration of Personnel Action
Employment of Personnel
Apprenticeship Coordinator, Teacher Education

PERSONNEL DATA SHEET

Administrative Officer
 Professional Staff
 Faculty
 Support Staff
 Federal Program: Grant funded position - DOL
 Special Program _____

NAME: Amber Hixson

POSITION TITLE: Apprenticeship Coordinator, Teacher Education

SALARY: \$20.00 per hour/\$41,600

FULL-TIME PART-TIME: _____

9 months _____ 10 months _____ 11 months _____ 12 months

Other: Grant funded position

STARTING DATE: June 2, 2025

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AA	Three Rivers College Poplar Bluff, MO	Secondary Education
BA	Southeast Missouri State University Cape Girardeau, MO	English Education/ Middle School Education
MA	Grand Canyon University Phoenix, AZ	Educational Administration

EXPERIENCE

<u>08/2021 – present</u>	<u>Holcomb High School</u>	<u>HS Communication Arts</u>
	<u>Holcomb, MO</u>	<u>Teacher</u>
<u>05/2016 – 05/2021</u>	<u>Campbell High School</u>	<u>HS English Teacher</u>
	<u>Campbell, MO</u>	
<u>08/2006 – 05/2016</u>	<u>Malden High School</u>	<u>JH Communication Arts</u>
	<u>Malden, MO</u>	<u>Teacher</u>

04.16.25

Consideration of Personnel Action
Employment of Personnel
Technology and Computer Services Evening Support Specialist

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

_____ Faculty

X Support Staff - Replacement for Freddie Cecil – transfer approved 02.19.25

_____ Federal Program: _____

_____ Special Program _____

NAME: Jesse Graf

POSITION TITLE: Technology & Computer Services Evening Support Specialist

SALARY: \$22.00 per hour

FULL-TIME X PART-TIME: _____

9 months _____ 10 months _____ 11 months _____ 12 months X

Other: _____

STARTING DATE: June 2, 2025

QUALIFICATIONS:

Degree Ed. Institution Major

EXPERIENCE

04/2023 – present	Francis Howell School District O’Fallon, MO	Technology Services Manager
09/2015 – 03/2024	Wentzville School District Wentzville, MO	IT Technician
06/2019 – 03/2021	CVS Health Wentzville, MO	Assistant Manager

04.16.25

Consideration of Personnel Action
Employment of Personnel
Secretary, Educational Talent Search

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

_____ Faculty

X Support Staff - Replacement for Tamara Wilson – transfer approved 02.19.25

X Federal Program: funded by the US Department of Education

_____ Special Program _____

NAME: Kristin Little

POSITION TITLE: Secretary, Educational Talent Search

SALARY: \$14.00 per hour

FULL-TIME X PART-TIME: _____

9 months _____ 10 months _____ 11 months _____ 12 months X

Other: _____

STARTING DATE: April 7, 2025

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AAS	Three Rivers College	Business Management
Certificate	Poplar Bluff, MO	Sales
Certificate		Management & Supervision
Certificate		Marketing

EXPERIENCE

<u>08/2023 – 04/2025</u>	<u>Health Partners Management Group</u>	<u>Accounts Receivable &</u>
	<u>Poplar Bluff, MO</u>	<u>Follow-up Specialist</u>
<u>05/2022 – 08/2023</u>	<u>Independent Billing Agency</u>	<u>Accounts Receivable</u>
	<u>Poplar Bluff, MO</u>	<u>Specialist</u>
<u>10/2013 – 08/2020</u>	<u>Black River Medical Center</u>	<u>Health Information</u>
	<u>Poplar Bluff, MO</u>	<u>Management</u>

04.16.25

Consideration of Personnel Action
Employment of Personnel
Instructor, Nursing/Sikeston

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

X Faculty - replacement for Brandy Grissom (transfer to Poplar Bluff)

_____ Support Staff

_____ Federal Program: _____

_____ Special Program _____

NAME: Sarah Mitchell

POSITION TITLE: Instructor, Nursing

SALARY: \$46,100

FULL-TIME X PART-TIME: _____

9 months _____ 10 months X 11 months _____ 12 months _____

Other: _____

STARTING DATE: August 4, 2025

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
Cert/PN	Cape Career & Technology Center Cape Girardeau, MO	Practical Nursing
AAS	Three Rivers College Poplar Bluff, MO	Nursing
BSN	Southeast Missouri State University Cape Girardeau, MO	Nursing

EXPERIENCE

<u>11/2015 – present</u>	<u>Mercy Southeast Hospital</u>	<u>Labor & Delivery RN/</u>
	<u>Cape Girardeau, MO</u>	<u>Charge RN</u>
<u>07/2024 - present</u>	<u>Missouri Delta Medical Center</u>	<u>PRN Labor & Delivery RN</u>
	<u>Sikeston, MO</u>	
<u>03/2023 – 01/2024</u>	<u>University of Missouri Women’s</u>	<u>Travel RN Labor & Delivery</u>
	<u>Hospital, Columbia, MO</u>	

04.16.25

CONSIDERATION OF PERSONNEL ACTION

Transfer of Position

Division Chair, Career Studies and Workforce Development to Chief Academic Officer/Dean of Instruction

BACKGROUND INFORMATION

HISTORY

Will Cooper has been employed as the Division Chair for Career Studies and Workforce Development since July 2020. Prior to this, Mr. Cooper served in multiple areas within the College since his employment began in 2012. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Will Cooper to the position of Chief Academic Officer/Dean of Instruction, effective March 17, 2025.

FINANCIAL IMPLICATIONS

This is a full-time, institutionally funded administrative staff position.

ADMINISTRATIVE RECOMMENDATION

Approve the internal transfer of Will Cooper.

03.19.25

CONSIDERATION OF PERSONNEL ACTION

Transfer of Position
Adjunct Faculty to Division Chair, General Education

BACKGROUND INFORMATION

HISTORY

Dr. Leslie Gragg has been active as an adjunct instructor since July 2023. Prior to this, Dr. Gragg served in the role of Department Chair from 2018 - 2023. In addition, Dr. Gragg was a full-time faculty member in life science from her initial hire in 2013. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Dr. Leslie Gragg to the position of Division Chair, General Education, effective March 17, 2025. Dr. Gragg will serve in a part-time capacity until the fall 2025 semester at which time she will begin full-time.

FINANCIAL IMPLICATIONS

This is a full-time, institutionally funded professional staff position.

ADMINISTRATIVE RECOMMENDATION

Approve the internal transfer of Dr. Leslie Gragg.

03.19.25

CONSIDERATION OF PERSONNEL ACTION

Transfer of Position

Director, Practical Nursing/Instructor to Division Chair, Career Studies and Workforce Development

BACKGROUND INFORMATION

HISTORY

Due to the transfer of Will Cooper, the position of Division Chair, Career Studies and Workforce Development became available. Andrea Pierce has been employed full-time with the College since November 2017. She first assumed the role of Coordinator for the Practical Nursing program in 2021. In 2022, Ms. Pierce assumed the duties of Director of Practical Nursing. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Andrea Pierce to the position of Division Chair of Career Studies and Workforce Development, effective March 17, 2025.

FINANCIAL IMPLICATIONS

This is a full-time, institutionally funded professional staff position.

ADMINISTRATIVE RECOMMENDATION

Approve the internal transfer of Andrea Pierce.

03.19.25

CONSIDERATION OF PERSONNEL ACTION

Transfer of Position
Director, Career Studies to Director, Technical Education

BACKGROUND INFORMATION

HISTORY

Kimberly Brooks has been employed full-time as the Director of Career Studies since August 2023. Based on personnel changes within the academic unit, Ms. Brooks will assume a new title of Director of Technical Education and assume additional responsibilities with the career studies and technical education programs. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Kimberly Brooks to the position of Director of Technical Education, effective March 17, 2025.

FINANCIAL IMPLICATIONS

This is a full-time, institutionally funded professional staff position.

ADMINISTRATIVE RECOMMENDATION

Approve the internal transfer of Kimberly Brooks.

03.19.25

CONSIDERATION OF PERSONNEL ACTION

Transfer of Position

Coordinator of Admissions and Recruitment to Assistant Director of Housing and Student Life

BACKGROUND INFORMATION

HISTORY

Heather King has been employed as the Coordinator of Admissions and Recruitment since April 2022. Prior to this, Ms. King served as the Academic Advisor/Career Services. The position of Assistant Director of Housing and Student Life was advertised, and Ms. King applied for and was interviewed for the position. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Heather King to the position of Assistant Director of Housing and Student Life, effective July 1, 2025.

FINANCIAL IMPLICATIONS

This is a full-time, institutionally funded staff position.

ADMINISTRATIVE RECOMMENDATION

Approve the internal transfer of Heather King.

04.16.25

CONSIDERATION OF PERSONNEL ACTION

Additional Appointment
Department Chair

BACKGROUND INFORMATION **HISTORY**

Based on personnel changes within the academic unit, there was a need for an additional Department Chair to provide leadership for Business, Accounting, Education, Office Administration, Medical Billing and Coding, Early Childhood Education, Behavioral Health, Criminal Justice, and Information Technology areas. The additional appointment of Department Chair will be assumed by Ms. Heather Cornman, effective March 17, 2025. Ms. Cornman will continue in the role of full-time Assistant Professor, Early Childhood Education.

FINANCIAL IMPLICATIONS

This is an additional appointment, institutionally funded.

ADMINISTRATIVE RECOMMENDATION

Approve the additional appointment of Heather Cornman.

01.22.25

CONSIDERATION OF PERSONNEL ACTION

Additional Appointment
Director of Practical Nursing

BACKGROUND INFORMATION **HISTORY**

State nursing laws require the appointment of a program administrator. With the transfer of Andrea Pierce, the position became available. Tara Leier was recommended to assume the Director of Practical Nursing duties as an additional appointment to the full-time faculty position. Ms. Leier will assume the duties effective March 17, 2025. In conjunction with GAR1120 College Reorganization, the President has recommended the additional appointment.

FINANCIAL IMPLICATIONS

This additional appointment is institutionally funded.

ADMINISTRATIVE RECOMMENDATION

Approve the appointment of Tara Leier.

03.19.25

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Assistant Director of Housing and Student Life

BACKGROUND INFORMATION

HISTORY

Mr. Briar Fischer has been employed as the full-time Assistant Director of Housing and Student Life since July 2024. He has submitted his request for resignation, effective February 28, 2025.

FINANCIAL IMPLICATIONS

This is a full-time, twelve-month staff position.

ADMINISTRATIVE RECOMMENDATION

Accept Mr. Fischer's resignation and proceed with review of the position and the appropriate replacement process.

03.19.25

Date: 2/14/25

Dear CJ Jameson,

Please accept this as my formal resignation as Assistant Director of Housing and Student Life from Three Rivers College. My last day will be February 28, 2025. I appreciate that opportunity and will cherish the experiences that I have gained while in my position. It has been a pleasure working with you and those around the college.

Please let me know what I can do to make this transition as seamless as possible.

Thank you again,
Briar Fischer

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Assistant Women's Basketball Coach/Character Development Program

BACKGROUND INFORMATION

HISTORY

Mr. Tyrie Hill-Thomas has been employed as the full-time Assistant Women's Basketball Coach/Character Development Program since August 2024. He has submitted his request for resignation, effective April 1, 2025.

FINANCIAL IMPLICATIONS

This is a full-time, twelve-month faculty position.

ADMINISTRATIVE RECOMMENDATION

Accept Mr. Hill-Thomas's resignation and proceed with review of the position and the appropriate replacement process.

04.16.25

From: [Tyrie Thomas](#)
To: [Kristina McDaniel](#)
Subject: Resignation
Date: Tuesday, April 1, 2025 5:26:08 AM

CAUTION: This email originated outside of Three Rivers College. Use caution when opening links or attachments. Please report questionable emails to Technology & Computer Services.

Good morning, I am emailing you to notify you of my resignation effective immediately. I, Tyrie James Hill-Thomas, hereby resign from my position at Three Rivers College, effective date April 1, 2025.

If there is anything else you may need from me please let me know and I am willing to do whatever is needed.

Sent from my iPhone

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Part-time Education Coordinator, Educational Talent Search

BACKGROUND INFORMATION

HISTORY

Ms. Lisa Murphy has been employed as the Part-time Education Coordinator since September 2023. She has submitted her request for resignation, effective March 6, 2025.

FINANCIAL IMPLICATIONS

This is a part-time, grant funded staff position through the US Department of Education.

ADMINISTRATIVE RECOMMENDATION

Accept Ms. Murphy's resignation and proceed with review of the position and the appropriate replacement process.

03.19.25

February 25, 2025

Dear Tama Wilson and Human Resources

I am writing to inform you that I am resigning from my position as the Educational Coordinator with the Educational Talent Search Program at Three Rivers College. My last day of work will March 6, 2025, due to the following week being Spring Break.

I have accepted a parttime position with the Department of Health and Senior Services in the Adult Protective Services Unit beginning March 17, 2025.

I want to sincerely take this opportunity to thank this team for the valuable experience and support provided during my time at Three Rivers College.

Very truly yours,



Lisa B. Murphy

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Part-time Practical Nursing Secretary, Sikeston

BACKGROUND INFORMATION

HISTORY

Ms. Reese Slaughter has been employed as the Part-time Practical Nursing Secretary in Sikeston since February 3, 2025. She has submitted her request for resignation, effective March 24, 2025.

FINANCIAL IMPLICATIONS

This is a part-time, institutionally funded staff position.

ADMINISTRATIVE RECOMMENDATION

Accept Ms. Slaughter's resignation and proceed with review of the position and the appropriate replacement process.

04.16.25

From: [Sherri Dodson](#)
To: [Kristina McDaniel](#)
Cc: [Missy Marshall](#); [Andrea Pierce](#)
Subject: FW: Important
Date: Monday, March 24, 2025 4:23:04 PM

I received this from Reese this morning. Sorry for the delay in sending this to you I have been hospital and Nursing home orientations today. When we returned all her things were gone from her desk. If I need to do anything else please let me know.

Sherri Dodson, BSN, RN
Coordinator/Instructor Practical Nursing
Sikeston Campus
Three Rivers College
1400 S Main
Sikeston, MO 63801
sdodson@trcc.edu
573-472-5223 ext 5430
trcc.edu

"The duties of a teacher are neither few nor small, but they elevate the mind and give energy to the character" -Dorothea Dix-

From: Reese Slaughter <rslaughter@trcc.edu>
Sent: Monday, March 24, 2025 9:22 AM
To: Sherri Dodson <sdodson@trcc.edu>
Subject: Important

Good morning Mrs. Sherri,

I came in at 8 this morning and I was not able to find you. I wanted to thank you for this opportunity to work with you. Unfortunately, I do not believe this is the right fit for me. I apologize for the short notice, with the break and closing due to the storm damages I have not been able to meet with you. I hope you have an amazing day.

Sincerely,
Reese



THREE RIVERS COLLEGE

APPENDIX

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2700 Financial Aid	
Title: SR 2740 Student Rights and Responsibilities	Page 1 of 4
Primary Policy: SP 2610 Student Code of Conduct	
Associated Policies: SP 2710 Financial Aid Programs; IP 6102 Transfer Credit; GAP 1101 Debts to the College; GAP 1130 Request for College Documents; SP 2215 Student Residency; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2610 Student Conduct; ITR 8100 Acceptable Use; SR 2310 Drop/Withdrawal Procedures; HSR 5110 Communicable Diseases; IR 6310 Classroom Attendance; FR 3107 College Store Learning Materials; GAR 1206 Alcohol/Drug-free Work/Learning Place; SR 2415 Confidentiality of Student Records; SR 2750 Return of Title IV Information; FR 3109 Student Refunds; SR 2760 Financial Aid Satisfactory Academic Progress	
References: Federal Title IV; Title IV Financial Aid Programs; MO HB 1606 (2018)	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 02-15-2017	Last Revision: 04-16-2025

Three Rivers College offers a variety of services to help our students benefit from their college experiences. We believe that no student should be denied a college education due to lack of funds. The college makes available to students a variety of scholarships, grants, work opportunities, and loans. Awards vary depending on the cost of attendance and financial circumstances of students and their families.

As a recipient of federal student aid, students have certain rights and responsibilities they should exercise. Knowing them will put students in a better position to make decisions about their educational goals and how to achieve them.

As a Three Rivers College student, you have the right to know:

- a right to have your information protected by the Family Educational Rights and Privacy Act (FERPA). For the student’s protection, FERPA limits release of student record information without the student’s consent.
- what financial aid programs are available;
- description of the various programs listed on the financial aid offer letter;
- the deadlines for submitting applications for each available financial aid programs;
- how financial aid will be distributed, how decisions on that distribution are made, and the basis for these decisions;
- how your financial need was determined. This includes how costs for tuition and fees, room and board, transportation, books and supplies, etc., are considered in their estimated cost of attendance;
- what resources (such as student and parental contribution, other financial aid, etc.) were considered in the calculation of their need;
- how much of their financial need, as determined by the institution, has been met;

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2700 Financial Aid	
Title: SR 2740 Student Rights and Responsibilities	Page 2 of 4
Primary Policy: SP 2610 Student Code of Conduct	
Associated Policies: SP 2710 Financial Aid Programs; IP 6102 Transfer Credit; GAP 1101 Debts to the College; GAP 1130 Request for College Documents; SP 2215 Student Residency; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2610 Student Conduct; ITR 8100 Acceptable Use; SR 2310 Drop/Withdrawal Procedures; HSR 5110 Communicable Diseases; IR 6310 Classroom Attendance; FR 3107 College Store Learning Materials; GAR 1206 Alcohol/Drug-free Work/Learning Place; SR 2415 Confidentiality of Student Records; SR 2750 Return of Title IV Information; FR 3109 Student Refunds; SR 2760 Financial Aid Satisfactory Academic Progress	
References: Federal Title IV; Title IV Financial Aid Programs; MO HB 1606 (2018)	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 02-15-2017	Last Revision: 04-16-2025

- the Federal Return of Title IV funds and the school's refund policy;
- what portion of the financial aid received must be repaid, and what portion is grant aid;
- if the aid they are receiving is a loan, student has the right to know the interest rate on the loan, the total amount that must be repaid, the repayment procedures, the length of time for repayment of the loan, and when repayment begins;
- how the institution determines whether students are making satisfactory progress, and what happens if they are not;
- how to decline having Title IV aid credited to institutional or prior year charges.

Students have the responsibility to:

- be courteous and considerate when communicating with Financial Aid.
- complete all application forms accurately and submit them on time to the appropriate office;
- provide correct information. In most instances, misreporting information on financial aid application forms is a violation of law and may be considered a criminal offense that could result in indictment under the U.S. Criminal Code;
- submit all additional documentation, corrections, and/or new information requested by either the financial aid office or the agency to which their application was submitted;
- read and understand all forms that they are asked to sign, and maintain copies for their records;
- accept responsibility for all agreements that they sign;
- perform the work that is agreed upon in accepting a Federal Work-Study offer;
- be aware of and comply with the deadlines for application or reapplication for aid;
- be aware of the Return of Title IV Funds policy and receive sample cases and be aware that upon withdrawing or dropping to below half-time status, it is possible that a portion of any aid received may have to be repaid.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2700 Financial Aid	
Title: SR 2740 Student Rights and Responsibilities	Page 3 of 4
Primary Policy: SP 2610 Student Code of Conduct	
Associated Policies: SP 2710 Financial Aid Programs; IP 6102 Transfer Credit; GAP 1101 Debts to the College; GAP 1130 Request for College Documents; SP 2215 Student Residency; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2610 Student Conduct; ITR 8100 Acceptable Use; SR 2310 Drop/Withdrawal Procedures; HSR 5110 Communicable Diseases; IR 6310 Classroom Attendance; FR 3107 College Store Learning Materials; GAR 1206 Alcohol/Drug-free Work/Learning Place; SR 2415 Confidentiality of Student Records; SR 2750 Return of Title IV Information; FR 3109 Student Refunds; SR 2760 Financial Aid Satisfactory Academic Progress	
References: Federal Title IV; Title IV Financial Aid Programs; MO HB 1606 (2018)	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 02-15-2017	Last Revision: 04-16-2025

- be aware of the school's refund procedures;
- complete an Entrance Interview, if you are first-time borrowers;
- complete an Exit Interview if you are a loan borrower and are terminating enrollment or registering as less than a half-time student (at least six credit hours per semester);
- maintain current and correct Permanent Home and Mailing addresses in SIS

For additional information regarding additional required Title IV Disclosure information, please visit the Three Rivers College Website on [Consumer Information](#).

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2700 Financial Aid	
Title: SR 2740 Student Rights and Responsibilities	Page 4 of 4
Primary Policy: SP 2610 Student Code of Conduct	
Associated Policies: SP 2710 Financial Aid Programs; IP 6102 Transfer Credit; GAP 1101 Debts to the College; GAP 1130 Request for College Documents; SP 2215 Student Residency; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2610 Student Conduct; ITR 8100 Acceptable Use; SR 2310 Drop/Withdrawal Procedures; HSR 5110 Communicable Diseases; IR 6310 Classroom Attendance; FR 3107 College Store Learning Materials; GAR 1206 Alcohol/Drug-free Work/Learning Place; SR 2415 Confidentiality of Student Records; SR 2750 Return of Title IV Information; FR 3109 Student Refunds; SR 2760 Financial Aid Satisfactory Academic Progress	
References: Federal Title IV; Title IV Financial Aid Programs; MO HB 1606 (2018)	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 02-15-2017	Last Revision: 04-16-2025

DOCUMENT HISTORY:

- 02-15-2017:** Initial approval of regulation SR 2740 Student Rights and Responsibilities.
- 08-19-2020:** Addition of Title IV compliance items, as well as associated regulations and references for clarification.
- 04-16-2025:** Updated to clarify current student rights and responsibilities.



THREE RIVERS COLLEGE

APPENDIX

UPCOMING EVENTS

RESCHEDULED — Chicks Only Eggstravaganza: 6-8 p.m. April 17, Tinnin Lobby. \$30 per person. \$15 egg hunt add-on. Grab your girlfriends and join us for some eggcellent fun at the third annual Chicks Only Eggstravaganza. Brought to you by the Three Rivers Endowment Trust and a group of TRC Alumni & Friends. Sponsored by Breakthrough Wellness. Proceeds benefit the Three Rivers Endowment Trust Excellence Fund.

Easter Break-College Closed: April 18

Distinguished Alumni Reception: 4:30 p.m. April 23, Tinnin Lobby/Atrium. A public reception and award ceremony will be held to honor Three Rivers’ 2025 Distinguished Alumni, the Honorable Kacey Proctor, the Presiding Circuit Judge of the 36th Judicial Circuit.

Poetry Slam: 6 p.m. April 24, Lecture Hall. Join us for our 2025 Poetry Slam! This community event is held to commemorate National Poetry Month and Shakespeare’s death (April 23), and is part of Liberal Arts Week. TRC’s award-winning literary magazine, “Confluence,” will be distributed free of charge during the Poetry Slam.

Three Rivers Community Choir: 7 p.m. April 28, Tinnin. Admission is free; tickets are required. The new Three Rivers College Community Choir is directed by Pam Howard Becker and accompanied by Kirk Mondy. These amazing singers will perform a wide variety of musical styles, from classical to theatrical to popular to sacred. Sponsored by Sides Construction and Boyt Engineering. Brought to you by Patrons of the Arts.

Spring Concert: 7 p.m. May 6, Tinnin. Free. The TRC Symphonic Band, Jazz Band, and the Collegiate Choir will perform a variety of musical gems. This is the TRC Music Department’s final performance of the year!

Commencement: 6 p.m. May 9, Libla.

RAIDERS baseball			
DATE	VS	TIME	H/A
4/17	Mineral Area	12:00 p.m.	H
4/22	Moberly Area	12:00 p.m.	H
5/2	Sub-Regional	TBA	TBA
5/3	Sub-Regional	TBA	TBA
5/8	Region XVI Final Four	TBA	TBA
5/9	Region XVI Final Four	TBA	TBA
5/10	Region XVI Four	TBA	TBA

raidersonathletics.com

RAIDERS softball			
DATE	VS	TIME	H/A
4/18	State Fair	12:00 p.m.	H
4/26	Sub-Regional	TBA	TBA
4/27	Sub-Regional	TBA	TBA
5/1	Region XVI Final Four	TBA	TBA
5/2	Region XVI Final Four	TBA	TBA
5/3	Region XVI Final Four	TBA	TBA

raidersonathletics.com

For the most current information on upcoming events, view the College Calendar at trcc.edu/events.



DAR Articles
February 8 – April 5

February 8 - New scholarship created: Gary Hoover Trust at Three Rivers College
February 8 - TRC board talks programs, insurance
February 8 - Lady Raiders hit 20 wins for ninth season in a row
February 8 - Defense, hot start lift Raiders to big win at State Fair
February 8 - Former Raider has made South Iron a hoops power
February 11 - SPLIT DECISION FOR TRC: Raiders fail to hold lead against MAC
February 11 - SPLIT DECISION FOR TRC: Lady Raiders earn top seed
**February 12 - Faries earns TRC Memorial scholarship
**February 12 - Raiders lose, Lady Raiders triumph in St. Louis
February 13 - Raiders lose, Lady Raiders triumph in St. Louis
**February 14 - Raiders open season on Friday
February 15 - Raiders bring back solid core of players on diamond
February 18 - VIKINGS SWEEP AWAY: Lady Raiders top 100 against Jeffco
February 18 - VIKINGS SWEEP AWAY: Raiders hold on, beat Jeffco
February 20 - LADY RAIDERS READY FOR SEASON TO START
February 22 - Tim Lovelace performs at TRC March 6
February 25 - Raiders defeat Indian Hills, lose to North Iowa
February 25 - TRC SPLITS AT MOBERLY: Women win, men fall just short against 'Hounds
**February 26 - Lady Raiders live up to No. 2 rank
**February 26 - CLEAN SWEEP Raiders lead wire-to-wire
February 27 - Lady Raiders live up to No. 2 ranking in win over Crowder
February 27 - RAIDERS TAKE CARE OF WEST PLAINS
**February 28 - Three Rivers baseball splits header
**February 28 - Raiders lock up number 2 seed
**February 28 - Lady Raiders close to perfect region record
**February 28 - Three Rivers Lady Raider softball kicks off season with a win
March 1 - TRC WOMEN CLOSE IN ON PERFECT REGION SEASON
March 1 - Raiders sink State Fair, lock up No. 2 region seed
March 4 - Lady Raiders wrap up perfect region mark; men lose at MAC
**March 5 - Mules duo signs for Three Rivers
March 6 - Mules duo signs to play for TRC
March 11 – TRC unveils Engage 2030
March 11 – TRC Patrons of the Arts present ‘Hollywood Nights’
March 11 – Raiders capture first region title since 2017
March 13 – Lady Raiders return to region final, one win closer to history
March 15 – STATE FAIR SHOCKS LADY RAIDERS: TRC still alive for trip to national tourney
March 18 – TRC closed due to damage
March 18 – Raiders beat Triton to head back to Hutch
March 18 – Raiders, Lady Raiders both going to nationals for first time since 1995
**March 19 – Team up: TRC Raiders help feed community
March 20 – RAIDERS OPEN NATIONAL TOURNEY WITH VINCENNES

March 25 – VINCENNES ENDS RAIDERS' SEASON

**March 26 – RAIDERS CAP BEST SEASON SINCE 2012

March 27 – RAIDERS CAP BEST SEASON SINCE 2012

March 27 – Lady Raiders open play at nationals this Friday

March 29 – Lady Raiders sink defending champion Hutchinson

April 1 – TRC SEASON ENDS: Northwest Florida State rallies to beat Raiders

April 5 – Resilience propelled Raiders to best season since 2012

** - online only e-edition



THREE RIVERS COLLEGE

ADJOURNMENT

CHAIRMAN AND SECRETARY

PLEASE SEE RECORDING SECRETARY FOR PAPERWORK