



# **THREE RIVERS COLLEGE**

**INVOCATION**

**PLEDGE OF ALLEGIANCE**

**CERTIFICATION OF ELECTION RESULTS**

**OATH OF OFFICE**

**COMMENTS FROM TRUSTEES**

**TEMPORARY APPOINTMENT OF CHAIR AND SECRETARY**

**ROTATION OF BOARD**

**AND**

**ELECTION OF FY27**

**BOARD OF TRUSTEES OFFICERS**

- 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 15, 2026**  
**12:00pm**

- I. Invocation and Pledge of Allegiance**
- II. Certification of Election Results**
- III. Oath of Office**
- IV. Comments from Trustees**
- V. Election of Trustees**
  1. Temporary Appointment of Chair and Secretary
  2. Rotation of Board and Election of 2026-2027 Board of Trustees Officers
- VI. Approval of Agenda and Minutes**
  1. Consideration and Approval of the April Agenda
  2. Consideration and Approval of Minutes from the March Board Meeting
- VII. 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
- VIII. President's Report**
- IX. 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.)

**X. Items for Consideration, Discussion, and Vote**

1. Consideration and approval for the FY27 Board of Trustees Meetings
2. Consideration and approval for the FY27 Holiday Schedule
3. Consideration and approval of Employee Benefits

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

1. Acceptance of Employment
  - a) Casey Regusi, Administrative Assistant, Physical Plant
  - b) Jane Parker, Part-time Science Lab Manager
  - c) Layton Sanders, Part-time, Tinnin Center Assistant
  - d) Sara Hedrick, College Store Associate
  - e) Sarah Capobianco, Admissions Recruiter
  - f) Tamara Eckroth, Administrative Assistant, ACHIEVE
2. Transfer of Position
  - a) Kathran Erwin, College Store Associate to Student Account Specialist
  - b) Paul Sappington, Part-time, Academic Support to Professional Tutor
  - c) Lee Ann Wesemann, Student Account Specialist to Accounts Payable Clerk
3. Request for Resignation
  - a) Elizabeth Enochs, Part-time Tutor, Academic Support
4. Separation of Employment
  - a) Cedric Henderson, Assistant Basketball Coach/Player Character Development

**XII. Appendix**

**1. Upcoming Events**

**XIII. FY26 Board of Trustees Meeting Dates**

- Wednesday, May 20, 2026
- Wednesday, June 17, 2026

**XIV. Adjournment**

## **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 2026**

**REORGANIZATION OF BOARD OF TRUSTEES**

Temporary Chairman Payne calls for motion and second to approve the rotation of members and a nomination for the 2026-2027 Board of Trustees Slate of Officers. The slate is as follows:

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Chairman:	<b>Richardson (1-A)</b>
Vice-Chairman:	<b>Featherston (3)</b>
Secretary:	<b>Bess (1-B)</b>
Treasurer:	<b>Schalk (1-C)</b>
Member:	<b>Garrison (4)</b>
Member:	<b>Hager (2)</b>

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



# THREE RIVERS COLLEGE

**APPROVAL OF THE APRIL AGENDA**

**APPROVAL OF THE MARCH MINUTES**



**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
March 18, 2026**

The regular meeting of the Board of Trustees began at 12:0 p.m. on Wednesday, March 18, 2026.

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

Trustee Garrison delivered the invocation.

Trustee Garrison made the motion to approve the March meeting agenda. On a second from Trustee Featherston the motion passed unanimously.

Trustee Featherston made a motion to accept the February Meeting Minutes as presented. On a second by Trustee Williams, the motion passed unanimously.

Charlotte Eubank, Chief Financial Officer for the college, reviewed the college financial report as of the end of February 2026. Currently, we have obligated 63% of our budgeted expenses at 67% into the fiscal year.

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

Dr. Payne presented the following with the board and public audience in attendance:

The Three Rivers Endowment Trust held Trivia Night for the Poplar Bluff Community on March 5, 2026, and raised over \$5000 for scholarships.

Three Rivers Lady Raiders are headed to the NJCAA National Basketball Tournament March 24<sup>th</sup> through the 31<sup>st</sup>, 2026. This is their sixth appearance at the tournament under the leadership of Head Coach, Alex Wiggs.

**CALL TO ORDER**

**ATTENDANCE**

**INVOCATION**

**APPROVAL OF THE MARCH MEETING AGENDA**

**APPROVAL OF THE FEBRUARY BOARD MEETING MINUTES**

**PRESENTATION OF THE FINANCIAL REPORT**

**APPROVAL OF FINANCIAL REPORT**

**PRESIDENT’S REPORT**

**POPLAR BLUFF TRIVIA NIGHT**

**THREE RIVERS LADY RAIDERS HEADING TO THE NJCAA NATIONAL TOURNAMENT**



Dr. Payne discussed the tornado of March 2025 and the progress made in construction in the last year:

- Dorms were finished by move in August 2025
- Bess Activity Center is 95% complete.
- All repairs at the Three Rivers Farm are completed.
- The baseball clubhouse/facility, batters' eye and painting are complete.

Dr. Payne expressed appreciation to the employees of Three Rivers College for their patience and flexibility during this period, particularly as many experienced damages to their individual property. Dr. Payne also thanked Sides Construction and Dille Pollard Architecture for their continued commitment, noting they have maintained a daily presence on site since the F3 tornado impacted the community on March 14, 2025. Remaining repairs are anticipated to be completed by Fall 2027.

The 17<sup>th</sup> Annual Spelling Bee will be held on March 21<sup>st</sup> at the Tinnin Fine Arts Center. This competition winner will travel to Washington, D.C. to represent the area in the national competition.

March 24-25, 2026, the Career and Transfer Center will hold their open house from 9:00am-2:00pm. During this time students will be able to complete their bachelor's or master's degree, online or close to home.

SKYWARN Spotter Training will be held March 30, 2026, in the Lecture Hall at Robert W. Plaster Free Enterprise Building. Registration is required and the event is free to those attending.

The Tinnin Fine Arts Center will welcome the vibrant photography of Tim Edington. An artist reception will be held at 6:00pm on April 16, 2026.

The Fourth Annual Chicks Only Eggstravaganza will be hosted by the Three Rivers Endowment Trust. All proceeds benefit Three Rivers College student scholarships and the Excellence Fund.

The Three Rivers College Music Department will host its Spring Music Showcase on April 14, 2026, at 7:00pm at the Tinnin Fine Art Center.

## **TORNADO UPDATE: ONE YEAR OF PROGRESS**

### **UPCOMING EVENTS**

#### **17<sup>TH</sup> ANNUAL SPELLING BEE**

#### **CAREER AND TRANSFER CENTER OPEN HOUSE**

#### **SKYWARN SPOTTER TRAINING**

#### **TIM EDINGTON PHOTOGRAPHY EXHIBIT TINNIN FINE ARTS CENTER**

#### **FOURTH ANNUAL CHICKS ONLY EGGSTRAVAGANZA**

#### **SPRING SHOWCASE**



The college will be closed on April 3, 2026, for Easter Break.

**EASTER BREAK**  
**APRIL 3, 2026**

Patrons of the Arts will host "Chicago Rewired", (Orlando Transit Authority) on April 16, 2026, at the Tinnin Fine Arts Center. This program is sponsored by Dille-Pollard Architecture.

**PATRONS OF THE**  
**ARTS CHICAGO**  
**REWIRED**

At 12:21 p.m. after the conclusion of the President’s Report, Trustee Garrison made a motion to go into Executive Session. Trustee Featherston seconded the motion. 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).

**MOVE INTO EXECUTIVE**  
**SESSION**

The Board moved back into open session at 1:30pm, with Dr. Wesley Payne, requesting the approval of GAP-1140. On a motion by Trustee Garrison and a second by Trustee Schalk, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (absent); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (yes).

**ITEMS FOR**  
**CONSIDERATION,**  
**DISCUSSION AND VOTE**

**CONSIDERATION,**  
**DISCUSSION AND**  
**APPROVAL OF**  
**GAP-1140**  
**INSTITUTIONAL**  
**EFFECTIVENESS**

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, (absent); 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 Featherston made the motion to adjourn at 1:32p.m. With a second by Trustee Williams, the motion passed unanimously.

**ADJOURNMENT**

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**CHAIRMAN**

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**APPROVAL DATE**

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**SECRETARY**

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**APPROVAL DATE**

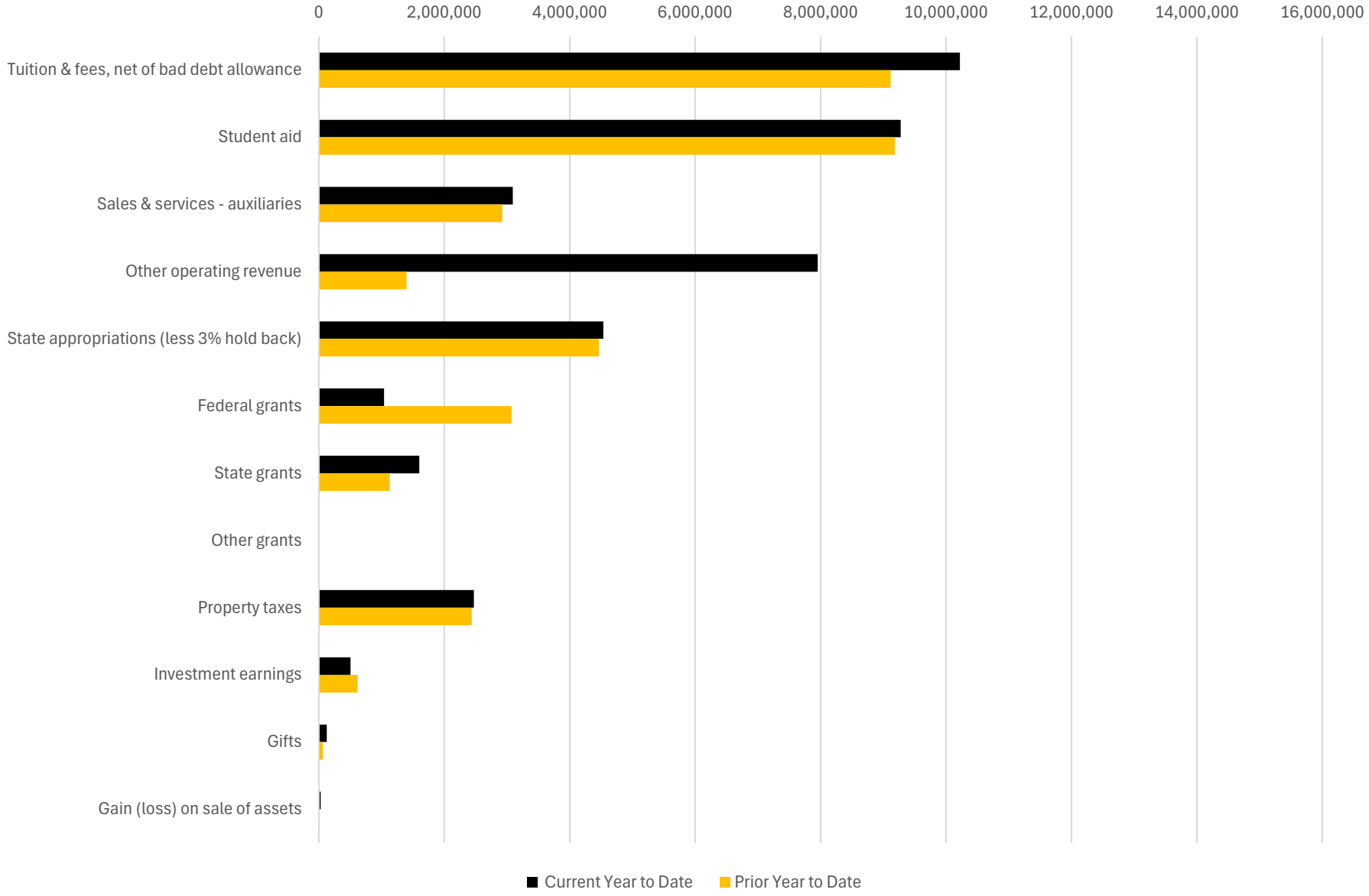


# THREE RIVERS COLLEGE

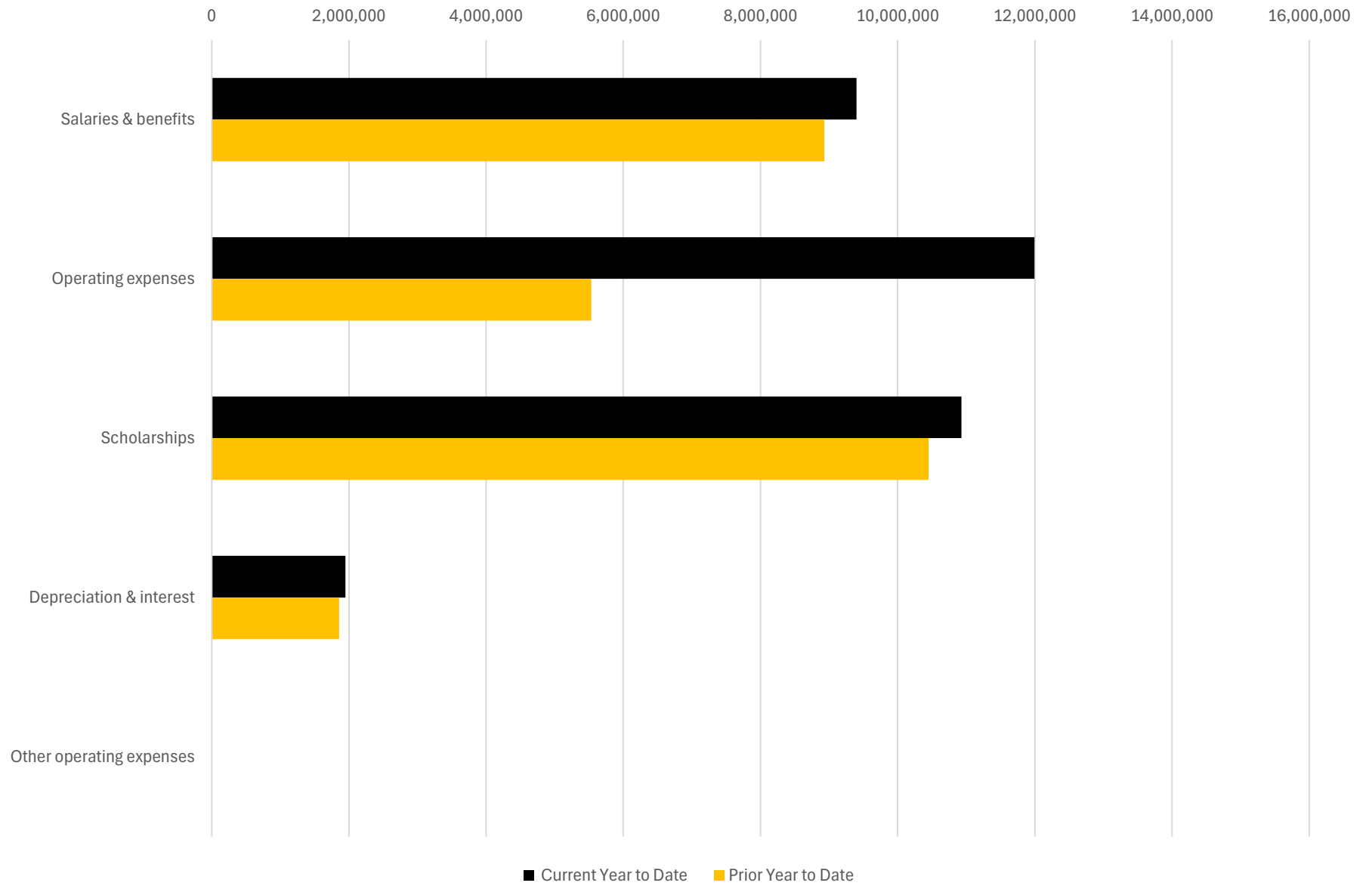
**PRESENTATION OF THE  
COLLEGE FINANCIAL REPORT**

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

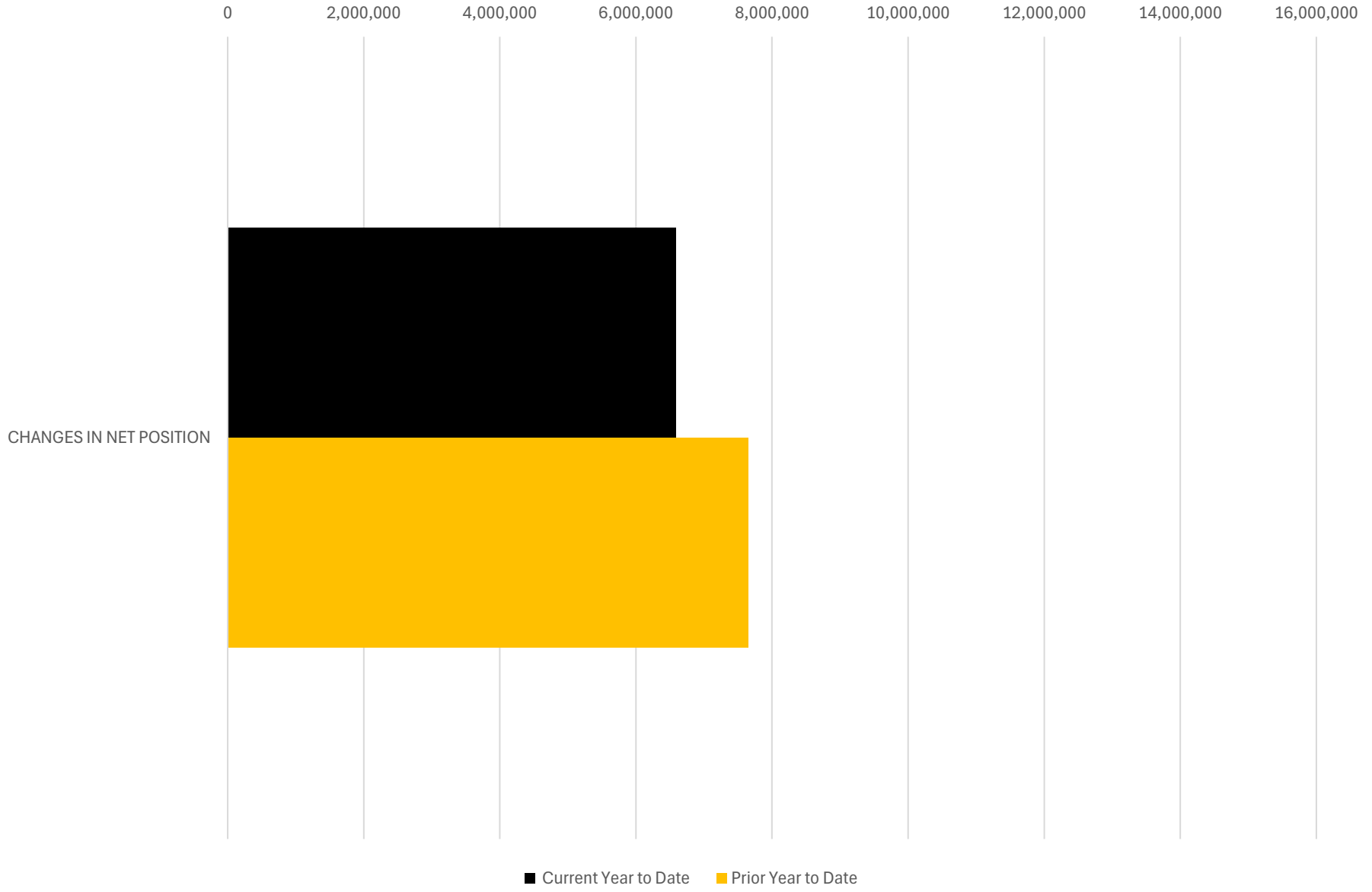
### YTD Comparison to Previous Year 02/28/2026



YTD Comparison to Previous Year  
02/28/2026



YTD Comparison to Previous Year  
02/28/2026



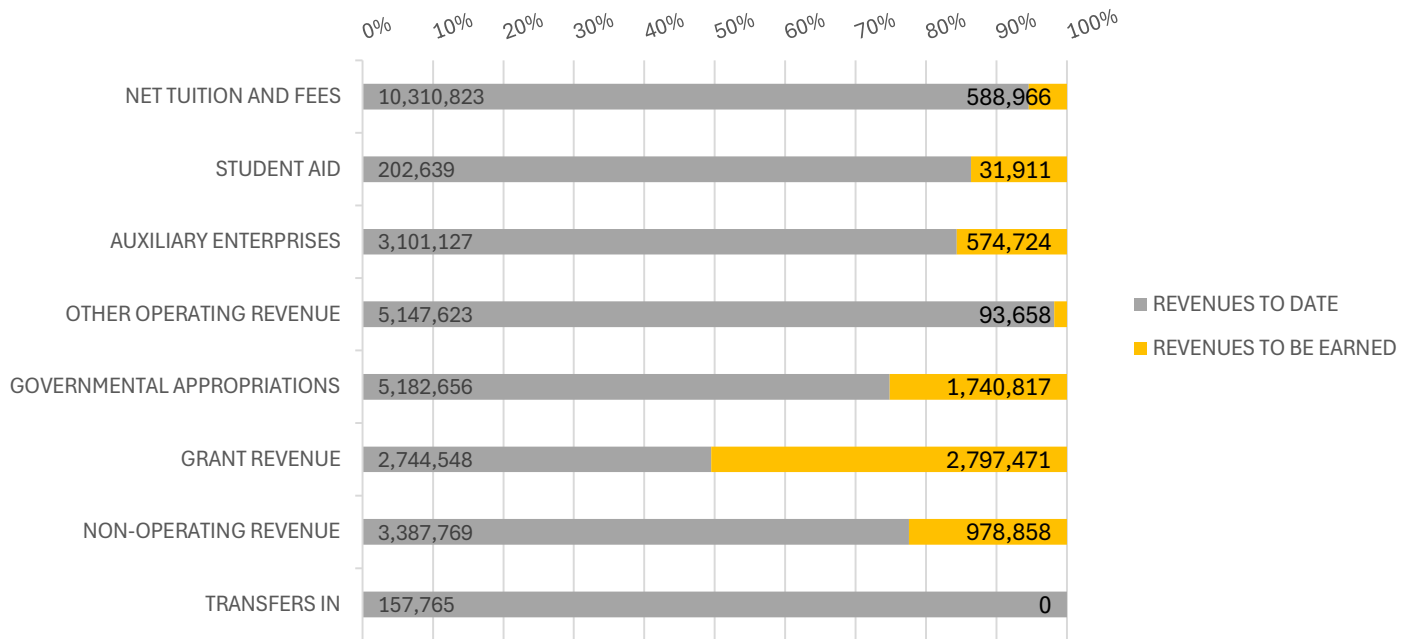
Three Rivers College  
Statement of Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
February 28, 2026

<b>ASSETS AND DEFERRED OUTFLOWS</b>		<b>LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	
<b>CURRENT ASSETS</b>		<b>CURRENT LIABILITIES</b>	
Cash & Cash Equivalents	22,373,667	Accounts Payable	3,345,706
Student Account Receivables, net	3,275,809	Accrued Vacation	900,542
Property Tax Receivable	129,743	Student Deposits	37,543
Other Receivables	15,035,098	Deferred Tuition & Fees	9,560
Investments	558,626	Scholarships	121,081
Inventory	57,514	<b>Total Current Liabilities</b>	<b>4,414,433</b>
Prepaid Expenses	336,871		
<b>Total Current Assets</b>	<b>41,767,327</b>	<b>NON-CURRENT LIABILITIES</b>	
<b>NON-CURRENT ASSETS</b>		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	12,136,026
Capital assets	84,643,381	Bonds, Notes and Leases Payable	5,720,490
Plus: Current year additions to capital assets	2,207,890	Accrued Interest	0
Accumulated Depreciation	(41,464,626)	Agency	610,053
Unamortized Bond Issue Costs	0	<b>Total Non-Current Liabilities</b>	<b>18,466,570</b>
<b>Total Non-Current Assets</b>	<b>50,877,431</b>	<b>Total Liabilities</b>	<b>22,881,003</b>
<b>DEFERRED OUTFLOWS (Pensions, OPEB, Trusts, Leases)</b>	<b>7,373,902</b>	<b>DEFERRED INFLOWS (Pensions, OPEB, Trusts, Leases)</b>	<b>14,480,503</b>
		<b>NET POSITION</b>	
		Beginning Balance	56,073,752
		Changes in Net Position	6,583,402
		<b>Total Net Position</b>	<b>62,657,154</b>
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS</b>	<b>100,018,659</b>	<b>TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	<b>100,018,659</b>

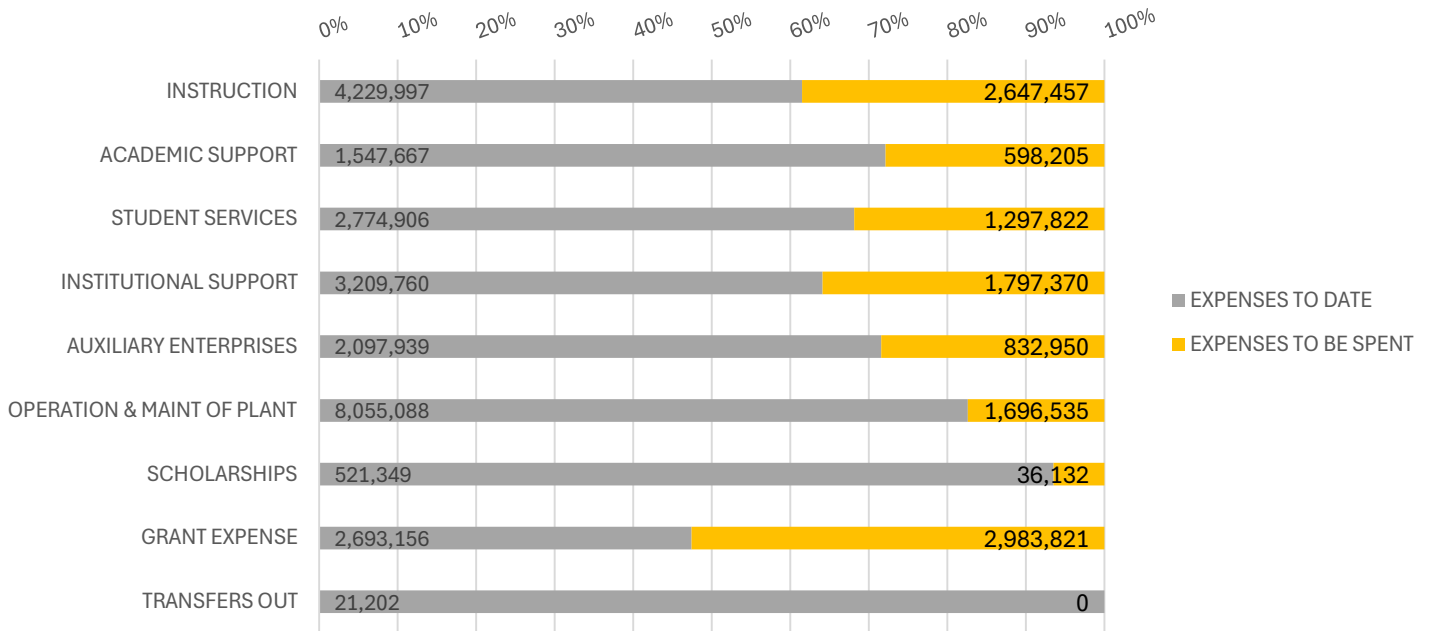
Three Rivers College  
Statement of Revenues, Expenses and Changes in Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
February 28, 2026

	July	August	September	October	November	December	January	February	Current Year to Date	Prior Year to Date	\$ Change	% Change
<b>OPERATING REVENUE</b>												
Tuition & fees, net of bad debt allowance	5,210,902	447,941	(156,665)	2,401,096	929,758	940,963	526,587	(77,646)	10,222,936	9,118,591	1,104,345	12.11%
Student aid	192,277	10,044	4,219,646	401,684	168,760	119,663	15,286	4,151,798	9,279,157	9,183,304	95,853	1.04%
Sales & services - auxiliaries	980,834	170,665	181,490	425,624	436,340	452,943	187,929	256,215	3,092,040	2,924,025	168,014	5.75%
Other operating revenue	2,671	3,384	2,011,956	8,923	3,015,232	18,497	2,646	2,891,579	7,954,888	1,398,770	6,556,118	468.71%
<b>Total Operating Revenue</b>	<b>6,386,684</b>	<b>632,034</b>	<b>6,256,426</b>	<b>3,237,327</b>	<b>4,550,090</b>	<b>1,532,065</b>	<b>732,447</b>	<b>7,221,946</b>	<b>30,549,020</b>	<b>22,624,690</b>	<b>7,924,330</b>	<b>35.03%</b>
<b>OPERATING EXPENSES</b>												
Salaries & benefits	1,044,555	1,167,766	1,203,621	1,196,128	1,365,638	1,031,341	1,186,456	1,205,939	9,401,444	8,931,218	470,225	5.26%
Operating expenses	659,393	644,813	616,345	3,928,365	418,592	1,139,193	548,271	4,039,581	11,994,553	5,532,690	6,461,863	116.79%
Capital equipment	578,685	124,809	347,705	569,947	99,337	201,038	26,575	259,794	2,207,890	2,665,131	(457,241)	(17.16)%
Less: Transfer to capital assets	(578,685)	(124,809)	(347,705)	(569,947)	(99,337)	(201,038)	(26,575)	(259,794)	(2,207,890)	(2,665,131)	457,241	(17.16)%
Scholarships	324,629	108,913	4,706,878	664,205	223,858	164,074	52,410	4,682,921	10,927,888	10,449,011	478,877	4.58%
Depreciation & interest	198,840	316,535	239,315	238,550	240,880	237,115	241,263	236,452	1,948,949	1,858,230	90,719	4.88%
Other operating expenses	0	0	0	0	364	0	0	0	364	46	318	698.77%
<b>Total Operating Expenses</b>	<b>2,227,418</b>	<b>2,238,026</b>	<b>6,766,158</b>	<b>6,027,247</b>	<b>2,249,331</b>	<b>2,571,724</b>	<b>2,028,400</b>	<b>10,164,893</b>	<b>34,273,197</b>	<b>26,771,195</b>	<b>7,502,003</b>	<b>28.02%</b>
<b>NON-OPERATING REVENUE (EXPENSES)</b>												
State appropriations (less 3% hold back)	566,110	567,910	567,010	567,010	567,010	567,009	567,010	567,010	4,536,079	4,465,188	70,891	1.59%
Federal grants	25,370	275,124	164,795	154,938	117,666	146,816	90,513	64,759	1,039,980	3,073,878	(2,033,898)	(66.17)%
State grants	159,667	42,786	104,394	334,176	310,005	195,079	224,595	229,076	1,599,777	1,129,314	470,463	41.66%
Other grants	0	0	0	0	0	0	0	0	0	1,000	(1,000)	(100.00)%
Property taxes	19,082	24,692	26,412	12,873	27,935	361,786	1,424,833	574,447	2,472,060	2,434,883	37,178	1.53%
Investment earnings	64,751	41,759	121,345	46,625	37,019	110,563	40,330	42,778	505,170	617,942	(112,772)	(18.25)%
Gifts	1,892	25,100	21,202	52,500	0	(4,796)	0	30,000	125,899	64,677	61,222	94.66%
Gain (loss) on sale of assets	0	0	0	5,375	2,425	1,962	0	18,852	28,614	11,335	17,278	152.43%
<b>Total Non-Operating Revenues (Expenses)</b>	<b>836,872</b>	<b>977,371</b>	<b>1,005,158</b>	<b>1,173,497</b>	<b>1,062,059</b>	<b>1,378,419</b>	<b>2,347,281</b>	<b>1,526,921</b>	<b>10,307,579</b>	<b>11,798,217</b>	<b>(1,490,639)</b>	<b>(12.63)%</b>
<b>CHANGES IN NET POSITION</b>	<b>4,996,138</b>	<b>(628,620)</b>	<b>495,426</b>	<b>(1,616,423)</b>	<b>3,362,819</b>	<b>338,760</b>	<b>1,051,328</b>	<b>(1,416,026)</b>	<b>6,583,402</b>	<b>7,651,713</b>	<b>(1,068,311)</b>	<b>(13.96)%</b>

### Budget to Actual Revenues 03/31/2026 (75%)



### Budget to Actual Expenses 03/31/2026 (75%)



Three Rivers College  
Statement of Revenues, Expenses and Changes In Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
March 31, 2026  
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 &amp; Scholarship Allowances</i>	10,899,789	10,310,823	95%	588,966
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	234,550	202,639	86%	31,911
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing &amp; Assessment, Tinnin Center Operations, License Bureau Rental</i>	3,675,851	3,101,127	84%	574,724
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	5,241,281	5,147,623	98%	93,658
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. &amp; Repair</i>	6,923,473	5,182,656	75%	1,740,817
GRANT REVENUE <i>State Grants, Federal Grants</i>	5,542,019	2,744,548	50%	2,797,471
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	4,366,628	3,387,769	78%	978,858
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	157,765	157,765	100%	0
<b>TOTAL REVENUES</b>	<b>37,041,356</b>	<b>30,234,950</b>	<b>82%</b>	<b>6,806,406</b>

NOTE: We have recognized 82% of budgeted revenues. We have recognized 95% of our budgeted revenues from tuition and fees, comprised of a portion of summer 2025, fall 2025, and beginning of spring 2026, 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 &amp; Human Services</i>	6,877,454	4,229,997	62%	2,647,457
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	2,145,872	1,547,667	72%	598,205
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	4,072,728	2,774,906	68%	1,297,822
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	5,007,130	3,209,760	64%	1,797,370
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing &amp; Assessment, License Bureau Rental</i>	2,930,889	2,097,939	72%	832,950
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	9,751,623	8,055,088	83%	1,696,535
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	557,481	521,349	94%	36,132
GRANT EXPENSE <i>State Grants, Federal Grants</i>	5,676,977	2,693,156	47%	2,983,821
TRANSFERS OUT <i>General funds-current year transfers to capital</i>	21,202	21,202	100%	0
<b>TOTAL EXPENSES</b>	<b>37,041,356</b>	<b>25,151,065</b>	<b>68%</b>	<b>11,890,291</b>

NOTE: We have obligated 68% 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 available at the time of this report.

<b>CHANGES IN NET POSITION</b>	<b>0</b>	<b>5,083,885</b>
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Three Rivers College  
 Capital Budget - Unaudited  
 March 31, 2026  
 Fiscal Year Benchmark: 75%

	FUNDING SOURCES	SOURCES TO DATE			SOURCES TO BE
		BUDGET	SOURCES TO DATE	%	EARNED
<b>RESTRICTED</b>					
	<i>State appropriations</i>	0	0	0%	0
	<i>Insurance proceeds</i>	0	0	0%	0
<b>UNRESTRICTED</b>					
	<i>General funds - prior year transfers in (Reserves)</i>	2,954,638	1,651,534	56%	1,303,105
	<i>General funds - current year transfers in</i>	21,202	0	0%	21,202
	<b>TOTAL FUNDING SOURCES</b>	<b>2,975,841</b>	<b>1,651,534</b>	<b>55%</b>	<b>1,324,307</b>

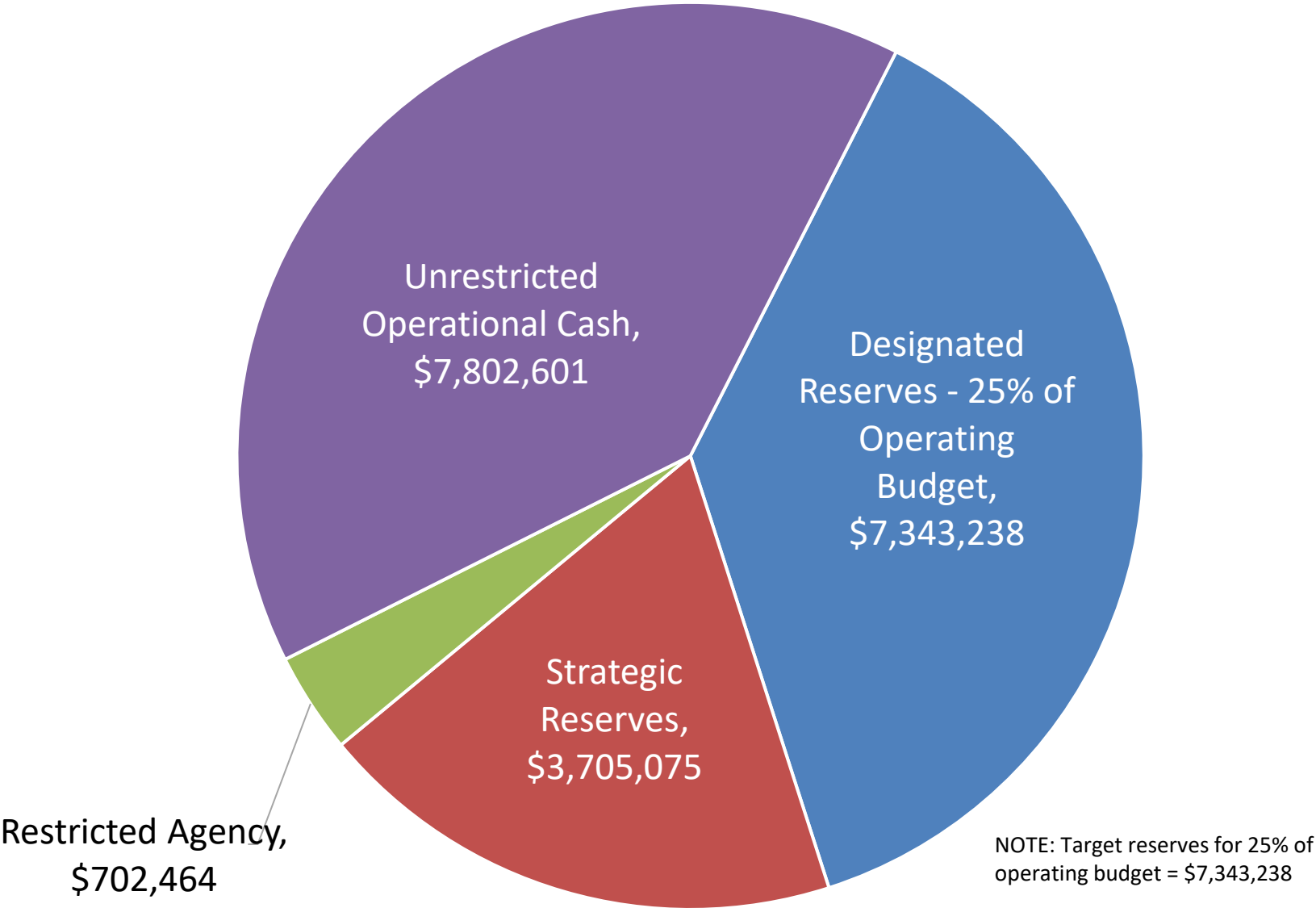
	USES OF FUNDS	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
	<i>Campus improvements</i>	550,000	40,716	7%	509,284
	<i>Westover Administration Building repairs</i>	500,000	0	0%	500,000
	<i>Libla Family Sports Complex and athletic facilities</i>	806,489	656,488	81%	150,001
	<i>Baseball Clubhouse</i>	266,000	124,360	47%	141,640
	<i>2505/2507 Three Rivers Blvd (former nephrology clinic)</i>	329,851	329,851	100%	0
	<i>2509 Three Rivers Blvd (former license bureau)</i>	20,000	0	0%	20,000
	<i>Former Bill &amp; Gene's building remodel</i>	23,600	347,032	1,470%	(323,432)
	<i>Public safety remodel</i>	67,500	0	0%	67,500
	<i>Fleet vehicles</i>	362,400	107,450	30%	254,950
	<i>Farm</i>	50,000	45,637	91%	4,363
	<b>TOTAL EXPENSES</b>	<b>2,975,841</b>	<b>1,651,534</b>	<b>55%</b>	<b>1,324,307</b>
<b>NET SURPLUS (DEFICIT)</b>		<b>0</b>	<b>0</b>		

**THREE RIVERS COMMUNITY COLLEGE  
CASH IN BANKS**

April 1, 2026

	<u>03/02/26</u>	<u>04/01/26</u>
<b>CURRENT FUND</b>		
<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	11,139,176.07	7,702,389.44
Southern Bank - Credit Cards	77,041.80	73,093.17
<i>Total General Accounts</i>	11,216,217.87	7,775,482.61
 <i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	31,872.97	31,477.97
Federal Clearing Account	55,290.24	(7,785.00)
<i>Total Restricted Accounts</i>	87,163.21	23,692.97
 <b>TOTAL CURRENT FUND</b>	 11,306,806.08	 7,802,600.58
 <b>PLANT FUND</b>		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,456,716.94	5,472,182.82
<i>Total Bank Accounts</i>	5,456,716.94	5,472,182.82
 <i>Certificates of Deposit</i>		
Southern Bank	5,519,978.88	5,576,129.81
<i>Total Certificates of Deposit</i>	5,519,978.88	5,576,129.81
 <b>TOTAL PLANT FUND</b>	 10,976,695.82	 11,048,312.63
 <b>AGENCY FUND</b>		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	691,453.92	702,464.24
 <i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
<b>TOTAL AGENCY FUND</b>	691,453.92	702,464.24

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT  
\$19,553,377 AS OF 04/01/2026**





THREE RIVERS COLLEGE  
CERTIFICATE OF DEPOSIT

**CERTIFICATES OF DEPOSIT AS OF March 31, 2026**

<u>CD#</u>	<u>BANK</u>	<u>RATE</u>	<u>DATE</u>	<u>TERM</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
8513	Southern Bank	4.10	06/04/26	12	5,576,129.81	Contingency
Total Contingency Fund					<u>5,576,129.81</u>	

**SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF March 31, 2026**

<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 March 31, 2026

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
<b>Total</b>				-

**Responses**

<u>Bank</u>	<u>Term</u>	<u>Rate</u>	<u>APY</u>	<u>Amount</u>	<u>Type of Investment</u>
-------------	-------------	-------------	------------	---------------	---------------------------

**CDs Transferred**

Endowment CDs Redeemed for Investment
---------------------------------------

**CDs Maturing**

Bank	Certificate Number	Endowment	Amount
<b>Total</b>			-

Endowment CDs Transferred to Endowment Trust
--

**CDs Maturing**

Bank	Certificate Number	Endowment	Amount
<b>Total</b>			-

**THREE RIVERS COMMUNITY COLLEGE**  
**Summary of Checks Issued**  
**Month of March 2026**

Current Fund:	General Fund - Southern Bank	\$ 4,334,975.97
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>14,075.68</u>
	Grand Total	<u><u>\$ 4,349,051.65</u></u>

This is to certify that the above is supported by invoices, purchase orders, and other pertinent data on file in the College Financial Services Office. Approved by the Board of Trustees, this 15th day of April 2026.

\_\_\_\_\_ Chairman, Board of Trustees

\_\_\_\_\_ Secretary, Board of Trustees

**THREE RIVERS COMMUNITY COLLEGE  
BID REPORT  
AS OF APRIL 6, 2026**

THREE RIVERS COLLEGE  
 PROPOSED BUDGET AMENDMENTS  
 AS OF 03/31/2026

OPERATING BUDGET			
	REVENUE	EXPENSE	NET
ADOPTED BY BOARD 06/18/2025	29,372,950.56	29,372,950.56	-
Gifts	8,892.00	8,892.00	-
TREAD grant adjustment to award	1,800.00	1,800.00	-
ACHIEVE adjust to award	52,935.12	52,935.12	-
MoSEPWork (ABA) adjust to award	2,245.05	2,245.05	-
Perkins indirect	13,361.76	13,361.76	-
Insurance projects moved from capital	2,567,594.80	2,567,594.80	-
Amendments adopted 8/27/25	(5,040.00)	(28,335.00)	23,295.00
ACHIEVE adjust to award	3,018.34	3,018.34	-
MoSEPWork (ABA) adjust to award	14,646.95	14,646.95	-
Project Drive adjust to award	81,879.14	81,879.14	-
Enhancement Grant adjust to award	(191,985.84)	(255,981.12)	63,995.28
Amendments adopted 9/17/25	-	(3,043.69)	3,043.69
Enhancement Grant adjust to award 2	749,844.53	999,792.70	(249,948.17)
Gifts	48,802.36	48,802.36	-
MLT consortium adjustment	8,471.58	8,471.58	-
Amendments adopted 10/15/25	160,089.20	475.00	159,614.20
ACHIEVE adjust to award	32,653.00	32,653.00	-
ETS adjust to award	10,266.52	10,266.52	-
Amendments adopted 01/28/26	3,114,274.00	3,114,274.00	-
Dexter DRA Grant adjust to award	683,230.00	683,230.00	-
Amendments adopted 02/25/26	311,426.67	311,426.67	-
Subtotal agreed to Budget to Actual 03/31/26	37,041,355.74	37,041,355.74	0.00
Increases (Decreases) Proposed:			
Personnel changes	-	(76.00)	76.00
MBB scholarships	-	693.82	(693.82)
Audit fees	-	5,000.00	(5,000.00)
Prison scholarships	-	183,870.00	(183,870.00)
Liability insurance	-	14,000.50	(14,000.50)
Other income/operating expenses	-	11,386.00	(11,386.00)
Additional tornado repairs and insurance proceeds	3,532,550.20	3,200,005.20	332,545.00
Subtotal	40,573,905.94	40,456,235.26	117,670.68

REVISED AS OF 03/31/2026

40,573,905.94 40,456,235.26 117,670.68

CAPITAL BUDGET			
	SOURCES	EXPENSES	NET
ADOPTED BY BOARD 06/18/2025	4,713,095.00	4,713,095.00	-
Insurance projects moved to operating	(2,567,594.80)	(2,567,594.80)	-
Amendments adopted 8/27/25	459,751.25	459,751.25	-
Current year gifts for Libla baseball practice facility	21,202.36	21,202.36	-
Amendments adopted 10/15/25	50,000.00	50,000.00	-
Amendments adopted 01/28/26	135,387.00	135,387.00	-
Replacement vehicle	59,000.00	59,000.00	-
Amendments adopted 02/25/26	105,000.00	105,000.00	-
Subtotal agreed to Budget to Actual 03/31/26	2,975,840.81	2,975,840.81	-
Increases (Decreases) Proposed:			
Bill & Gene's remodel (reserves)	130.00	130.00	-
Bill & Gene's remodel (insurance)	332,545.00	332,545.00	-
Subtotal	3,308,515.81	3,308,515.81	-

REVISED AS OF 03/31/2026

3,308,515.81 3,308,515.81 -



# 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**

**CONSIDERATION AND APPROVAL  
OF ALL PERSONNEL ACTIONS AND  
ASSOCIATED DOCUMENTS**

## **VII. 1. CONSIDERATION AND APPROVAL OF FY27 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 FY27 Board of Trustee Meeting Schedule as presented.



# THREE RIVERS COLLEGE

## **Board of Trustee Proposed FY27 Meeting Dates**

Please find below a list of FY27 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 26, 2026  
Wednesday, September 23, 2026  
Wednesday, October 21, 2026  
Wednesday, November 18, 2026  
Wednesday, January 27, 2027  
Wednesday, February 24, 2027  
Wednesday, March 24, 2027  
Wednesday, April 28, 2027  
Wednesday, May 26, 2027  
Wednesday, June 23, 2027

## **VII.2. CONSIDERATION AND APPROVAL OF FY27 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 FY27 Holiday Schedule as presented.



## 2025-2026 HOLIDAY SCHEDULE

(July 01, 2026– June 30, 2027)

<b>INDEPENDENCE DAY</b>	July 4, 2026 The College will observe on Monday July 6, 2026
<b>LABOR DAY</b>	September 7, 2026 (Monday)
<b>THANKSGIVING</b>	November 23-27, 2026 (Monday-Friday)
<b>CHRISTMAS/NEW YEARS DAY</b>	December 24, 2026, through January 8, 2027 <i>Return to work Monday, January 11, 2027</i> <i>Convocation</i>
<b>MARTIN LUTHER KING DAY</b>	January 18, 2027 (Monday)
<b>SPRING BREAK</b>	March 15-19, 2027 (Monday-Friday)
<b>EASTER BREAK</b>	March 26, 2027 (Friday)
<b>MEMORIAL DAY</b>	May 25, 2027 (Monday)

### OFFICE HOURS

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

### SUMMER 2026 OFFICE HOURS

7:00 a.m. to 6:00 p.m., Monday through Thursday. Each office must have the lunch hour covered.  
Summer hours begin on June 1, 2026, and end on July 24, 2026.  
The first Friday that the college will be closed is June 5, 2026.

### SUMMER 2027 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 1, 2027, and end on July 30, 2027.  
The first Friday that the college will be closed is June 4, 2027.

## **CONSIDERATION OF BENEFITS FOR FISCAL YEAR 2027**

### **BACKGROUND INFORMATION**

The College joined the Missouri Educators' Trust (MET) consortium last fiscal year, effective July 1, 2025. The MET consortium continues to offer medical coverage with Anthem as the carrier. They also offer dental, vision, life, and voluntary products with carrier MetLife. COBRA and Retiree billing services are also available with the MET Group.

The MET Group has set increases for FY27 to the medical, dental, and group life plans as follows:

- 4.6% increase to medical
- 8% increase to dental
- 20% increase to group life plans

### **RECOMMENDATION**

1. Approve the continued participation with the MET consortium, effective July 1, 2026.
  - Continue with a PPO plan as the base plan with 100% employee premium paid by the college at \$766.00 PEPM.
  - Continue to offer an H.S.A. plan. The difference in premium cost from the base PPO plan will continue to be credited to the H.S.A. account of participants at \$62.00 per month.
  - Continue to offer a PPO buy-up plan to employees at a cost to the employee per month of \$75.00.
  - Continue to offer the buy-up H.S.A. option with a lower deductible. This plan will be a cost to the employee of \$64.00 per month.
2. Approve the dental coverage through the MET consortium. Dental rates increased over FY26 by 8%. The premium cost for FY27 is \$36.42 per month. The cost of the dental coverage will be split 50/50 between the college and the employee - \$18.21 each per month.
3. Approve the vision coverage with the MET consortium through MetLife with no increase. The premium cost paid by the college is \$7.61 PEPM.
4. Approve the continuation of college paid life insurance for FY27 with MetLife as the carrier. Group life rates will increase by 20% for FY27 - \$2.52 PEPM paid for by the College.
5. Approve the continuation of voluntary products as offered with the MET consortium. There is no financial impact on the college as this is a voluntary benefit.
6. Approve the continuation of a Premium Only Cafeteria Plan with the MET consortium through Ameriflex.
7. Approve the COBRA/Retiree billing service with the MET group. Services for Retiree billing are through Flex Benefits.

### **FINANCIAL IMPLICATIONS**

The increases provided by the MET group will result in an increase over last fiscal year of approximately \$70,000.

04.15.26

Consideration of Personnel Action  
Employment of Personnel  
Administrative Assistant/Physical Plant

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

\_\_\_\_\_ Faculty

X Support Staff – Replacement for Angel Kennon-Spencer; resignation approved 03.18.26

\_\_\_\_\_ Federal Program: \_\_\_\_\_

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME: Casey Regusci

POSITION TITLE: Administrative Assistant/Physical Plant

SALARY: \$15.50/hour

FULL-TIME X PART-TIME: \_\_\_\_\_

9 months \_\_\_\_\_ 10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months X

Other: \_\_\_\_\_

STARTING DATE: March 23, 2026

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AABA	American InterContinental University Chandler, AZ	Business Administration

EXPERIENCE

12/2025 – present	BJG Meat Co Poplar Bluff, MO	Charcuterie Artist
07/2024 – 08/2025	Poplar Bluff School District	Painter
12/2020 – 07/2024	Poplar Bluff, MO	Paraprofessional
03/2019 – 06/2020	John J. Pershing VA Medical Center Poplar Bluff, MO	Lead Housekeeper

04.15.26

Consideration of Personnel Action  
Employment of Personnel  
Part-time Science Lab Manager

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

\_\_\_\_\_ Faculty

X Support Staff – Replacement for L. Chris Sipes; resignation approved 05.21.25

\_\_\_\_\_ Federal Program: \_\_\_\_\_

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME: Jane Parker

POSITION TITLE: Part-time Science Lab Manager

SALARY: \$17.00/hour

FULL-TIME \_\_\_\_\_ PART-TIME: X

9 months \_\_\_\_\_ 10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months X

Other: \_\_\_\_\_

STARTING DATE: April 8, 2026

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AAS	Three Rivers College Poplar Bluff, MO	Medical Lab Technology
BS	Arkansas State University Jonesboro, AR	Clinical Laboratory Science

EXPERIENCE

<u>06/2001 – 06/2021</u>	<u>John J. Pershing VAMC Poplar Bluff, MO</u>	<u>Ancillary Testing Coordinator</u>
<u>01/2001 – 06/2001</u>	<u>Gamma Laboratories Poplar Bluff, MO</u>	<u>MT-Evening Supervisor</u>
<u>12/2000 – 12/2001</u>	<u>Southeast Hospital Cape Girardeau, MO</u>	<u>Medical Technologist</u>

04.15.26

Consideration of Personnel Action  
Employment of Personnel  
Part-time Tinnin Center Assistant

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

\_\_\_\_\_ Faculty

X Support Staff – Replacement for Corey Butler; resignation approved 02.25.26

\_\_\_\_\_ Federal Program: \_\_\_\_\_

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME: Layton Sanders

POSITION TITLE: Part-time Tinnin Center Assistant

SALARY: \$15.00/hour

FULL-TIME \_\_\_\_\_ PART-TIME: X

9 months \_\_\_\_\_ 10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months X

Other: \_\_\_\_\_

STARTING DATE: March 25, 2026

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BGS	Arkansas State University Jonesboro, AR	General Studies

EXPERIENCE

<u>12/2025 – present</u>	<u>Walmart</u>	<u>Spark Driver</u>
	<u>Poplar Bluff, MO</u>	
<u>08/2025 – 11/2025</u>	<u>Owen Acres</u>	<u>CMA</u>
	<u>Poplar Bluff, MO</u>	
<u>08/2022 – 05/2025</u>	<u>Arkansas State University</u>	<u>Receptionist/Work-Study</u>
	<u>Jonesboro, AR</u>	

04.15.26

Consideration of Personnel Action  
Employment of Personnel  
College Store Associate

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

\_\_\_\_\_ Faculty

X Support Staff – Replacement for Kathran Erwin; transfer for approval 04.15.26

\_\_\_\_\_ Federal Program: \_\_\_\_\_

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME: Sara Hedrick

POSITION TITLE: College Store Associate

SALARY: \$16.00/hour

FULL-TIME X PART-TIME: \_\_\_\_\_

9 months \_\_\_\_\_ 10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months X

Other: \_\_\_\_\_

STARTING DATE: March 23, 2026

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AAS	Three Rivers College Poplar Bluff, MO	Medical Billing & Coding (Anticipated 05.2026)

EXPERIENCE

<u>05/2024 – present</u>	<u>Three Rivers College</u>	<u>Work-Study/College</u>
	<u>Poplar Bluff, MO</u>	<u>Store</u>
<u>05/2006 – 09/2023</u>	<u>McVey Management LLC</u>	<u>Executive</u>
	<u>Poplar Bluff, MO</u>	<u>Housekeeping Mgr.</u>

04.15.26

Consideration of Personnel Action  
Employment of Personnel  
Admissions Recruiter

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

\_\_\_\_\_ Faculty

X Support Staff – Replacement for Jessica Mays; resignation approved 01.28.26

\_\_\_\_\_ Federal Program: \_\_\_\_\_

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME: Sarah Capobianco

POSITION TITLE: Admissions Recruiter

SALARY: \$17.00/hour

FULL-TIME X PART-TIME: \_\_\_\_\_

9 months \_\_\_\_\_ 10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months X

Other: \_\_\_\_\_

STARTING DATE: April 6, 2026

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AGS	Naugatuck Valley Community College Waterbury, CT	General Studies

EXPERIENCE

<u>12/2024 – 12/2025</u>	<u>BJ’s Wholesale Club</u>	<u>Front Lead/Deli Clerk</u>
	<u>Mount Juliet, TN</u>	
<u>04/2024 – 11/2024</u>	<u>Estate Greats</u>	<u>Sales Associate</u>
	<u>Nashville, TN</u>	
<u>08/2021 – 01/2024</u>	<u>Post University</u>	<u>Admissions Advisor</u>
	<u>Waterbury, CT</u>	

04.15.26

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

\_\_\_\_\_ Faculty

X Support Staff – Replacement for Courtney McAnulty; resignation approved 05.21.25

X Federal Program: Grant Funded - US Department of Education

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME: Tamara Eckroth

POSITION TITLE: Administrative Assistant/ACHIEVE

SALARY: \$15.50/hour

FULL-TIME X PART-TIME: \_\_\_\_\_

9 months \_\_\_\_\_ 10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months X

Other: \_\_\_\_\_

STARTING DATE: April 6, 2026

QUALIFICATIONS:

Degree                      Ed. Institution                      Major

EXPERIENCE

08/2023 – present	Poplar Bluff School District Poplar Bluff, MO	Paraprofessional
05/2014 – 06/2023	Hobby Lobby Poplar Bluff, MO	Assistant Manager/ Store Associate
08/2010 – 09/2014	Westwood Baptist Academy Poplar Bluff, MO	Substitute

04.15.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
College Store Associate to Student Account Specialist

## **BACKGROUND INFORMATION**

### **HISTORY**

With the transfer of Lee Ann Wesemann, the position of Student Account Specialist became available. Ms. Kathran Erwin has been employed full-time with the College Store since July 2022. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Kathran Erwin to the position of Student Account Specialist, effective February 2, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Kathran Erwin.

04.15.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Part-time Tutor, Academic Support to Professional Tutor

## **BACKGROUND INFORMATION**

### **HISTORY**

With the personnel changes in the Tutoring & Learning Center, there became a need for a full-time Professional Tutor. Paul Sappington has been employed on a part-time basis with the College since February 2017. The Professional Tutor position was posted, and Mr. Sappington applied for and was interviewed for the position. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Paul Sappington to the full-time position of Professional Tutor, effective March 23, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Paul Sappington.

04.15.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Student Account Specialist to Accounts Payable Clerk

## **BACKGROUND INFORMATION**

### **HISTORY**

With the retirement of Melissa Woolard, the position of Accounts Payable Clerk became available. Ms. Lee Ann Wesemann has been employed full-time with the College in Student Accounts since April 2013. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Lee Ann Wesemann to the position of Accounts Payable Clerk, effective February 2, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Lee Ann Wesemann.

04.15.26

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Resignation  
Part-time Tutor, Academic Support

## **BACKGROUND INFORMATION**

### **HISTORY**

Elizabeth Enochs has been employed as Part-time Tutor, Academic Support since March 2021. Prior to this, she also served as a Part-time Tutor from October 2016 to March 2017. Ms. Enochs has submitted her request for resignation, effective March 25, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

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

04.15.26

**Re: My Two-Week Notice**

---

**From** Elizabeth Enochs <eenochs@trcc.edu>

**Date** Tue 3/17/2026 9:19 AM

**To** Leslie Gragg <lgragg@trcc.edu>

Thank you for your kind words and appreciation, Dr. Gragg!

Elizabeth (Liz) Enochs  
Professional Tutor - English & Writing  
Three Rivers College  
eenochs@trcc.edu

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**From:** Leslie Gragg <lgragg@trcc.edu>

**Sent:** Tuesday, March 17, 2026 8:52 AM

**To:** Elizabeth Enochs <eenochs@trcc.edu>

**Subject:** RE: My Two-Week Notice

Hi Liz,

Thank you for the notification. I really appreciate the time you've committed to working with our students. You will be missed! But I understand completely wanting to cut back.

Dr. Leslie Gragg  
Division Chair, General Education  
Three Rivers College  
2080 Three Rivers Blvd.  
Poplar Bluff, MO 63901  
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**From:** Elizabeth Enochs <eenochs@trcc.edu>

**Sent:** Monday, March 16, 2026 6:09 PM

**To:** Leslie Gragg <lgragg@trcc.edu>

**Subject:** My Two-Week Notice

Dr. Gragg,

After nearly five years of rewarding work tutoring at the TLC with some of the best coworkers I could ask for, I've decided to give my two-week notice. I've been juggling two jobs for quite some time now, and I'm ready for a better work-life balance. My last day at the TLC will be Wednesday, March 25th.

Thank you for supporting the TLC tutors after Matthew left. You've been a wonderful supervisor!

## **CONSIDERATION OF PERSONNEL ACTION**

Separation  
Assistant Basketball Coach/Player Development Coordinator

## **BACKGROUND INFORMATION** **HISTORY**

Mr. Cedric Henderson has been employed full-time with the college since July 1, 2025. Per College policy and regulation PP/PR 4730 Suspension or Termination, Mr. Henderson is being recommended for separation of employment. Separation is effective at the end of business day on March 18, 2026.

## **FINANCIAL IMPLICATIONS**

This is a twelve-month, institutionally funded faculty position.

04.15.26



# THREE RIVERS COLLEGE

**APPENDIX**

**ADJOURNMENT**

***CHAIRMAN AND SECRETARY PLEASE SEE RECORDING SECRETARY FOR PAPERWORK***



## UPCOMING EVENTS

**Tim Edington:** 12-3 p.m. April 2 to May 1, Tinnin Gallery. Free. Enjoy an exhibit of vibrant nature photography, capturing the beauty and detail of the natural world.

**Chicago Rewired:** 7 p.m. April 16, Tinnin Theater. \$15. Sponsored by Dille Pollard Architecture. Let Chicago Rewired (Orlando Transit Authority) take you back with the unforgettable horn-driven sound of Chicago, recreated with stunning accuracy and energy.

**Transfer Fair:** 9 a.m. to 1 p.m. April 22, Plaster lobby. Meet with more than a dozen colleges and universities about transfer options and degree completion opportunities.

**Poetry Slam:** 6-7 p.m. April 23, Lecture Hall. Students, faculty, staff, and members of the community are invited to come and share poetry. Also at the Poetry Slam, TRC's award-winning literary magazine, "Confluence," will be distributed free of charge during the break.

**Spring Concert:** 7 p.m. April 28, Tinnin Theater. Free. The TRC Symphonic Band, Jazz Band, and Collegiate Choir will perform a variety of musical gems. This is the TRC music department's final performance of the year.

**Student Excellence Awards Ceremony:** 6 p.m. May 1, Tinnin Theater. Celebrate our students' academic achievements.

**Student Art Exhibit:** 12-3 p.m. May 4-8, Tinnin Gallery. Free. Explore a collection of creative works by Three Rivers College students, showcasing their talent and artistic vision.

**Tomáš Kubínek:** 7 p.m. May 4, Tinnin Theater. \$15. Sponsored by Sides Construction. Experience the irresistible charm of Tomáš Kubínek—Certified Lunatic and Master of the Impossible. He's part vaudevillian, part daredevil, and entirely unforgettable in this joy-filled performance.

**Commencement:** 6 p.m. May 8, Libla. Tickets required for entry. Rehearsal starts at 11 a.m., doors open at 4:30 p.m.

**TRC Community Choir:** 7 p.m. May 18, Tinnin Theater. \$10. Amazing local singers perform a wide variety of musical styles, from classical to theatrical to popular to sacred in this special performance by the Three Rivers College Community Choir.

For the most current information on upcoming events, view the College Calendar at [trcc.edu/events](http://trcc.edu/events).



THREE RIVERS COLLEGE

# RAIDERS

b a s e b a l l

**VS**

DATE		TIME	H/A
4/17	Crowder	1 p.m.	H
4/18	Crowder	12 p.m.	H
4/24	Metropolitan CC	1 p.m.	H
4/25	Metropolitan CC	1 p.m.	H

[raidersathletics.com](http://raidersathletics.com)

# LADY RAIDERS

s o f t b a l l

**VS**

DATE		TIME	H/A
4/18	Crowder	1 p.m.	H
4/21	St. Charles	2 p.m.	H

[raidersathletics.com](http://raidersathletics.com)