



THREE RIVERS COLLEGE

Invocation

Consideration and Approval of the February Agenda

Consideration and Approval of the January Minutes

A G E N D A
REGULAR SESSION
Wednesday February 25, 2026
12:00 p.m.

- I. Invocation and Pledge of Allegiance**
- II. Approval of February Agenda**
 - 1. Consideration and Approval of the February Agenda
- III. Approval of the January Minutes**
 - 1. Consideration and Approval of Minutes from the January Board Meeting
- 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.)
- VII. Items for Consideration, Discussion, and Vote**
 - 1. Consideration, Discussion, and Vote on annual reaffirmation of BP 0343 – Conflict of Interest

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

1. Request for Resignation

a.) Corey Butler, Part-Time, Tinnin Center Assistant

2. Request for Retirement

a.) Missy Marshall, Director, External Locations

b.) Dr. Michael Malone, Assistant Professor, Information Systems Technology

IX. Appendix

1. Informational Items

X. FY26 Board of Trustees Meeting Dates

- March 18, 2026
- April 15, 2026
- May 20, 2026
- June 17, 2026

X. Adjournment

**BOARD OF TRUSTEES
THREE RIVERS COLLEGE
January 28, 2026**

The regular meeting of the Board of Trustees began at 12:00 p.m. on Wednesday, January 28, 2026.

CALL TO ORDER

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.

ATTENDANCE

Trustee Hager delivered the invocation.

INVOCATION

Trustee Garrison made the motion to approve the January meeting agenda. On a second from Trustee Richardson, the motion passed unanimously.

**APPROVAL OF THE
MEETING AGENDA**

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

**APPROVAL OF THE
PREVIOUS MONTH
BOARD MEETING MINUTES**

Charlotte Eubank, Chief Financial Officer for the college, reviewed the college financial report as of the end of December 2025. Currently, we have obligated 50% of our budgeted expenses at 50% into the fiscal year.

**PRESENTATION OF THE
FINANCIAL REPORT**

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

**APPROVAL OF
FINANCIAL REPORT**

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

PRESIDENT'S REPORT

Dr. Payne and the Board of Trustees recognized the Honorable Judge Kacey Proctor, Presiding Circuit Judge of the 36th Judicial Circuit, and the 2025 Three Rivers Distinguished Alumni, for being named one of two statewide winners named by the Missouri Community College Association's Distinguished Alumni Winners.

**PRESENTATION OF THE
MCCA DISTINGUISHED
ALUMNI AWARD**

Dr. Payne provided an update on Rocky's Angels Christmas program, which aided students and their families, serving a total of fifty-four individuals with holiday gifts, food, and clothing in December. The program began in 2023 after identifying a need within the student population, as unmet holiday needs can become barriers to students continuing their education. Dr. Payne thanked faculty and staff for their continued support and acknowledged the following community partners for their contributions: Flooring Direct; Jarrod and Beth Murphy; First Christian Church; Fellowship Church – Philos Sunday School Class; and First United Methodist Church-Wesleyan Sunday School Class.

ROCKY'S ANGELS 2025 UPDATE

Dr. Payne provided an update on the Food Pantry. The pantry received a \$5,000 grant from Sparklight and a \$500 grant from Kroger. Food Pantry T-shirt fundraisers generated over \$325, with all proceeds directly supporting pantry operations. The Food Pantry will host cooking classes in the spring, with grant and fundraisers proceeds providing students with tools to help with food insecurity. The pantry also hosted a Turkey Trot on November 29, 2025, which helped with donations towards the food pantry.

THREE RIVERS COLLEGE FOOD PANTRY

On December 11, 2025, Three Rivers College held a nursing pinning ceremony for thirty students.

NURSING PINNING

On January 20, 2026, Three Rivers College hosted motivational speaker, Ricky Johnson. Johnson, attended Three Rivers College, is a Marine Corps Veteran, national public speaker, and mental health advocate.

MOTIVATIONAL SPEAKER RICKY JOHNSON

On January 22, 2026, Three Rivers College hosted a ribbon cutting for their new classroom, sponsored by Farm Credit.

FARM CREDIT RIBBON CUTTING

Three Rivers Women's Basketball Coach Alex Wiggs celebrated his 150th win on January 21st against Crowder College. This makes his record 153-20.

COACH ALEX WIGGS CELEBRATES 150TH WIN

On January 28, 2026, Three Rivers College will host the area FBLA conference in the Tinnin Fine Arts Center.

FBLA CONFERENCE JANUARY 28, 2026

Three Rivers Endowment Trust will host music bingo on January 30, 2026, at the Three Rivers Campus, in Sikeston, Missouri. Proceeds from the event will go

MUSIC BINGO JANUARY 30, 2026 SIKESTON, MISSOURI

towards scholarships for Three Rivers students. BBQ Nacho Bar will be provided by Bo's Breakfast and Bar-BQ, in Sikeston.

Three Rivers College Music Department will host its annual Jazz Festival on February 5-7, at the Tinnin Fine Arts Center. This annual tribute to jazz includes students from junior high, high school and college jazz groups in the district for a three-day event.

As part of the annual jazz festival, Patrons of the Arts will host the Missouri Big Band (MOBB) on Friday February 6, 2026, at the Tinnin Fine Arts Center. Tickets are available online or at the ticket office for \$15 each.

The annual Jazz Festival will be held on Saturday February 7, 2026, with a concert including the Three Rivers College Jazz band and the Southeast Missouri All District Jazz Band at 7:00pm in the Tinnin Fine Arts Center.

The Patrons of the Arts will host its annual Valentine Dinner and Dance on February 14, 2026, at the Westwood Event Center. The evening begins at 6:00pm with dinner from Tasteful Creations, a champagne toast and rose for your guest. Tickets are \$60 per person.

Patrons of the Arts will host Les Ballets Africains on February 17, 2026, at 7:00pm. The National Dance company of Guinea presents an unforgettable evening of traditional dance, drumming and storytelling that celebrates African culture. Tickets are \$15 each and are available online or at the ticket booth in the Tinnin Fine Arts Center.

At 12:18p.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).

Following Executive Session, Dr. Payne asked the board to approve the bid for athletic insurance. Trustee Featherston made the motion to approve with a second from Trustee Richardson. The motion passed with the

ANNUAL JAZZ FESTIVAL
FEBRUARY 5-7, 2026

PATRONS OF THE ARTS
PRESENTS THE MISSOURI
BIG BAND
FEBRUARY 6, 2026

THREE RIVERS JAZZ
BAND/SOUTHEAST
MISSOURI ALL-DISTRICT
JAZZ BAND CONCERT
FEBRUARY 7, 2026

PATRONS OF THE ARTS
VALENTINES DAY DINNER
AND DANCE
FEBRUARY 14, 2026

PATRONS OF THE ARTS
PRESENTS LES BALLETS
AFRICAIN
FEBRUARY 17, 2026
TINNIN FINE ARTS CENTER

MOVE INTO EXECUTIVE
SESSION

ITEMS FOR
CONSIDERATION,
DISCUSSION AND VOTE

APPROVAL OF ATHLETIC
INSURANCE

board polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (absent).

The board was asked to approve a change in the board meeting calendar for fiscal year 2026, due to the Higher Learning Commission Conference, being held in March of this year. This will move the March meeting from March 25 to March 18, 226. On a motion from Trustee Richardson and a second from Trustee Garrison, 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).

The board was asked to approve all personnel actions and associated documents. On a motion by Trustee Schalk, and a second by Trustee Richardson, 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).

With there being no further business, Trustee Featherston made the motion to adjourn at 1:43 p.m. With a second by Trustee Garrison, the motion passed unanimously.

CONSIDERATION AND APPROVAL OF FY26 BOARD OF TRUSTEES MEETING DATE CHANGE

CONSIDERATION AND APPROVAL OF ALL PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS

ADJOURNMENT

CHAIRMAN

APPROVAL DATE

SECRETARY

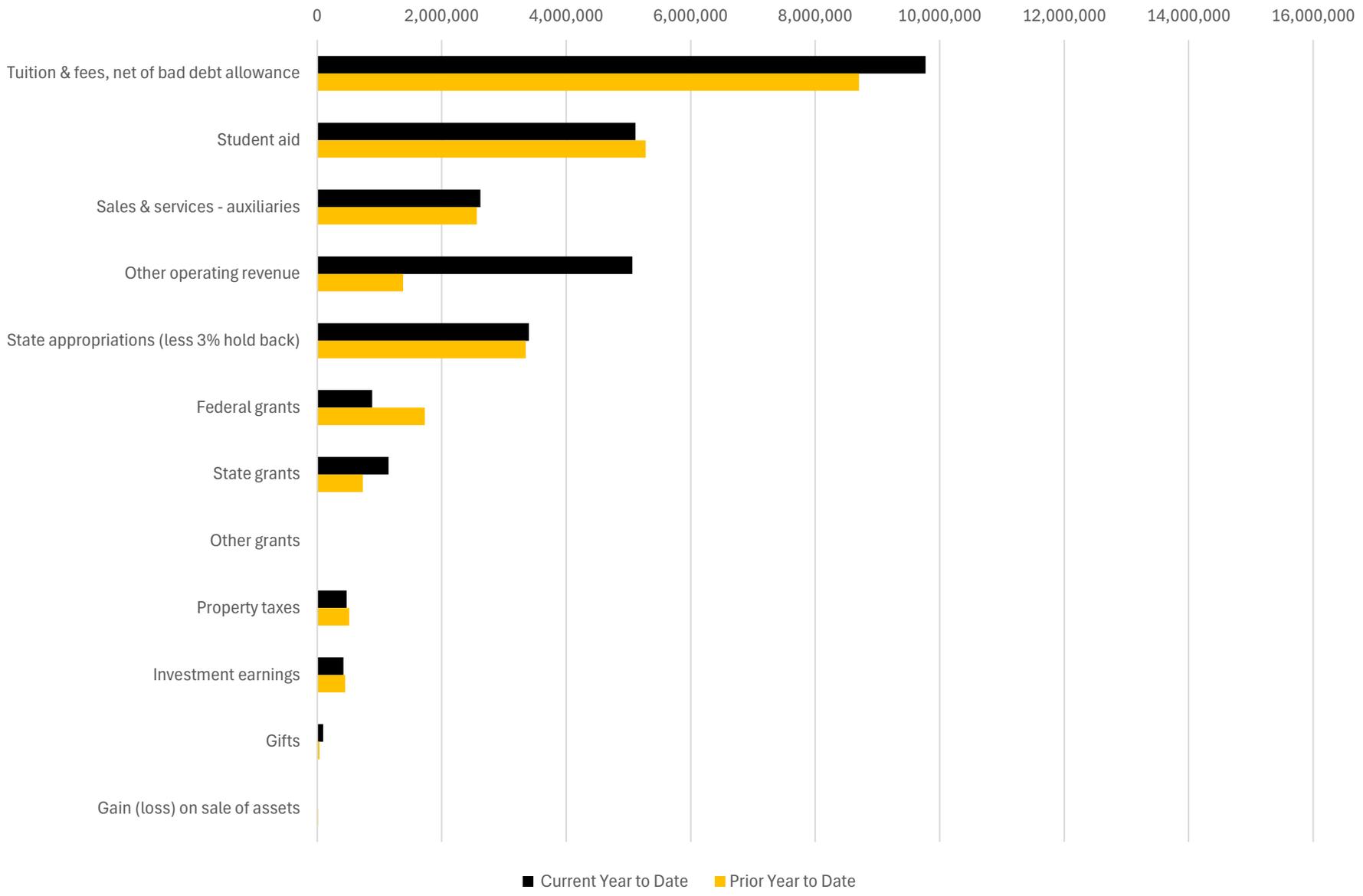
APPROVAL DATE



THREE RIVERS COLLEGE

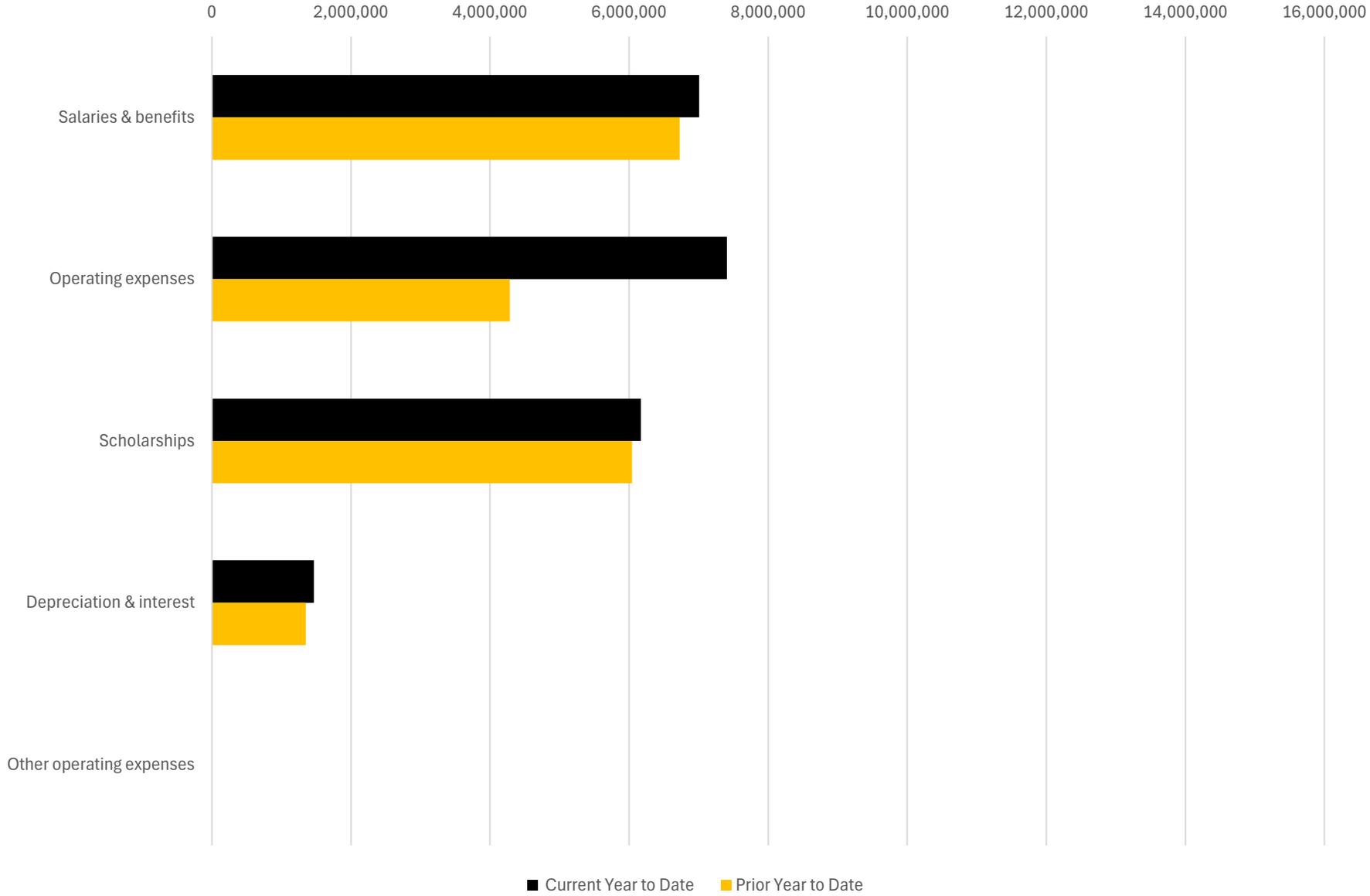
PRESENTATION OF THE COLLEGE FINANCIAL REPORT

YTD Comparison to Previous Year 12/31/2025

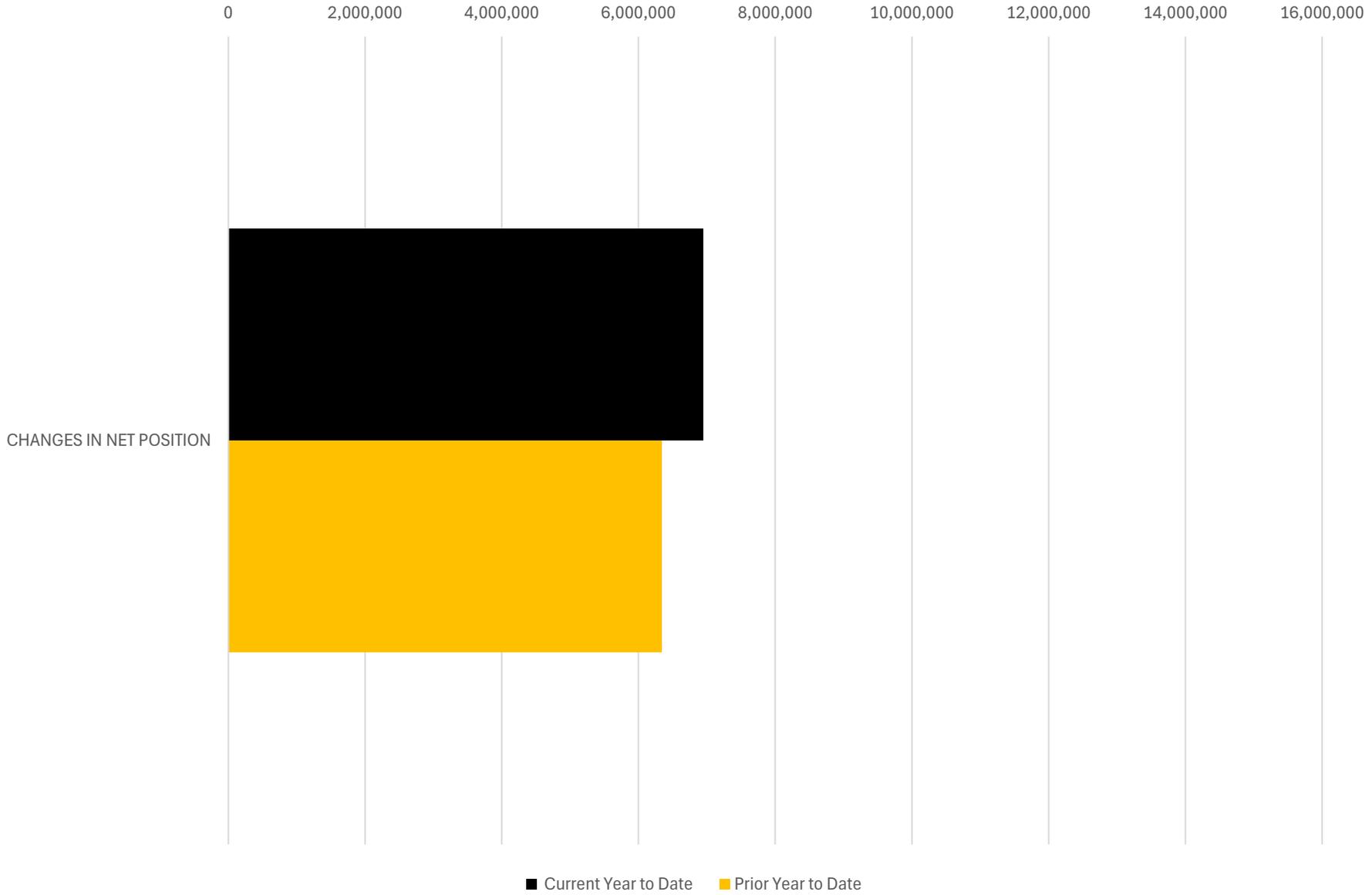


YTD Comparison to Previous Year

12/31/2025



YTD Comparison to Previous Year
12/31/2025



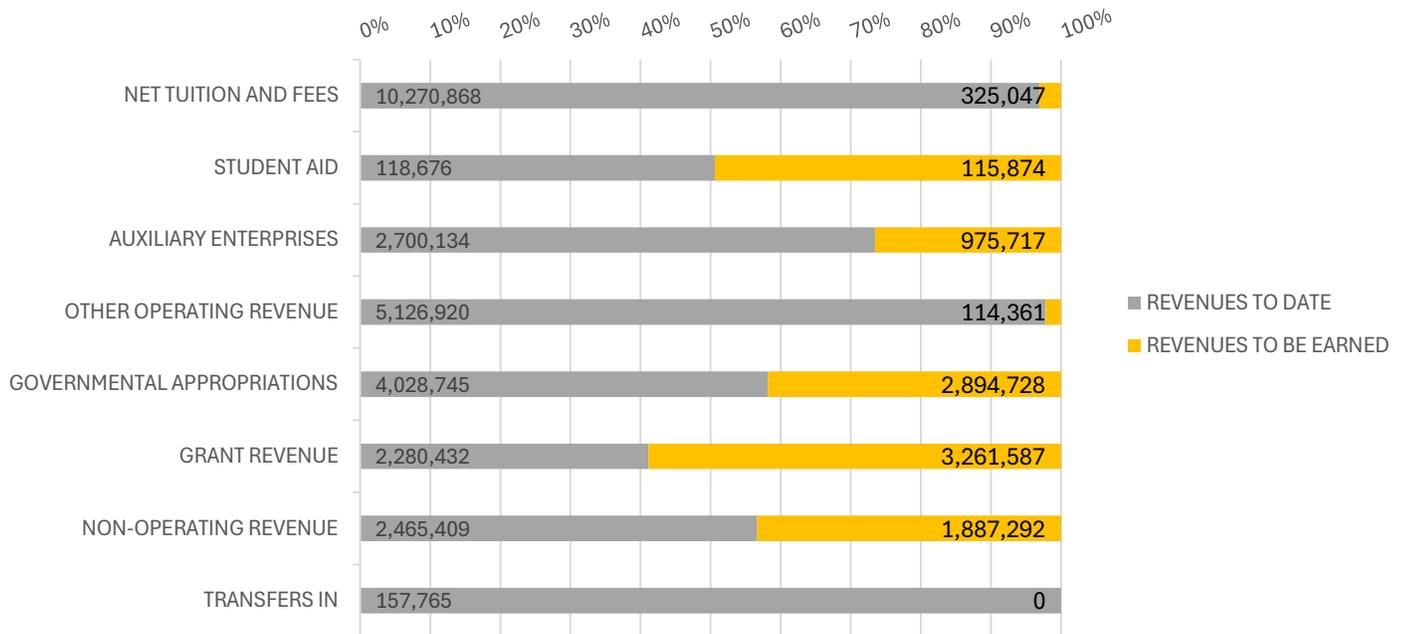
Three Rivers College
Statement of Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
December 31, 2025

ASSETS AND DEFERRED OUTFLOWS		LIABILITIES, DEFERRED INFLOWS AND NET POSITION	
CURRENT ASSETS		CURRENT LIABILITIES	
Cash & Cash Equivalents	18,778,195	Accounts Payable	436,002
Student Account Receivables, net	7,203,266	Accrued Vacation	880,581
Property Tax Receivable	129,743	Student Deposits	35,593
Other Receivables	11,918,633	Deferred Tuition & Fees	10,810
Investments	558,626	Scholarships	96,544
Inventory	57,514	Total Current Liabilities	1,459,530
Prepaid Expenses	340,751		
Total Current Assets	38,986,728	NON-CURRENT LIABILITIES	
NON-CURRENT ASSETS		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	12,136,026
Capital assets	84,615,881	Bonds, Notes and Leases Payable	5,721,664
Plus: Current year additions to capital assets	1949021.12	Accrued Interest	0
Accumulated Depreciation	(40,997,859)	Agency	600,134
Unamortized Bond Issue Costs	0	Total Non-Current Liabilities	18,457,824
Total Non-Current Assets	51,057,829	Total Liabilities	19,917,354
DEFERRED OUTFLOWS (Pensions, OPEB, Trusts, Leases)	7,373,902	DEFERRED INFLOWS (Pensions, OPEB, Trusts, Leases)	14,480,503
		NET POSITION	
		Beginning Balance	56,073,752
		Changes in Net Position	6,946,849
		Total Net Position	63,020,601
TOTAL ASSETS AND DEFERRED OUTFLOWS	97,418,459	TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION	97,418,459

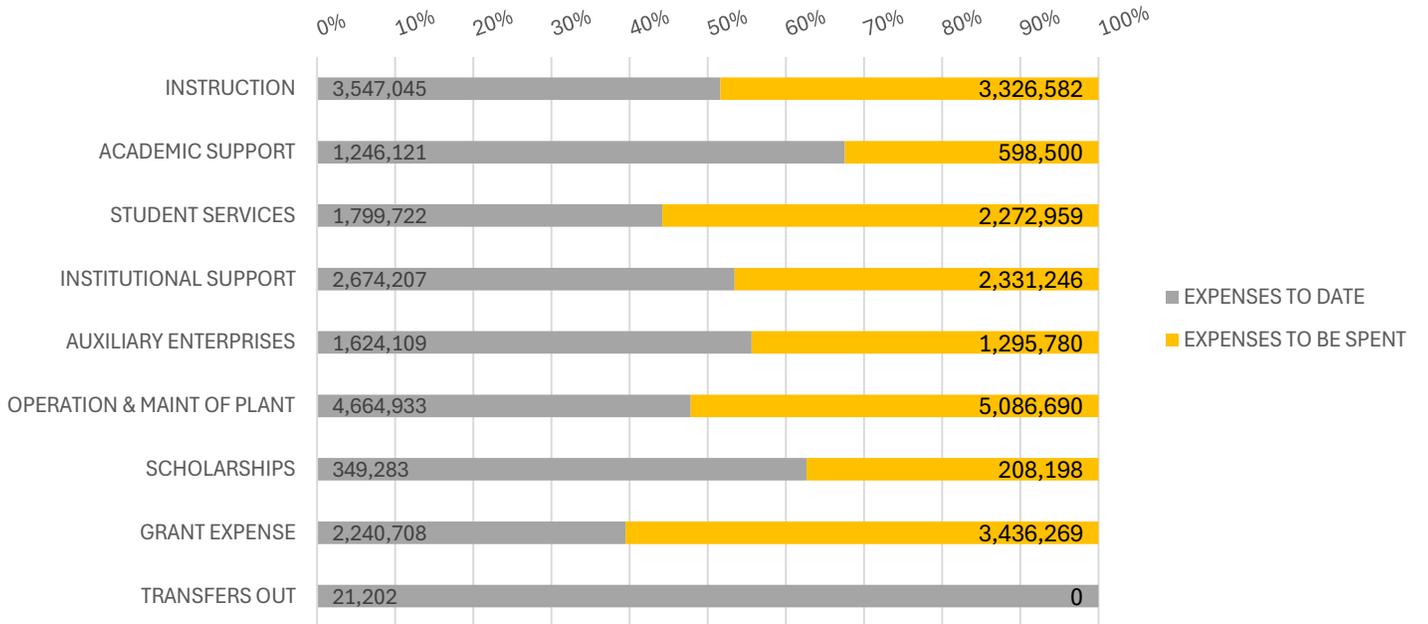
Three Rivers College
Statement of Revenues, Expenses and Changes in Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
December 31, 2025

	July	August	September	October	November	December	Current Year to Date	Prior Year to Date	\$ Change	% Change
OPERATING REVENUE										
Tuition & fees, net of bad debt allowance	5,210,902	447,941	(156,665)	2,401,096	929,758	940,963	9,773,995	8,702,204	1,071,791	12.32%
Student aid	192,277	10,044	4,219,646	401,684	168,760	119,663	5,112,073	5,277,797	(165,724)	(3.14)%
Sales & services - auxiliaries	980,834	170,665	181,490	425,624	420,100	443,573	2,622,286	2,562,043	60,243	2.35%
Other operating revenue	2,671	3,384	2,011,956	8,923	3,015,232	18,497	5,060,663	1,381,588	3,679,075	266.29%
Total Operating Revenue	6,386,684	632,034	6,256,426	3,237,327	4,533,850	1,522,695	22,569,017	17,923,632	4,645,385	25.92%
OPERATING EXPENSES										
Salaries & benefits	1,044,555	1,167,766	1,203,621	1,196,128	1,365,638	1,031,341	7,009,049	6,728,256	280,793	4.17%
Operating expenses	659,393	644,813	616,345	3,928,365	418,592	1,139,193	7,406,701	4,283,973	3,122,729	72.89%
Capital equipment	606,185	124,809	347,705	569,947	99,337	201,038	1,949,021	1,309,702	639,319	48.81%
Less: Transfer to capital assets	(606,185)	(124,809)	(347,705)	(569,947)	(99,337)	(201,038)	(1,949,021)	(1,309,702)	(639,319)	48.81%
Scholarships	324,629	108,913	4,706,878	664,205	207,618	155,954	6,168,197	6,042,000	126,197	2.09%
Depreciation & interest	198,840	316,535	236,163	238,550	240,880	237,115	1,468,081	1,350,925	117,156	8.67%
Other operating expenses	0	0	0	0	364	0	364	46	318	698.77%
Total Operating Expenses	2,227,418	2,238,026	6,763,006	6,027,247	2,233,091	2,563,604	22,052,392	18,405,199	3,647,193	19.82%
NON-OPERATING REVENUE (EXPENSES)										
State appropriations (less 3% hold back)	566,110	567,910	567,010	567,010	567,010	567,009	3,402,059	3,348,890	53,169	1.59%
Federal grants	25,370	275,124	161,643	154,938	117,666	146,816	881,556	1,729,893	(848,337)	(49.04)%
State grants	159,667	42,786	104,394	334,176	310,005	195,079	1,146,106	733,428	412,678	56.27%
Other grants	0	0	0	0	0	0	0	0	0	0.00%
Property taxes	19,082	24,692	26,412	12,873	27,935	361,786	472,781	514,130	(41,349)	(8.04)%
Investment earnings	64,751	41,759	121,345	46,625	37,019	110,563	422,062	448,563	(26,502)	(5.91)%
Gifts	1,892	25,100	21,202	52,500	0	(4,796)	95,899	35,677	60,222	168.80%
Gain (loss) on sale of assets	0	0	0	5,375	2,425	1,962	9,762	11,335	(1,573)	(13.88)%
Total Non-Operating Revenues (Expenses)	836,872	977,371	1,002,006	1,173,497	1,062,059	1,378,419	6,430,224	6,821,917	(391,693)	(5.74)%
CHANGES IN NET POSITION	4,996,138	(628,620)	495,426	(1,616,423)	3,362,819	337,510	6,946,849	6,340,349	606,500	9.57%

Budget to Actual Revenues 01/31/2026 (58%)



Budget to Actual Expenses 01/31/2026 (58%)



Three Rivers College
Statement of Revenues, Expenses and Changes In Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
January 31, 2026
Fiscal Year Benchmark: 58%

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>	10,595,915	10,270,868	97%	325,047
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	234,550	118,676	51%	115,874
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing & Assessment, Tinnin Center Operations, License Bureau Rental</i>	3,675,851	2,700,134	73%	975,717
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	5,241,281	5,126,920	98%	114,361
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. & Repair</i>	6,923,473	4,028,745	58%	2,894,728
GRANT REVENUE <i>State Grants, Federal Grants</i>	5,542,019	2,280,432	41%	3,261,587
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	4,352,701	2,465,409	57%	1,887,292
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	157,765	157,765	100%	0
TOTAL REVENUES	36,723,555	27,148,950	74%	9,574,605

NOTE: We have recognized 74% of budgeted revenues. We have recognized 97% 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 & Human Services</i>	6,873,627	3,547,045	52%	3,326,582
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,844,622	1,246,121	68%	598,500
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	4,072,681	1,799,722	44%	2,272,959
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	5,005,453	2,674,207	53%	2,331,246
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing & Assessment, License Bureau Rental</i>	2,919,889	1,624,109	56%	1,295,780
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	9,751,623	4,664,933	48%	5,086,690
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	557,481	349,283	63%	208,198
GRANT EXPENSE <i>State Grants, Federal Grants</i>	5,676,977	2,240,708	39%	3,436,269
TRANSFERS OUT <i>General funds-current year transfers to capital</i>	21,202	21,202	100%	0
TOTAL EXPENSES	36,723,555	18,167,330	49%	18,556,225

NOTE: We have obligated 49% of our budgeted expenses at 58% into the fiscal year. January payroll and credit card expenses are INCLUDED.

CHANGES IN NET POSITION	0	8,981,620
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Three Rivers College
 Capital Budget - Unaudited
 January 31, 2026
 Fiscal Year Benchmark: 58%

FUNDING SOURCES	BUDGET	SOURCES TO DATE	SOURCES TO DATE %	SOURCES TO BE EARNED
RESTRICTED				
<i>State appropriations</i>	0	0	0%	0
<i>Insurance proceeds</i>	0	0	0%	0
UNRESTRICTED				
<i>General funds - prior year transfers in (Reserves)</i>	2,849,638	1,215,175	43%	1,634,463
<i>General funds - current year transfers in</i>	21,202	0	0%	21,202
TOTAL FUNDING SOURCES	2,870,841	1,215,175	42%	1,655,665

USES OF FUNDS	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
<i>Campus improvements</i>	550,000	35,157	6%	514,843
<i>Westover Administration Building repairs</i>	500,000	0	0%	500,000
<i>Libla Family Sports Complex and athletic facilities</i>	806,489	624,488	77%	182,001
<i>Baseball Clubhouse</i>	266,000	79,406	30%	186,594
<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 & Gene's building remodel</i>	23,600	14,136	60%	9,464
<i>Public safety remodel</i>	67,500	0	0%	67,500
<i>Fleet vehicles</i>	257,400	86,500	34%	170,900
<i>Farm</i>	50,000	45,637	91%	4,363
TOTAL EXPENSES	2,870,841	1,215,175	42%	1,655,665
NET SURPLUS (DEFICIT)	0	0		

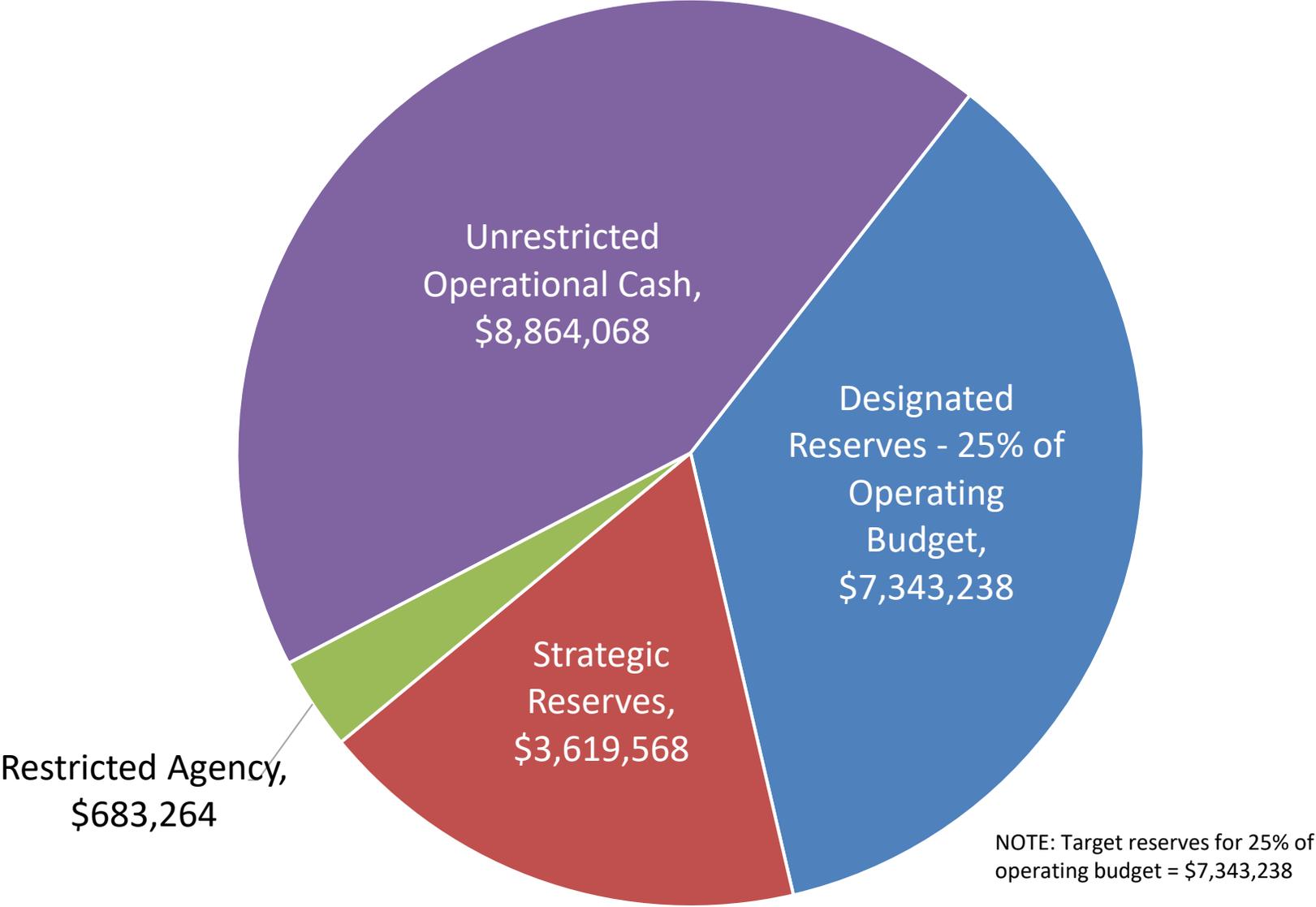
**THREE RIVERS COMMUNITY COLLEGE
CASH IN BANKS**

February 2, 2026

	<u>01/05/26</u>	<u>02/02/26</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	7,405,387.60	8,730,299.85
Southern Bank - Credit Cards	87,634.97	69,914.38
<i>Total General Accounts</i>	7,493,022.57	8,800,214.23
 <i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	39,642.22	32,141.58
Federal Clearing Account	17,514.00	28,286.98
<i>Total Restricted Accounts</i>	57,156.22	60,428.56
 TOTAL CURRENT FUND	 7,553,603.79	 8,864,067.79
 PLANT FUND		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,427,510.39	5,442,827.22
<i>Total Bank Accounts</i>	5,427,510.39	5,442,827.22
 <i>Certificates of Deposit</i>		
Southern Bank	5,519,978.88	5,519,978.88
<i>Total Certificates of Deposit</i>	5,519,978.88	5,519,978.88
 TOTAL PLANT FUND	 10,947,489.27	 10,962,806.10
 AGENCY FUND		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	673,591.06	683,264.24
 <i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
TOTAL AGENCY FUND	673,591.06	683,264.24

TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT

\$20,510,138 AS OF 02/02/2026



THREE RIVERS COLLEGE
CERTIFICATE OF DEPOSIT

CERTIFICATES OF DEPOSIT AS OF January 31, 2026

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
8513	Southern Bank	4.10	06/04/26	12	5,519,978.88	Contingency
					<u>5,519,978.88</u>	

Total Contingency Fund

SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF January 31, 2026

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
					<u>\$ -</u>	

Total Agency Fund CD's

Three Rivers College
CD Report
As of January 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
Total				-

Responses

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

Endowment CDs Redeemed for Investment

CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

Endowment CDs Transferred to Endowment Trust
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CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

THREE RIVERS COMMUNITY COLLEGE
Summary of Checks Issued
Month of January 2026

Current Fund:	General Fund - Southern Bank	\$ 404,832.01
Housing Fund:	Rivers Ridge - Southern Bank	-
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>8,924.05</u>
	Grand Total	<u><u>\$ 413,756.06</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 25th day of February 2026.

_____ Chairman, Board of Trustees

_____ Secretary, Board of Trustees

**THREE RIVERS COMMUNITY COLLEGE
BID REPORT
AS OF FEBRUARY 12, 2026**

THREE RIVERS COLLEGE
 PROPOSED BUDGET AMENDMENTS
 AS OF 01/31/2026

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	-
MoSEWork (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	-
MoSEWork (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	46,302.36	46,302.36	-
MLT consortium adjustment	4,597.36	4,597.36	-
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	-
Subtotal agreed to Budget to Actual 01/31/26	36,723,554.85	36,723,554.85	0.00
Increases (Decreases) Proposed:			
Other income/operating expenses	-	11,426.67	(11,426.67)
Property tax revenue	11,426.67	-	11,426.67
PEP tuition/scholarships	300,000.00	300,000.00	-
Subtotal	37,034,981.52	37,034,981.52	-
REVISED AS OF 01/31/2026	37,034,981.52	37,034,981.52	-

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	-
Subtotal agreed to Budget to Actual 01/31/26	2,870,840.81	2,870,840.81	-
Increases (Decreases) Proposed:			
Purchase bus (reserves)	105,000.00	105,000.00	-
Subtotal	2,975,840.81	2,975,840.81	-
REVISED AS OF 01/31/2026	2,975,840.81	2,975,840.81	-

*Not yet reflected in Budget to Actual 9/30/25



THREE RIVERS COLLEGE

Consideration and Approval of the College Financial Report



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

**VI. CONSIDERATION, DISCUSSION AND VOTE ON ANNUAL REAFFIRMATION
OF – BP 0343 – Conflict of Interest**

BACKGROUND INFORMATION

HISTORY

The current policy adopted in October of 2009 must be re-adopted bi-annually and resent to the state. No changes to the policy have been made. Since 2024 we renew the policy annually as a best practice. The policy has been reviewed and approved by the college attorney with no changes recommended.

POSSIBLE ALTERNATIVES

None.

FINANCIAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATIONS

Re-Adopt the proposed policy

The Three Rivers College Board of Trustees shall comply with the Missouri Ethics Commission whereby the college passed an ordinance on July 31, 1995 establishing a process of disclosure of potential conflicts of interest (Section 105.485.4 RSMo). Conflict of interest statements must be executed by all members of the board and filed annually.

Conflict of Interest and Financial Disclosure

Contractual and Business Relationships

No board of trustee member shall:

1. Perform any service for the college for compensation in excess of five hundred dollars (\$500) per transaction, or five thousand dollars (\$5,000) per annum except for transactions made pursuant to an award of a contract let or sale made after public notice and competitive bidding and provided that the bid or offer is the lowest received.
2. Sell, rent or lease any property to the college for consideration in excess of five hundred dollars (\$500) per transaction, or five thousand dollars (\$5,000) per annum, unless the transaction is made pursuant to an award or a contract let or a sale made after public notice, provided that the bid or offer accepted is the lowest received.
3. Attempt, for any compensation other than the compensation provided for the performance of his/her official duties, to influence a decision of the board of trustees or the college on any matter.

Business Entities

No partnership, joint venture, or corporation in which any board of trustee member is a partner having the lesser of a ten percent (10%) interest or a ten thousand dollar (\$10,000) value partnership interest, or a co-participant or owner of outstanding shares of any class of stock with a fair market value equal to the lesser of ten percent (10%) of the outstanding shares or \$10,000, shall:

1. Perform any service for the college for any consideration in excess of five hundred dollars (\$500) per transaction, or five thousand dollars (\$5,000) per annum, unless the transaction is made pursuant to an award on a contract let after public notice and competitive bidding, provided that the bid or offer accepted is the lowest received.
2. Sell, rent or lease any property to the college where the consideration is in excess of five hundred dollars (\$500) per transaction, or five thousand dollars (\$5,000) per annum, unless the transaction is made pursuant to an award on a contract let or sale made after public notice and in the case of property other than real property, competitive bidding, provided that the bid or offer accepted is the lowest received.

Use of Confidential Information

A board of trustee member shall not use or disclose confidential information obtained in his/her official capacity in any manner with the intent to cause financial gain for himself/herself, any other person, or any business. This also precludes the use of mailing lists or the college mail for any communication other than that directly related to college matters. The term confidential Information shall mean all information whether transmitted orally or in writing which is of such a nature that it is not, at that time, a matter of public record or public knowledge.



Acceptance of Gifts

A board of trustee member shall not solicit or accept gifts, payments, or anything greater than a nominal value item or holiday gifts of nominal value from any person, organization, group or entity doing business or desiring to do business with the college.

Contact between Vendors and Board of Trustee Members

A board of trustee member, if contacted by a vendor requesting information about the college's bidding procedures, whether of a general nature or with regard to a specific goods or service to be bid, shall provide the vendor with the name and business telephone number of the chief financial officer of the college. The board of trustee member shall request that the vendor contact the chief financial officer and direct all questions and/or concerns to the chief financial officer.

Financial Interest Statement

All board of trustee members will disclose to the public all potential board of trustee member and employee conflicts of interest including:

1. Transactions in excess of five hundred dollars (\$500) per calendar year between a board of trustee member, college president, chief purchasing officer, or general counsel employed full time, and any person related within first degree consanguinity to such persons and the college, excluding compensation received as an employee or payment of any tax, fee or penalty due to the college. Disclosure will include the dates and identities of the parties in the transaction.

2. Transactions between any business entity in which such individuals have a substantial interest¹ with a total in excess of five hundred dollars (\$500), and the college, excluding any payment of tax, fee or penalty due to the college or payment for providing utility service to the college. Disclosure will include the dates and identities of the parties in the transactions.

The college president, chief financial officer, and the director of purchasing will make written disclosure of the following:

1. The name and address of each employer who provided income of one thousand dollars (\$1,000) or more.
2. The name and address of each sole proprietorship which the individual owned; the name, address and general nature of business conducted by each general partnership or joint venture in which he/she was a partner or participant; the name and address of each partner or co-participant in the partnership or joint venture unless the information is already filed with the Secretary of State; the name, address, and general nature of business or any closely held corporation or limited partnership in which the individual owned ten percent (10%) or more of any class of the outstanding stock or limited partner's units; and the name of any publicly traded corporation or limited partnership which is listed on a regulated stock exchange or automated quotation system which the individual owned two percent (2%) or more of any class of outstanding stock, limited partnership units, or other equity interests.
3. The names and addresses of each corporation for which the individual served as director, officer, or receiver.

¹ "Substantial Interest" is defined as ownership by the individual, his/her spouse, or dependent children, either singularly or collectively, of ten percent (10%) or more of any business entity, or an interest having a value of ten thousand dollars (\$10,000) or more, or receipt of a salary, gratuity or other compensation of five thousand dollars (\$5,000) or more from any individual, partnership, organization or association within any calendar year.

A certified copy of this regulation will be sent to the Secretary of State's Office within ten (10) days of adoption. Disclosure reports will be filed by May 1 for the preceding calendar year with the Secretary of State's office and the board of trustees. Disclosure reports will be made available to the public during normal business hours.

The Three Rivers College Board of Trustees shall readopt the policy biennially on or before September 15 of the calendar year.

CERTIFICATION:

Chairman of the Board

Recording Secretary

Printed Name

Printed Name

Date

Date

DOCUMENT HISTORY:

- 10-15-2009:** Initial approval of policy BP 0343 Conflict of Interest.
- 10-20-2010:** Re-adopted the policy as presented.
- 10-19-2012:** Re-adopted as presented.
- 07-17-2013:** Re-adopted the policy as presented.
- 07-15-2015:** Re-adopted the policy as presented.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 05-17-2017:** Re-adopted the policy as presented and addition of certification section.
- 03-20-2019:** Re-adopted the policy as presented.
- 04-21-2021:** Re-adopted the policy as presented.
- 02-15-2023:** Re-adopted the policy as presented.
- 02-21-2024:** Re-adopted the policy as presented.
- 02-26-2025:** Re-adopted the policy as presented.
- 02-25-2026:** Re-adopted the policy as presented.



THREE RIVERS COLLEGE

Consideration and Approval of all Personnel Actions and Associated Documents

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Part-time Tinnin Center Assistant

BACKGROUND INFORMATION

HISTORY

Corey Butler has been employed as a Part-time Tinnin Center Assistant since June 2023. Mr. Butler has submitted his verbal request for resignation, effective February 5, 2026.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

02.25.2026

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Request for Retirement
Director, External Location/Sikeston and Dexter

BACKGROUND INFORMATION

HISTORY

Missy Marshall has been employed full-time with the College since June 2012. Mrs. Marshall has been the Director for the Sikeston location and more recently also the Dexter location. She has submitted her request for retirement, effective June 1, 2026.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

Accept Mrs. Marshall's request for retirement and proceed with review of the position and the appropriate replacement process.

02.25.26

Dr. Wesley Payne
President, Three Rivers College
2080 Three Rivers Blvd.
Poplar Bluff, MO. 63901

Dr. Payne,

Please accept this letter as notification of my intent to retire as Director of Three Rivers College, Sikeston, and Dexter. I will begin my retirement on June 1, 2026.

I have enjoyed the past fourteen years of service to the college, students, and the communities Three Rivers serves. As I transition into retirement, I am committed to making the process as smooth as possible, providing documentation and information to the staff members who will continue to serve our students.

Thank you for the opportunity to be a part of the Three Rivers College team.

Best wishes,

A handwritten signature in black ink that reads "Mary Marshall". The signature is written in a cursive style with a large, stylized "M" and "M".

Mary (Missy) Marshall

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Request for Retirement
Assistant Professor, Information Systems Technology

BACKGROUND INFORMATION

HISTORY

Dr. Michael Malone has been employed full-time with the College as an Assistant Professor for Information Systems Technology since August 2020. Prior to full-time, Dr. Malone served as an Adjunct Faculty member for five years. He has submitted his request for retirement, effective July 1, 2026, with faculty responsibilities complete with Commencement.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

Accept Dr. Malone's request for retirement and proceed with review of the position and the appropriate replacement process.

02.25.26

From: [Will Cooper](#)
To: [Kristina McDaniel](#)
Subject: FW: Retirement
Date: Monday, February 16, 2026 11:56:17 AM
Attachments: [Outlook-A picture .png](#)
[Outlook-A picture .png](#)
[Outlook-A picture .png](#)

Will Cooper
Chief Academic Officer
Three Rivers College
wcooper@trcc.edu

From: Michael Malone <mmalone@trcc.edu>
Sent: Wednesday, January 7, 2026 8:49 AM
To: Wesley Payne <wpayne@trcc.edu>
Cc: Will Cooper <wcooper@trcc.edu>; Andrea Pierce <apierce@trcc.edu>; Heather Cornman <hcornman@trcc.edu>
Subject: Retirement

Dr. Payne,

This email is to officially inform you of my intent to retire from full-time faculty as of the end of this semester. My life appears to be developing along other lines, and I will need the time to fully attend to this new chapter of my life.

I have been consulting with Will, Andrea, and Heather to make sure that all the courses are covered for the Fall semester, and will be happy to act as an adjunct until other instructors can be found to cover my areas of expertise.

Thank you for the opportunities you have given me and for the faith you have shown in me over the past several years.

Michael Malone, PhD
Assistant Professor
Three Rivers College
Email: mmalone@trcc.edu
Phone 573-840-9460 x8243



THREE RIVERS COLLEGE

APPENDIX

Three Rivers College is committed to clearly articulating and publicly posting policies and regulations that support the advancement of the College Mission. The process of developing, reviewing, approving, and revising College policies and regulations is overseen by the Office of Institutional Effectiveness at the direction of the College President. The Board of Trustees, in consultation with the College President, approves and adopts policies that serve as the general principles for operations. The College President facilitates the process of creating new and revising existing policy and regulations through the Office of Institutional Effectiveness. The College Cabinet is responsible for ensuring that the perspectives of the College's various constituencies are represented in policy and that operations are clearly articulated through regulations. In this capacity, the College Cabinet serves as advisors to the President.

Roles, Responsibilities, and Definitions

Policy - Broad statements that determine a course of action. A policy describes the rationale for the purpose of the action. A policy may provide the foundation for how the Board of Trustees and the College operate.

Regulation - Provide detailed direction and guidance that initiates policy into practice. A regulation shall have an associated policy. A regulation may describe how, by whom, where, and when things are done. Specific language may include guidance as to the steps in completing or initiating a college process.

Board of Trustees – Approve and adopt appropriate policies as part of College governance structure.

College President – Develop policies for submission to the Board of Trustees for approval; Ensure the implementation of policies approved by the Board of Trustees; Develop and ensure implementation of regulations in support of College policies.

College Cabinet – Each member of the College Cabinet serves as a representative of a particular group at the College and/or serves as the leader of a significant function of the College. As a representative of a particular group of college employees, the cabinet member is responsible for communicating with members of the group to gather their input regarding college operations and to inform them of decisions made. Members of the College Cabinet are responsible for the

creation and review of College policy and regulation, subject to guidance from the Chief Institutional Effectiveness Officer.

When listed as the administrator responsible for a policy or regulation, the Cabinet Member is responsible for ensuring that the policy or regulation is current, properly implemented, and administered by the institution. The Cabinet Member is further responsible for communicating all changes and alterations, and training required to properly implement the policy and/or regulation.

Office of Institutional Effectiveness – The Chief Institutional Effectiveness Officer oversees of the policy and regulation development process, under the direction of the College President.

While it is the responsibility of each Cabinet Member to maintain accuracy, current status, ongoing review, and the creation of new policies and regulations for their area of supervision, the Office of Institutional Effectiveness shall ensure the consistency of all policies and regulations and administers the process of policy and regulation development and revision. This process is facilitated by the Chief Institutional Effectiveness Officer in collaboration with the responsible administrator(s) and other members of the College Cabinet as necessary.

Initiation of New or Revision of Existing Policy or Regulation

New policies and regulations and the revision to existing policies and regulations are normally initiated by the responsible Cabinet member by contacting the Office of Institutional Effectiveness.

The Office of Institutional Effectiveness will then provide guidance and direction in the creation or revision of policy and/or regulation. When a draft is ready for review, the Office of Institutional Effectiveness will submit the draft of the new or revised policy or regulation to the College President for consideration and then forward to the College Cabinet for further review. If the College policy or regulation requires faculty approval, the Chief Academic Officer will advance a draft of the document to the appropriate governance groups and to the faculty at large for consideration. Once approved by faculty, it is resubmitted to the Office of Institutional Effectiveness for continued processing. The Office of the President facilitates the process for the Board of Trustees review and approval, as appropriate.

Following approval by the Board of Trustees, the Office of Institutional Effectiveness will initiate placing the protected document on the College website and ensure that the official copy is retained. The Office of Institutional Effectiveness will distribute notification of policy to the College community. The fully approved and adopted policy or regulation is then assigned to the responsible office(s); the respective supervisor(s) of said office(s) will have full responsibility for implementing the policy or regulation and training the College community as necessary.

Outline of Process:

1. Cabinet Member contacts the Office of Institutional Effectiveness to initiate the development or review process.
2. Office of Institutional Effectiveness seeks approval of the College President to begin the process.
3. A draft is developed by the responsible administrator with consultation and guidance of the Office of Institutional Effectiveness.
4. Once prepared for review, the Office of Institutional Effectiveness sends a draft electronically to all Cabinet Members for review. If needed, the Chief Institutional Effectiveness Officer shall revise the draft and resubmit it to the Cabinet for additional review. This step may be repeated until such time as the Cabinet recommends the document to move forward to the next level in the approval process, as appropriate.
5. If the College President determines legal counsel is needed, the President will initiate the legal review process by forwarding a copy of the draft to legal counsel for review.
6. Any changes to the document made through legal counsel are facilitated through the President to the Office of Institutional Effectiveness, and the revised document shall be shared with the College Cabinet for additional review.
7. Policy and regulation documents that require faculty approval shall move through the faculty development and review process by the Chief Academic Officer. The Chief Academic Officer shall submit any changes to the document made through legal counsel to the Faculty Executive Committee for review.

8. The Chief Academic Officer shall seek approval from the faculty-at-large as necessary.
9. The President sends the final draft document for the Board of Trustees to review prior to the next monthly board meeting.
10. The final draft document is presented as appropriate to the Board of Trustees during their regular monthly meeting.
11. Any action taken during the Board Meeting is recorded by the Executive Assistant to the President. The recorded action regarding said document is communicated and the final, approved document and the modifiable document is maintained by the Office of Institutional Effectiveness.
12. The Office of Institutional Effectiveness ensures that newly approved documents are protected and posted to the College website and notifies the College community as appropriate.
13. Once notified of full Board approval or adoption, the responsible administrator shall initiate the appropriate implementation and training processes.
14. Each responsible administrator oversees the implementation and maintains the accuracy, status, and integrity of all College policies and regulations under their supervision.

DOCUMENT HISTORY:

- 03-25-2015:** Initial approval of regulation GAR 1001 Policy and Regulation Development
- 09-16-2015:** Revision of position title Dean of Institutional Effectiveness to Chief Institutional Effectiveness Officer; Dean of Student Services to Chief Student Services Officer; and Vice President for Learning as Chief Academic Officer.
- 12-09-2015:** Minor edits and added the Chief Institutional Effectiveness Officer as the second responsible administrator.
- 01-13-2016:** Minor revision to GAR 1001 Policy and Regulation Development. GAR 1001 Policy and Regulation Development was revised to GAR 1110 Policy and Regulation Development due to addition of sub section number 1100 college operations to properly align section and subsection numbering system.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 05-25-2017:** Minor language edits and clarification of process.
- 08-22-2018:** Clarification of process to seek faculty approval for policy and regulation documents within section 6000 Instruction, and those with implications for students.
- 02-25-2026:** Clarification of steps and responsible roles within the process and elimination of unnecessary language and detail not strictly pertaining to the regulation.

UPCOMING EVENTS

Alumni Art Exhibit: 12-3 p.m. February 21 to March 27, Tinnin Gallery. Free. Celebrate the creativity of Three Rivers College alumni in this special exhibit which will be in the Art Gallery inside the Tinnin Fine Arts Center. An artists' reception will be February 21 during the Alumni Reunion.

Blood Drive: 10 a.m. to 2 p.m. February 24, Tinnin. People who donate will receive a \$20 e-gift card to your choice of merchant. Schedule an appointment at redcrossblood.org.

2026 Poplar Bluff Trivia Night: 6 p.m. March 5, Holiday Inn. \$210 per six-person team, includes dinner. Sponsored by Peoples Community Bank. Dinner provided by Big Whiskey's. Join us for a night of fun, food, and trivia at our annual Poplar Bluff Trivia Night at the Holiday Inn in Poplar Bluff. Attendees will be entered into a raffle for a chance to win up to \$500. This is a 21-and-older event. [Download the registration form](#) at trcc.edu/events.

Little Shop of Horrors: 7 p.m. March 6-7, and March 13-14; 2 p.m. March 7-8, and March 14-15. \$10. Join the fun in this cult-favorite horror comedy musical, where a hapless florist raises a bloodthirsty plant in a show packed with rock, doo-wop, and Motown hits. For PG-13 audiences. Brought to you by the Patrons of the Arts and Center Stage. Tickets available at tinnin.ticketleap.com.

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



THREE RIVERS COLLEGE

RAIDERS

basketball

DATE	VS	TIME	H/A
3/3	Region XVI Qtr. Finals	TBA	TBA
3/6	Region XVI Semis	TBA	TBA
3/7	Region XVI Finals	TBA	TBA
3/14	District 4 Playoff	TBA	TBA
3/21-28	NJCAA National Championship	TBA	Hutch. KS

raidersathletics.com

LADY RAIDERS

basketball

DATE	VS	TIME	H/A
3/5	Region XVI Play-In	TBA	TBA
3/10	Region XVI Semis	TBA	TBA
3/13	Region XVI Championship	TBA	TBA
3/24-31	NJCAA National Championship	TBA	LA

raidersathletics.com

RAIDERS

baseball

DATE	VS	TIME	H/A
2/26	St. Charles	12 p.m.	H
3/17	Jackson State	1 p.m.	H

raidersathletics.com

LADY RAIDERS

softball

DATE	VS	TIME	H/A
2/26	Shawnee	12 p.m.	H
3/3	Lincoln U JV	2 p.m.	H
3/7	Jackson State	1 p.m.	H

raidersathletics.com