



THREE RIVERS COLLEGE

Invocation

**Approval
of the
January Agenda**

**Approval
of the
November Minutes**

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

A G E N D A
REGULAR SESSION
Wednesday January 22, 2025
12:00 p.m.

- I. Invocation and Pledge of Allegiance**
- II. Approval of Agenda and Minutes**
 1. Consideration and Approval of the January Agenda
 2. Consideration and Approval of Minutes from the November Board Meeting
- III. 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
- IV. President's Report**
- V. 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.)
- VI. Items for Consideration, Discussion, and Vote**
 1. Consideration of Approval for Athletic Teams Insurance
 2. Consideration of the College Strategic Plan for 2030

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

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

1. Acceptance of Employment
 1. Catherine Walters, Executive Assistant/Chief Institutional Effectiveness Officer/Accreditation Coordinator
2. Transfer of Position
 1. Rachel Morrison, Full Time Instructor, Nursing
 2. Emily Thurman, Full Time Instructor, Communication and Language
3. Additional Appointment
 1. Michael DeAngelo, Department Chair
 2. Mark J. Sanders, Department Chair
4. Request for Resignation
 1. Gus Winkler, Instructor, Construction, Director of Construction
 2. Dr. Melissa Davis, Division Chair, General Education
 3. Zach McAnulty, Director, Education Talent Search
 4. Zoreonta Moore, Part-Time Secretary of Nursing, Sikeston
 5. Hannah Dugas, Admissions Recruiter
5. Request for Retirement
 1. Dawn Tutor, Technology & Computer Services
External Location Specialist

VIII. Appendix

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

IX. FY25 Board of Trustees Meeting Dates

- Wednesday, February 19, 2025
- Wednesday, March 26, 2025
- Wednesday, April 16, 2025
- Wednesday, May 21, 2025
- Wednesday, June 18, 2025

X. Adjournment

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**BOARD OF TRUSTEES
THREE RIVERS COLLEGE
November 20, 2024**

The regular meeting of the Board of Trustees began at 12:00 p.m. on Wednesday, November 20, 2024.

CALL TO ORDER

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

ATTENDANCE

Trustee Featherston delivered the invocation.

INVOCATION

Trustee Schalk made a motion to approve the amended agenda, item number 4 "Consideration and approval of real estate purchase at 515 W. Market Street, Dexter, Missouri" listed under Items for Discussion, Consideration and Vote. On a second from Trustee William the motion passed unanimously.

**APPROVAL OF THE
AMENDED AGENDA**

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

**APPROVAL OF THE
OCTOBER BOARD MEETING
MINUTES**

Charlotte Eubank, Chief Financial Officer, reviewed the college financial report as of the end of October 2024. Mrs. Eubank noted that we have recognized 42% of budgeted revenues. We have obligated 27% of our budgeted expenses for the fiscal year.

**PRESENTATION OF THE
FINANCIAL REPORT**

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

**APPROVAL OF
FINANCIAL REPORT**

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

PRESIDENT'S REPORT

Three Rivers College held a Fall Job Fair in the Crisp Technology Center on October 22, 2024. LeAnn Clark, Director of Workforce Development, organized the event with our Community Partners. We had over 20 employees for the event and had 130 job seekers that day.

FALL JOB FAIR

On October 26, 2024, our Student Services held its annual Trunk or Treat for the community. It was well attended and many of our departments participated by hosting trunks and candy for the community.

TRUNK OR TREAT

Andrea Pierce presented on the nursing job fair in Sikeston. 26 employers from Southeast Missouri attended and many of our December nursing graduates left with either job offers or interviews scheduled.

NURSING JOB FAIR- SIKESTON CAMPUS

Professors Buddy and Cindy White, presented on the Fall Showcase on October 29. The showcase had a Halloween theme. The Fall Concert will be held on November 19th in the Tinnin Fine Arts Center.

FALL MUSIC SHOWCASE AND FALL CONCERT

October 30th and 31st of 2024, the Career and Transfer Center hosted its open house. Gail Tinsley stated the fair had over 100 students come through. Students can talk with our staff in the center to find out information on career paths as well as transferring to their four-year program at CMU or other colleges.

CAREER AND TRANSFER CENTER OPEN HOUSE

Three Rivers College nominated the following staff members for the State awards for the MCCA Annual Conference: Outstanding Adjunct Faculty Finalist-Emily Thurman; Excellence in Teaching Finalist-Corey Reynolds; Administrative Professional Leadership Award Finalist-Amanda Quaite; Classified Staff Achievement Award Finalist and Statewide Award Winner-Ashley Vernon; Missouri Pathfinder of the Year Finalist and Statewide Award Winner-Kim Thornbrough, Counselor, Sikeston Public Schools.

MCCA ANNUAL CONFERENCE AND AWARD WINNERS

UPCOMING EVENTS

The Spanish Club held a bake sale November 20, 2024. All were encouraged to stop by and support the Spanish club at the Plaster Free Enterprise Center.

SPANISH CLUB BAKE SALE
NOVEMBER 20, 2024

On November 21 at 6:00pm there will be a lighting of the Tree of Hope and Remembrance in the Tinnin Fine Arts Center. Sponsored by the Three Rivers College Behavioral Health Department, FCC, Fellowship Church, Missouri Highlands Health Care, Fellowship of Acceptance and SEMO Behavioral Health. This event honors those we have lost to suicide and overdose while also celebrating those in recovery.

LIGHTING OF THE TREE OF
HOPE
NOVEMBER 21, 2024

Three Rivers will not hold classes during Thanksgiving break which is November 27-29. The college will be closed November 28 and 29th.

THANKSGIVING BREAK
NOVEMBER 28-29, 2024

Celtic Angels Christmas sponsored by Kissinger and Kirkman Investment Center will be held on December 3 at the Tinnin Fine Arts Center. Tickets can be purchased online or at our Student Accounts Window and are \$15.

CELTIC ANGELS CHRISTMAS
DECEMBER 3, 2024

The Three Rivers Music Department will host its Choir Concert at First United Methodist Church on December 8, 2024 at 3:00pm. In conjunction with area public school choirs, they will bring you holiday music and a short mass.

MUSIC DEPARTMENT
CHOIR CONCERT
DECEMBER 8, 2024

Final exams will be December 9th through the 13th.

FINAL EXAM WEEK
DECEMBER 9-13, 2024

The College will close December 23, 2024-January 3, 2025, for Christmas Break.

CHRISTMAS BREAK
DECEMBER 23, 2024-
JANUARY 3, 2025.

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

MOVE TO EXECUTIVE
SESSION

Trustee Schalk made the motion to move from the executive session to the regular session of the board meeting at 1:56 p.m. With a second from Trustee Featherston, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (yes).

MOVE FROM EXECUTIVE SESSION TO REGULAR SESSION

Due to changes to the FY25 Academic Calendar, the board was asked to change the January 2025 and March 2025 Board Meeting Dates. With a motion from Trustee Richardson and a second by Trustee Featherston, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (yes). The new meeting dates are January 22 and March 26, 2025.

ITEMS FOR DISCUSSION, CONSIDERATION AND VOTE

CONSIDERATION OF BOARD MEETING CALENDAR CHANGE FOR JANUARY AND MARCH FY25

Due to changes to the FY25 Academic Calendar, the board was asked to approve the new holiday calendar. Upon a motion from Trustee Hager 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, (yes).

CONSIDERATION OF HOLIDAY CALENDAR CHANGE FOR SPRING FY25

Upon reviewing the audit results, the board was asked to approve and accept the college's FY24 audit. With a motion by Trustee Featherston and second by Trustee Hager, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (yes).

CONSIDERATION OF AUDIT RESOLUTION

The board was asked to approve the real estate purchase at 515 W. Market Street, Dexter, Missouri. On a motion by Trustee Featherston 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, (yes).

CONSIDERATION OF REAL ESTATE PURCHASE

The board was asked to approve all personnel actions and associated documents. On a motion by Trustee Schalk, and a second by Trustee Hager, the board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (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 1:56pm. With a second by Trustee Richardson, the motion passed unanimously.

ADJOURNMENT

CHAIRMAN

APPROVAL DATE

SECRETARY

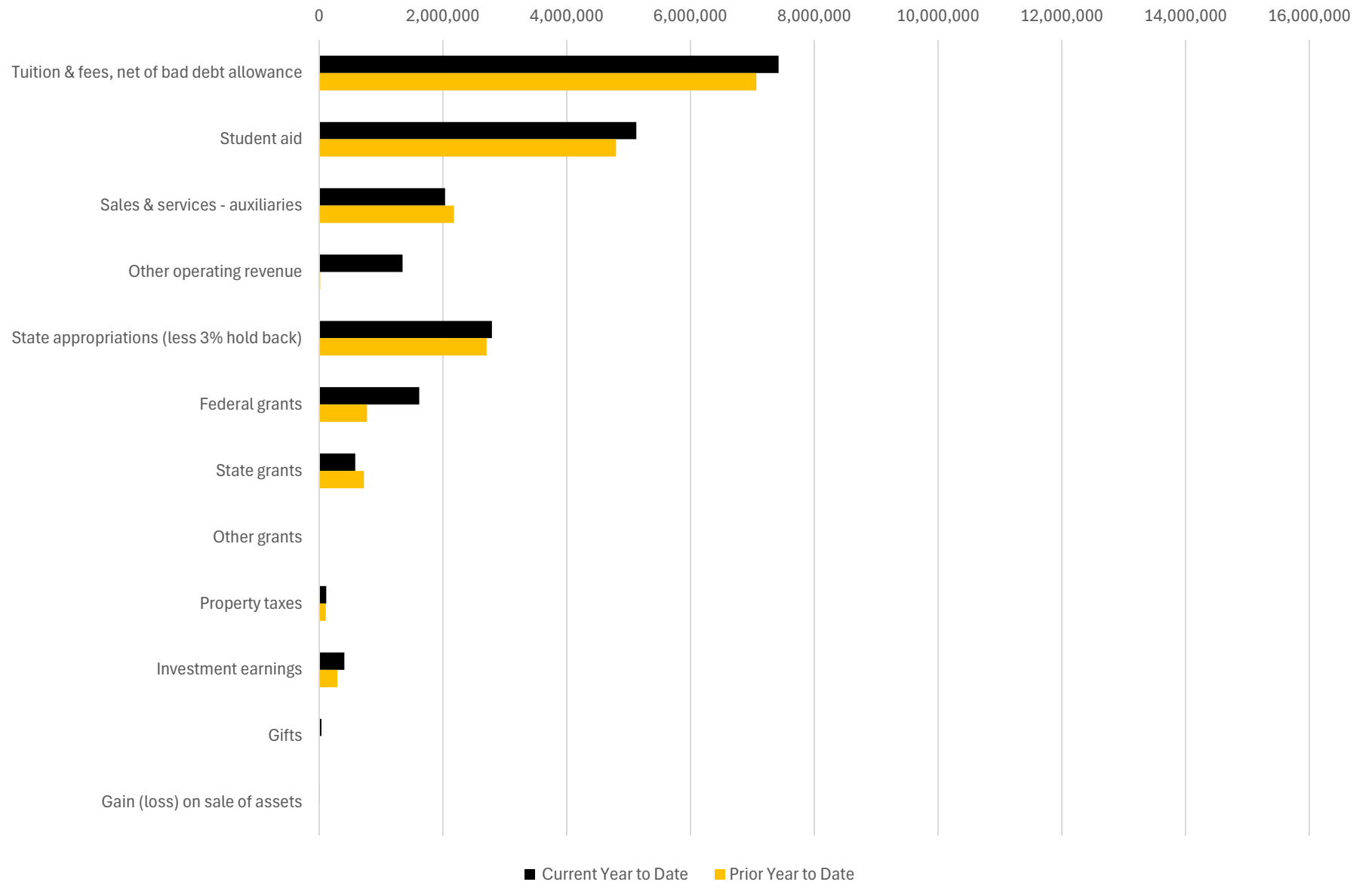
APPROVAL DATE



THREE RIVERS COLLEGE

PRESENTATION OF THE COLLEGE FINANCIAL REPORT

YTD Comparison to Previous Year
11/30/2024



YTD Comparison to Previous Year

11/30/2024

0 2,000,000 4,000,000 6,000,000 8,000,000 10,000,000 12,000,000 14,000,000 16,000,000

Salaries & benefits



Operating expenses



Scholarships



Depreciation & interest



Other operating expenses

■ Current Year to Date ■ Prior Year to Date

YTD Comparison to Previous Year
11/30/2024

0 2,000,000 4,000,000 6,000,000 8,000,000 10,000,000 12,000,000 14,000,000 16,000,000

CHANGES IN NET POSITION



■ Current Year to Date ■ Prior Year to Date

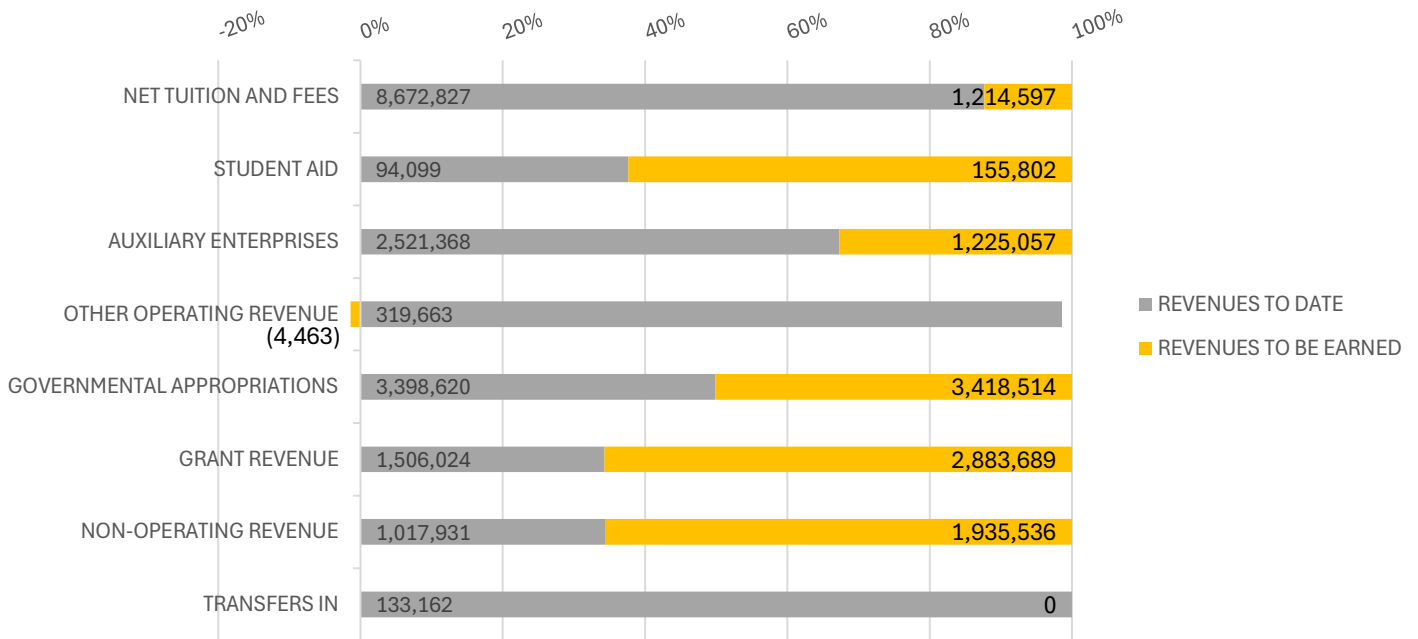
Three Rivers College
Statement of Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
November 30, 2024

ASSETS AND DEFERRED OUTFLOWS		LIABILITIES, DEFERRED INFLOWS AND NET POSITION	
CURRENT ASSETS		CURRENT LIABILITIES	
Cash & Cash Equivalents	18,577,585	Accounts Payable	603,761
Student Account Receivables, net	5,388,389	Accrued Vacation	335,616
Property Tax Receivable	122,297	Student Deposits	30,530
Other Receivables	9,122,307	Deferred Tuition & Fees	94,720
Investments	505,872	Scholarships	105,015
Inventory	74,886	Total Current Liabilities	1,169,642
Prepaid Expenses	279,372		
Total Current Assets	34,070,707	NON-CURRENT LIABILITIES	
NON-CURRENT ASSETS		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	14,015,451
Capital assets	83,609,949	Bonds, Notes and Leases Payable	7,392,191
Plus: Current year additions to capital assets	1,292,797.03	Accrued Interest	0
Accumulated Depreciation	(40,542,023)	Agency	537,117
Unamortized Bond Issue Costs	0	Total Non-Current Liabilities	21,944,758
Total Non-Current Assets	49,851,510	Total Liabilities	23,114,401
DEFERRED OUTFLOWS (Pensions, OPEB, Trusts, Leases)	9,767,497	DEFERRED INFLOWS (Pensions, OPEB, Trusts, Leases)	14,749,002
		NET POSITION	
		Beginning Balance	50,484,148
		Changes in Net Position	5,342,163
		Total Net Position	55,826,311
TOTAL ASSETS AND DEFERRED OUTFLOWS	93,689,713	TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION	93,689,713

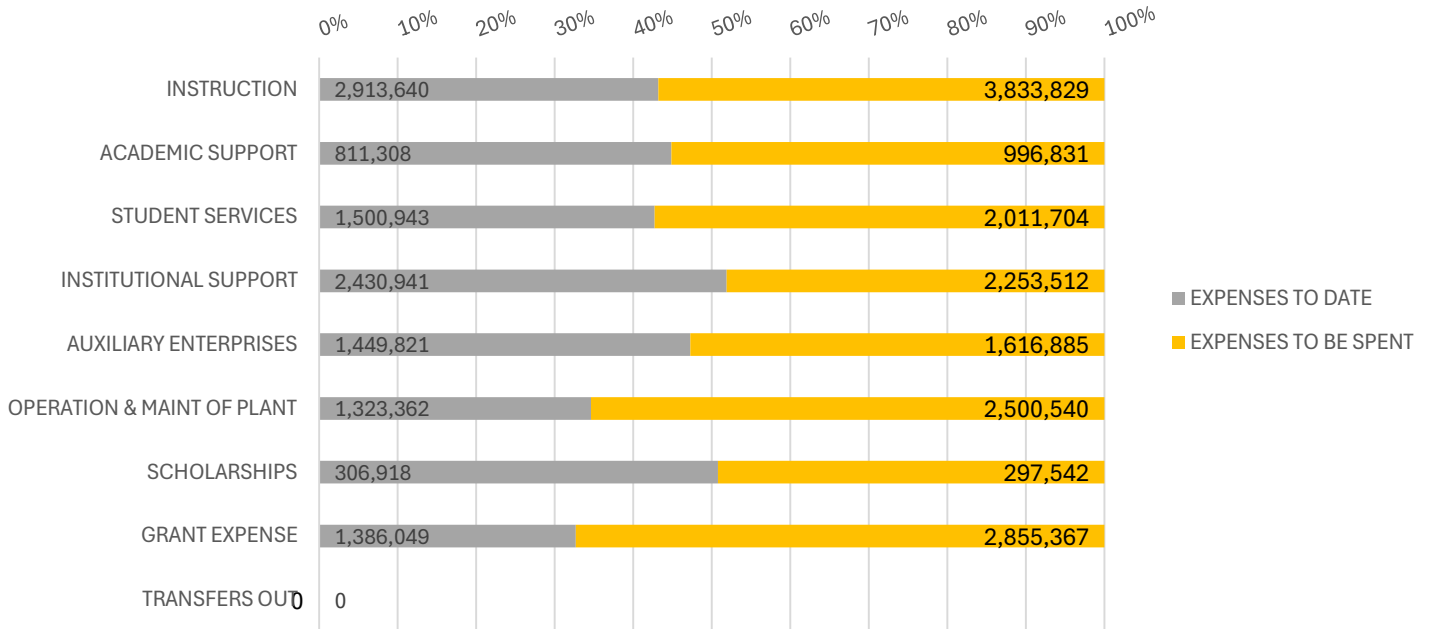
Three Rivers College
Statement of Revenues, Expenses and Changes in Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
November 30, 2024

	July	August	September	October	November	Current Year to Date	Prior Year to Date	\$ Change	% Change
OPERATING REVENUE									
Tuition & fees, net of bad debt allowance	4,761,191	398,337	(127,596)	1,483,457	906,704	7,422,094	7,063,519	358,575	5.08%
Student aid	143,821	16,423	4,356,838	409,675	197,421	5,124,178	4,796,665	327,514	6.83%
Sales & services - auxiliaries	959,689	345,419	180,266	355,168	195,592	2,036,133	2,177,290	(141,156)	(6.48)%
Other operating revenue	3,599	4,466	6,387	1,310,893	22,973	1,348,317	16,572	1,331,745	8,036.01%
Total Operating Revenue	5,868,301	764,645	4,415,895	3,559,192	1,322,690	15,930,723	14,054,045	1,876,678	13.35%
OPERATING EXPENSES									
Salaries & benefits	1,013,348	1,125,897	1,154,649	1,144,713	1,302,423	5,741,030	5,584,982	156,048	2.79%
Operating expenses	596,211	693,576	856,109	645,652	622,860	3,414,408	3,599,898	(185,489)	(5.15)%
Capital equipment	55,600	1,127,415	44,648	61,604	3,530	1,292,797	1,000,730	292,067	29.19%
Less: Transfer to capital assets	(55,600)	(1,127,415)	(44,648)	(61,604)	(3,530)	(1,292,797)	(1,000,730)	(292,067)	29.19%
Scholarships	217,686	58,097	4,818,037	519,520	250,943	5,864,283	5,463,080	401,203	7.34%
Depreciation & interest	231,606	227,671	221,512	222,927	224,154	1,127,869	1,135,614	(7,746)	(0.68)%
Other operating expenses	0	0	0	0	46	46	0	45	56,812.50%
Total Operating Expenses	2,058,851	2,105,240	7,050,307	2,532,812	2,400,425	16,147,636	15,783,575	364,061	2.31%
NON-OPERATING REVENUE (EXPENSES)									
State appropriations (less 3% hold back)	0	1,116,298	558,147	558,149	558,149	2,790,743	2,705,294	85,449	3.16%
Federal grants	72,197	1,070,568	141,264	134,545	198,087	1,616,661	772,307	844,354	109.33%
State grants	0	150,173	115,647	234,417	81,150	581,386	723,394	(142,008)	(19.63)%
Other grants	0	0	0	0	0	0	0	0	0.00%
Property taxes	18,510	26,700	18,831	9,840	42,197	116,077	104,903	11,173	10.65%
Investment earnings	53,584	115,579	70,895	50,045	117,094	407,197	293,210	113,988	38.88%
Gifts	0	1,000	8,177	26,500	0	35,677	(391,828)	427,505	(109.11)%
Gain (loss) on sale of assets	0	0	0	9,785	1,550	11,335	3,902	7,433	190.49%
Total Non-Operating Revenues (Expenses)	144,291	2,480,317	912,961	1,023,281	998,225	5,559,076	4,211,182	1,347,894	32.01%
CHANGES IN NET POSITION	3,953,741	1,139,722	(1,721,451)	2,049,661	(79,510)	5,342,163	2,481,653	2,860,510	115.27%

Budget to Actual Revenues 12/31/2024 (50%)



Budget to Actual Expenses 12/31/2024 (50%)



Three Rivers College
Statement of Revenues, Expenses and Changes In Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
December 31, 2024
Fiscal Year Benchmark: 50%

REVENUES	BUDGET	REVENUES TO DATE	REVENUES TO DATE %	REVENUES TO BE EARNED
NET TUITION AND FEES <i>Tuition, Student Registration Fees, Net of Bad Debt & Scholarship Allowances</i>	9,887,423	8,672,827	88%	1,214,597
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	249,901	94,099	38%	155,802
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing & Assessment, Tinnin Center Operations, License Bureau Rental</i>	3,746,425	2,521,368	67%	1,225,057
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	315,200	319,663	101%	(4,463)
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. & Repair</i>	6,817,134	3,398,620	50%	3,418,514
GRANT REVENUE <i>State Grants, Federal Grants</i>	4,389,712	1,506,024	34%	2,883,689
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	2,953,467	1,017,931	34%	1,935,536
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	133,162	133,162	100%	0
TOTAL REVENUES	28,492,425	17,663,694	62%	10,828,731

NOTE: We have recognized 62% of budgeted revenues. We have recognized 88% of our budgeted revenues from tuition and fees, comprised of a portion of summer 2024, fall 2024, and spring 2025, net of estimated bad debt. The operating budget includes transfers in from prior year reserves to support one-time projects which do not meet criteria for inclusion in the capital budget, as amended.

EXPENSES	BUDGET	EXPENSES TO DATE	EXPENSES TO DATE %	EXPENSES TO BE SPENT
INSTRUCTION <i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health & Human Services</i>	6,747,469	2,913,640	43%	3,833,829
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,808,139	811,308	45%	996,831
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	3,512,647	1,500,943	43%	2,011,704
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	4,684,453	2,430,941	52%	2,253,512
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing & Assessment, License Bureau Rental</i>	3,066,706	1,449,821	47%	1,616,885
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	3,823,902	1,323,362	35%	2,500,540
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	604,460	306,918	51%	297,542
GRANT EXPENSE <i>State Grants, Federal Grants</i>	4,241,416	1,386,049	33%	2,855,367
TRANSFERS OUT <i>General funds-current year transfers to capital</i>	0	0	0%	0
TOTAL EXPENSES	28,489,192	12,122,982	43%	16,366,210

NOTE: We have obligated 43% of our budgeted expenses at 50% into the fiscal year. December payroll is INCLUDED and credit card expenses are NOT INCLUDED as they were not yet available at the time of this report. . Budgeted increase in Net Position is a result of awarded funding sources exceeding estimates, as amended.

CHANGES IN NET POSITION	3,233	5,540,712
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Three Rivers College
 Capital Budget - Unaudited
 December 31, 2024
 Fiscal Year Benchmark: 50%

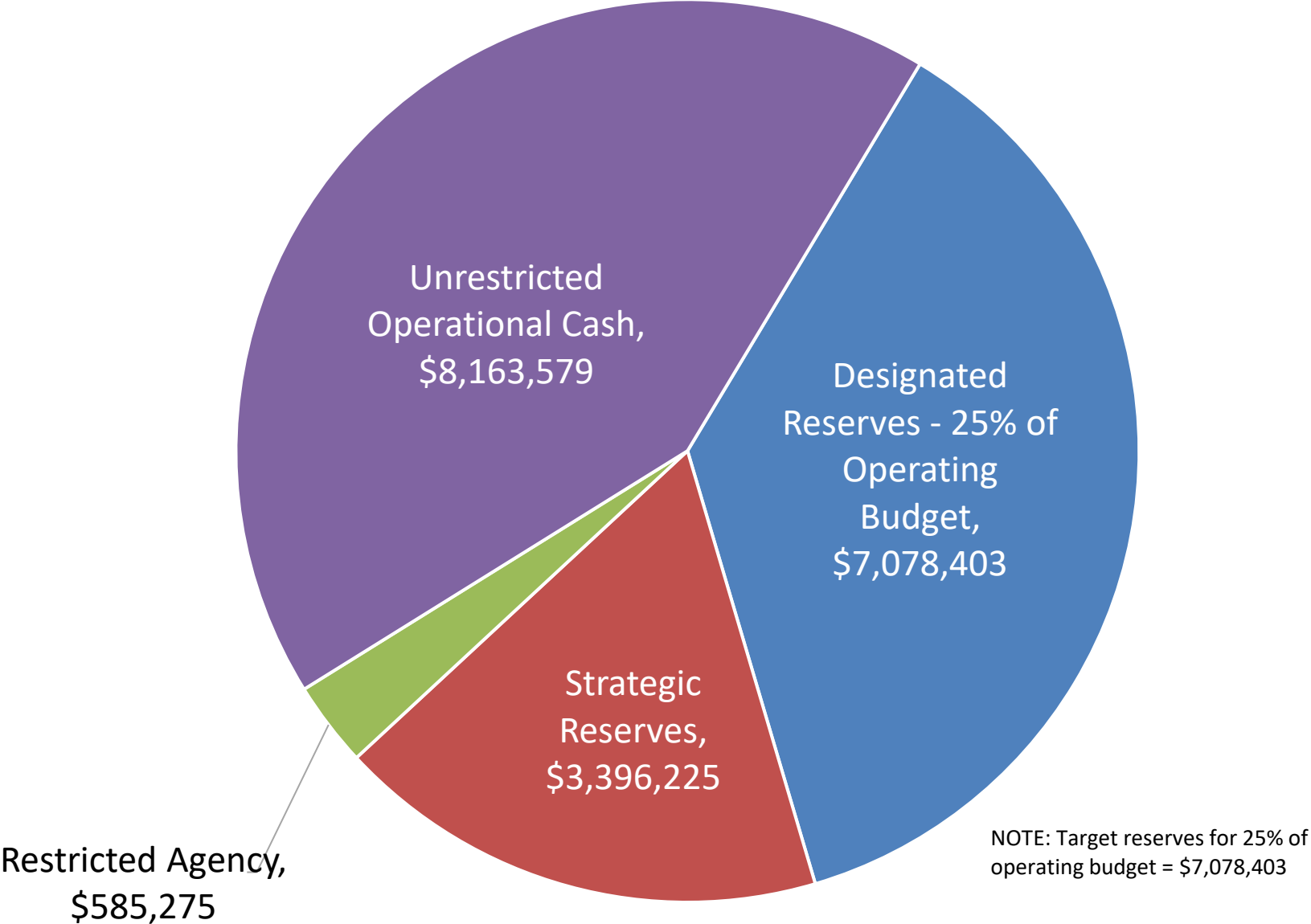
FUNDING SOURCES	BUDGET	SOURCES TO DATE	SOURCES TO DATE %	SOURCES TO BE EARNED
RESTRICTED				
<i>State appropriations</i>	10,000,000	0	0%	10,000,000
<i>Insurance proceeds</i>	1,089,552	1,089,552	100%	0
<i>ARPA grant proceeds</i>	901,420	901,420	100%	0
UNRESTRICTED				
<i>General funds - prior year transfers in (Reserves)</i>	2,077,856	141,969	7%	1,935,887
<i>General funds - current year transfers in</i>	0	0	0%	0
TOTAL FUNDING SOURCES	14,068,828	2,132,941	15%	11,935,887
USES OF FUNDS	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
<i>Campus improvements</i>	250,000	0	0%	250,000
<i>Westover Administration Building repairs</i>	350,000	0	0%	350,000
<i>Libla Family Sports Complex</i>	450,000	49,482	11%	400,518
<i>Baseball Clubhouse</i>	266,000	0	0%	266,000
<i>Bess Activity Center repairs</i>	1,089,552	0	0%	1,089,552
<i>2509 Three Rivers Blvd (former license bureau)</i>	20,000	0	0%	20,000
<i>Student Housing</i>	10,194,369	0	0%	10,194,369
<i>Public safety remodel</i>	50,000	0	0%	50,000
<i>Fleet vehicles</i>	92,487	92,487	100%	0
<i>Dexter external location purchase</i>	405,000	0	0%	405,000
<i>CDL training center purchase</i>	901,420	901,420	100%	0
TOTAL EXPENSES	14,068,828	1,043,389	7%	13,025,439
NET SURPLUS (DEFICIT)	0	1,089,552		

**THREE RIVERS COMMUNITY COLLEGE
CASH IN BANKS**

December 2, 2024

	<u>11/01/24</u>	<u>12/02/24</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	1,688.00	1,688.00
<i>Total Cash Funds</i>	2,625.00	2,625.00
<i>General Accounts</i>		
Southern Bank - General Funds	8,310,763.63	8,049,137.35
Southern Bank - Credit Cards	106,550.65	84,140.97
<i>Total General Accounts</i>	8,417,314.28	8,133,278.32
<i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	33,132.83	27,676.00
Federal Clearing Account	87,154.83	-
<i>Total Restricted Accounts</i>	120,287.66	27,676.00
TOTAL CURRENT FUND	8,540,226.94	8,163,579.32
PLANT FUND		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,186,477.82	5,204,555.01
<i>Total Bank Accounts</i>	5,186,477.82	5,204,555.01
<i>Certificates of Deposit</i>		
People's Community Bank #0625	5,203,493.88	5,270,072.94
<i>Total Certificates of Deposit</i>	5,203,493.88	5,270,072.94
TOTAL PLANT FUND	10,389,971.70	10,474,627.95
AGENCY FUND		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	580,793.17	585,275.33
<i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
TOTAL AGENCY FUND	580,793.17	585,275.33

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT
\$19,223,483 AS OF 12/02/2024**



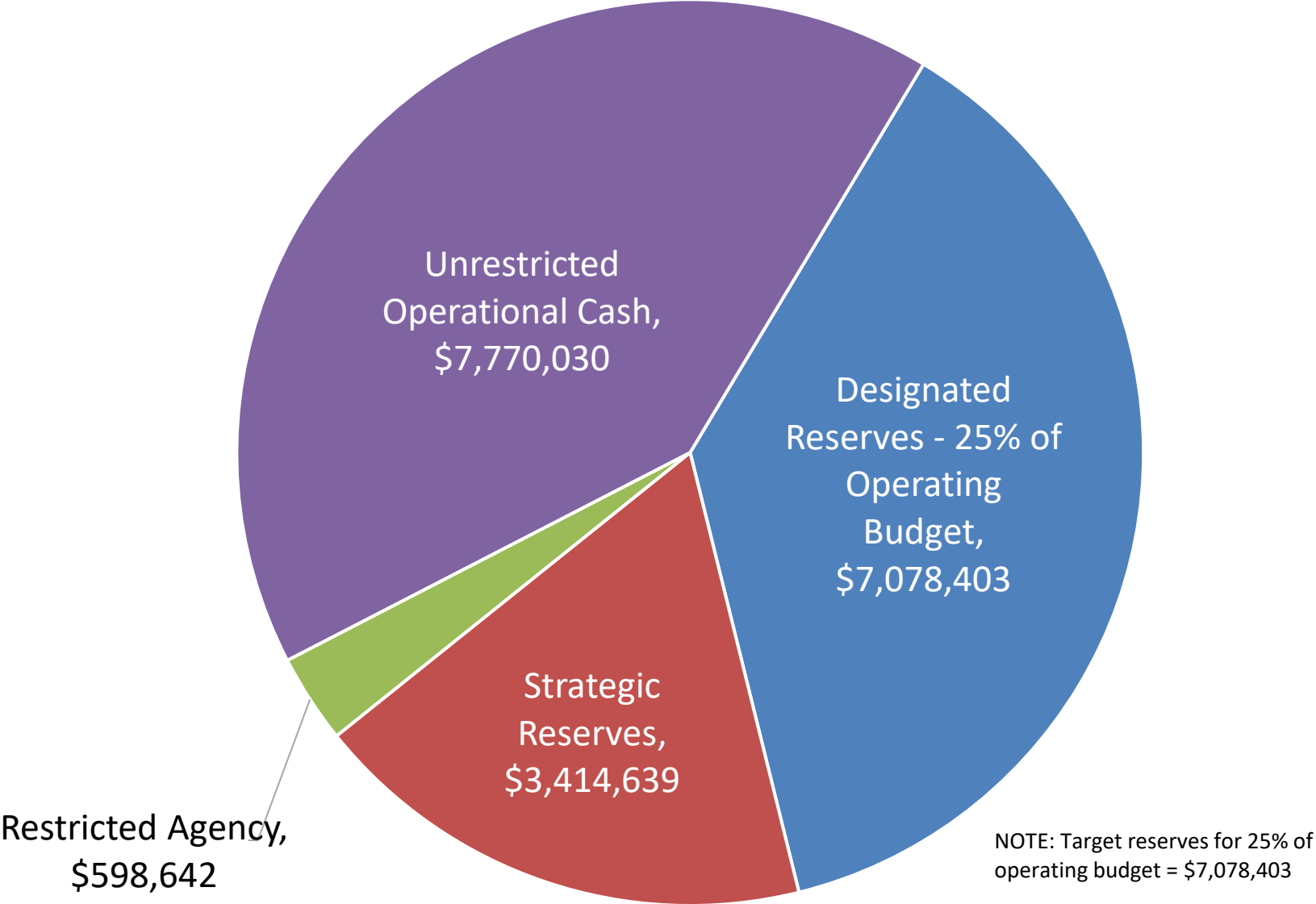
**THREE RIVERS COMMUNITY COLLEGE
CASH IN BANKS**

January 6, 2025

	<u>12/02/24</u>	<u>01/06/25</u>
CURRENT FUND		
<i>Cash Funds</i>		
Bookstore	600.00	600.00
Petty Cash	200.00	200.00
Vending Machines	137.00	137.00
Business Office	1,688.00	1,688.00
<i>Total Cash Funds</i>	2,625.00	2,625.00
 <i>General Accounts</i>		
Southern Bank - General Funds	8,049,137.35	7,574,275.49
Southern Bank - Credit Cards	84,140.97	63,177.95
<i>Total General Accounts</i>	8,133,278.32	7,637,453.44
 <i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	27,676.00	27,019.57
Federal Clearing Account	-	102,931.49
<i>Total Restricted Accounts</i>	27,676.00	129,951.06
 TOTAL CURRENT FUND	 8,163,579.32	 7,770,029.50
 PLANT FUND		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,204,555.01	5,222,968.75
<i>Total Bank Accounts</i>	5,204,555.01	5,222,968.75
 <i>Certificates of Deposit</i>		
People's Community Bank #0625	5,270,072.94	5,270,072.94
<i>Total Certificates of Deposit</i>	5,270,072.94	5,270,072.94
 TOTAL PLANT FUND	 10,474,627.95	 10,493,041.69
 AGENCY FUND		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	585,275.33	598,641.79
 <i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
TOTAL AGENCY FUND	585,275.33	598,641.79

TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT

\$18,861,713 AS OF 01/06/2025



THREE RIVERS COLLEGE
CERTIFICATE OF DEPOSIT

CERTIFICATES OF DEPOSIT AS OF December 31, 2024

<u>CD#</u>	<u>BANK</u>	<u>RATE</u>	<u>DATE</u>	<u>TERM</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
8070625	People's Community Bank	4.70	02/18/25	3 mths	5,270,072.94	Contingency
Total Contingency Fund					<u>5,270,072.94</u>	

SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF December 31, 2024

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

Three Rivers College
CD Report
As of December 31, 2024

Investment CDs

Bank Account Interest Rate

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

CDs Maturing

Bank	Certificate Number	Endowment	Maturity Date	Amount
People's Community Bank	8070625		11/20/2024	5,203,493.88
Total				5,203,493.88

Responses

Bank	Term	Rate	APY	Amount	Type of Investment
Bank of Grandin	12 months	4.55	4.65	5,203,493.88	CD
Southern Bank	3 months	4.68	4.68	5,203,493.88	CD
Southern Bank	6 months	4.50	4.58	5,203,493.88	CD
Southern Bank	12 months	4.40	4.47	5,203,493.88	CD
The Bank of Missouri	6 months	4.25		5,203,493.88	CD
The Bank of Missouri	12 months	4.15		5,203,493.88	CD
People's Community Bank	3 months	4.70	4.84	5,203,493.88	CD
People's Community Bank	6 months	4.50	4.71	5,203,493.88	CD
People's Community Bank	12 months	4.35	4.51	5,203,493.88	CD
US Bank	12 months	4.35		5,203,493.88	CD

CDs Transferred

CD was renewed with People's Community bank for three months @ 4.70% interest.

Endowment CDs Redeemed for Investment

CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

Endowment CDs Transferred to Endowment Trust

CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

THREE RIVERS COMMUNITY COLLEGE
Summary of Checks Issued
Months of November & December 2024

Current Fund:	General Fund - Southern Bank	\$ 1,700,327.76
Housing Fund:	Rivers Ridge - Southern Bank	-
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>33,100.10</u>
	Grand Total	<u><u>\$ 1,733,427.86</u></u>

This is to certify that the above is supported by invoices, purchase orders, and other pertinent data on file in the College Business Office. Approved by the Board of Trustees, this 15th day of January 2025.

_____ Chairman, Board of Trustees

_____ Secretary, Board of Trustees

**THREE RIVERS COMMUNITY COLLEGE
 BID REPORT
 AS OF JANUARY 13, 2025**

Tractor & Implements

Status: Closed
 Open Date: 12/5/2024
 Close Date: 12/17/2024
 Funding Source: Enhancement Grant
 Bids Submitted:

Baker Implement	Poplar Bluff, MO
Riverside Kubota	Pocahontas, AR
WT Equipment	Pocahontas, AR

Recommendation: No
 Bid Awarded: No

Custon Nylon Net Batting Cage System

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

On Deck Sports	Randolph, MA
BSN Sports	Dallas, TX

Recommendation: No
 Bid Awarded: No

Athletic Insurance

Status: Closed
 Open Date: 12/13/2024
 Close Date: 1/8/2025
 Funding Source: General Revenue
 Bids Submitted:

Gallagher Student Health and Special Risk	Quincy, MA
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Recommendation: Gallagher Student Health and Special Risk \$130,333.00
 Bid Awarded: No

THREE RIVERS COLLEGE
 PROPOSED BUDGET AMENDMENTS
 AS OF 12/31/2024

OPERATING BUDGET			
	REVENUE	EXPENSE	NET
ADOPTED BY BOARD 06/19/2024	28,313,611	28,313,611	(0)
ARPA land purchase	2,500	2,500	-
TREAD grant adjustment to award	36,000	36,000	-
Enhancement Grant adjust to award	(406,891)	(431,409)	24,518
Project DRIVE adjust to award	381,893	381,893	-
Perkins indirect	11,193	11,193	-
AMENDMENTS approved 08/21/24	(2,260)	3,531	(5,791)
Gifts 08/19/24	1,000	1,000	-
ARPA land purchase to capital	(2,500)	(2,500)	-
MLT consortium adjustment	600	600	-
Sikeston gifts for tech lab	4,200	4,200	-
Sikeston gifts for nursing	6,077	6,077	-
DRA grant adjustments	17,800	17,800	-
ACHIEVE grant adjustments	129,201	129,201	-
AMENDMENTS approved 11/20/24	-	15,494	(15,494)
Subtotal agreed to Budget to Actual 12/31/24	28,492,424	28,489,192	3,233
Increases (Decreases) Proposed:			
Personnel changes	-	(5,962)	5,962
Property & liability insurance	-	35,037	(35,037)
RSV Academic software	-	129,047	(129,047)
Insurance proceeds (Fountain, Plaster, BAC contents)	213,337	-	213,337
Miscellaneous operating expenses	(45,334)	7,650	(52,984)
Subtotal	28,660,427	28,654,964	5,464

REVISED AS OF 12/31/2024	28,660,427	28,654,964	5,464
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CAPITAL BUDGET			
	SOURCES	EXPENSES	NET
ADOPTED BY BOARD 06/19/2024	13,025,369	13,025,369	-
AMENDMENTS approved 08/21/24	932,269	932,269	-
ARPA land purchase adjustment	13,141	13,141	-
Construction trailer purchase	6,997	6,997	-
AMENDMENTS approved 11/20/24	91,052	91,052	-
Subtotal agreed to Budget to Actual 12/31/24	14,068,828	14,068,828	-
Increases (Decreases) Proposed:			
			-
			-
Subtotal	14,068,828	14,068,828	-

REVISED AS OF 12/31/2024	14,068,828	14,068,828	-
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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

CONSIDERATION OF APPROVAL FOR ATHLETIC TEAMS INSURANCE

BACKGROUND INFORMATION

HISTORY

The College advertised for bids for both Basic Sports Accident and Catastrophic Sports Accident policies. Responses were received as follows:

Bidders Meeting Bid Specifications:

<u>Name of Broker</u>	<u>Company</u>	<u>Deductible</u>	<u>Basic Sports Accident Policy</u>	<u>Catastrophic Sports Accident Policy</u>
Gallagher Student Health & Special Risk				
	Zurich	\$0	\$124,900.00	\$5,433.00
	The Hartford	\$0	\$165,554.00	
	Wellfleet	\$0	\$132,500.00	
	Berkley Accident & Health	\$0	\$165,150.00	
	Philadelphia	\$0	\$125,000.00	
	AIG	\$0	\$155,346.00	
	Crum & Forster	\$0	\$162,200.00	
	Guaranteed Trust Life	\$0	\$134,879.00	
	Mutual of Omaha	\$0	\$160,150.00	

FINANCIAL IMPLICATIONS

Our current policy has a zero deductible and premiums for the 12-month period for 2024 were \$112,761.00 for the Basic Sports Accident Policy and \$5,433.00 for the Catastrophic Policy, totaling \$118,194.00. Gallagher Student Health & Special Risk's total submitted bid for 2025, with a zero deductible, would result in a \$12,139.00 annual increase. The increase on the basic layer is based on the claims experience.

ADMINISTRATIVE RECOMMENDATIONS

As Gallagher Student Health & Special Risk is the incumbent and they are offering the best, comparative pricing, based on a zero deductible, it is recommended that the College accept the Basic Sports Accident policy bid from Gallagher Student Health & Special Risk through Zurich American Insurance (\$124,900.00) as well as their proposed Catastrophic Sports Accident policy through Zurich American Insurance Company (\$5,433.00).

V1. Consideration and approval of the 2030 Strategic Plan

BACKGROUND INFORMATION--HISTORY

Three Rivers College operates under a five-year strategic plan. The current strategic plan, ASPIRE 2025, will close at the end of the current fiscal year.

During the fall semester, a steering committee of approximately 50 people came together to develop the next five-year strategic plan for the College. The committee consisted of members of the College team from across the College as well as adjunct faculty, community members, and students. The team worked nearly every Friday afternoon, reviewing institutional data, listening to presentations from functional departments of the College, and examining Strengths, Weaknesses, Opportunities and Threats. This work resulted in a draft of the next five-year strategic plan that was then edited based on committee discussion and feedback. Strategic planning steering committee members worked diligently to ensure that everyone in their departments and others at the College were informed and involved as the plan was developing and would bring back ideas and suggestions to each meeting.

The result of the work done is now presented to the Board of Trustees for consideration with a recommendation from the Strategic Planning Steering Committee that this plan be adopted for the coming fiscal year as the guided planning document.

POSSIBLE ALTERNATIVES

Return to the steering committee unapproved and request further development.

FINANCIAL IMPLICATIONS

The submitted strategic plan will serve as the primary planning document for the College for the next five years and will be the basis on which the annual planning priorities and continuous improvement plans for each College unit will be developed. As such, this document will guide the allocation of funds each year as the budget is developed through the planning process.

ADMINISTRATIVE RECOMMENDATIONS

Approve the strategic plan as submitted.



THREE RIVERS COLLEGE

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

Consideration of Personnel Action
Employment of Personnel
Executive Assistant/Chief Institutional Effectiveness Officer/Accreditation Coordinator

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

_____ Faculty

X Support Staff – Replacement for Ashley Vernon; resignation approved 10.16.24

_____ Federal Program: _____

_____ Special Program _____

NAME: Catherine Walters

POSITION TITLE: Executive Assistant/Chief Institutional Effectiveness Officer/Accreditation Coordinator

SALARY: \$22.00 per hour

FULL-TIME X PART-TIME: _____

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

Other: _____

STARTING DATE: January 6, 2025

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
Certificate	Three Rivers College Poplar Bluff, MO	Computer Information System

EXPERIENCE

<u>10/2011 – present</u>	<u>Doniphan R-1 School District</u>	<u>District Registrar/</u>
	<u>Doniphan, MO</u>	<u>Administrative Assistant</u>
<u>01/2007 – 10/2011</u>	<u>Beth Mourtrie, Attorney at Law</u>	<u>Secretary PRN Basis</u>
	<u>Doniphan, MO</u>	

01.22.25

CONSIDERATION OF PERSONNEL ACTION

Transfer of Position

Part-time Hourly Clinical Nursing to Instructor, Nursing (Clinical)

BACKGROUND INFORMATION

HISTORY

Rachael Morrison has been employed in a part-time hourly clinical nursing position since November 2024. The full-time position was posted, and Ms. Morrison applied for and was interviewed. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Rachael Morrison to the full-time faculty position of Instructor, Nursing (Clinical). Ms. Morrison assumed the duties, effective January 6, 2025.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

Approve the internal transfer of Rachael Morrison.

01.22.25

CONSIDERATION OF PERSONNEL ACTION

Transfer of Position

Adjunct Faculty to Instructor, Communication and Language

BACKGROUND INFORMATION

HISTORY

Emily Thurman has been employed as an adjunct faculty member since August 2018. The full-time position was posted internally, and Ms. Thurman applied and was interviewed for the position. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Emily Thurman to the full-time faculty position of Instructor, Communication and Language. Ms. Thurman assumed the duties, effective January 6, 2025.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

Approve the internal transfer of Emily Thurman.

01.22.25

CONSIDERATION OF PERSONNEL ACTION

Additional Appointment
Department Chair

BACKGROUND INFORMATION **HISTORY**

Due to the resignation of the Division Chair for General Education, there became an immediate need to fill this role to maintain daily operations. The additional appointment of Department Chair for the discipline areas of Math, Science, and Social Sciences will be assumed by Mr. Michael DeAngelo, effective December 1, 2024. He will continue in the role of full-time Associate Professor, Physical Science.

FINANCIAL IMPLICATIONS

This is an additional appointment, institutionally funded.

ADMINISTRATIVE RECOMMENDATION

Approve the additional appointment of Michael DeAngelo.

01.22.25

CONSIDERATION OF PERSONNEL ACTION

Additional Appointment
Department Chair

BACKGROUND INFORMATION **HISTORY**

Due to the resignation of the Division Chair for General Education, there became an immediate need to fill this role to maintain daily operations. The additional appointment of Department Chair for the discipline areas of Humanities, Fine Arts, and Physical Education will be assumed by Mr. Mark Sanders, effective December 1, 2024. He will continue in the role of full-time Professor, Communication and Language.

FINANCIAL IMPLICATIONS

This is an additional appointment, institutionally funded.

ADMINISTRATIVE RECOMMENDATION

Approve the additional appointment of Mark Sanders.

01.22.25

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation

Instructor, Construction/Director, Construction and Welding

BACKGROUND INFORMATION

HISTORY

Gus Winkler has been employed full-time as an Instructor, Construction as well as the Director, Construction and Welding since May 2022. He has submitted his request for resignation, effective December 31, 2024. Mr. Winkler has requested the opportunity to retain a position as an adjunct faculty.

FINANCIAL IMPLICATIONS

This is a full-time, 12-month, faculty position and is institutionally funded.

ADMINISTRATIVE RECOMMENDATION

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

01.22.25

Dr. Payne,

I would like to start by saying thank you for the opportunity to work here at Three Rivers. It has been a truly amazing experience. I have been afforded an amazing opportunity in the Construction Industry that is proving too hard to pass up. I have been praying and thinking over this for the past several months and have decided to take the position. I will be starting the first of January, but I will continue to adjunct the second-year classes and design classes for as long as you will have me. I have plans to get my students through the rest of the year. I will continue to work on getting the trophy cases completed even if it runs past my start date for the new company.

I love it here at Three Rivers and would like to stay connected in any capacity I can. Again, thank you for the pleasure of working in such a great position.

Best,

Gus H. Winkler

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Division Chair, General Education

BACKGROUND INFORMATION

HISTORY

Dr. Melissa Davis has been employed full-time with the College since August of 2018. She held the Department Chair role until the position was transitioned to Division Chair in July 2023. Dr. Davis has submitted her request for resignation, effective November 22, 2024.

FINANCIAL IMPLICATIONS

This is a full-time, exempt staff position.

ADMINISTRATIVE RECOMMENDATION

Accept Dr. Davis's resignation and proceed with review of the position and the appropriate replacement process.

01.22.25



THREE RIVERS COLLEGE

November 22, 2024

Please accept this letter as notice of my resignation from Three Rivers College. I am asking this be effective immediately.

I am grateful for the opportunity and experiences I have had at TRC; however, I have decided it is time for me to move on to new challenges and prospects.

Sincerely,

A handwritten signature in cursive script, appearing to read "Melissa Davis".

Melissa K. Davis, Ph.D.
Division Chair, General Education

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Director, Educational Talent Search

BACKGROUND INFORMATION

HISTORY

Mr. Zach McNulty has been employed full-time with the College since January 2014. He most recently has held the position of Director, Educational Talent Search since August 2022. Mr. McNulty has submitted his request for resignation, effective December 31, 2024.

FINANCIAL IMPLICATIONS

This is a full-time, exempt staff position. Grant funded by the US Department of Education.

ADMINISTRATIVE RECOMMENDATION

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

01.22.25



THREE RIVERS COLLEGE

Zach McAnulty
Director, Educational Talent Search
Three Rivers College
zmcanulty@trcc.edu
12/02/2024

To Whom it may concern,

It is with a mix of gratitude and sadness that I write to formally submit my resignation as Director of Educational Talent Search at Three Rivers College, effective December 31, 2024.

Serving at Three Rivers College has been a great privilege. Beginning as a Student Ambassador, I connected with the institution and got to know faculty and staff members at a greater level and was provided with opportunities to advance and increase in my career. Three Rivers College offered me my first full-time job and I learned many valuable lessons about the professional environment, received two more degrees, and was encouraged to grow professionally.

Stepping into the role of ETS Director was an exciting adventure, one that allowed me to grow as a supervisor. Leading this program has been a blessing as we have seen many students experience life outside of their immediate context for the first time, graduate high school, get accepted to their dream schools, and pursue a better life than what their environment offered.

I want to express my heartfelt appreciation for the leadership and support I have received from this incredible team. Your dedication to the mission of Three Rivers College has been a constant inspiration, and I leave here with a wealth of knowledge, cherished memories, and a deep respect for the work being done every day to impact students' lives.

While I am excited for what lies ahead, Three Rivers College will always hold a special place in my heart. I am committed to ensuring a smooth transition in the coming weeks and will do all I can to support the program's continued success.

Thank you once again for the privilege of serving alongside such dedicated individuals. I am forever grateful for this chapter of my life.

Blessings,

Zach McAnulty

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Part-time Secretary for Nursing in Sikeston

BACKGROUND INFORMATION

HISTORY

Ms. Zoreonta Moore has been employed as a Part-time Secretary for Nursing in Sikeston since September 2024. Ms. Moore has submitted her request for resignation, effective December 30, 2024.

FINANCIAL IMPLICATIONS

This is a part-time, institutionally funded position.

ADMINISTRATIVE RECOMMENDATION

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

01.22.25

From: [Missy Marshall](#)
To: [Zoreonta Moore](#)
Cc: [Teri Crutsinger](#); [Kristina McDaniel](#)
Subject: Re: Resigned as of Dec 30.
Date: Monday, December 30, 2024 6:05:26 PM

Sent from my iPhone

On Dec 30, 2024, at 5:43 PM, Zoreonta Moore <zmoore@trcc.edu> wrote:

Happy New Year,

I am reaching out to inform you that I have been offered a new position while on break. I am thankful for the opportunity, & the experience that have come with this job.

Thank you much!

Get [Outlook for iOS](#)

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Admissions Recruiter

BACKGROUND INFORMATION

HISTORY

Ms. Hannah Dugas has been employed as an Admissions Recruiter since September 2023. Ms. Dugas has submitted her request for resignation, effective January 24, 2025.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

01.22.25

01/09/2025

Dear Three Rivers College,

Please accept this letter as my formal resignation from my position as Admissions Recruiter, at Three Rivers College. My last day of work will be Friday, January 24, 2025. I have recently been offered a new job, as a sixth-grade math and science teacher. I have been grateful for the opportunity to work with this institution. I have learned so much and developed valuable skills that I will carry with me throughout my career.

I have thoroughly considered my personal and professional goals. And have decided that it is time for me to explore new opportunities that align more closely with my long-term aspirations. Although I have enjoyed my time at Three Rivers College and appreciate the valuable experiences gained during my tenure, I believe that it is in my best interest to seek new challenges and experiences that will help me grow and develop in my career.

Thank you again for the support and guidance you have provided me during my time at Three Rivers College. I wish the institution, and my colleagues continued success and growth.

Sincerely,

Hannah Dugas

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Request for Retirement
Technology & Computer Services External Locations Specialist

BACKGROUND INFORMATION

HISTORY

Ms. Dawn Tutor has been employed full-time with the College since September 2015 with Technology & Computer Services. Her most recent position has been as the Technology and Computer Services External Locations Specialist. Ms. Tutor has submitted her request for retirement, effective November 30, 2024.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

01.22.25

From: [Steve L. Atwood](#)
To: [Wesley Payne](#)
Cc: [Kristina McDaniel](#)
Subject: FW: Resignation
Date: Tuesday, November 12, 2024 7:34:52 PM

Sent via the Samsung Galaxy S22 Ultra 5G, an AT&T 5G smartphone

----- Original message -----

From: Dawn Tutor <dtutor@trcc.edu>
Date: 11/12/24 19:32 (GMT-06:00)
To: "Steve L. Atwood" <satwood@trcc.edu>
Cc: Kevin Crafford <kcrafford@trcc.edu>
Subject: Resignation

Dear Steve,

I am writing to formally request retirement from my position, Three Rivers College External Location Technician, effective November 30, 2024, due to family matters that require my full attention. Please know, this has been a difficult decision to make.

I apologize for any inconvenience caused by my departure and am willing to assist with any transition efforts to the best of my abilities.

Thank you for the opportunities and support I've received during my time at the college. I will miss everyone greatly. I hope to stay in touch and wish Three Rivers and the Technology Team continued success in the future.

Sincerely,

Dawn Tutor

Sent via the Samsung Galaxy Z Fold4, an AT&T 5G smartphone
Get [Outlook for Android](#)



THREE RIVERS COLLEGE

APPENDIX

UPCOMING EVENTS

Sikeston Music Bingo: 5 p.m. January 17, Sikeston Jaycee Sponsors Building. Brush up on your country music knowledge and join the Three Rivers Endowment Trust for Music Bingo. \$25 per person, or \$30 at the door. Ages 21 and up.

Alumni Author: Will Dougherty: 10 a.m. January 30. Academic Resource Commons. As part of Alumni Reunion week, TRC alumnus and TRC staff member, Will Dougherty III, will discuss his book “The Long-Forgotten Story of Dorothy Pond in Millbury, Massachusetts.”

The Piano Men: 7 p.m. January 30, Tinnin Theater. Tickets \$15. Take a trip down memory lane with [The Piano Men!](#) Jim Witter and his band perform a musical celebration of the 1970s—year by year and hit by hit—featuring the timeless music of Billy Joel and Elton John. Sponsored by First Midwest Bank.

Athletic Hall of Fame Banquet: 6:00 p.m. January 31. Westwood Center. Tickets \$60. Celebrate our 2025 Three Rivers Hall of Fame inductees Sunday Adebayo, Dave Jarvis, Moon McCrary, Wilbur Thornton, and Laverne Turner.

Alumni Reunion: February 1. We hope you’ll join us for the annual Three Rivers College Alumni Reunion. View a schedule of events or buy your Alumni Reunion T-shirt at trcc.edu/events/2025-alumni-reunion.

Annual Jazz Festival: February 6-8. Join us for three nights of jazz featuring area junior high school, high school, and College jazz groups, as well as a performance by Bach to the Future!

Salute to Ag Dinner: 5:30-8:30 p.m. February 7, Westwood Center. Celebrate farmers, ranchers, families, and industry leaders at the third annual Salute to Ag Dinner.

Bach to the Future: 7 p.m. February 7, Tinnin Theater. Tickets \$15. Experience beloved classics from Bach, Beethoven, and Mozart infused with modern jazz, and African and Latin rhythms. Sponsored by Dental Arts Group.

Skywarn Spotter Training: 6-8 p.m. February 11. Robert W. Plaster Free Enterprise Center. Free. Become an official National Weather Service Skywarn Spotter brought to you by the National Weather Service.

Valentine’s Dinner & Show: 6 p.m. February 14. Westwood Center. Tickets \$60. Join us for an evening of dinner, music, and dancing featuring a special meal catered by Tasteful Creations, piano music by Michael Michelson, and after-dinner dancing with Murphy Music and Media. The evening meal is sponsored by Daily American Republic.

RAIDERS basketball				LADY RAIDERS basketball			
DATE	VS	TIME	H/A	DATE	VS	TIME	H/A
1/18	State Fair	7:00 p.m.	H	1/17	Moberly	5:00 pm	H
2/1	Moberly Area	7:00 p.m.	H	1/31	Crowder	5:00 pm	H
2/8	Mineral Area	7:00 p.m.	H	2/5	Williams Baptist JV	6:00 pm	H
2/15	Jefferson	3:00 p.m.	H	2/10	State Fair	5:00 pm	H
				2/14	Mineral Area	5:00 pm	H
raidersathletics.com				raidersathletics.com			

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



DAR Articles

November 9—January 9

- November 12 - lowans score at buzzer to hand Raiders first loss
- November 12 - Lady Raiders pick up pair of wins at own tournament
- November 14 - SPLIT DECISION TRC women win, Raiders fall in OT in Illinois
- November 19 - RAIDER DOMINATION TRC men pick up two wins at Sechrest Classic
- **November 20 - WEAR 'EM DOWN Depth fuels another big win for Lady Raiders
- November 21 - Lady Raiders wear down Rangers
- **November 22 - SO FAR, SO GOOD TRC basketball teams both off to strong starts
- November 23 - TRC basketball teams both off to strong starts
- November 26 - Lady Raiders pull away for win over No. 6 Shelton State
- November 26 - DUNGEON MASTERS Second-half run lifts Raiders at Olney Central
- November 30 - TRC packs job fairs with students
- November 30 - RAIDER-RIFIC NIGHT Three Rivers pulls away to defeat SAU Tech
- December 3 - NEO hands Raiders first home loss
- December 3 - Trinity Valley ends Lady Raiders' win streak
- **December 4 - (photo only) TRC Raiders basketball team celebrates Thanksgiving
- **December 6 - Raiders get past Shawnee to earn 10th win of season
- **December 6 - Lady Raiders shake off slow start to earn victory at Vincennes
- December 7 - Free choir concert at FUMC
- December 7 - Raiders get past Shawnee to earn 10th win of season
- December 7 - Lady Raiders shake off slow start to earn victory at Vincennes
- December 10 - TRC Music Bingo Night is Jan. 17
- December 10 - Slow starts sink Raiders; TRC women win 10th
- **December 13 - TRC gaining ag classroom
- December 14 - Three Rivers gains ag classrooms
- December 17 - CHRISTMAS SPOILERS Jones pounds Raiders in pre-holiday finale
- December 17 - Lady Raiders earn pair of marquee wins
- **December 18 - Altrusa supports TRC endowments
- December 26 - Harris, Winters picked for All-Collegiate Band
- January 7 - Lady Raiders take down third ranked foe in a row
- January 9 - TRC announces 2025 Athletic Hall of Fame class
- ** - online only e-edition



THREE RIVERS COLLEGE

ADJOURNMENT

CHAIRMAN AND SECRETARY

PLEASE SEE RECORDING SECRETARY FOR PAPERWORK