



# THREE RIVERS COLLEGE

**Invocation**

**Approval  
of the  
January Agenda**

**Approval of the  
November Minutes**

**A G E N D A**  
**REGULAR SESSION**  
**Wednesday January 28, 2026**  
**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 Approval for Change of the Board of Trustees Meeting Calendar FY26

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

1. Acceptance of Employment
  1. Bonnie Lynette Goins, Welcome Center Facilitator
  2. James Vaughan, Part-time Assistant Athletic Director
  3. Roseanna Barton, Tutoring Specialist, ACHIEVE
2. Transfer of Position
  1. Freddie Cecil, Technology & Computer Services External Locations Specialist to Project Technician
  2. Kevin Crafford, Project Technician to Network Administrator
  3. Francis Ludwig, Director, Academic Assessment to Chief Institutional Effectiveness Officer
  4. Joseph McCallister, Part-time Lead Instructional Assistant/Workforce/Adjunct Instructor to Lab Assistant/Manufacturing Technology
  5. Dustin Midyett, Network Administrator to Director of Computer Services
  6. Barbara Rogers, Executive Assistant, Chief Technology Officer to Executive Assistant, Chief Institutional Effectiveness Officer
  7. Catherine Walters, Executive Assistant, Chief Institutional Effectiveness Officer/Accreditation Coordinator, to Institutional Effectiveness/Accreditation Coordinator
  8. Charles Stratton, Director, Special Projects/Public Safety to Chief of Staff
3. Additional Appointment
  1. Melissa Knapp, Practical Nursing Coordinator
4. Request for Resignation
  1. Jamie Hanner, Outreach Specialist, Educational Talent Search
  2. Jessica Mays, Admissions Recruiter

**VIII. Appendix**

**1. Upcoming Events**

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

- February 25, 2026
- March 18, 2026
- April 15, 2026
- May 20, 2026
- June 17, 2026

**X. Adjournment**

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
November 19, 2025**

The regular meeting of the Board of Trustees began at 12:00 p.m. on Wednesday, November 19, 2025.

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

Trustee Hager delivered the invocation.

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

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

Trustee Garrison made a motion to accept the minutes from the November Special Meeting, as presented. On a second by Trustee Richardson, the motion passed unanimously.

Charlotte Eubank, Chief Financial Officer for the college, reviewed the college financial report as of the end of September 2025. Currently, we have obligated 36% of the budgeted expenses at 50% into the fiscal year.

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

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

The College Transfer Fair was held on October 22<sup>nd</sup>. According to Gail Tinsley, Director of the Three Rivers College Career and Transfer Center, 11 Universities, including Central Methodist University, Arkansas State University, Missouri State University, Southeast

**CALL TO ORDER**

**ATTENDANCE**

**INVOCATION**

**APPROVAL OF THE  
MEETING AGENDA**

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

**APPROVAL OF SPECIAL  
BOARD MEETING MINUTES  
FROM NOVEMBER**

**PRESENTATION OF THE  
FINANCIAL REPORT**

**APPROVAL OF  
FINANCIAL REPORT**

**PRESIDENT'S REPORT**

**CAREER AND TRANSFER  
CENTER COLLEGE  
TRANSFER FAIR**

Missouri State, and Arkansas Technical College, were represented and over seventy students visited.

Ms. Tara Leir presented on the Nursing Job Fairs held in Poplar Bluff and Sikeston, Missouri. A total of twenty-four students attended the Poplar Bluff event, while seventeen students participated in Sikeston. During the job fairs, participants had the opportunity to meet with representatives from medical entities both within and outside the region. These interactions allowed students to learn about current job openings as well as common employment opportunities available to graduates' following completion of their nursing programs.

On November 1<sup>st</sup> and second, the Endowment Trust hosted its annual murder mystery dinner at the Holiday Inn in Poplar Bluff, Missouri. Both events were sold out and raised over \$13,000 for scholarships for Three Rivers Students.

The Three Rivers College Music Department hosted its Fall Showcase on October 28 and Fall Concerts on November 18. Professors Buddy and Cindy White reported strong community involvement, with high school students from Doniphan, Poplar Bluff and surrounding communities, participating alongside college band members. The ensemble reflected a wide range of experience, with participants ranging in age from 14 to 80.

Kayla Salazar, Financial Aid Advisor and Gail Tinsley, Director of Career and Transfer Center, presented on Rocky's Angels Initiative and Food Drive. This year we have fourteen families and 54 Angels to adopt for the holidays. We also provide Christmas meals for the families that have requested them. We have several community partners that are assisting with this goal. Ms. Salazar thanked the following organizations and businesses for assisting with the program: Flooring Direct, First Christian Church, Fellowship Church Sunday School Class and Three Rivers College Faculty and Staff.

The Great American Smokeout will be held November 20<sup>th</sup>. Resources and "giveaways" as well as information to assist with eliminating tobacco products will be available at the Welcome Center and Plaster Lobby. 8:00am to 5:00pm.

### **NURSING JOB FAIRS**

### **THREE RIVERS ENDOWMENT TRUST MURDER MYSTERY DINNER**

### **THREE RIVERS MUSIC DEPARTMENT FALL SHOWCASE AND CONCERT**

### **ROCKY'S ANGELS INITIATIVE AND FOOD DRIVE**

### **UPCOMING EVENTS**

### **GREAT AMERICAN SMOKE OUT**

The College will be closed from November 24<sup>th</sup>-28<sup>th</sup> for the Thanksgiving holiday.

## **THANKSGIVING BREAK**

Three Rivers is hosting a Turkey Trot on November 29<sup>th</sup>, to help our Food Pantry. With a donation to the food pantry, you can “Run 3K to Feed 3R!”

## **TURKEY TROT**

The Tinnin Art Gallery will feature a collection of art works from our Students December 1<sup>st</sup> through the 12<sup>th</sup>.

## **STUDENT ART EXHIBIT**

Patrons of the Arts will host, “Who Brought the Humbug” on December 5<sup>th</sup>, at the Tinnin Fine Arts Center. Sponsored by Kissinger and Kirkman, Investment Centre, the show boasts of Broadway Magic and audience fun.

## **WHO BROUGHT THE HUMBUG**

Three Rivers Nursing Department will host their December pinning ceremonies on December 11<sup>th</sup> at the Tinnin Fine Arts Center. The ceremony will start at 2:00pm.

## **NURSING PINNING CEREMONY**

Patrons of the Arts will host “Christmas at the Tinnin” on December 13<sup>th</sup> and 14<sup>th</sup>. The show is sponsored by Boyt Engineering and will feature the Three Rivers College Community Choir, under the direction of Pam Howard-Becker, with assistance and accompaniment by Kirk Mondy.

## **CHRISTMAS AT THE TINNIN**

Christmas Break for Three Rivers College will be December 22<sup>nd</sup> through January 2, 2026.

## **CHRISTMAS BREAK**

The Dave Carter Art Exhibit will begin January 12 through February 13, 2026, at the Tinnin Art Gallery.

## **DAVE CARTER ART EXHIBIT**

Patrons of the Arts will host Feelin’ Groovy by Jim Witter, and will be on January 20, 2026, at the Tinnin Fine Arts Center. This show will feature the timeless music of Simon and Garfunkel. This show is sponsored by Dental Arts Group, of Poplar Bluff, Missouri.

## **FEELIN’ GROOVY**

At 12:25p.m. after the conclusion of the President’s Report, Trustee Richardson made a motion to go into Executive Session. Trustee Garrison seconded the motion. The board was polled as follows: Trustee Featherston, (yes); Trustee Richardson, (yes); Trustee Hager, (yes); Trustee Garrison, (yes); Trustee Schalk, (yes); and Trustee Williams, (yes).

## **MOVE INTO EXECUTIVE SESSION**

**ITEMS FOR DISCUSSION,  
CONSIDERATION AND  
VOTE**

Following Executive Session, Dr. Payne asked the board to consider changes in SP 2180 Military Service. On a motion from Trustee Garrison and a second from 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).

**SP-2180 MILITARY  
SERVICE**

The board was asked to approve a revision in GAP 1200 Equal Opportunity. On a motion from Trustee Garrison and a second from 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).

**GAP-1200 EQUAL  
OPPORTUNITY**

The board approved the FY25 Audit as presented. 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, (yes).

**AUDIT RESOLUTION FY25**

The board approved a resolution calling for a Trustee Election, for Sub-District 1 and naming Melody Dolle-Ducote as the election authority for Three Rivers College District. On a motion from Trustee Schalk and a second from 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).

**RESOLUTION FOR  
ELECTION AND NAMING OF  
THE ELECTION AUTHORITY**

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

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

With there being no further business, Trustee Richardson made the motion to adjourn at 1:32 p.m. With a second by Trustee Featherston, the motion passed unanimously.

**ADJOURNMENT**

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**CHAIRMAN**

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**APPROVAL DATE**

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**SECRETARY**

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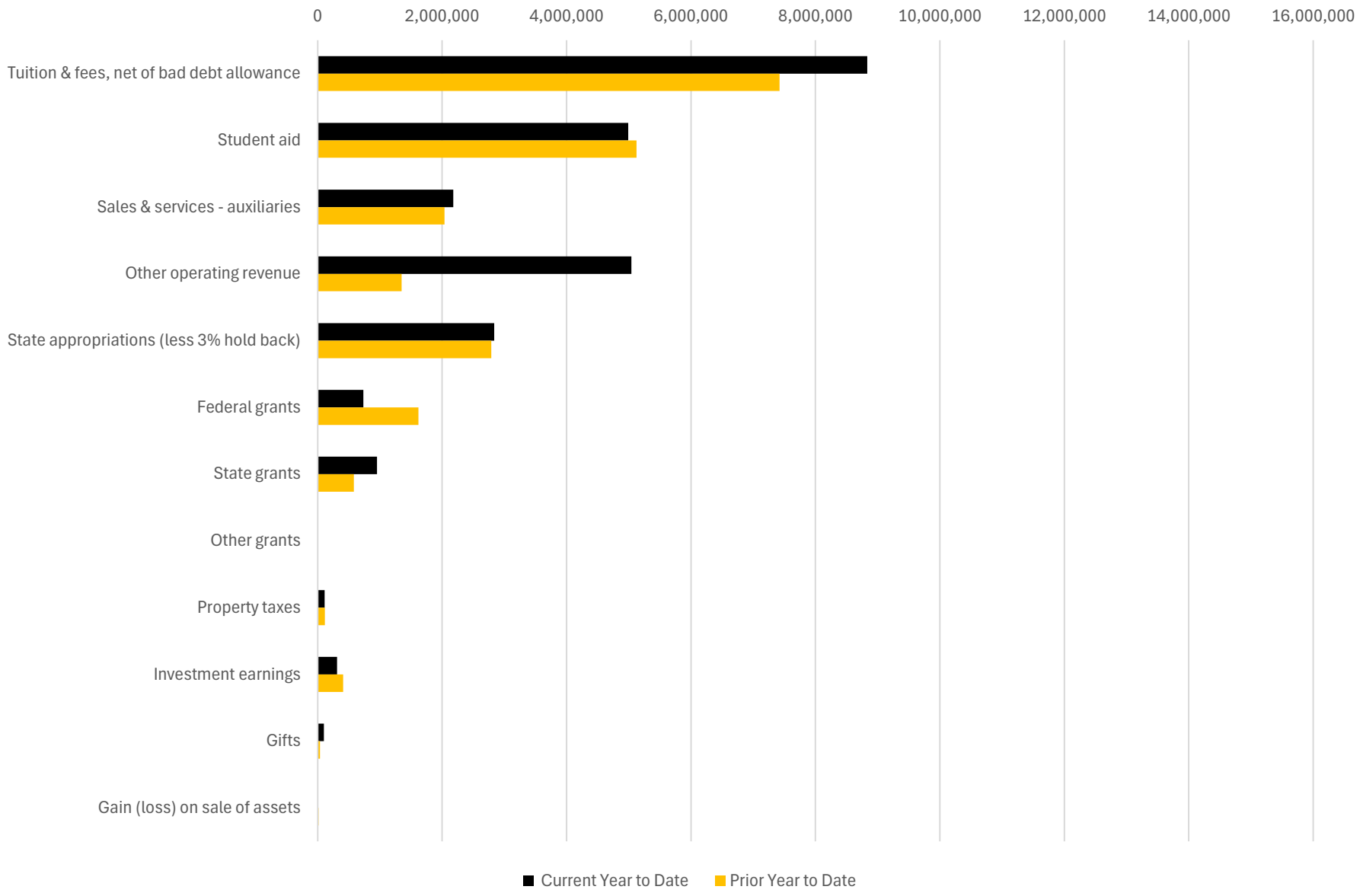
**APPROVAL DATE**



# THREE RIVERS COLLEGE

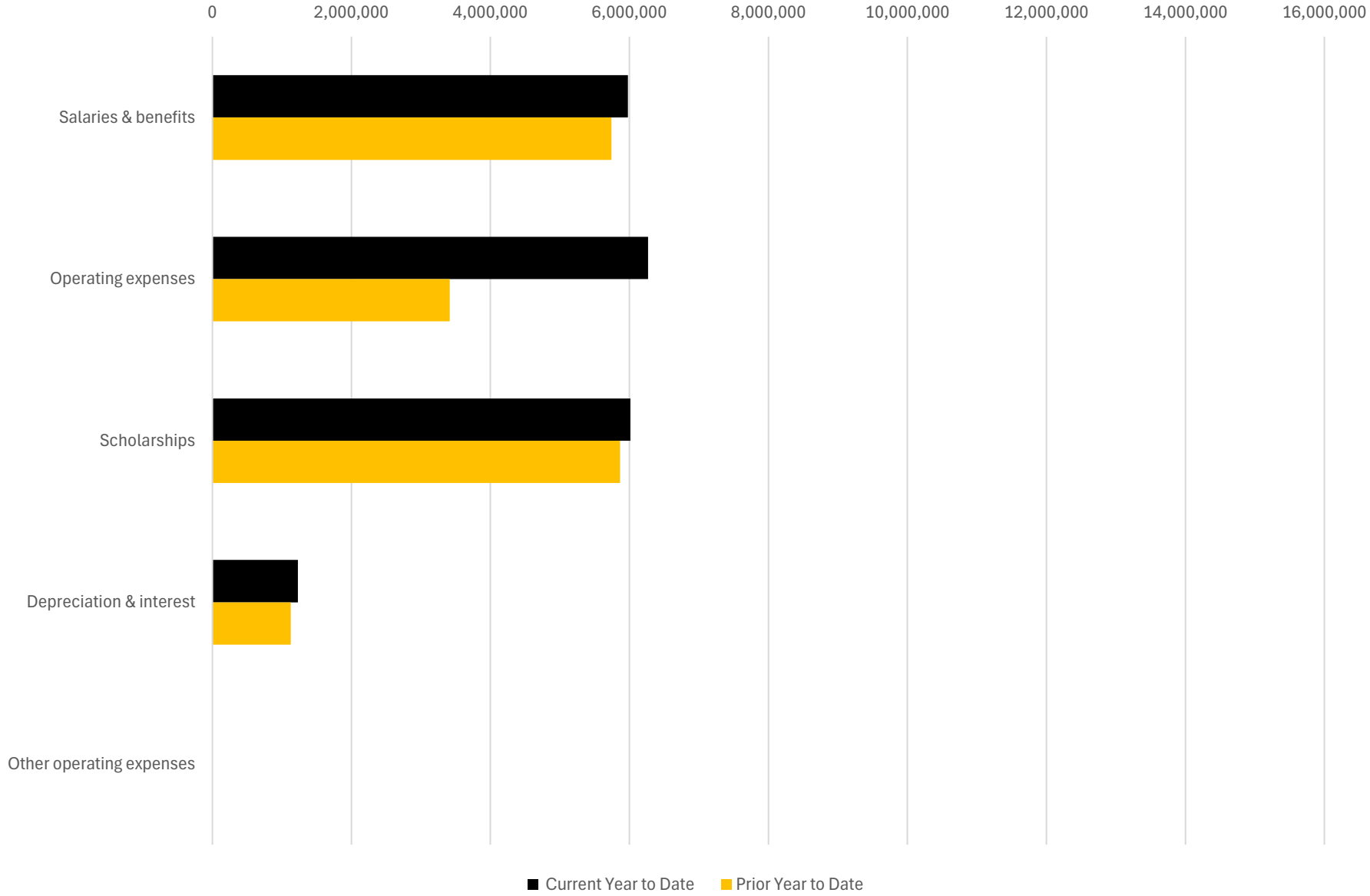
## PRESENTATION OF THE COLLEGE FINANCIAL REPORT

### YTD Comparison to Previous Year 11/30/2025

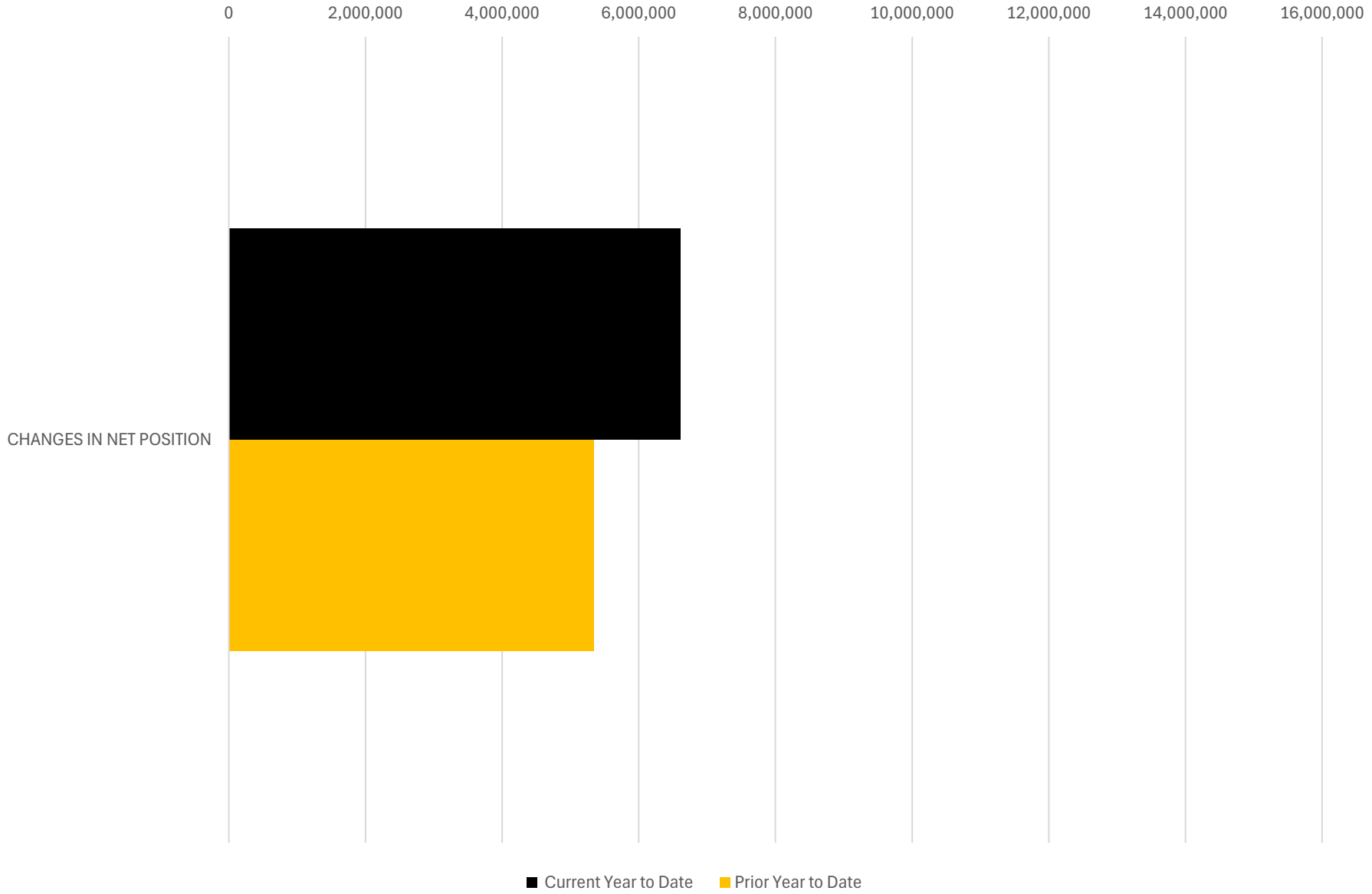


### YTD Comparison to Previous Year

11/30/2025



YTD Comparison to Previous Year  
11/30/2025



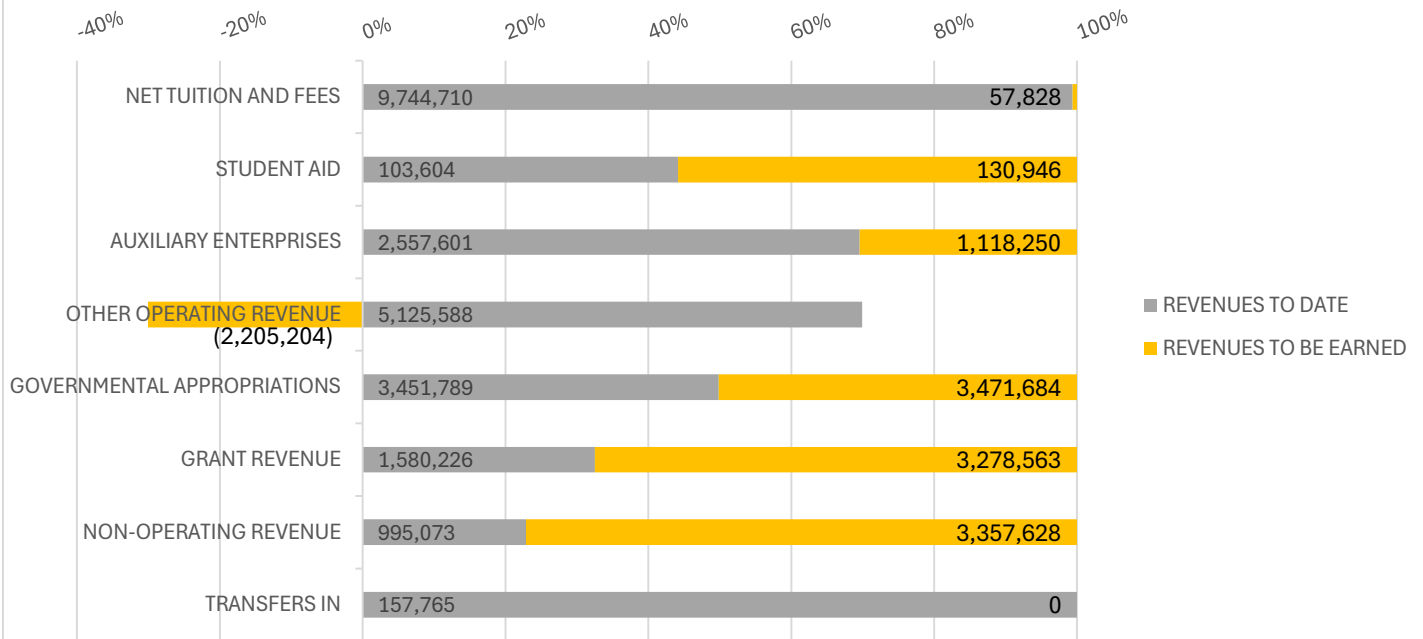
Three Rivers College  
Statement of Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
November 30, 2025

<b>ASSETS AND DEFERRED OUTFLOWS</b>		<b>LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	
<b>CURRENT ASSETS</b>		<b>CURRENT LIABILITIES</b>	
Cash & Cash Equivalents	19,594,641	Accounts Payable	633,795
Student Account Receivables, net	6,341,613	Accrued Vacation	872,441
Property Tax Receivable	129,743	Student Deposits	34,993
Other Receivables	11,853,087	Deferred Tuition & Fees	10,810
Investments	553,196	Scholarships	103,212
Inventory	57,514	<b>Total Current Liabilities</b>	<b>1,655,250</b>
Prepaid Expenses	314,972		
<b>Total Current Assets</b>	<b>38,844,766</b>	<b>NON-CURRENT LIABILITIES</b>	
<b>NON-CURRENT ASSETS</b>		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	12,136,026
Capital assets	84,604,997	Bonds, Notes and Leases Payable	5,722,250
Plus: Current year additions to capital assets	1,747,983	Accrued Interest	0
Accumulated Depreciation	(40,814,218)	Agency	571,024
Unamortized Bond Issue Costs	0	<b>Total Non-Current Liabilities</b>	<b>18,429,301</b>
<b>Total Non-Current Assets</b>	<b>51,029,549</b>	<b>Total Liabilities</b>	<b>20,084,551</b>
<b>DEFERRED OUTFLOWS (Pensions, OPEB, Trusts, Leases)</b>	<b>7,373,902</b>	<b>DEFERRED INFLOWS (Pensions, OPEB, Trusts, Leases)</b>	<b>14,480,503</b>
		<b>NET POSITION</b>	
		Beginning Balance	56,073,752
		Changes in Net Position	6,609,411
		<b>Total Net Position</b>	<b>62,683,163</b>
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS</b>	<b>97,248,217</b>	<b>TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	<b>97,248,217</b>

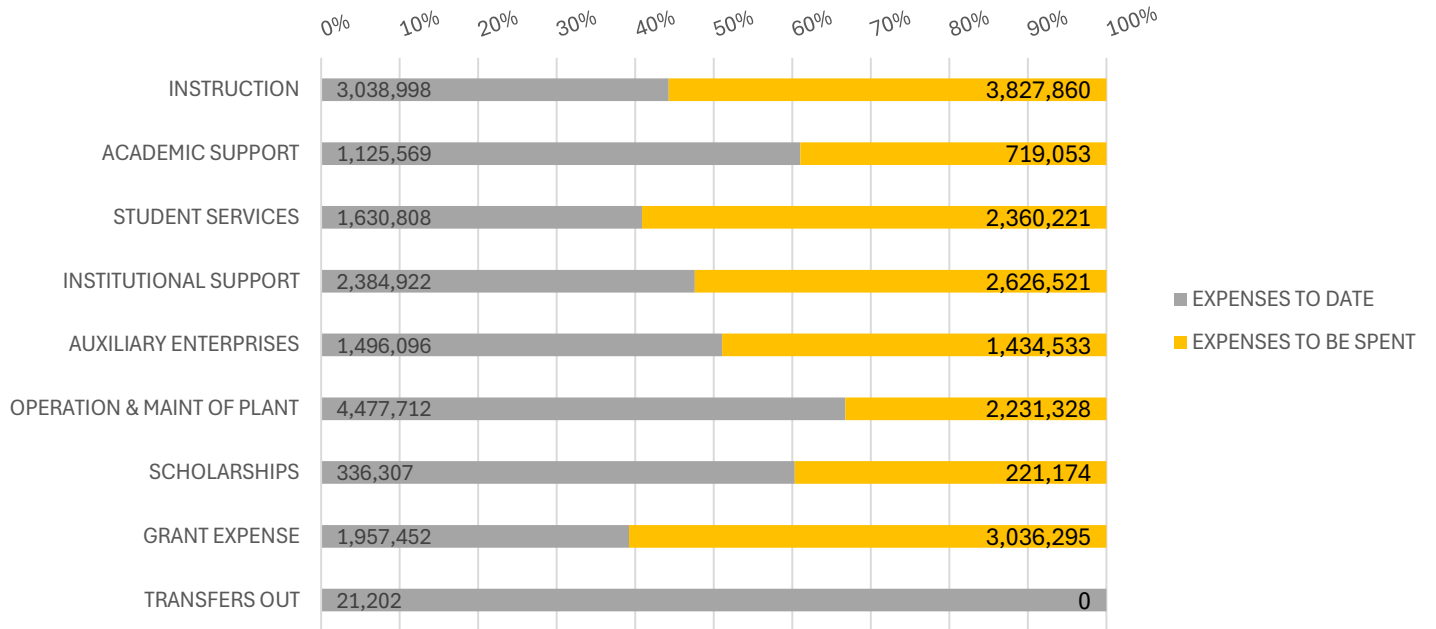
Three Rivers College  
Statement of Revenues, Expenses and Changes in Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
November 30, 2025

	July	August	September	October	November	Current Year to Date	Prior Year to Date	\$ Change	% Change
<b>OPERATING REVENUE</b>									
Tuition & fees, net of bad debt allowance	5,210,902	447,941	(156,665)	2,401,096	929,758	8,833,032	7,422,094	1,410,939	19.01%
Student aid	192,277	10,044	4,219,646	401,684	168,760	4,992,411	5,124,178	(131,768)	(2.57)%
Sales & services - auxiliaries	980,834	170,665	181,490	425,624	420,172	2,178,785	2,036,133	142,651	7.01%
Other operating revenue	2,671	3,384	2,011,956	8,923	3,015,232	5,042,166	1,348,317	3,693,849	273.96%
<b>Total Operating Revenue</b>	<b>6,386,684</b>	<b>632,034</b>	<b>6,256,426</b>	<b>3,237,327</b>	<b>4,533,922</b>	<b>21,046,394</b>	<b>15,930,723</b>	<b>5,115,671</b>	<b>32.11%</b>
<b>OPERATING EXPENSES</b>									
Salaries & benefits	1,044,555	1,167,766	1,203,621	1,196,128	1,365,638	5,977,708	5,741,030	236,677	4.12%
Operating expenses	659,393	644,813	616,345	3,928,365	418,592	6,267,508	3,414,408	2,853,100	83.56%
Capital equipment	606,185	124,809	347,705	569,947	99,337	1,747,983	1,292,797	455,186	35.21%
Less: Transfer to capital assets	(606,185)	(124,809)	(347,705)	(569,947)	(99,337)	(1,747,983)	(1,292,797)	(455,186)	35.21%
Scholarships	324,629	108,913	4,706,878	664,205	207,618	6,012,242	5,864,283	147,959	2.52%
Depreciation & interest	198,840	316,535	236,163	238,550	240,880	1,230,967	1,127,869	103,098	9.14%
Other operating expenses	0	0	0	0	364	364	46	318	698.77%
<b>Total Operating Expenses</b>	<b>2,227,418</b>	<b>2,238,026</b>	<b>6,763,006</b>	<b>6,027,247</b>	<b>2,233,091</b>	<b>19,488,788</b>	<b>16,147,636</b>	<b>3,341,152</b>	<b>20.69%</b>
<b>NON-OPERATING REVENUE (EXPENSES)</b>									
State appropriations (less 3% hold back)	566,110	567,910	567,010	567,010	567,010	2,835,050	2,790,743	44,307	1.59%
Federal grants	25,370	275,124	161,643	154,938	117,666	734,740	1,616,661	(881,920)	(54.55)%
State grants	159,667	42,786	104,394	334,176	310,005	951,027	581,386	369,641	63.58%
Other grants	0	0	0	0	0	0	0	0	0.00%
Property taxes	19,082	24,692	26,412	12,873	27,935	110,994	116,077	(5,082)	(4.38)%
Investment earnings	64,751	41,759	121,345	46,625	37,019	311,499	407,197	(95,698)	(23.50)%
Gifts	1,892	25,100	21,202	52,500	0	100,694	35,677	65,017	182.24%
Gain (loss) on sale of assets	0	0	0	5,375	2,425	7,800	11,335	(3,535)	(31.19)%
<b>Total Non-Operating Revenues (Expenses)</b>	<b>836,872</b>	<b>977,371</b>	<b>1,002,006</b>	<b>1,173,497</b>	<b>1,062,059</b>	<b>5,051,805</b>	<b>5,559,076</b>	<b>(507,271)</b>	<b>(9.13)%</b>
<b>CHANGES IN NET POSITION</b>	<b>4,996,138</b>	<b>(628,620)</b>	<b>495,426</b>	<b>(1,616,423)</b>	<b>3,362,891</b>	<b>6,609,411</b>	<b>5,342,163</b>	<b>1,267,248</b>	<b>23.72%</b>

### Budget to Actual Revenues 12/31/2025 (50%)



### Budget to Actual Expenses 12/31/2025 (50%)



Three Rivers College  
Statement of Revenues, Expenses and Changes In Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
December 31, 2025  
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 &amp; Scholarship Allowances</i>	9,802,538	9,744,710	99%	57,828
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	234,550	103,604	44%	130,946
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing &amp; Assessment, Tinnin Center Operations, License Bureau Rental</i>	3,675,851	2,557,601	70%	1,118,250
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	2,920,384	5,125,588	176%	(2,205,204)
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. &amp; Repair</i>	6,923,473	3,451,789	50%	3,471,684
GRANT REVENUE <i>State Grants, Federal Grants</i>	4,858,789	1,580,226	33%	3,278,563
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	4,352,701	995,073	23%	3,357,628
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	157,765	157,765	100%	0
<b>TOTAL REVENUES</b>	<b>32,926,051</b>	<b>23,716,356</b>	<b>72%</b>	<b>9,209,694</b>

NOTE: We have recognized 73% of budgeted revenues. We have recognized 99% of our budgeted revenues from tuition and fees, comprised of a portion of summer 2025, fall 2025, and beginning of spring 2026, net of estimated bad debt. The operating budget includes transfers in from prior year reserves to support one-time projects which do not meet criteria for inclusion in the capital budget, as amended.

EXPENSES	BUDGET	EXPENSES TO DATE	EXPENSES TO DATE %	EXPENSES TO BE SPENT
INSTRUCTION <i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health &amp; Human Services</i>	6,866,858	3,038,998	44%	3,827,860
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,844,622	1,125,569	61%	719,053
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	3,991,029	1,630,808	41%	2,360,221
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	5,011,443	2,384,922	48%	2,626,521
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing &amp; Assessment, License Bureau Rental</i>	2,930,629	1,496,096	51%	1,434,533
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	6,709,040	4,477,712	67%	2,231,328
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	557,481	336,307	60%	221,174
GRANT EXPENSE <i>State Grants, Federal Grants</i>	4,993,747	1,957,452	39%	3,036,295
TRANSFERS OUT <i>General funds-current year transfers to capital</i>	21,202	21,202	100%	0
<b>TOTAL EXPENSES</b>	<b>32,926,051</b>	<b>16,469,067</b>	<b>50%</b>	<b>16,456,984</b>

NOTE: We have obligated 50% of our budgeted expenses at 50% into the fiscal year. December payroll and credit card expenses are INCLUDED.

<b>CHANGES IN NET POSITION</b>	<b>0</b>	<b>7,247,290</b>
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Three Rivers College  
 Capital Budget - Unaudited  
 December 31, 2025  
 Fiscal Year Benchmark: 50%

<b>FUNDING SOURCES</b>	<b>BUDGET</b>	<b>SOURCES TO DATE</b>	<b>SOURCES TO DATE %</b>	<b>SOURCES TO BE EARNED</b>
<b>RESTRICTED</b>				
<i>State appropriations</i>	0	0	0%	0
<i>Insurance proceeds</i>	0	0	0%	0
<b>UNRESTRICTED</b>				
<i>General funds - prior year transfers in (Reserves)</i>	2,655,251	1,185,466	45%	1,469,785
<i>General funds - current year transfers in</i>	21,202	0	0%	21,202
<b>TOTAL FUNDING SOURCES</b>	<b>2,676,454</b>	<b>1,185,466</b>	<b>44%</b>	<b>1,490,988</b>

<b>USES OF FUNDS</b>	<b>BUDGET</b>	<b>USES TO DATE</b>	<b>USES TO DATE %</b>	<b>USES UNSPENT</b>
<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>	723,202	619,728	86%	103,474
<i>Baseball Clubhouse</i>	266,000	68,593	26%	197,407
<i>2505/2507 Three Rivers Blvd (former nephrology clinic)</i>	328,851	329,851	100%	(1,000)
<i>2509 Three Rivers Blvd (former license bureau)</i>	20,000	0	0%	20,000
<i>Public safety remodel</i>	67,500	0	0%	67,500
<i>Fleet vehicles</i>	170,900	86,500	51%	84,400
<i>Farm</i>	50,000	45,637	91%	4,363
<b>TOTAL EXPENSES</b>	<b>2,676,454</b>	<b>1,185,466</b>	<b>44%</b>	<b>1,490,988</b>

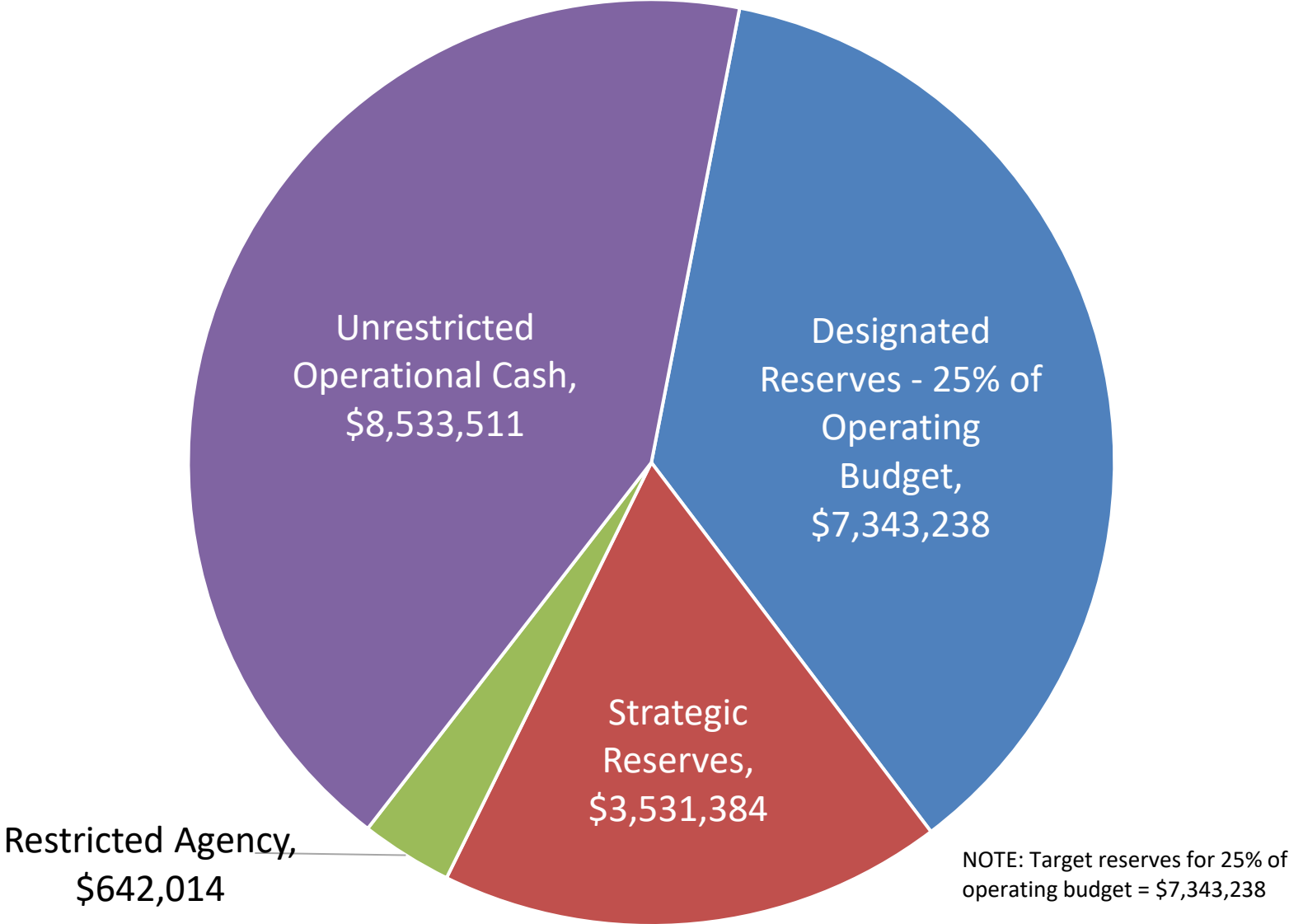
<b>NET SURPLUS (DEFICIT)</b>	<b>0</b>	<b>0</b>		
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**THREE RIVERS COMMUNITY COLLEGE  
CASH IN BANKS**

December 1, 2025

	<u>11/03/25</u>	<u>12/01/25</u>
<b>CURRENT FUND</b>		
<i>Cash Funds</i>		
Bookstore	600.00	600.00
Petty Cash	200.00	200.00
Vending Machines	137.00	137.00
Business Office	2,488.00	2,488.00
<i>Total Cash Funds</i>	3,425.00	3,425.00
 <i>General Accounts</i>		
Southern Bank - General Funds	5,239,671.42	8,340,143.57
Southern Bank - Credit Cards	137,745.93	80,331.24
<i>Total General Accounts</i>	5,377,417.35	8,420,474.81
 <i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	41,092.52	42,857.31
Federal Clearing Account	-	66,754.33
<i>Total Restricted Accounts</i>	41,092.52	109,611.64
 <b>TOTAL CURRENT FUND</b>	 5,421,934.87	 8,533,511.45
 <b>PLANT FUND</b>		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,395,997.48	5,411,457.44
<i>Total Bank Accounts</i>	5,395,997.48	5,411,457.44
 <i>Certificates of Deposit</i>		
Southern Bank	5,463,164.60	5,463,164.60
<i>Total Certificates of Deposit</i>	5,463,164.60	5,463,164.60
 <b>TOTAL PLANT FUND</b>	 10,859,162.08	 10,874,622.04
 <b>AGENCY FUND</b>		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	650,347.01	642,014.36
 <i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
<b>TOTAL AGENCY FUND</b>	650,347.01	642,014.36

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT  
\$20,050,147 AS OF 12/01/2025**



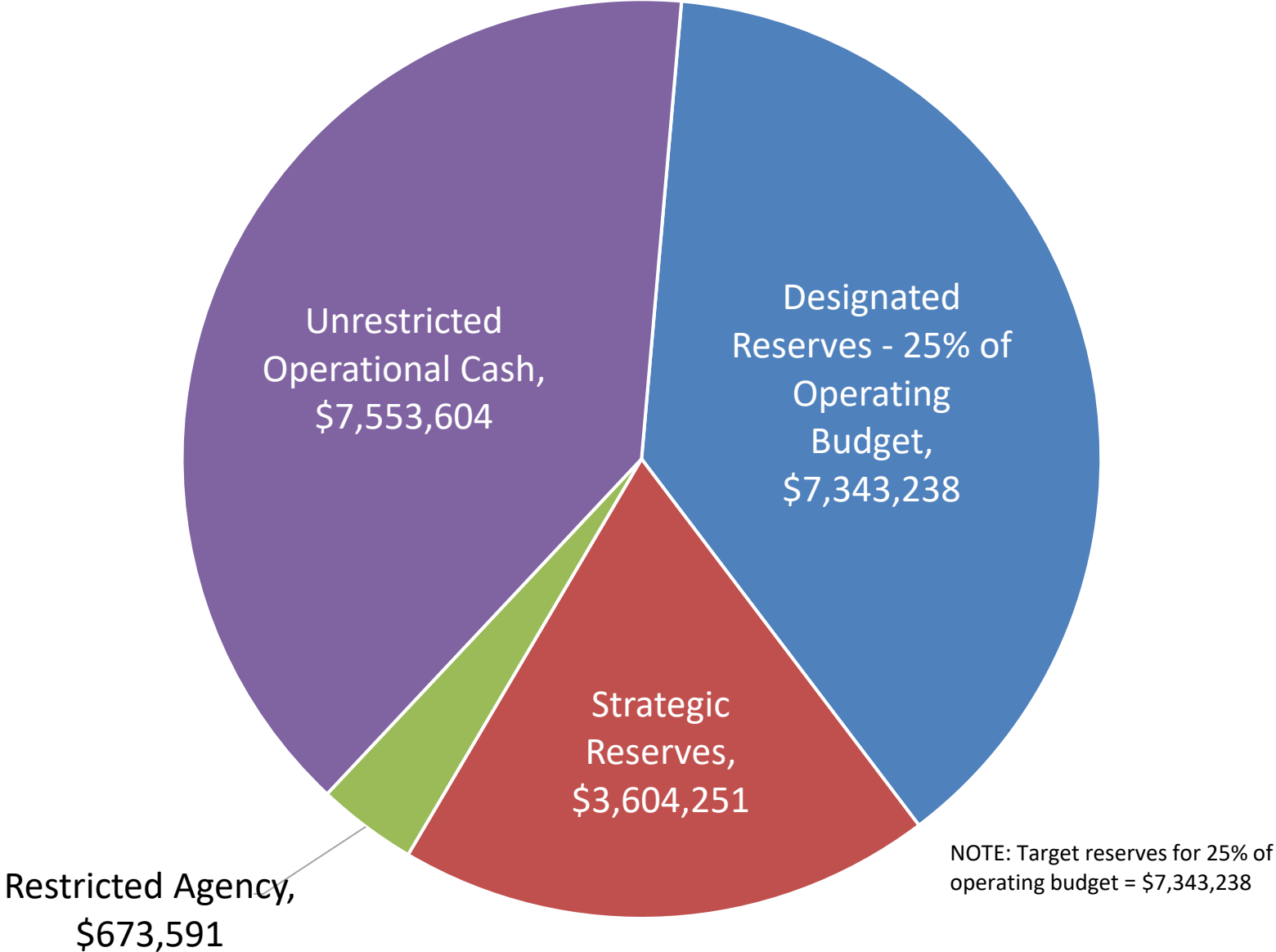
**THREE RIVERS COMMUNITY COLLEGE  
CASH IN BANKS**

January 5, 2026

	<u>12/01/25</u>	<u>01/05/26</u>
<b>CURRENT FUND</b>		
<i>Cash Funds</i>		
Bookstore	600.00	600.00
Petty Cash	200.00	200.00
Vending Machines	137.00	137.00
Business Office	2,488.00	2,488.00
<i>Total Cash Funds</i>	3,425.00	3,425.00
 <i>General Accounts</i>		
Southern Bank - General Funds	5,239,671.42	7,405,387.60
Southern Bank - Credit Cards	137,745.93	87,634.97
<i>Total General Accounts</i>	5,377,417.35	7,493,022.57
 <i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	41,092.52	39,642.22
Federal Clearing Account	-	17,514.00
<i>Total Restricted Accounts</i>	41,092.52	57,156.22
 <b>TOTAL CURRENT FUND</b>	 5,421,934.87	 7,553,603.79
 <b>PLANT FUND</b>		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,395,997.48	5,427,510.39
<i>Total Bank Accounts</i>	5,395,997.48	5,427,510.39
 <i>Certificates of Deposit</i>		
Southern Bank	5,463,164.60	5,519,978.88
<i>Total Certificates of Deposit</i>	5,463,164.60	5,519,978.88
 <b>TOTAL PLANT FUND</b>	 10,859,162.08	 10,947,489.27
 <b>AGENCY FUND</b>		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	650,347.01	673,591.06
 <i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
<b>TOTAL AGENCY FUND</b>	650,347.01	673,591.06

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT**

**\$19,174,684 AS OF 01/05/2026**



THREE RIVERS COLLEGE  
CERTIFICATE OF DEPOSIT

**CERTIFICATES OF DEPOSIT AS OF December 31, 2025**

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

**SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF December 31, 2025**

<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, 2025

Investment CDs
----------------

**Bank Account Interest Rate**

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

**CDs Maturing**

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

**Responses**

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

**CDs Transferred**

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

**CDs Maturing**

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

Endowment CDs Transferred to Endowment Trust
--

**CDs Maturing**

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

**THREE RIVERS COMMUNITY COLLEGE**  
**Summary of Checks Issued**  
**Months of November & December 2025**

Current Fund:	General Fund - Southern Bank	\$ 2,348,469.14
Housing Fund:	Rivers Ridge - Southern Bank	-
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>24,197.95</u>
	Grand Total	<u><u>\$ 2,372,667.09</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 28th day of January 2026.

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

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

**THREE RIVERS COLLEGE  
BID REPORT  
AS OF JANUARY 15, 2026**

**Athletic Insurance**

Status:	Closed
Open Date:	12/19/2025
Close Date:	1/7/2026
Funding Source:	General Revenue
Bids Submitted:	Gallagher Student Health and Special Risk
Bid Awarded:	No
Recommendation:	Gallagher Student Health and Special Risk

THREE RIVERS COLLEGE  
 PROPOSED BUDGET AMENDMENTS  
 AS OF 12/31/2025

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	-
Subtotal agreed to Budget to Actual 12/31/25	32,926,050.85	32,926,050.85	0.00
Increases (Decreases) Proposed:			
Additional tornado repairs and insurance proceeds	2,272,316.00	3,000,000.00	(727,684.00)
Personnel changes	-	110,095.00	(110,095.00)
Other income/operating expenses	48,581.00	4,179.00	44,402.00
Tuition and Fees	793,377.00	-	793,377.00
Subtotal	36,040,324.85	36,040,324.85	-
REVISED AS OF 12/31/2025	36,040,324.85	36,040,324.85	-

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	-
Subtotal agreed to Budget to Actual 12/31/25	2,676,453.81	2,676,453.81	-
Increases (Decreases) Proposed:			
Bill & Gene's remodel (reserves)	23,600.00	23,600.00	-
Purchase adjustment former nephrology clinic (reserves)	1,000.00	1,000.00	-
Libla baseball practice facility and parking (reserves)	83,287.00	83,287.00	-
Purchase bus (reserves)	27,500.00	27,500.00	-
Subtotal	2,811,840.81	2,811,840.81	-
REVISED AS OF 12/31/2025	2,811,840.81	2,811,840.81	-

\*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**

## CONSIDERATION OF APPROVAL FOR ATHLETIC TEAMS INSURANCE

### BACKGROUND INFORMATION

#### HISTORY

The College requested 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>
<b>Gallagher Student Health &amp; Special Risk</b>				
	Zurich	\$0	\$131,145.00	
	The Hartford	\$0	\$172,240.00	
	Allied World	\$0	\$117,500.00	
	Berkley Accident & Health	\$0	\$166,500.00	
	Wellfleet	\$0	\$167,000.00	
	Guaranteed Trust Life	\$0	\$134,879.00	
	Crum & Foster	\$0	\$155,660.00	
	NY Life	\$0	\$153,300.00	
	Everest	\$0	\$205,240.00	
	Zurich American Insurance Company	\$0		\$5,433.00

### FINANCIAL IMPLICATIONS

Our current policy has a zero deductible and premiums for the 12-month period for 2025-26 were \$124,900.00 for the Basic Sports Accident Policy and \$5,433.00 for the Catastrophic Policy, totaling \$130,333.00. Gallagher Student Health & Special Risk's total submitted bid for 2026-27, with a zero deductible, would result in \$7,400.00 savings.

### 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 Allied World (\$117,500.00) and the Catastrophic Sports Accident policy through Zurich American Insurance Company (\$5,433.00).

**VI.02.00 CONSIDERATION AND APPROVAL OF CHANGES MADE TO THE FY26 BOARD OF TRUSTEES MEETING DATES FOR THE MONTH OF MARCH**

**BACKGROUND INFORMATION**

**HISTORY**

Each year the Three Rivers College Board of Trustees votes on the upcoming fiscal year meeting dates. The March FY26 meeting needs to be moved to March 18, 2026, due to a conflict with the Higher Learning Commission Annual Conference.

**POSSIBLE ALTERNATIVES**

N/A

**FINANCIAL IMPLICATIONS**

N/A

**ADMINISTRATIVE RECOMMENDATIONS**

Approve as recommended and move meeting to March 18, 2026.



# THREE RIVERS COLLEGE

## **Board of Trustee Proposed FY26 Meeting Dates**

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

Wednesday, August 27, 2025  
Wednesday, September 17, 2025  
Wednesday, October 15, 2025  
Wednesday, November 19, 2025  
Wednesday, January 28, 2026  
Wednesday, February 25, 2026  
Wednesday, March 18, 2026  
Wednesday, April 15, 2026  
Wednesday, May 20, 2026  
Wednesday, June 17, 2026



# THREE RIVERS COLLEGE

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

Consideration of Personnel Action  
Employment of Personnel  
Welcome Center Facilitator

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X Support Staff – Replacement for Terri Sexton; resignation approved 08.27.25

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

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

NAME: Bonnie Lynette Goins

POSITION TITLE: Welcome Center Facilitator

SALARY: \$15.00/hour

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

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

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

STARTING DATE: January 12, 2025

QUALIFICATIONS:

Degree                      Ed. Institution                      Major

EXPERIENCE

03/2024 – present	SMTS Poplar Bluff, MO	Driver/Office
05/2021 – 01/2024	Oakdale Care Center Poplar Bluff, MO	Social Services Director
01/2018 – 01/2020	Poplar Bluff Regional Medical Center Poplar Bluff, MO	Admissions Specialist
10/2008 – 12/2013	The Manor Poplar Bluff, MO	SSD and Activity Director

01.28.26

Consideration of Personnel Action  
Employment of Personnel  
Part-time Assistant Athletic Director

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X Support Staff – Replacement/Restructure for Admin. Assistant/Sisco resignation approved 11.04.25

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

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

NAME: James Vaughan

POSITION TITLE: Part-time Assistant Athletic Director

SALARY: \$30.00/hour

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

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

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

STARTING DATE: January 5, 2026

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BS	Greenville College Greenville, IL	Physical Education

EXPERIENCE

<u>08/2006 – 06/2024</u>	<u>Kennett School District #39</u>	<u>District Athletic Director/</u>
	<u>Kennett, MO</u>	<u>HS Athletic Director/HS Athletic Strength</u>
		<u>&amp; Development/PE/Health/In-School Suspension</u>
<u>06/2003 – 05/2006</u>	<u>Twin Rivers R-10 Schools</u>	<u>HS Athletic Strength &amp; Dev/</u>
	<u>Fisk, MO</u>	<u>Physical Education</u>
<u>08/1996 – 05/2003</u>	<u>Poplar Bluff R-1 Schools</u>	<u>HS Athletic Strength &amp; Dev/</u>
	<u>Poplar Bluff, MO</u>	<u>Life Sports/JHS Strength &amp; Dev/PE/Health</u>
<u>09/1994 – 05/1996</u>	<u>Greenville College</u>	<u>Instructor, PE Department</u>
	<u>Greenville, IL</u>	

01.28.26

Consideration of Personnel Action  
Employment of Personnel  
Tutoring Specialist/Achieve

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X Support Staff – Replacement for Hattie Hicks; resignation approved 08.21.24

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

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

NAME: Roseanna Barton

POSITION TITLE: Tutoring Specialist/Achieve

SALARY: \$18.00/hour

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

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

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

STARTING DATE: January 5, 2026

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BAE	The University of Mississippi University, MS	Special Education

EXPERIENCE

<u>10/2023 – present</u>	<u>Cato</u>	<u>Manager</u>
	<u>Poplar Bluff, MO</u>	
<u>02/2024 – 11/2025</u>	<u>Kelly Education</u>	<u>Substitute Teacher</u>
	<u>Poplar Bluff, MO</u>	
<u>05/2023 – 02/2024</u>	<u>MiMi’s Market &amp; Royal Café</u>	<u>MiMi’s Market</u>
	<u>Poplar Bluff, MO</u>	

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position

Technology & Computer Services External Locations Specialist to Project Technician

## **BACKGROUND INFORMATION**

### **HISTORY**

With the transfer of Kevin Crafford to Network Administrator, the Project Technician position became available. This position was advertised internally, and Mr. Freddie Cecil applied for and was interviewed for the position. Mr. Cecil has been employed full-time with the College since August 2024. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Freddie Cecil to the position of Project Technician, effective January 25, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Freddie Cecil.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Project Technician to Network Administrator

## **BACKGROUND INFORMATION**

### **HISTORY**

With the transfer of Dustin Midyett to Director of Computer Services, the Network Administrator position became available. Kevin Crafford has been employed full-time with the College since December 2014 and most recently in the Project Technician position. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Kevin Crafford to the position of Network Administrator, effective January 1, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Kevin Crafford.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position

Director, Academic Assessment to Chief Institutional Effectiveness Officer

## **BACKGROUND INFORMATION**

### **HISTORY**

With the retirement of Maribeth Payne, the Cabinet position of Chief Institutional Effectiveness Officer became available. Francis Ludwig has been employed full-time with the College as the Director of Academic Assessment since August 2022. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Francis Ludwig to the position of Chief Institutional Effectiveness Officer, effective November 1, 2025.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Francis Ludwig.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position

Part-time Lead Instructional Assistant/Workforce/Adjunct Instructor to Lab Assistant/Manufacturing Technology

## **BACKGROUND INFORMATION**

### **HISTORY**

With the expansion of workforce programs, the need became available for a full-time support role. Joseph McCallister has been employed on a part-time basis with the College since March 2022. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Joseph McCallister to the position of Lab Assistant, Manufacturing Technology, effective January 5, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Joseph McCallister.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Network Administrator to Director of Computer Services

### **BACKGROUND INFORMATION**

#### **HISTORY**

With recent retirements and the elimination of the Chief Technology Officer position, the Technology & Computer Services positions were reviewed for structure and efficiency. With the restructuring of Cabinet members for Technology and Institutional Effectiveness, the position of Director of Computer Services was again needed. Dustin Midyett has been employed full-time with the College since April 2012 and most recently in the Network Administrator position. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Dustin Midyett to the position of Director of Computer Services, effective January 1, 2026.

### **FINANCIAL IMPLICATIONS**

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

### **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Dustin Midyett.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position

Executive Assistant, Chief Technology Officer to Executive Assistant, Chief Institutional Effectiveness Officer

## **BACKGROUND INFORMATION**

### **HISTORY**

With the transfer of Catherine Walters and the elimination of the full-time Chief Technology Officer position, the Institutional Effectiveness and Technology department positions were reviewed. Barbara Rogers has been employed full-time with the College since August 2024. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Barbara Rogers to the position of Executive Assistant to the Chief Institutional Effectiveness Officer, effective January 1, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Barbara Rogers.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position

Executive Assistant, Chief Institutional Effectiveness Officer/Accreditation  
Coordinator to Institutional Effectiveness/Accreditation Coordinator

## **BACKGROUND INFORMATION**

### **HISTORY**

With the transfer of Francis Ludwig, the Institutional Effectiveness department positions were reviewed. Catherine Walters has been employed full-time with the College since January 2025. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Catherine Walters to the position of Institutional Effectiveness/Accreditation Coordinator effective January 1, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Catherine Walters.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Director, Special Projects/Public Safety to Chief of Staff

## **BACKGROUND INFORMATION**

### **HISTORY**

With review of personnel, Charles Stratton's role and position was reviewed. Mr. Stratton has been employed full-time with the College since June 2015 and most recently in the Director, Special Projects and Public Safety. To better define the position, the title and responsibility role has been revised to Chief of Staff. This position will also serve on the President's Cabinet. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Charles Stratton to the position of Chief of Staff, effective January 1, 2026.

## **FINANCIAL IMPLICATIONS**

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

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Charles Stratton.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Additional Appointment  
Practical Nursing Coordinator

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

State nursing laws require the appointment of a nursing coordinator role in addition to the Director of Practical Nursing. The position was advertised internally, and Ms. Melissa Knapp applied for and was interviewed for the position. Ms. Knapp will assume the additional appointment, effective January 1, 2026. She will continue in the role of full-time Practical Nursing Instructor.

## **FINANCIAL IMPLICATIONS**

This is an additional appointment and institutionally funded.

## **ADMINISTRATIVE RECOMMENDATION**

Approve the additional appointment of Melissa Knapp.

01.28.26

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Resignation  
Outreach Specialist/Educational Talent Search

## **BACKGROUND INFORMATION**

### **HISTORY**

Jamie Hanner has been employed as a full-time Outreach Specialist with Educational Talent Search since January 2019. Ms. Hanner has submitted her request for resignation, effective January 20, 2026.

## **FINANCIAL IMPLICATIONS**

This is a full-time, 10-month grant funded position.

## **ADMINISTRATIVE RECOMMENDATION**

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

01.28.26

**From:** [Jamie Hanner](#)  
**To:** [Kristina McDaniel](#)  
**Subject:**  
**Date:** Monday, January 19, 2026 12:35:20 PM

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Kristina,

Thank you for checking in. At this time, I will not be returning to work on Tuesday. Please accept this email as my resignation, effective end of day Tuesday, January 20, 2026.

Thank you,  
Jamie Hanner

**Jamie N. Hanner**

Outreach Specialist, Educational Talent Search  
Three Rivers College  
2080 Three Rivers Blvd.  
Poplar Bluff, MO 63901  
Phone: 573-840-9532 ext. 2515  
[jlaxton@trcc.edu](mailto:jlaxton@trcc.edu)  
[www.trcc.edu](http://www.trcc.edu)

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Resignation  
Admissions Recruiter

## **BACKGROUND INFORMATION**

### **HISTORY**

Jessica Mays has been employed as a full-time Admissions Recruiter since July 2024. Prior to full-time, she worked as a Part-time Tutor with Talent Search. Ms. Mays has submitted her request for resignation, effective January 31, 2026.

## **FINANCIAL IMPLICATIONS**

This is a full-time, staff position.

## **ADMINISTRATIVE RECOMMENDATION**

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

01.28.26

**From:** [Megan Garland](#)  
**To:** [Wesley Montgomery](#); [Kristina McDaniel](#)  
**Cc:** [Brandi Brooks](#); [Ann Matthews](#)  
**Subject:** FW: Formal Notice of Resignation  
**Date:** Wednesday, January 14, 2026 9:29:31 AM

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Please see Jessica Mays' resignation below.

**Megan Garland**

Assistant Director of Enrollment Services

Three Rivers College

2080 Three Rivers Blvd.

Poplar Bluff, MO 63901

[mgarland@trcc.edu](mailto:mgarland@trcc.edu)

Phone: 573-840-9666 x 1211

[trcc.edu](http://trcc.edu)

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**From:** Jessica Mays <[jmays@trcc.edu](mailto:jmays@trcc.edu)>  
**Sent:** Wednesday, January 14, 2026 9:05 AM  
**To:** Megan Garland <[mgarland@trcc.edu](mailto:mgarland@trcc.edu)>  
**Cc:** Brandi Brooks <[brandibrooks@trcc.edu](mailto:brandibrooks@trcc.edu)>; Ann Matthews <[amatthews@trcc.edu](mailto:amatthews@trcc.edu)>  
**Subject:** Formal Notice of Resignation

Good morning,

I wanted to begin by sharing how much I truly loved my time at Three Rivers College, not only as a staff member but also as a student. I've learned so much, both professionally and personally, and I'm incredibly grateful for the support and mentorship I've received during my time here.

Please consider this email as my formal notice of resignation. My last day at TRC will be January 31st.

Thank you again for everything.

Jessica Mays

Admissions Recruiter

Three Rivers College

2080 Three Rivers Blvd

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# THREE RIVERS COLLEGE

## APPENDIX

## UPCOMING EVENTS

**Sikeston Music Bingo:** 6 p.m. January 30, Three Rivers College – Sikeston. \$25 advance purchase, \$30 at the door. Brush up on your music knowledge for Music Bingo. Proceeds benefit TRC student scholarships. Each admission includes a bingo card, dauber, and access to the BBQ nacho bar. Download the registration flyer at [trcc.edu/events](http://trcc.edu/events).

**Annual Jazz Festival, Evening 1:** 7 p.m. February 5, Tinnin. Free. The TRC Music Department's annual tribute to jazz begins with a concert that showcases area junior high school, high school, and College jazz groups.

**The Missouri Big Band:** 7 p.m. February 6, Tinnin. \$15. Let The Missouri Big Band (a.k.a. The MOBB) sweep you off your feet with the golden sound of big band jazz, from Duke Ellington and Glenn Miller to toe-tapping swing favorites.

**Annual Jazz Festival, Evening 2:** 7 p.m. February 7, Tinnin. Free. TRC's annual Jazz Festival wraps up with a performance by the Three Rivers Jazz Band and the Southeast Missouri All-District Jazz Band, featuring select high school jazz players.

**Valentine's Dinner & Dancing:** 6 p.m. February 14, Westwood Center. \$60. Sponsored by Daily American Republic. Join us for an evening of dinner, music, and dancing at our annual Valentine's Dinner & Dancing. The evening will feature a special meal catered by Tasteful Creations and after-dinner dancing.

**Les Ballets Africains:** 7 p.m. February 17, Tinnin. \$15. Join the National Dance Company of Guinea for an unforgettable evening of traditional dance, drumming, and storytelling that celebrates African culture.

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



THREE RIVERS COLLEGE

# RAIDERS

## basketball

DATE	VS	TIME	H/A
1/28	State Fair	7 p.m.	H
2/2	SW Illinois	7 p.m.	H
2/11	Moberly Area	7 p.m.	H

raidersathletics.com

# LADY RAIDERS

## basketball

DATE	VS	TIME	H/A
1/28	State Fair	5 p.m.	H
2/2	St. Louis CC	5 p.m.	H
2/7	Crowder	2 p.m.	H
2/11	Moberly Area	5 p.m.	H

raidersathletics.com

# RAIDERS

## baseball

DATE	VS	TIME	H/A
2/7	Carl Sandburg	12 p.m.	H
2/8	Carl Sandburg	12 p.m.	H
2/14	North Iowa Area	1 p.m.	H
2/15	North Iowa Area1	12 p.m.	H

raidersathletics.com

# LADY RAIDERS

## softball

DATE	VS	TIME	H/A
2/10	Dyersburg State	12 p.m.	H
2/15	Iowa Western	11 a.m.	H

raidersathletics.com



# THREE RIVERS COLLEGE

## ADJOURNMENT

**CHAIRMAN AND SECRETARY**

**PLEASE SEE RECORDING SECRETARY FOR PAPERWORK**