

**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.

**CALL TO ORDER**

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

**ATTENDANCE**

Trustee Hager delivered the invocation.

**INVOCATION**

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

**APPROVAL OF THE  
MEETING AGENDA**

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

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

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.

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

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.

**PRESENTATION OF THE  
FINANCIAL REPORT**

Trustee Garrison 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 following with the board and public audience in attendance:

**PRESIDENT'S REPORT**

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

**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 24th-28<sup>th</sup> for the Thanksgiving holiday.

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

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>.

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.

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.

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

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

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.

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).

## **THANKSGIVING BREAK**

## **TURKEY TROT**

## **STUDENT ART EXHIBIT**

## **WHO BROUGHT THE HUMBUG**

## **NURSING PINNING CEREMONY**

## **CHRISTMAS AT THE TINNIN**

## **CHRISTMAS BREAK**

## **DAVE CARTER ART EXHIBIT**

## **FEELIN' GROOVY**

## **MOVE INTO EXECUTIVE SESSION**



**ITEMS FOR DISCUSSION,  
CONSIDERATION AND  
VOTE**

**SP-2180 MILITARY  
SERVICE**

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).

**GAP-1200 EQUAL  
OPPORTUNITY**

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).

**AUDIT RESOLUTION FY25**

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).

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

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).

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

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).

**ADJOURNMENT**

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.

CHAIRMAN

SECRETARY

APPROVAL DATE

APPROVAL DATE

**AGENDA**  
**SPECIAL MEETING THREE RIVERS COLLEGE BOARD OF TRUSTEES**  
**Tuesday November 4, 2025**  
**2:00pm**

- I. Opening of Meeting**
- II. Roll Call of Trustees**
- III. Consideration and Approval of all Personnel Actions and Associated Documents**
  - 1. Tyler Smith, Baseball Head Coach, Resignation**
  - 2. Tara Sisco, Administrative Assistant, Athletics, Resignation**
- IV. Adjournment**
- V. FY26 Board of Trustees Meeting Dates**
  - Wednesday, November 19, 2025
  - Wednesday, January 28, 2026
  - Wednesday, February 25, 2026
  - Wednesday, March 25, 2026
  - Wednesday, April 15, 2026
  - Wednesday, May 20, 2026
  - Wednesday, June 17, 2026

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
November 4, 2025**

The special meeting of the Board of Trustees began at 12:30 p.m. on Tuesday November 4, 2025.

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

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

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

With there being no further business, Trustee Garrison made the motion to adjourn at 12:40 p.m. With a second by Trustee Schalk, the motion passed unanimously.

  
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CHAIRMAN

  
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SECRETARY

**CALL TO ORDER**

**ATTENDANCE**

**APPROVAL OF THE  
MEETING AGENDA**

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

**ADJOURNMENT**

11/19/25  
\_\_\_\_\_  
APPROVAL DATE

11/19/25  
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APPROVAL DATE