

**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 22nd. 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 1st 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 20th. 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-28th for the Thanksgiving holiday.

THANKSGIVING BREAK

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!"

TURKEY TROT

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

STUDENT ART EXHIBIT

Patrons of the Arts will host, "Who Brought the Humbug" on December 5th, 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 11th 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 13th and 14th. 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 22nd 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).

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).

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).

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).

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).

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.

SP-2180 MILITARY
SERVICE

GAP-1200 EQUAL
OPPORTUNITY

AUDIT RESOLUTION FY25

RESOLUTION FOR
ELECTION AND NAMING OF
THE ELECTION AUTHORITY

CONSIDERATION AND
APPROVAL OF ALL
PERSONNEL ACTIONS AND
ASSOCIATED DOCUMENTS

ADJOURNMENT

Chairman
= 7 age

Secretary
DySeattL

1/28/24
APPROVAL DATE

1/28/26
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.

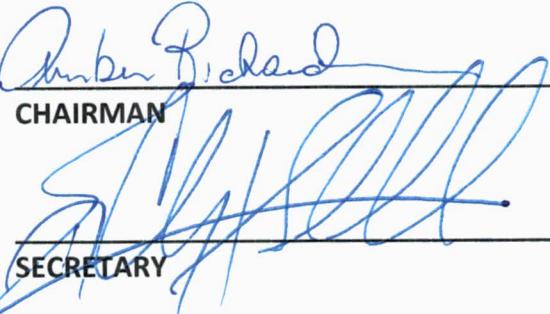
CALL TO ORDER

ATTENDANCE

APPROVAL OF THE
MEETING AGENDA

CONSIDERATION AND
APPROVAL OF ALL
PERSONNEL ACTIONS AND
ASSOCIATED DOCUMENTS

ADJOURNMENT



CHAIRMAN

SECRETARY

11/19/25

APPROVAL DATE

11/19/25

APPROVAL DATE