



THREE RIVERS COLLEGE

Invocation

**Approval
of the
October Agenda**

**Approval of the
September
Minutes**

A G E N D A
REGULAR SESSION
Wednesday October 15, 2025
12:00 p.m.

- I. Invocation and Pledge of Allegiance**

- II. Approval of Agenda and Minutes**
 - 1. Consideration and Approval of October Agenda
 - 2. Consideration and Approval of Minutes of the September 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. FP-3105 Risk Management

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

1. Acceptance of Employment
 - a. Angel Kennon-Spencer, Administrative Assistant, Physical Plant
 - b. Kenrick Nobles, Part-time Communications Assistant
 - c. Noah Burkey, Adjunct, Assistant Baseball Coach
2. Resignations
 - a. Logan Northern, Part time Paramedic Lab Assistant
3. Request for Retirement
 - a. Melissa Woolard, Accounts Payable Clerk

VIII. Appendix

1. Information Items
2. Upcoming Events

IX. Adjournment

X. FY25 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

XI. Adjournment

**BOARD OF TRUSTEES
THREE RIVERS COLLEGE
September 17, 2025**

The regular meeting of the Board of Trustees began at 12:03 p.m. on Wednesday, September 17, 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 Garrison delivered the invocation.

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

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

Trustee Garrison made a motion to accept the 2025 Tax Levy Meeting Minutes 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 August 2025. Currently, we have obligated 12% of the budgeted expenses at 17% into the fiscal year.

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

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

Battle of the Bulls was held on September 6, 2025, at Ray Clinton Park. There were over 1500 in attendance. This is the annual fundraiser for the Rodeo Team.

CALL TO ORDER

ATTENDANCE

INVOCATION

**APPROVAL OF THE
MEETING AGENDA**

**APPROVAL OF THE AUGUST
BOARD MEETING MINUTES**

**APPROVAL OF THE AUGUST
TAX LEVY
MEETING MINUTES**

**PRESENTATION OF THE
FINANCIAL REPORT**

**APPROVAL OF
FINANCIAL REPORT**

PRESIDENT'S REPORT

BATTLE OF THE BULLS

Three Rivers Endowment Trust hosted Run 4 the Arts on September 6, 2025, on the Three Rivers Campus. This was the 10th year for the run, and we had the highest record of participants and supporters. This was our highest record of monies raised which all go directly to our fine arts scholarships.

RUN FOR THE ARTS

The Patrons of the Arts Season has kicked off beginning with “Annie,” sponsored by Central Methodist University. The upcoming season will take place at the Tinnin Fine Arts Center and includes the following shows:

PATRONS OF THE ARTS SEASON KICK OFF 2025

Spirit of Scotland October 23, 2025, Sponsored by First Midwest Bank.

The Improvised Broadway Musical, November 6, 2025, sponsored by Senator Doug and Elaine Libla and Herman and Jill Styles.

Who Brought the Humbug December 5, 2025, sponsored by Kissinger and Kirkman Investment Centre.

Christmas at the Tinnin, December 13 and 14th, by the Three Rivers Community Choir.

Feelin’ Groovy-January 20, 2026, sponsored by Dental Arts Group, Poplar Bluff, Missouri.

Missouri Big Band MOBB, February 6, 2026, will perform for the Jazz Festival.

Patrons Valentine Dinner and Dance will be February 14, 2026, at the Westwood Event Center and is sponsored by the Daily American Republic.

Les Ballets Africains, and African dance troupe will perform on February 17, 2026.

Little Shop of Horrors, Center Stage Production, will be running in March for two weekends in a row. March 6,7,8 and March 12, 13 and 14.

Orlando Transit Authority: Chicago Tribute Band will perform on April 16, 2025, and is sponsored by Dille-Pollard Architecture.

Thomas Kubinek, Certified Lunatic will be held May 4, 2026, and is sponsored by Sides Construction.

The season will close out with the Three Rivers Community Choir Spring Concert on May 18, 2026.

Raider Rally for our current students is being held right now, outside in the courtyard. Fifteen student organizations, TRC Offices and Community Partners joined our Student Life Office in presenting the event for two days September 16-17, 2025.

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

August 25 to September 26, the Tinnin Art Gallery will host the Mary Taylor and Jim Pinkerton Art Exhibit.

Meet the Raiders returns on Monday, September 22, 2025, at 6:00 p.m. at the Libla Family Sports Complex. Hosted by the Three Rivers Booster Club, this event is free for students and the public. Hardees will be supplying food for the event. Food is free for current students and \$5 for non-students.

The Career and Transfer Center Open House will be September 23-24, 2025, from 9:00 a.m. to 2:00 p.m. Students can stop by for Pizza, Cookies, Goody Bags and sign up for door prizes!

Tinnin Art Gallery will welcome the David Fielding Exhibit. The Artist's Reception will be held October 5, 2:00 p.m. to 4:00 p.m. in the Gallery.

Patrons of the Arts will host, "Spirit of Scotland" on October 23, 2025, at the Tinnin Fine Arts Center. This show is sponsored by First Midwest Bank.

At the conclusion of the President's Report, Dr. Wesley Payne, remarked there were no Executive Session items. The board meeting continued the meeting in open session.

There were no items for discussion, consideration, and vote. The Board continued in regular session.

RAIDER RALLY SEPTEMBER 16-17, 2025

UPCOMING EVENTS

MARY TAYLOR AND JIM PINKERTON ART EXHIBIT

MEET THE RAIDERS

CAREER AND TRANSFER CENTER OPEN HOUSE

DAVID FIELDING EXHIBIT

SPIRIT OF SCOTLAND

ITEMS FOR DISCUSSION, CONSIDERATION AND VOTE

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 12:15 p.m. With a second by Trustee Garrison, the motion passed unanimously.

CHAIRMAN

SECRETARY

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

ADJOURNMENT

APPROVAL DATE

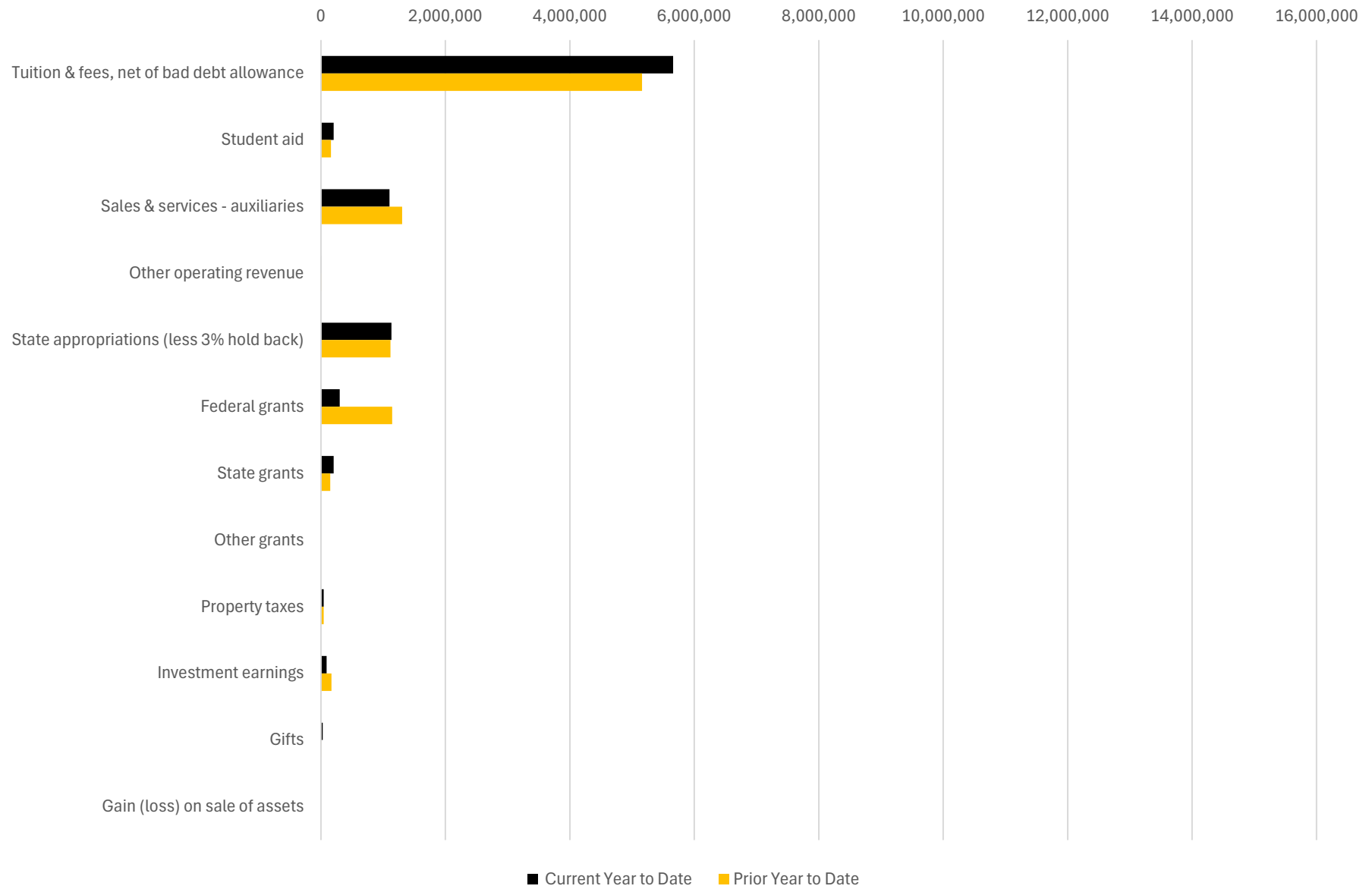
APPROVAL DATE



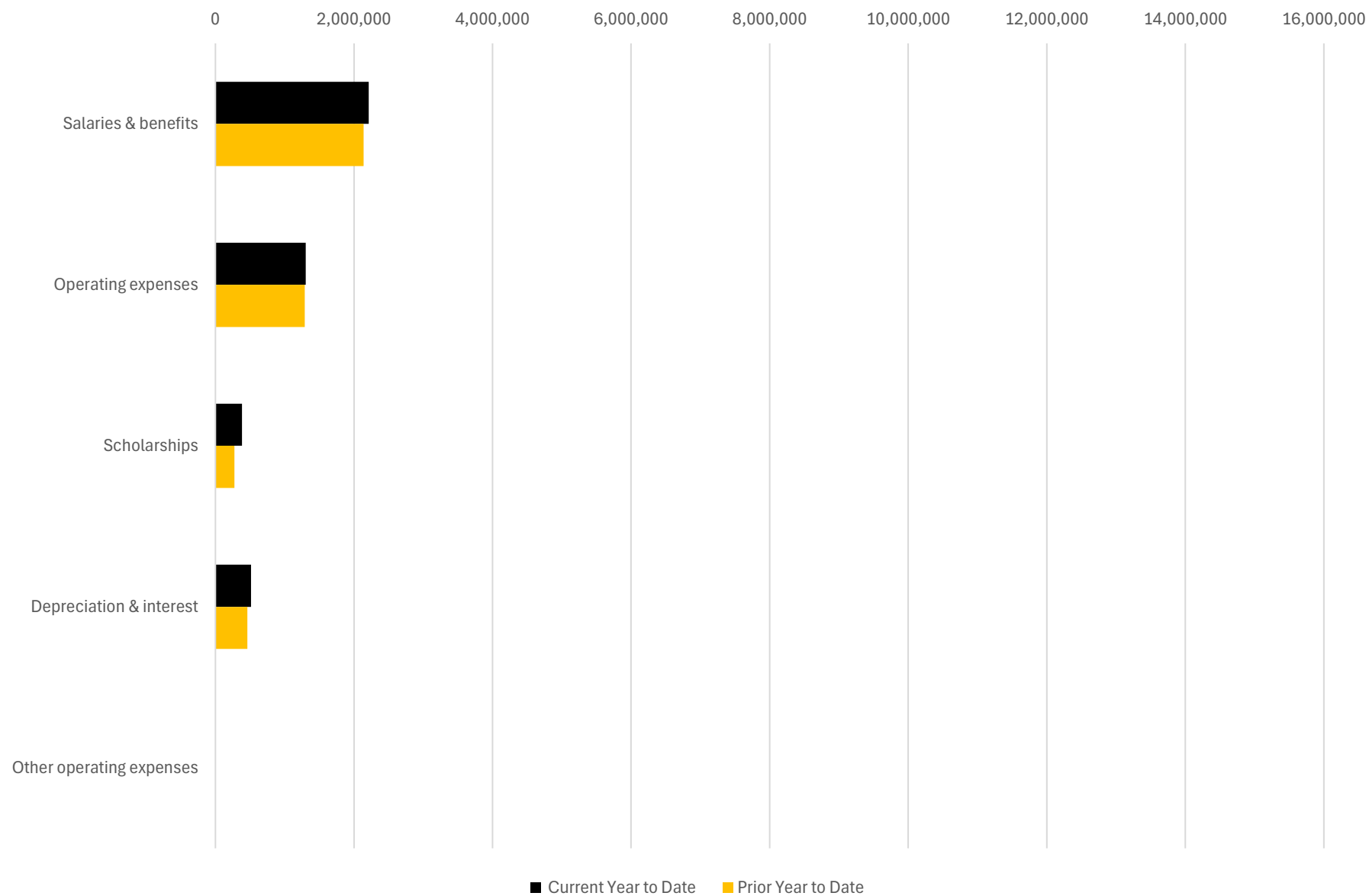
THREE RIVERS COLLEGE

PRESENTATION OF THE COLLEGE FINANCIAL REPORT

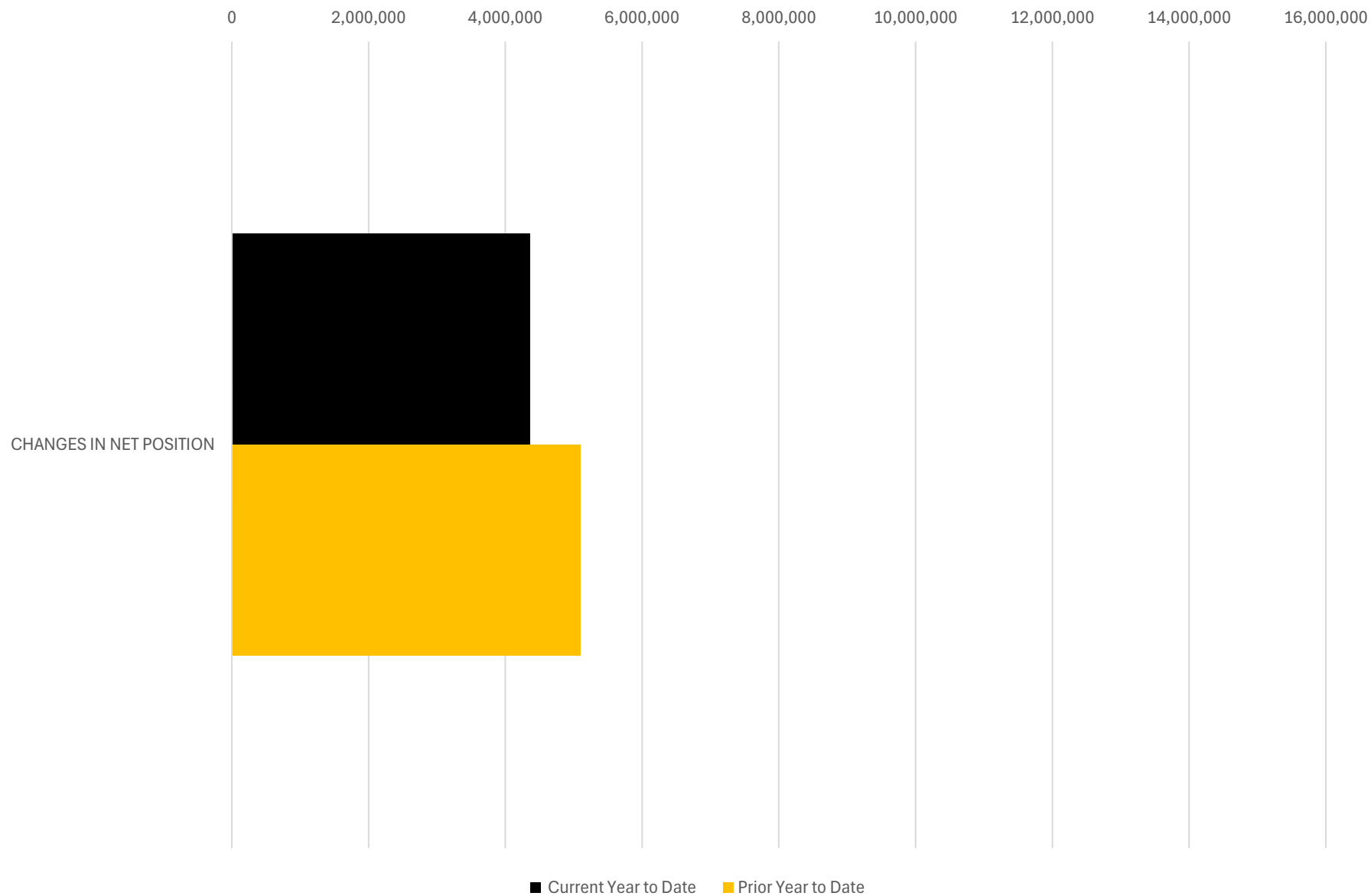
YTD Comparison to Previous Year 08/31/2025



YTD Comparison to Previous Year 08/31/2025



YTD Comparison to Previous Year
08/31/2025



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

ASSETS AND DEFERRED OUTFLOWS

CURRENT ASSETS	
Cash & Cash Equivalents	15,702,198
Student Account Receivables, net	8,073,116
Property Tax Receivable	129,743
Other Receivables	12,014,569
Investments	531,079
Inventory	57,514
Prepaid Expenses	315,192
Total Current Assets	<u>36,823,412</u>
NON-CURRENT ASSETS	
Land	5,490,786
Capital assets	84,658,859
Plus: Current year additions to capital assets	730,994
Accumulated Depreciation	(40,167,929)
Unamortized Bond Issue Costs	0
Total Non-Current Assets	<u>50,712,710</u>
DEFERRED OUTFLOWS (Pensions, OPEB, Trusts, Leases)	<u>7,373,902</u>
 TOTAL ASSETS AND DEFERRED OUTFLOWS	 <u><u>94,910,024</u></u>

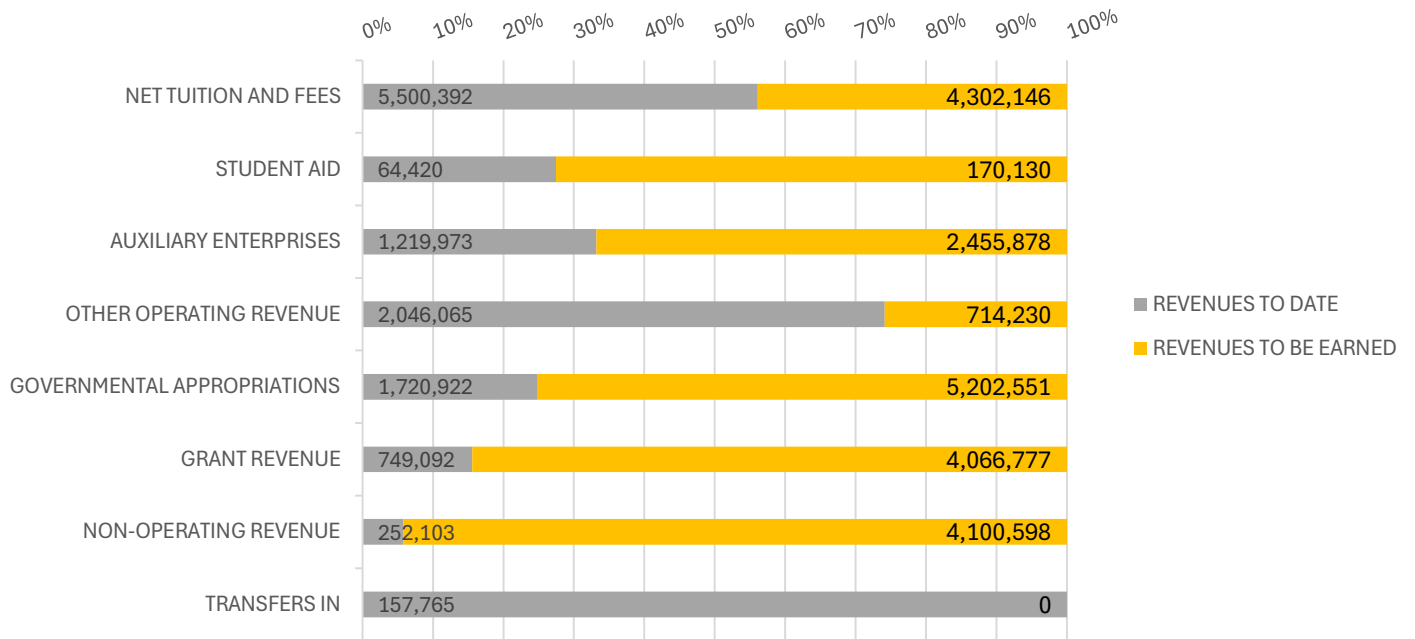
LIABILITIES, DEFERRED INFLOWS AND NET POSITION

CURRENT LIABILITIES	
Accounts Payable	529,846
Accrued Vacation	858,534
Student Deposits	36,243
Deferred Tuition & Fees	18,035
Scholarships	149,747
Total Current Liabilities	<u>1,592,406</u>
NON-CURRENT LIABILITIES	
Retirement Incentive Payable	0
Other Post Employment Benefits	12,136,026
Bonds, Notes and Leases Payable	5,724,010
Accrued Interest	0
Agency	551,594
Total Non-Current Liabilities	<u>18,411,631</u>
Total Liabilities	<u>20,004,036</u>
DEFERRED INFLOWS (Pensions, OPEB, Trusts, Leases)	<u>14,480,503</u>
NET POSITION	
Beginning Balance	56,073,752
Changes in Net Position	4,351,732
Total Net Position	<u>60,425,484</u>
TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION	<u><u>94,910,024</u></u>

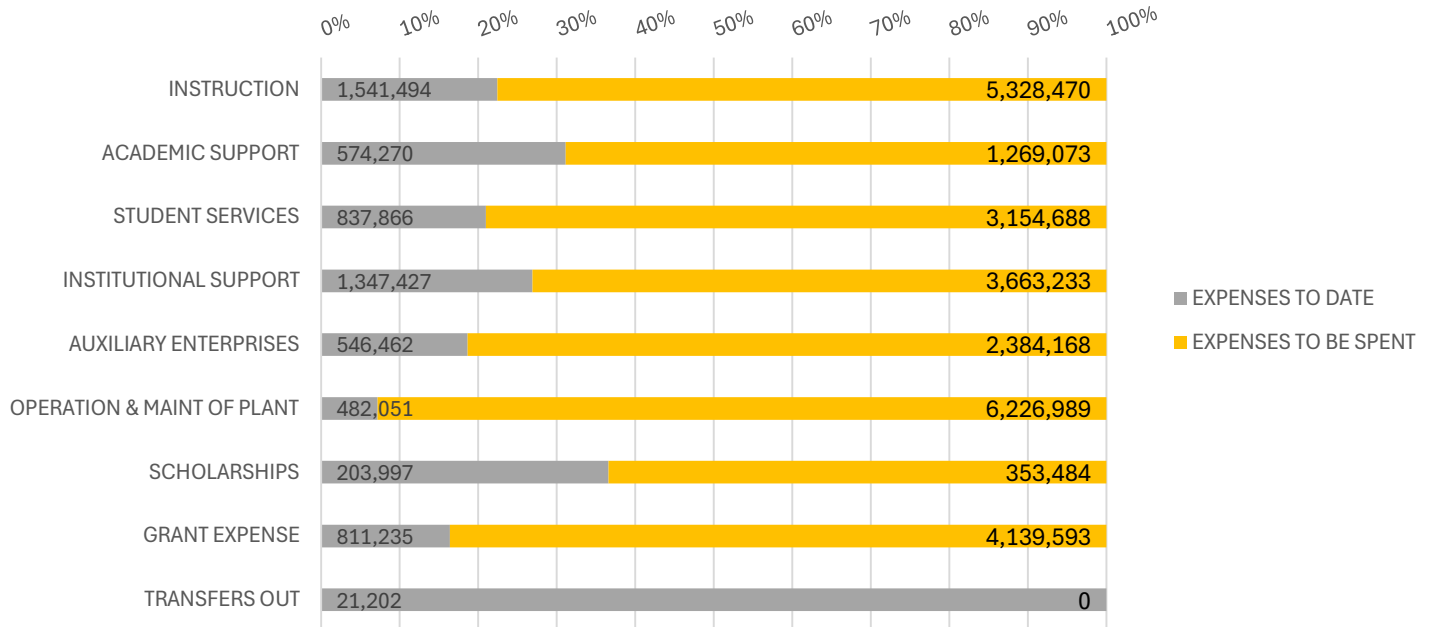
Three Rivers College
Statement of Revenues, Expenses and Changes in Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
August 31, 2025

	July	August	Current Year to Date	Prior Year to Date	\$ Change	% Change
OPERATING REVENUE						
Tuition & fees, net of bad debt allowance	5,210,902	447,941	5,658,843	5,159,529	499,314	9.68%
Student aid	192,277	10,044	202,321	160,244	42,077	26.26%
Sales & services - auxiliaries	976,802	124,217	1,101,019	1,305,108	(204,088)	(15.64)%
Other operating revenue	2,671	3,384	6,055	8,065	(2,010)	(24.93)%
Total Operating Revenue	6,382,652	585,586	6,968,238	6,632,946	335,292	5.05%
OPERATING EXPENSES						
Salaries & benefits	1,044,555	1,167,766	2,212,321	2,139,245	73,076	3.42%
Operating expenses	659,393	644,813	1,304,206	1,289,787	14,419	1.12%
Capital equipment	606,185	124,809	730,994	1,183,015	(452,021)	(38.21)%
Less: Transfer to capital assets	(606,185)	(124,809)	(730,994)	(1,183,015)	452,021	(38.21)%
Scholarships	320,597	62,465	383,062	275,783	107,279	38.90%
Depreciation & interest	198,840	316,535	515,375	459,276	56,098	12.21%
Other operating expenses	0	0	0	0	0	#DIV/0!
Total Operating Expenses	2,223,386	2,191,578	4,414,964	4,164,091	250,873	6.02%
NON-OPERATING REVENUE (EXPENSES)						
State appropriations (less 3% hold back)	566,110	567,910	1,134,020	1,116,298	17,722	1.59%
Federal grants	25,370	275,124	300,494	1,142,765	(842,271)	(73.70)%
State grants	159,667	42,786	202,454	150,173	52,281	34.81%
Other grants	0	0	0	0	0	#DIV/0!
Property taxes	19,082	24,692	43,774	45,210	(1,436)	(3.18)%
Investment earnings	48,965	41,759	90,725	169,163	(78,438)	(46.37)%
Gifts	1,892	25,100	26,992	1,000	25,992	2,599.20%
Gain (loss) on sale of assets	0	0	0	0	0	#DIV/0!
Total Non-Operating Revenues (Expenses)	821,086	977,371	1,798,458	2,624,608	(826,150)	(31.48)%
CHANGES IN NET POSITION	4,980,352	(628,620)	4,351,732	5,093,463	(741,731)	(14.56)%

Budget to Actual Revenues 09/30/2025 (25%)



Budget to Actual Expenses 09/30/2025 (25%)



Three Rivers College
Statement of Revenues, Expenses and Changes In Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
September 30, 2025
Fiscal Year Benchmark: 25%

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>	9,802,538	5,500,392	56%	4,302,146
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	234,550	64,420	27%	170,130
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing & Assessment, Tinnin Center Operations, License Bureau Rental</i>	3,675,851	1,219,973	33%	2,455,878
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	2,760,295	2,046,065	74%	714,230
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. & Repair</i>	6,923,473	1,720,922	25%	5,202,551
GRANT REVENUE <i>State Grants, Federal Grants</i>	4,815,869	749,092	16%	4,066,777
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	4,352,701	252,103	6%	4,100,598
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	157,765	157,765	100%	0
TOTAL REVENUES	32,723,042	11,710,733	36%	21,012,309

NOTE: We have recognized 36% of budgeted revenues. We have recognized 56% of our budgeted revenues from tuition and fees, comprised of a portion of summer 2025 and fall 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>	6,869,964	1,541,494	22%	5,328,470
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,843,343	574,270	31%	1,269,073
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	3,992,554	837,866	21%	3,154,688
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	5,010,660	1,347,427	27%	3,663,233
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing & Assessment, License Bureau Rental</i>	2,930,629	546,462	19%	2,384,168
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	6,709,040	482,051	7%	6,226,989
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	557,481	203,997	37%	353,484
GRANT EXPENSE <i>State Grants, Federal Grants</i>	4,950,828	811,235	16%	4,139,593
TRANSFERS OUT <i>General funds-current year transfers to capital</i>	21,202	21,202	0%	0
TOTAL EXPENSES	32,885,700	6,366,004	19%	26,519,697

NOTE: We have obligated 19% of our budgeted expenses at 25% into the fiscal year. September payroll is INCLUDED and credit card expenses are NOT INCLUDED as they were not yet available at the time of this report. . Budgeted decrease in Net Position is a result of estimated grant expenses exceeding awarded funding sources, as amended.

CHANGES IN NET POSITION	(162,658)	5,344,729
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Three Rivers College
Capital Budget - Unaudited
September 30, 2025
Fiscal Year Benchmark: 25%

	FUNDING SOURCES			
	BUDGET	SOURCES TO DATE	SOURCES TO DATE %	SOURCES TO BE EARNED
RESTRICTED				
<i>State appropriations</i>	0	0	0%	0
<i>Insurance proceeds</i>	0	0	0%	0
UNRESTRICTED				
<i>General funds - prior year transfers in (Reserves)</i>	2,605,251	696,376	27%	1,908,875
<i>General funds - current year transfers in</i>	21,202	0	0%	21,202
TOTAL FUNDING SOURCES	2,626,454	696,376	27%	1,930,077

	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
<i>Campus improvements</i>	500,000	22,752	5%	477,248
<i>Westover Administration Building repairs</i>	500,000	0	0%	500,000
<i>Libla Family Sports Complex and athletic facilities</i>	723,202	259,960	36%	463,243
<i>Baseball Clubhouse</i>	266,000	26,105	10%	239,895
<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	27,500	16%	143,400
<i>Farm</i>	50,000	30,208	60%	19,792
TOTAL EXPENSES	2,626,454	696,376	27%	1,930,077

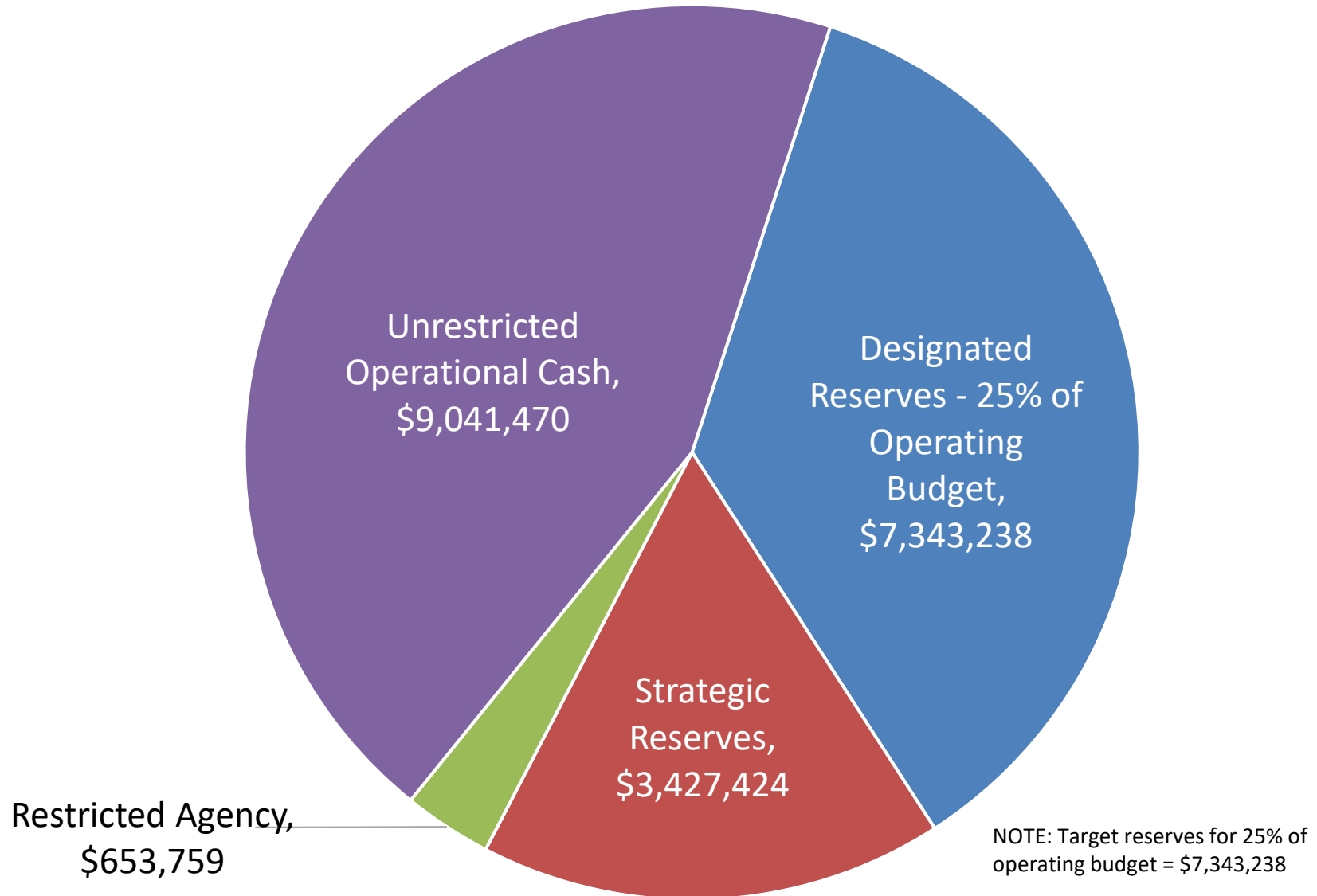
NET SURPLUS (DEFICIT)	0	0		
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**THREE RIVERS COMMUNITY COLLEGE
CASH IN BANKS**

October 1, 2025

	<u>09/02/25</u>	<u>10/01/25</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	2,488.00	2,488.00
<i>Total Cash Funds</i>	<u>3,425.00</u>	<u>3,425.00</u>
<i>General Accounts</i>		
Southern Bank - General Funds	4,780,263.29	8,944,583.05
Southern Bank - Credit Cards	73,682.30	62,912.29
<i>Total General Accounts</i>	<u>4,853,945.59</u>	<u>9,007,495.34</u>
<i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	31,705.11	30,549.96
Federal Clearing Account	17,605.00	-
<i>Total Restricted Accounts</i>	49,310.11	30,549.96
TOTAL CURRENT FUND	<u><u>4,906,680.70</u></u>	<u><u>9,041,470.30</u></u>
PLANT FUND		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,362,530.83	5,379,512.51
<i>Total Bank Accounts</i>	<u>5,362,530.83</u>	<u>5,379,512.51</u>
<i>Certificates of Deposit</i>		
Southern Bank	5,391,149.12	5,391,149.12
<i>Total Certificates of Deposit</i>	<u>5,391,149.12</u>	<u>5,391,149.12</u>
TOTAL PLANT FUND	<u><u>10,753,679.95</u></u>	<u><u>10,770,661.63</u></u>
AGENCY FUND		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	662,726.58	653,759.13
<i>Certificates of Deposit</i>		
Restricted CD's & Savings	-	-
TOTAL AGENCY FUND	<u><u>662,726.58</u></u>	<u><u>653,759.13</u></u>

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT
\$20,465,891 AS OF 10/01/2025**



THREE RIVERS COLLEGE
CERTIFICATE OF DEPOSIT

CERTIFICATES OF DEPOSIT AS OF September 30, 2025

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
8513	Southern Bank	4.10	06/04/26	12	5,391,149.12	Contingency
Total Contingency Fund					<u>5,391,149.12</u>	

SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF September 30, 2025

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

Three Rivers College
CD Report
As of September 30, 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
Total				-

Responses

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

Endowment CDs Redeemed for Investment

CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

Endowment CDs Transferred to Endowment Trust
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CDs Maturing

Bank	Certificate Number	Endowment	Amount
Total			-

THREE RIVERS COMMUNITY COLLEGE
Summary of Checks Issued
Months of September 2025

Current Fund:	General Fund - Southern Bank	\$ 2,239,616.32
Housing Fund:	Rivers Ridge - Southern Bank	-
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>39,341.17</u>
	Grand Total	<u><u>\$ 2,278,957.49</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 October 2025.

Chairman, Board of Trustees

Secretary, Board of Trustees

**THREE RIVERS COMMUNITY COLLEGE
BID REPORT
AS OF OCTOBER 3, 2025**

THREE RIVERS COLLEGE
PROPOSED BUDGET AMENDMENTS
AS OF 09/30/2025

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	-
MoSEPWork (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	-
MoSEPWork (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	-
Subtotal agreed to Budget to Actual 09/30/25	32,723,042.13	32,882,656.33	(159,614.20)
Increases (Decreases) Proposed:			
Personnel vacancies filled	-	475.00	(475.00)
Insurance proceeds expected to exceed repairs	160,089.20	-	160,089.20
Subtotal	32,883,131.33	32,883,131.33	-
REVISED AS OF 09/30/2025	32,883,131.33	32,883,131.33	-

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	489,751.25	489,751.25	-
Current year gifts for Libla baseball practice facility	21,202.36	21,202.36	-
Subtotal agreed to Budget to Actual 09/30/25	2,656,453.81	2,656,453.81	-
Increases (Decreases) Proposed:			
Three Rivers Blvd roadway improvements (reserves)	50,000.00	50,000.00	-
Subtotal	2,706,453.81	2,706,453.81	-
REVISED AS OF 09/30/2025	2,706,453.81	2,706,453.81	-

*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

V1.01 FP-3105 Risk Management

BACKGROUND INFORMATION--HISTORY

Three Rivers College effectively manages risk through its insurance and various educational and prevention programs. The College is exposed to various risks of loss including but not limited to torts; theft of, damage to, and destruction of assets; injuries to employees; and natural disasters.

This policy is being updated in regard to minimum coverage and minor grammatical corrections.

POSSIBLE ALTERNATIVES

Not to update the policy.

FINANCIAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATIONS

Approve the policy update.

Section: 3000 Financial Operations	
Sub Section: 3100 Financial Management	
Title: FP 3105 Risk Management	Page 1 of 3
Associated Regulations: FR 3105 Protection, Prevention, and Mitigation of Identity Theft; PR 4505 Workers' Compensation	
Associated Policies: PP 4505 Workers' Compensation; ITP 8201 Data Security; ITP 8203 Disaster Recovery	
References: Occupational Safety and Health Administration; United States Environmental Protection Agency; Missouri Department of Natural Resources 16 CFR 681.1; 16 CFR 603.2; 18 U.S.C. 1029(e); Missouri State Statute Section 174.130; FERPA; HIPAA; 15 U.S.C. 1681c-1(h); 15 U.S.C. 1681s-2; 15 U.S.C. 1681m	
Supersedes: FP 3105 Protection, Prevention, and Mitigation of Identity Theft	
Responsible Administrator: Chief Financial Officer	
Initial Approval: 09-22-2010	Last Revision: 10-15-2025

Three Rivers College effectively manages risk through its insurance and various educational and prevention programs. The College is exposed to various risks of loss including but not limited to torts; theft of, damage to, and destruction of assets; injuries to employees; and natural disasters.

The College follows, where applicable, the latest regulations and standards from the following regulatory agencies and other applicable agencies: Occupational Safety and Health Administration, United States Environmental Protection Agency, and Missouri Department of Natural Resources. The Chief Financial Officer ensures operating procedures are developed and implemented pursuant to this policy and any applicable regulatory agency guidelines.

The College is a member of the Missouri United School Insurance Council (MUSIC), a protected self-insurance program of approximately 400 Missouri school districts. The College does not pay premiums to purchase insurance policies but does pay an assessment to be a member of a self-sustaining risk sharing group. Part of the assessment is used to purchase excess insurance for the group as a whole.

Liability Insurance

Liability coverage includes comprehensive general liability, vehicular liability and board legal liability. The College carries an umbrella policy for not less than \$6 million. This does not include premises medical payment coverage for students. Certain instructional programs include hands-on training for which the College carries professional liability insurance. The College also carries insurance to cover student athletes in the event of an injury related to their performance in college-sponsored athletic programs.

Cyber Liability

The College carries a minimum of \$2 million dollars per claim in Cyber Liability insurance. A Cyber Liability policy covers the College in case of a cyber-attack in which student or employee personal information such as Social Security or credit card numbers were exposed or stolen by a hacker or other criminal who had gained access to our network. Please refer to ITP 8201 Data Security for more information.

Section: 3000 Financial Operations	
Sub Section: 3100 Financial Management	
Title: FP 3105 Risk Management	Page 2 of 3
Associated Regulations: FR 3105 Protection, Prevention, and Mitigation of Identity Theft; PR 4505 Workers' Compensation	
Associated Policies: PP 4505 Workers' Compensation; ITP 8201 Data Security; ITP 8203 Disaster Recovery	
References: Occupational Safety and Health Administration; United States Environmental Protection Agency; Missouri Department of Natural Resources 16 CFR 681.1; 16 CFR 603.2; 18 U.S.C. 1029(e); Missouri State Statute Section 174.130; FERPA; HIPAA; 15 U.S.C. 1681c-1(h); 15 U.S.C. 1681s-2; 15 U.S.C. 1681m	
Supersedes: FP 3105 Protection, Prevention, and Mitigation of Identity Theft	
Responsible Administrator: Chief Financial Officer	
Initial Approval: 09-22-2010	Last Revision: 10-15-2025

Treasurer's Bond Liability

The College carries a minimum of \$50,000 coverage per occurrence in the form of a Treasurer's Bond. This coverage guarantees that the Treasurer shall faithfully perform such duties as may be imposed upon them by law and shall honestly account for all money that may come into their hands in their official capacity.

School Board Liability Coverage

School Board Liability Coverage covers wrongful acts meaning any actual error, omission, act, misstatement, neglect or breach of duty in the discharge of duties to or on behalf of the College. It also includes coverage for a wrongful act with respect to its employees or prospective employees by the College as employer or by a person or entity for whose acts the College is liable, including failure to hire, retain or promote, wrongful demotion, termination, discipline, failure to grant due process, or wrongful termination in the terms or conditions of employment, including sexual harassment. The College carries a minimum of \$3.5 million per claim for this coverage.

Property Insurance

The College carries insurance coverage for all buildings and contents at approximate replacement values.

Worker's Compensation Insurance

The College provides Workers Compensation Insurance benefits for employees. Please refer to PP 4505 Workers' Compensation and PR 4505 Workers' Compensation for details.

Section: 3000 Financial Operations	
Sub Section: 3100 Financial Management	
Title: FP 3105 Risk Management	Page 3 of 3
Associated Regulations: FR 3105 Protection, Prevention, and Mitigation of Identity Theft; PR 4505 Workers' Compensation	
Associated Policies: PP 4505 Workers' Compensation; ITP 8201 Data Security; ITP 8203 Disaster Recovery	
References: Occupational Safety and Health Administration; United States Environmental Protection Agency; Missouri Department of Natural Resources 16 CFR 681.1; 16 CFR 603.2; 18 U.S.C. 1029(e); Missouri State Statute Section 174.130; FERPA; HIPAA; 15 U.S.C. 1681c-1(h); 15 U.S.C. 1681s-2; 15 U.S.C. 1681m	
Supersedes: FP 3105 Protection, Prevention, and Mitigation of Identity Theft	
Responsible Administrator: Chief Financial Officer	
Initial Approval: 09-22-2010	Last Revision: 10-15-2025

DOCUMENT HISTORY:

09-22-2010:	Initial approval of policy FP 3105 Protection, Prevention, and Mitigation of Identity Theft.
09-21-2016:	The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
11-15-2017:	Revised Policy on Protection, Prevention, and Mitigation of Identify Theft to expand intent and scope of policy to Risk Management.
10-15-2025:	Updated minimum coverage and minor grammatical corrections.



THREE RIVERS COLLEGE

Consideration and Approval of all Personnel Actions and Associated Documents

Consideration of Personnel Action
Employment of Personnel
Administrative Assistant/Physical Plant

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

_____ Faculty

X Support Staff – Replacement for Deborah Ward; resignation approved 08.27.25

_____ Federal Program: _____

_____ Special Program _____

NAME: Angel Kennon-Spencer

POSITION TITLE: Administrative Assistant/Physical Plant

SALARY: \$15.00/hour

FULL-TIME X PART-TIME: _____

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

Other: _____

STARTING DATE: September 30, 2025

QUALIFICATIONS:

Degree

Ed. Institution

Major

EXPERIENCE

06/2002 – 10/2018	United States Postal Service	Postmaster/Sales & Service
	Poplar Bluff, MO/Kansas City, MO	Associate/
		Confidential Secretary to
		Manager of Postal Operations

10.15.25

Consideration of Personnel Action
Employment of Personnel
Part-time Communications Assistant

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

_____ Faculty

X Support Staff – Replacement for Kaitlyn Johnson; resignation approved 08.27.25

_____ Federal Program: _____

_____ Special Program _____

NAME: Kenrick Nobles

POSITION TITLE: Part-time Communications Assistant

SALARY: \$17.00/hour

FULL-TIME _____ PART-TIME: X

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

Other: _____

STARTING DATE: September 18, 2025

QUALIFICATIONS:

Degree

BFA

Ed. Institution

Missouri State University
Springfield, MO

Major

Graphic Design

EXPERIENCE

01/2014 – 07/2025	Stinson Press Poplar Bluff, MO	Graphic Designer
01/2013 – 01/2014	Nobles & Redmond Farms Qulin, MO	Farmhand
01/2011 – 06/2012	Big Cedar Lodge Ridgedale, MO	Advertising & Creative Manager

10.15.25

Consideration of Personnel Action
Employment of Personnel
Adjunct/Assistant Baseball Coach

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

 X Faculty - Adjunct

_____ Support Staff

_____ Federal Program: _____

_____ Special Program _____

NAME: Noah Burkey

POSITION TITLE: Adjunct/Assistant Baseball Coach

SALARY: \$9,000

FULL-TIME _____ PART-TIME: X

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

Other: _____

STARTING DATE: July 16, 2025

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BA	University of Arkansas Little Rock Little Rock, AR	Psychology
AA	Three Rivers College Poplar Bluff, MO	General Education

EXPERIENCE

08/2022 – 06/2025	Little Rock Baseball Team Poplar Bluff, MO	Right-Handed Pitcher
06/2023	Three Rivers College Prospect Camp Poplar Bluff, MO	Coach
01/2022 – 05/2022	Three Rivers College Baseball Team Poplar Bluff, MO	Right-Handed Pitcher
08/2020 – 12/2021	Missouri State University Baseball Team Springfield, MO	Right-Handed Pitcher

10.15.25

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Part-time Paramedic Lab Assistant

BACKGROUND INFORMATION

HISTORY

Logan Northern has been employed as a Part-time Paramedic Lab Assistant since July 2025. He has submitted his request for resignation, effective September 24, 2025.

FINANCIAL IMPLICATIONS

This is a part-time staff position.

ADMINISTRATIVE RECOMMENDATION

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

10.15.25

From: [Logan Northern](#)
To: [Kristina McDaniel](#)
Cc: [Tami Cunningham](#)
Subject: Resignation
Date: Wednesday, September 24, 2025 8:18:24 AM

Hello,

Due to a work schedule change that was unavoidable, I will be resigning my part time lab assistant position effectively immediately. I do appreciate the opportunity to be apart of the TRC family, and I do apologize for the timing of this announcement. This work schedule change was unavoidable and has created an impasse regarding scheduling. Once again, thank you for the opportunity and I wish you all the best of luck.

Sincerely,
Logan Northern

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Request for Retirement
Accounts Payable Clerk

BACKGROUND INFORMATION

HISTORY

Ms. Melissa Woolard has been employed full-time with the College since January 1995. She has held multiple positions during her employment with her most recent position being the Accounts Payable Clerk since April 2015. Ms. Woolard has submitted her request for retirement, effective February 1, 2026.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

10.15.25

September 10, 2025

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

Dear Dr. Payne,

After three decades of working for Three Rivers College, the time has come for me to retire. My years here have been memorable, and I am appreciative of the opportunities Three Rivers College has given me and my family.

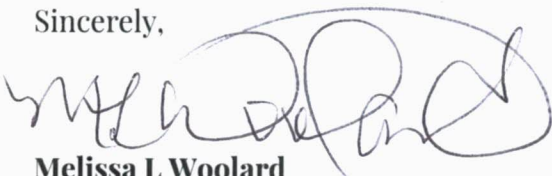
I am excited to be able to spend more time with family, especially my first grandchild due in January.

My anticipated retirement date will be February 1st, making my last date of employment January 30th.

I will do my best to be as helpful as possible in this transition.

It has been an honor to be a part of this fine institution for so many years and to witness all the growth and changes along the way.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Melissa L. Woolard', with a large, stylized loop at the end.

Melissa L Woolard
Accounts Payable Specialist
Three Rivers College



THREE RIVERS COLLEGE

APPENDIX

Three Rivers College defines and establishes rules for the oversight of capital assets and inventory. Records of capital assets and inventory are maintained by the Chief Financial Officer. The College President provides oversight to all proceedings regarding this regulation. The authority for oversight may be granted upon approval by the College President or his/her designee. The records regarding college property and inventory, as well as the disposal of said property, shall be made available to the public through the Chief Financial Officer.

For financial reporting purposes, the college is considered a special purpose government engaged in business-type activities. Accordingly, the college's financial statements are presented using the economic resources measurement focus and the accrual basis of accounting. Under this measurement basis and focus of accounting, costs that benefit more than one year are capitalized and depreciated or amortized over their useful lives.

Capital Assets

Capital assets are defined by the college as assets with an initial cost of \$10,000 or more and an estimated useful life of more than one year. Such assets are recorded at cost at the date of acquisition, or fair value at the date of donation if acquired by gift.

Capital assets may include property, plant, equipment, and infrastructure assets such as roads and sidewalks. Livestock shall be considered a capital asset if it meets the criteria defined in IRS Publication 225 Chapter 4. Generally, livestock shall be capitalized if it is acquired for draft, breeding, sport, or dairy.

The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend assets' lives are not capitalized. Major outlays for capital assets and improvements are capitalized as projects are constructed. The college considers construction projects and improvements with a cost of \$100,000 or more to be major outlays.

Property, plant and equipment of the college are depreciated using the straight-line method over the following useful lives:

- Buildings and improvements 20-40 years
- Infrastructure 15-20 years
- Land improvements 20 years
- Library materials 10 years
- Furniture, fixtures and equipment 5 years
- Livestock 12 years

Inventory

Inventory includes property, plant, equipment, and infrastructure with an initial cost between \$5,000 and \$9,999 and an estimated useful life more than one year. Such assets are monitored by the college inventory system to ensure investments are safeguarded. However, the cost of purchasing these items is treated as expenses for financial reporting purposes.

Inventory for Resale

Inventory for resale consists of bookstore merchandise and is valued at the lower of cost or market, determined on the first-in, first-out basis for financial reporting purposes.

Livestock acquired for sale or slaughter will be recorded as inventory for resale in the financial records at the end of the fiscal year.

All capital assets, inventory, and inventory for resale shall be verified at least annually through a physical examination and comparison to College records.

DOCUMENT HISTORY:

- 04-19-2017:** Initial approval of regulation FR 3610 Capital Assets and Inventory.
- 03-27-2019:** Inclusion of livestock clause per IRS Publication 225, Chapters 4 and 7.
- 10-15-2025:** Updated capital thresholds.

Purpose

To provide for a uniform and systematic method of purchasing the goods and services required by the College, to define the responsibilities and authority of the purchasing personnel, and to advise of the purchasing requirements and limitations imposed by applicable law.

Authority and Responsibility

1. Authority to obligate institutional funds for purchases of supplies, materials, services, and equipment is granted solely to the cabinet members and their designees, unless otherwise specifically approved by the President of the College or the Board of Trustees.
2. All purchases shall be made in compliance with Federal, state, and local laws and guidelines.
3. All purchases shall be handled in accordance with generally accepted governmental auditing standards (GAGAS) and be substantiated with the necessary records to satisfy audit and inventory requirements and all applicable laws.
4. This policy applies to all budgets administered by the college regardless of source of funds.

Procedures

The following guiding principles apply to purchasing supplies and equipment:

- a. Sealed bids shall be received on all purchases equal to or greater than \$50,000.00. Electronic mail may be used to send and receive bids. Bidders will be required to return a bid as specified by the bid documents, with the time and date for response included in the bid. The Purchasing Department is responsible for insuring that the purchase is not split into components of less than \$50,000 for the purpose of circumventing the College's bidding requirements.
- b. Purchases between \$10,000.00 and \$49,999.99 shall be purchased on a competitive quotation basis. For purchases in the amount of \$10,000.00 and up to \$49,999.99, electronic or written quotes may be taken. When appropriate, the requestor can assist the purchasing department by obtaining competitive quotes from vendors and attaching the quotes to the Purchase Request Form. A minimum of three documented, competitive quotes is required.

- c. The Cabinet Members may waive the requirement of competitive bids or proposals for products/services when he/she has determined that there exists a threat to life, property, public health or public safety or when immediate expenditure is necessary for repairs to college property in order to protect against further loss or loss of, or damage to, college property, to prevent or minimize serious disruption of college services, to ensure the integrity of college records or any other situation which may result in a hardship for the college.
- d. The Cabinet Members may waive the requirement of competitive bids or proposals for products/services when he/she has determined there is only a single feasible source for the products/services. The college shall follow the criteria delineated in section 34.044 RSMo and 1 CSR 40-1(4).
- e. When there are federal funds that apply to a purchase, the College adheres to Uniform Guidance, CFR 2 Section 200.321 to advertise bidding opportunities for contracts with small and minority businesses, women's business enterprises, and labor surplus area firms.
 - a. The non-Federal entity must take all necessary affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible.
 - b. Affirmative steps must include:
 - i. Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
 - ii. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
 - iii. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
 - iv. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses,

and women's business enterprises;

- v. Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce; and
 - vi. Requiring the prime contractor, if subcontracts are to be let, to take the affirmative steps listed in paragraphs (1) through (5) of this section.
- f. Bids or quotations may be received from vendors located within and without the college district.
 - g. Vendors shall be requested to submit all bids in a uniform manner.
 - h. The College will normally award contracts to the vendor submitting the lowest bid that meets all requirements of the bid specifications. However, the college reserves the right to reject any and all bids. In the event of like quotations, purchases shall be made from the vendor the college determines is likely to provide the best service to the College. Other factors being equal, preference will be given to vendors whose primary place of business is within the College's taxing district.
 - i. Purchases made through cooperative procurement agreements with the State of Missouri, its agencies, or educationally related associations are pre-bid by those groups and not subject to the specific bidding requirements set forth herein.

Opening Bids

Prior to the Board of Trustees monthly meeting at which formal bids are to receive official authorization, the College President or his/her delegated agent is authorized to open bids and tabulate results for Board of Trustees consideration. The bidding process must be completed and approved by the Board of Trustees prior to committing funds for College purchases.

Absent an emergency, a purchase recommendation should be presented to the College President for his/her review no later than five working days before the Board of Trustees monthly meeting.

DOCUMENT HISTORY:

- 09-08-2010:** Initial approval of regulation FR 3150 Bidding Thresholds.
- 09-01-2016:** Revision of sub section number 3100 Financial Management to 3800 Purchasing to provide proper alignment, resulted in change to the title number FR3150 to FR3805.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 08-21-2019:** Added clarifying statements for the bidding process and compliance.
- 02-19-2020:** Added detailed explanation of adherence to CFR 2 Section 200.321.
- 10-15-2025:** Updated bidding thresholds.

The Three Rivers College Faculty (subject to the approval of the President and Board of Trustees) shall make rules and regulations for its governance and procedures and for that of the students; provided such committees as may be required; prescribe rules regarding admissions, dismissal, discipline, scholarships, classes, courses of study, and requirements for graduation; and make such other rules as may be necessary or proper for the maintenance of high educational standards and student success. The Faculty shall prescribe rules for governing student publications, musical, dramatic, and literary clubs, and all other aspects of student life which relate to the educational process. The Faculty may also make recommendations concerning academic policies and regulations governing the aforementioned affairs of the College.

The Faculty shall consider any matter referred to it by the President, the Chief Academic Officer, the committees of the faculty, or any member or members jointly of the Faculty.

Each motion approved by the Faculty that would impact changes on matters within the Faculty's jurisdiction shall be communicated as a recommendation to the College President. The President shall have the right to veto any recommendation of the Faculty. Such action is to be communicated to the Faculty at the time of the decision and announced at the next faculty meeting. By a two-thirds majority vote of those present and voting at its first meeting following formal communication of a veto, the Faculty may request, with stated reasons, presidential reconsideration of the veto.

DOCUMENT HISTORY:

- 04-19-2017:** Initial approval of IR 6730 Faculty Bylaws.
- 11-20-2020:** Edits for clarification regarding the following: Article III Officers, SEC C. chairs as advisors and orderly proceedings, inclusion of actions reported following the committee meeting at the next regular faculty meeting; Article VI Committees of the Faculty, Section A. Responsibilities and Composition of Committees Section, SEC A 6. student members of committees are elected by the Office of Student Services; Section B. Standing Committees of the Faculty, SEC B 8. Student Learning Improvement Committee, committee members now evenly divided to better represent and focus on the assessment of College career programs and general education. Greatest numbers of Faculty shall represent the disciplines in those subject areas with one member represented from the other whenever possible.
- 10-15-2025:** Edits for clarification regarding the following: Article II Membership removal of librarians; Article IV Duties and Jurisdiction, SEC B. removal of the word “jointly”; Article VI Committees of the Faculty, SEC B Standing Committees of the Faculty, SEC B 3. Student Learning Improvement Committee, moved up from previous location, there will now be 10 committee members divided equally between career education and transfer. SEC B 4. Faculty Welfare, Evaluation, and Development Committee, moved down from previous location; under [Mission], word “TRC” in the last sentence replaced with the word “the”; percentage of faculty changed from 16% to 33% with Student Learning Improvement Committee added as a group of faculty not counted as remaining for the percentage calculation; SEC B 5. Student Advisement and Retention, percentage of faculty changed from 16% to 33% with Student Learning Improvement Committee added as a group of faculty not counted as

remaining for the percentage calculation; SEC B 6. Learning Resources Committee moved up from previous location, percentage of faculty changed from 16% to 33% with Student Learning Improvement Committee added as a group of faculty not counted as remaining for the percentage calculation; Academic Policy, Regulations, and Procedures Committee removed from section and will no longer be a standing committee; SEC B 7. Student Standing Committee, faculty will be assigned on a rotating basis as needed; Article VIII Implementation removal of “administrative” and replaced with “policies and/or”.

Three Rivers College Bylaws of the Faculty

Article I: Name

Article II: Membership

Article III: Offices

Article IV: Duties and Jurisdiction

Article V: Meetings and Procedures

Article VI: Committees of the Faculty

Article VII: Academic Unit Faculties

Article VIII: Implementation

Article IX: Amendment or Repeal of Bylaws

ARTICLE I. NAME

The name of the body constituted in these bylaws shall be the Faculty of Three Rivers College (hereinafter referred to as the Faculty).

ARTICLE II. MEMBERSHIP

The membership of the Faculty shall consist of executive officers of the college, the registrar, full-time faculty members, members of the coaching staff who hold appointments split between classroom instruction and coaching duties, and other personnel designated by the president as holding faculty status. Executive officers of the college and the registrar shall not have the right of vote at meetings of the Faculty, except in cases of a tie when the presiding officer shall cast the tie-breaking vote.

ARTICLE III. OFFICERS

SECTION A. The presiding officer of the Faculty shall be the president of the college. In the event the president does not preside, the order of succession of the presiding officer shall be the chief academic officer, the vice chair of the Executive Committee, followed by the other members of the Executive Committee by descending order of seniority as Faculty of the college.

SECTION B. A person designated by the president shall keep accurate records of all meetings and actions of the Faculty and upon Faculty direction shall formally transmit all motions passed or actions taken to the persons or bodies concerned.

SECTION C. The chair shall advise as to appropriate procedure and assist in maintaining appropriate and orderly proceedings.

ARTICLE IV. DUTIES AND JURISDICTION

SECTION A. The Faculty (subject to the approval of the president and board of trustees) shall make rules and regulations for its governance and procedure and for that of the students; provide such committees as may be required; prescribe rules regarding admissions, dismissal, discipline, scholarship, classes, courses of study, and requirements for graduation; and make such other rules as may be necessary or proper for the maintenance of high educational standards and student success. The Faculty shall prescribe rules for governing student publications, musical, dramatic and literary clubs, and all other aspects of student life which relate to the educational process. The Faculty may also make recommendations concerning academic policies and regulations governing the aforementioned affairs of the college.

SECTION B. The Faculty shall consider any matter referred to it by the president, the chief academic officer, the committees of the faculty, or any member or members of the Faculty.

SECTION C. Each motion approved by the Faculty that would impact changes on matters within the Faculty's jurisdiction shall be communicated as a recommendation to the president. The president shall have the right to veto any recommendation of the Faculty. Such action is to be communicated to the Faculty at the time of the decision and announced at the next faculty meeting. By a two-thirds majority vote of those present and voting at its first meeting following formal communication of a veto, the Faculty may request, with stated reasons, presidential reconsideration of the veto.

ARTICLE V. MEETINGS AND PROCEDURES

SECTION A. The most current edition of *Robert's Rules of Order* shall govern the conduct of the Faculty's meetings, except as otherwise provided in these bylaws.

SECTION B. Regular meetings of the Faculty shall convene after the fall convocation each year, normally in August, as scheduled by the president, and monthly, September through April.

SECTION C. Special meetings may be called by the president, the chief academic officer, the Executive Committee, or by petition of one-fourth of the Faculty, presented in writing to the president, who will convene a meeting within three school days of receipt of the petition. Unless a matter requires action by the Faculty during the summer session, it shall be deferred to the fall semester session when the full faculty may consider it.

SECTION D. Notice shall be sent to each faculty member prior to any convened meeting. This notice shall contain the agenda for the meeting, minutes from any committee meeting, and such other information as may be appropriate for advance study by the Faculty.

SECTION E. The order of business for each meeting shall be as follows:

1. Approval of the minutes of the previous meeting;
2. Report of the presiding officer;
3. Old/Unfinished business;
4. Reports of committees of the Faculty and consideration of related business;
5. New business; and
6. Announcements.

SECTION F. New business intended for discussion by the Faculty may be presented in writing to the president or to the appropriate committee, and members of the Faculty shall have the right to present proposals from the floor.

SECTION G. No business shall be conducted at any meeting of the Faculty unless a quorum is present. A majority of the Faculty, as defined by Article II, shall constitute a quorum.

SECTION H. Voting at all meetings of the Faculty shall be by voice, by show of hands, or by ballot, as decided by the presiding officer. It shall be in order, however, to move for a vote by any of the aforementioned methods. Voting may not be done in absentia or by proxy.

SECTION I. The president, the chief academic officer, or the Faculty, by vote, may designate persons not defined as members of the Faculty in Article II of the bylaws who shall have the privilege of discussion at meetings of the Faculty but not the privilege of voting.

ARTICLE VI. COMMITTEES OF THE FACULTY

SECTION A. RESPONSIBILITIES AND COMPOSITION OF COMMITTEES SECTION

SECTION A.1. Committees of the Faculty shall make recommendations to the Faculty concerning matters within the Faculty's jurisdiction consistent with Article IV of these Bylaws. Only by authority delegated by these bylaws shall committees make recommendations to administrative officers and otherwise advise and assist officers in the name of the Faculty. Any decision made by such officers contrary to committee recommendations will be reported immediately and in writing by the officer concerned to the chair of the appropriate committee. The Executive Committee and the college curriculum

committee of the Faculty are empowered by this article to "act for the faculty" on certain specified matters. Such actions shall always be in the form of recommendations made to the president in the name of the Faculty. Each such action must be reported to the Faculty at its first meeting following the committee meeting at which the action was taken; any such action not so reported is null and void. No such committee action shall become effective until such a report has been made and until the day after the next regularly scheduled meeting of the Faculty or 10 working days, whichever is greater. Any such action is subject to annulment by the Faculty (by a majority of those present and voting) at any time prior to its date of effectiveness, which shall not be prior to the next scheduled faculty meeting.

SECTION A.2. Committees may receive matters referred to them by individual faculty members, the Faculty, the Executive Committee, or administrative officers of the college. Committees may also initiate recommendations consistent with their bylaw descriptions. They shall consult with the appropriate administrative officers before making recommendations and may invite anyone from the Faculty or administration to participate in discussions in which he or she has a particular concern. Any information utilized by a committee in its deliberations which concerns college Faculty, students, or employees must be held in confidence by committee members.

SECTION A.3. Committees shall submit reports from the floor at regular meetings of the Faculty and shall submit annual reports in writing to the Faculty in April. Committee reports shall give special attention to exceptions to standing policies and regulations, to actions of administrative officers, and to the substance of both previous and pending business and activities. Committee reports which include any recommended change in academic policy, regulations or procedures shall be circulated in writing to the Faculty and the president with the agenda for the meeting at which the report is to be presented.

SECTION A.4. Faculty members of committees shall be approved by the Faculty. Except as otherwise provided in these bylaws, Faculty will be selected for committee service, except the college curriculum committee and the Executive Committee, as outlined below.

- a. Prior to the final meeting of the Faculty in April, a list of all committee vacancies for the next academic year shall be sent to each faculty member eligible for committee appointment.
- b. Eligible faculty include new faculty hires and any faculty vacating a committee.

- c. It will be the responsibility of the eligible faculty member to communicate his/her committee preference as directed.
- d. Directions for communicating committee preference will be provided with the committee vacancy list.
- e. Failure to respond will result in placement on a committee by the Chief Academic Officer. All faculty will serve on a committee.
- f. The final roster of faculty selections will be presented to the Faculty for ratification.

SECTION A.5. Guidelines for committee membership, other than the Executive Committee and the college curriculum committee, are as follows:

- a. Each committee should have at least one faculty member carried over from the previous year and at least one new member except when a new committee is established. In that case, half of the membership should have one calendar year terms, and half should have two calendar year terms.
- b. Except as otherwise specified in the committee descriptions given in these bylaws, each term of service shall be for a two calendar year term of service commencing July 1st of that year.
- c. Except as otherwise authorized in the committee descriptions given in these bylaws, no person shall serve for a term of membership on a committee that would cause the tenure of consecutive years of service as a member of that committee to exceed four years.
- d. To the extent permitted by the provisions of the committee descriptions given in these bylaws, each committee's members should, collectively, reasonably reflect the diversity of the Faculty. When at all possible, no more than two members of the same academic discipline shall serve simultaneously on the same committee.
- e. In general, faculty members should not serve as members of more than one standing committee of the Faculty simultaneously.

SECTION A.6. Student members of committees shall be elected by the Office of Student Services and shall be voting members unless otherwise provided in these bylaws.

SECTION A.7. Any other members of committees shall be selected and given voting privileges as provided by these bylaws.

SECTION A.8. The Chief Academic Officer will appoint a convener for each committee for which a chair is not designated by bylaw. The convener shall, within one week of the designation as convener, call the first meeting of the committee with the first order of business being the election of a chair. The chair of each committee must be a member of the Faculty as defined in Article II hereof and shall be elected from the voting membership of the committee by a simple majority. Any other officers of a committee shall be appointed as provided in bylaws or, in the absence of such provision, as deemed desirable by the committee.

SECTION A.9. All committees must operate within the bounds of the associated sunshine laws of the state of Missouri. As such, all meeting times must be announced, and all meetings shall remain open to the public.

SECTION A.10. Members of the Faculty with an interest in the workings of a committee are encouraged to attend. All members of the Faculty, with the permission of the committee chair, shall be allowed to participate in committee proceedings but shall not be allowed voting rights.

SECTION B. STANDING COMMITTEES OF THE FACULTY

SECTION B.1. Executive Committee

a. Membership

(1) The Executive Committee of the Faculty shall consist of the chief academic officer as chair and eight other members of the voting faculty to include one member from each academic unit and “at large” members as necessary elected from within the faculty. If the number of academic units is four or fewer, then two members from each academic unit should be selected for the committee. Faculty terms are to be two years starting July 1 of the year elected and ending June 30 two years hence. No more than two members from any academic discipline may serve at one time on the committee. Members of the Faculty are not eligible to serve during the first year of Faculty membership. Committee members are not eligible to succeed themselves.

(2) Prior to the February Faculty meeting, the chief academic officer shall solicit faculty members from each academic unit to fill vacating academic unit positions on the committee. Faculty within the eligible academic unit(s) shall elect their academic unit representative to serve on the committee. To fill the “at large”

vacancies on the committee, at least one nominee shall be solicited from each of the academic units that have eligible faculty.

(3) The election of the “at large” members of the committee whose term will begin July 1 of that year shall begin with the February faculty meeting and shall be continued, if necessary, from a ballot prepared by the chief academic officer. The balloting shall take place in accordance with the following procedure:

(a) Each faculty member shall cast no more than the same number of votes as there are vacancies.

(b) The candidate who receives a majority of votes cast in the election shall be elected to the committee.

(c) A special election shall be held to fill any at large vacancy of an unexpired term of the Executive Committee at the first faculty meeting following the vacancy. The Faculty shall vote from a ballot containing nominations sensitive to the vacancy being filled; the chief academic officer shall solicit nominations and prepare the ballot.

(d) The entire annual nomination and election process shall be completed prior to April 30 following the February meeting of the Faculty at which it begins. Under unusual circumstances, the chief academic officer may call for a May meeting to complete the election process.

b. Officers

Officers of the Executive Committee include the chief academic officer as chair and then both a vice-chair and vice-chair elect where the vice-chair elect is in his/her first year of the term. At the conclusion of the last meeting of the academic year, the vice-chair elect will assume the duties of the vice-chair and the new committee shall elect a vice-chair elect by private ballot. The chief academic officer shall ensure that accurate records of meetings and actions are kept and that copies of the agenda and minutes are distributed to the committee. The vice-chair and the vice-chair elect shall at the invitation of the president attend the meetings of the president's cabinet, shall at the invitation of the chief academic officer attend the meetings of the academic leadership team and at the invitation of the chief student officer attend

meetings of the student services leadership team. At any meeting where representation from the executive committee is requested, both the vice-chair and vice-chair elect shall attend and will serve as representatives of the faculty.

c. Meetings

The Executive Committee shall hold monthly meetings preceding a regularly scheduled faculty meeting. Special meetings of the committee may be called by the chief academic officer, the president, or a majority of the members of the committee. A faculty member may make a request to the chair for a special meeting. Two-thirds of the membership of the committee shall constitute a quorum.

d. Functions

(1) The Executive Committee may receive, study, or initiate any proposal and recommend to the faculty action upon it.

(a) The Executive Committee shall refer each proposal received, regardless of where initiated, to the appropriate standing committee of the Faculty for study and recommendation, provided there is a standing committee charged with issues of that type.

(b) The Executive Committee shall receive the recommendations of the standing committee prior to acting upon the proposal.

(c) The Executive Committee shall notify the standing committee chair if the proposal and recommendation are to be acted upon by the Executive Committee.

(d) The Executive Committee may recommend to the Faculty action on the proposal and recommendation and, if such is the case, shall summarize for the Faculty any significant changes made to the committee recommendations.

(e) The Executive Committee may recommend to the Faculty action on a proposal without referring the proposal to a standing committee on questions that unavoidably require immediate action.

(2) The committee shall act on behalf of the Faculty on questions that need immediate attention between meetings of the Faculty and shall submit such decisions to the Faculty at its next regular meeting for information, consideration, and any action desired by the Faculty.

(3) The Executive Committee may recommend to the Faculty changes in the membership of the standing committees in the event of one or more of the following circumstances:

- (a) Resignation of a member;
- (b) Recommendation by a majority of the committee to the vice chair of the Executive Committee.

(4) The committee may make recommendations to the Faculty concerning changes in statutes, bylaws, and other academic policies and regulations approved by the Faculty.

(5) Reports of the committee shall be made by the vice chair at Faculty meetings.

(6) The committee chair in consultation with the committee shall assemble the agenda for the Faculty meetings.

SECTION B.2. College Curriculum Committee

a. Membership

- (1) The college curriculum committee shall consist of the chief academic officer as chair and eight other members of the voting faculty to include one member from each academic unit and “at large” members as necessary elected from within the faculty. If the number of academic units is four or fewer, then two members from each academic unit should be selected for the committee. Faculty terms are to be two years starting July 1 of the year elected and ending June 30 two years hence. No more than two members from any academic discipline may serve at one time on the committee. Members of the Faculty are not eligible to serve during the first year of Faculty membership. Committee members are not eligible to succeed themselves.

Prior to the February Faculty meeting, the chief academic officer shall solicit faculty members from each academic unit to fill

vacating academic unit positions on the committee. Faculty within the eligible academic unit(s) shall elect their academic unit representative to serve on the committee. To fill the “at large” vacancies on the committee, at least one nominee shall be solicited from each of the academic units that have eligible faculty.

(3) The election of the “at large” members of the committee whose term will begin July 1 of that year shall begin with the February faculty meeting and shall be continued, if necessary, from a ballot prepared by the chief academic officer. The balloting shall take place in accordance with the following procedure:

(a) Each faculty member shall cast no more than the same number of votes as there are vacancies.

(b) The candidate who receives a majority of votes cast in the election shall be elected to the committee.

(c) A special election shall be held to fill any at large vacancy of an unexpired term of the Curriculum Committee at the first faculty meeting following the vacancy. The Faculty shall vote from a ballot containing nominations sensitive to the vacancy being filled; the chief academic officer shall solicit nominations and prepare the ballot.

(d) The entire annual nomination and election process shall be completed prior to April 30 following the February meeting of the Faculty at which it begins. Under unusual circumstances, the chief academic officer may call for a May meeting to complete the election process.

b. Officers

The chief academic officer shall be chair of the Curriculum Committee. At the beginning of the first meeting of the academic year, the committee shall elect a vice chair. Reports of the committee shall be made at faculty meetings.

c. Meetings

When curricular actions are needed, the committee shall meet in September, October, November, January, February, March, and April.

Special meetings may be scheduled as the need arises.

d. Functions

This committee shall recommend to the Faculty general curricular rules affecting the academic programs offered by the college (e.g., core curriculum, exit examinations, and so on). The committee shall consider all proposals for new programs, program changes, and any other global curricular changes that affect the learning environment and make its recommendations to the Faculty for action. The committee shall review all proposed curricular actions and shall be the organization of the college to which any academic unit may make recommendations concerning curricular matters.

The committee shall act for the Faculty on any routine curricular matters (e.g., changes in course numbers, changes in course descriptions, and so on) which have been referred to it by the Faculty or by an academic unit. In exercising this latter function for the Faculty, the committee shall declare such matters as "routine" by a three-fourths majority vote of members present and voting.

SECTION B.3. Student Learning Improvement Committee

[Mission] The Student Learning Improvement Committee provides review and feedback on the student learning outcomes process under the leadership of the Chief Academic Officer in concert with the Office of Institutional Effectiveness.

[Duties] The committee shall coordinate and promote student learning outcomes assessment for the purpose of improving learning of specific programs, college wide outcomes, and the curriculum as a whole to ensure that these activities are used to improve learning and to provide feedback to faculty on ways to improve student learning and increase student success. The committee serves as a peer panel to review and provide feedback on assessment results and learning improvement initiatives.

[Meeting and Reporting] The committee shall meet regularly each semester and shall make recommendations to the Executive Committee. The committee shall report to the faculty at least annually. The committee shall be divided into two sub-committees, one for career program assessment and one for college wide outcomes assessment. The sub-committee for career program assessment shall have at least one academic transfer member. The sub-committee for college wide outcomes assessment shall have at least one career program member.

[Membership] The chief academic officer shall serve as the committee chair and the committee shall have 10 members of the faculty not serving on executive committee or curriculum committee, with one half of the representatives from career education and one half of the representatives from academic transfer. In cases when the total membership of the committee cannot be evenly divided, the last member may be from either career education or academic transfer. The following shall serve as *ex officio* nonvoting members: Institutional Effectiveness representative and the academic unit chairs.

SECTION B.4. Faculty Welfare, Evaluation, and Development Committee

[Mission] The mission of the faculty welfare, evaluation, and development committee is to study and recommend ways by which the intellectual and professional life and growth of the Faculty may be enhanced as well as ways to develop a sense of faculty community through intellectual, social, and aesthetic activities. It proposes rules and programs for faculty development and evaluation. It also investigates and makes recommendations concerning faculty welfare matters. It recommends awards of any internal teaching and learning grants for faculty; sponsors and co-sponsors workshops or forums on teaching methods and on strategies for understanding, assessing, and facilitating student learning; and proposes, initiates, and promotes other activities and services that provide a supportive environment for the professional growth and development of the Faculty.

[Duties] The committee shall promote various faculty enrichment activities and/or resources and shall advise how best to foster a sense of faculty community via enrichment concerns and activities and/or resources. They shall also provide input on the development, administration, analysis of the evaluation system which includes the faculty engagement process and the faculty rank and promotion system.

[Meeting and Reporting] The committee shall meet regularly each semester and shall report and make recommendations to the Executive Committee.

[Membership] The committee will be chaired by one of the Academic Unit Chairpersons and have 33% of the faculty not serving on executive committee, curriculum committee, and student learning improvement committee, to include at least one faculty representative from each academic unit. In addition, the chief academic officer or his or her designee shall serve as an *ex officio*, nonvoting member.

SECTION B.5. Student Advisement and Retention

[Mission] The mission of the committee on student advisement and retention is to enhance the academic advising and retention processes for students and help develop a campus-wide awareness of the role each administrator, faculty, and staff member plays in the retention and academic success of students.

[Duties] The committee shall review and evaluate advisement and retention goals, objectives, and procedures; review both current and proposed rules concerning advisement and retention and recommend changes to the Faculty; identify needs for advisement to enhance retention; and develop, assess, and help to keep both the advising plan/manual and retention plan current.

[Meeting and Reporting] The committee shall meet regularly each semester and shall report and make recommendations to the Executive Committee.

[Membership] The committee will be chaired by one of the Academic Unit Chairpersons and have 33% of the faculty not serving on executive committee, curriculum committee, and student learning improvement committee, including at least two representatives from career education and two representatives from academic transfer. The committee will also consist of the following ex officio, non-voting members: Chief Academic Officer, Chief Student Officers, and the Director of Enrollment.

SECTION B.6. Learning Resources Committee

[Mission] The learning resources committee shall make recommendations to the Faculty concerning the learning resources units of the college and shall act in an advisory capacity to the appropriate college administrators. Learning resources shall also include online course management systems and other distance learning resources/tools.

[Duties] The committee shall assist in the creation and improvement of learning resources. Learning Resources shall include but not be limited to library resources, ADA resources, tutoring, learning technologies, and the online learning management system. It shall help promote learning resources-related communication throughout the college.

[Meeting and Reporting] The committee shall meet regularly each semester and shall make recommendations to the Executive Committee.

[Membership] The committee will be chaired by one of the Academic Unit

Chairpersons and have two students, 33% of the faculty not serving on executive committee, curriculum committee, and student learning improvement committee, including at least two faculty members from career education and two faculty members from academic transfer. The following shall serve as nonvoting, ex officio members: the director of libraries, computer services representative, Distance Learning representative, Tutoring & Learning Center representative, College Store representative and the Coordinator of Disability Services.

SECTION B.7. Student Standing Committee

[Mission] The Student Standing Committee reviews student standing regarding admission, readmission, student progress, graduation, and other student academic matters, and serves as a body of faculty to serve on appeals committees as outlined in SP2140 and SR2140.

[Duties] Members of the committee shall also serve as faculty representatives on the college committees which complete initial reviews of student standing regarding admissions, readmissions, admissions by those students who have a felony conviction, financial issues, financial aid issues and on panels adjudicating appeals by students as outlined in SP2140 and SR 2140. No member of the committee serving on the committee that made the initial decision which is being appealed shall be eligible to serve as a member of the appeal panel.

[Meeting and Reporting] The committee shall meet regularly each semester and shall report annually the results of its review to the Executive Committee.

[Membership] The chair shall be the chief student services officer or the chief academic officer, who will assign committee members to serve on the various student standing committees on a rotating basis, as such committees have need to meet. Membership shall be drawn from the faculty as needed, and the following *ex officio*, nonvoting members: Chief Academic Officer, Chief Student Services Officer, Chief Financial Officer, the Registrar, Director of Financial Aid, and Director of Housing.

SECTION C. Ad Hoc Committees of the Faculty

When no standing committee has a mission that encompasses a specific task, the Faculty, in consultation with the president, may create such *ad hoc* committees as it deems necessary. The tenure of such committees shall be limited to one year. Every

effort should be made to incorporate new tasks into one of the standing committees of the faculty.

ARTICLE VII. ACADEMIC UNIT FACULTIES

Full-time faculty members holding academic appointments in the academic units shall constitute the Faculty of that academic unit. Each academic unit faculty is authorized by this article to organize as a deliberative assembly, with or without committees, for the purpose of making recommendations to the college Faculty through an appropriate committee of the college Faculty on matters within the Faculty's jurisdiction.

ARTICLE VIII. IMPLEMENTATION

Provisions recommended by the Faculty and approved by the president for the implementation of certain statutes or bylaws shall be included in the policies and/or regulations of the college as appropriate.

ARTICLE IX. AMENDMENT OR REPEAL OF BYLAWS

Proposals for change or repeal of any bylaws shall be submitted in writing to all members at least five days before the regular meeting of the Faculty at which they will be proposed. The proposal shall contain the exact wording of the amendment and an indication of its place in the bylaws. The proposed amendment shall be voted on at the next regular faculty meeting and must carry by a three-fifths vote of the members present and voting provided a quorum is present.

UPCOMING EVENTS

David Fielding Exhibit: 12-3 p.m. October 3-31, Tinnin Gallery. Free. Former Three Rivers College art professor David Fielding will hold an exhibition of his paintings. The artist's reception has been postponed. Check future Upcoming at Three Rivers emails for a new date.

Farm Credit Southeast Missouri Ribbon Cutting: 1 p.m. October 13, TRC-Sikeston. Please join us for ribbon cuttings at Three Rivers College – Sikeston for the new Farm Credit Southeast Missouri classroom and the Farm Credit Southeast Missouri Sikeston Room.

College Transfer Fair: 9 a.m. to 1 p.m. October 22, Plaster 1st floor hallway. Students can meet with four-year colleges about their programs, transfer/admissions requirements, scholarships, and financial aid.

Spirit of Scotland: 7 p.m. October 23, Tinnin Theater. \$15. Sponsored by First Midwest Bank. Experience the true spirit of Scotland with soaring songs, live music, and champion Highland dancers in a vibrant celebration of tradition and talent.

Fall Showcase: 7 p.m. October 28, Tinnin Theater. Free. Our vocal and instrumental students perform diverse solos and ensembles, and a “mini-musical” performance by the premier student musical theater ensemble.

Nursing Job Fair - Sikeston: 1:30-2:30 p.m., October 29. Three Rivers College – Sikeston. Nursing students can meet with potential employers and get information about jobs in the acute care, long-term care, clinic, and home health areas. For more information, contact Sherri Dodson at sdodson@trcc.edu.

Murder Mystery Dinner: 5:30-9:30 p.m. November 1; 1:30-5:30 p.m. November 2, Holiday Inn Ballroom. \$50 individually and tables of eight for \$400. Get ready for an unforgettable performance filled with suspense, laughter, and a touch of chaos! Join us for “*Trouble in Deadwood*” by Robert J. LaBlanc—a thrilling murder mystery experience. Purchase tickets, tables, or sponsorships at trcc.edu/events.

Mattilyn Grace Stacy Exhibit: 12-3 p.m. November 3-26, Tinnin Gallery. Free. Rising star Mattilyn Grace Stacy will showcase her vibrant artistry and fresh perspective.

The Improvised Broadway Musical: 7 p.m. November 6, Tinnin Theater. \$15. Sponsored by Doug and Elaine Libla and Herman and Jill Styles. Be part of the fun with The Improvised Broadway Musical, as your idea becomes a full Broadway-style musical — completely improvised for one night only and never repeated.

Fall Concert: 7 p.m. November 18, Tinnin Theater. Free. A talented group of collegiate and community musicians take the stage to bring you timeless musical classics.

RAIDERS basketball			
DATE	VS	TIME	H/A
10/31	Gulf Coast State	7 p.m.	H
11/1	John A. Logan	7 p.m.	H
11/3	Arkansas St-Newport	7 p.m.	H
raidersathletics.com			

LADY RAIDERS basketball			
DATE	VS	TIME	H/A
11/1	Olney Central	5 p.m.	H
11/2	Wabash Valley	3 p.m.	H
11/7	Trinity Valley	6 p.m.	H
11/8	Itawamba	3 p.m.	H
11/12	Lincoln Trail	5 p.m.	H
raidersathletics.com			

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



THREE RIVERS COLLEGE



THREE RIVERS COLLEGE

ADJOURNMENT

CHAIRMAN AND SECRETARY

PLEASE SEE RECORDING SECRETARY FOR PAPERWORK