

**A G E N D A**  
**REGULAR SESSION**  
**Wednesday, September 19, 2018**  
**12:00 p.m.**

- I. Invocation and Pledge of Allegiance**
- II. Approval of Agenda**
  1. Consideration and Approval of Agenda
  2. Consideration and Approval of Minutes of the August Board Meeting
- III. Consideration of College Financial Report**
  1. Statement of Revenues, Expenses, and Changes in Net Assets
    - a) Monthly Financial Statements
    - b) Budget to Actual Financial Statements
  2. Cash in Bank
  3. Certificates of Deposit
  4. Checks Issued
  5. Bid Report
- IV. President's Report**
- V. Executive Session** (Permissible under guidelines of MO Rev. Statute Section 610.021.1 Legal – Legal actions, causes of action or litigation involving a public governmental body and confidential and privileged communications between a public governmental body and its attorney; Section 610.021.2 – Real Estate – Leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefore; Section 610.021.3 – Personnel – Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded.)
- VI. Items for Consideration, Discussion, and Vote**
  1. **Consideration and vote for Appointment of Replacement for Sub-District 2 Open Position**
  2. **Consideration and Vote of the Pemiscot County Initiative Network Lease with Option to Purchase the Caruthersville Property**
- VII. Consideration and Approval of all Personnel Actions and Associated Documents**
  1. **Acceptance of Employment**
    1. **April Burchard – Instructor in Mathematics**
    2. **Lisa DeAngelo – Welcome Center Facilitator**

“Representatives of the news media may obtain copies of this Notice by contacting Janine Heath, Executive Assistant to the President, 573-840-9698.”

3. **Carrie Franklin – Communications Coordinator – Content**
4. **Kayla O’Neal – Facilitator, Dexter**
5. **Sheila Ursery – Library Outreach Coordinator**
6. **Amanda Vazquez – Communications Coordinator – Visual**
2. **Transfers**
  1. **Zachary Quick – Part-time Library Assistant in Sikeston to Full-time Library Specialist in Sikeston**
3. **Retirement**
  1. **Dr. Carol Lewis – Professor, Communications and Languages**

**VIII. Appendix**

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

**IX. FY18 Board of Trustees Meeting Dates**

- Wednesday, October 17, 2018
- Wednesday, November 28, 2018
- Wednesday, January 16, 2019
- Wednesday, February 20, 2019
- Wednesday, March 20, 2019
- Wednesday, April 17, 2019
- Wednesday, May 15, 2019
- Wednesday, June 19, 2019

**X. Adjournment**

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**BOARD OF TRUSTEES  
THREE RIVERS COMMUNITY COLLEGE  
TAX LEVY RATE MEETING  
AUGUST 22, 2018**

The special meeting of the Board of Trustees was held in the Board Room of the Tinnin Fine Arts Center of the college in Poplar Bluff, Missouri, on Wednesday, August 22, 2018, at 11:45am.

**AUGUST 22, 2018**

Those present included: Trustees: Darren Garrison, chairman; Amber Richardson, Secretary, absent, Gary Featherston, treasurer; Eric Schalk, member; Chris Williams, member; and college administrators: Dr. Wesley Payne, president; Charlotte Eubank, chief financial officer; Dr. Justin Hoggard, dean of instruction; Ann Matthews, dean of student services; and Janine Heath, recording secretary.

**ATTENDANCE**

Chairman Darren Garrison announced that the purpose of the meeting was to set the rate of taxation to be established for the Three Rivers Community College District for calendar year 2018. The recommended rate reflects a three hundredth of a cent increase in the taxation rate.

**PURPOSE OF CALLED MEETING**

Trustee Featherston moved (1) The rate of taxation for the calendar year 2018 be set at point two three five five, (0.2355), as recommended by the State Auditor, on each one hundred dollars of assessed valuation of property within the college taxing district; and that (2) Certification of same be forwarded to the county officials at the appropriate time.

**ESTABLISHMENT OF TAX LEVY FOR CALENDAR YEAR 2017**

The motion was seconded by Trustee Schalk and the board was polled: Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, absent; Trustee Garrison, yes.

There being no further business, the board unanimously approved to adjourn the meeting at 11:47 a.m. on a motion by Trustee Featherston and a second by Trustee Williams.

**ADJOURNMENT**

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CHAIRMAN

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APPROVAL DATE

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SECRETARY

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APPROVAL DATE

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
August 22, 2018**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, August 22, 2018.

**CALL TO ORDER**

Those present included: Trustees: Darren Garrison, chairman; (Vacant Position), vice-chairman; Dr. Amber Richardson, secretary, (absent); Gary Featherston, treasurer; Chris Williams, member; Eric Schalk, member; and college administrators: Dr. Wesley Payne, president; Charlotte Eubank, chief financial officer; Dr. Justin Hoggard, dean of instruction; Ann Matthews, dean of student services; Janine Heath, recording secretary.

**ATTENDANCE**

Trustee Eric Schalk delivered the invocation.

**INVOCATION**

Chairman Garrison presented Heath Grassham and Holly Grassham Holt with a plaque in memory of Trustee Grassham's service to the college and the board. All members expressed their condolences to the family and gratitude for Randy's service.

**GRASSHAM FAMILY**

Announcement that letters of interest are being accepted in an effort to fill Randy Grassham's seat. A notice will be placed in the Van Buren newspaper seeking letters of interest as well. Letters will be accepted through September 12 and then meetings will be held with each of the individuals interested in serving, prior to the board selecting a replacement to serve the remainder of trustee Grassham's term.

Trustee Schalk made a motion to approve the agenda as presented. On a second by Trustee Featherston, the motion passed unanimously.

**APPROVAL OF BOARD  
MEETING AGENDA**

Trustee Featherston made the motion to approve the July 2018 minutes. With a second by Trustee Williams, the motion passed.

**APPROVAL OF JULY 2018  
MINUTES**

Charlotte Eubank discussed the preliminary results for June. She stated that the numbers will change after the audit entries but it is expected that the college will end the year in a positive position due to budgeted funds not being spent, mainly in the area of personnel.

**FINANCIAL REPORT AND  
BID REPORT**

July numbers were discussed and at this point we are in line with the budgeted numbers both in revenue and expenses.

Included in the financial reports was an accounting of the HB19 Deferred Maintenance Appropriation. This provides an update to the board as to where the college is on the various projects. Ms. Eubank reported the college has expended all funds available. The accounting of the project was included in the board book.

Charlotte asked that the board review the Food Services and Concessions bid and act on the recommendations from the college, which is to accept the bid from Cook Restaurants LLC.

Trustee Schalk made the motion with a second by Trustee Williams to accept the financial report and bid recommendations for Cook Restaurants LLC. The motion passed unanimously.

Dr. Payne presented the President's Report

#### **PRESIDENT'S REPORT**

Mike Pollard with Dille Traxel joined the meeting to report on the construction progress. The punch list items are being addressed. The city has walked through the building and can see no large issues. Generally there are cosmetic changes and completion left, with the exception of areas in the concrete floor that will need to be remediated for smoothness. No structural issues exist. Mike has requested an updated completion schedule from Huffman but has not received it at the time.

#### **CONSTRUCTION UPDATE**

The college hosts the graduation for the Youth Services facility each year. Dr. Payne accepted a plaque of appreciation on behalf of the college for their continued support.

#### **DIVISION OF YOUTH SERVICES GRADUATION**

We honor the years of service of employees during the "kick-off" for the new year.

#### **CONVOCATION**

Registration went well. We budgeted a 5% reduction to credit hours over last fall and that is where it appears we will fundamentally end up.

#### **REGISTRATION UPDATE**

There is a reception on September 23 at 4pm in the

#### **TINNIN CENTER MURAL**

Tinnin Lobby for Paul Jackson, the artist that completed the mural on the building. We have gotten positive press with the project.

- The Material and the Ephemeral – August 24 – September 21
- Artist Lecture – Melissa Gill – September 24
- CRC/TRC Annual Fall Job Fair – August 24
- Run 4 the Arts – September 8
- Meet the Raiders – September 10
- Center Stage – The Little Mermaid – September 8, 9, 13, 14, 15, 16
- Championship College Rodeo – October 11, 12, 13 at the Sikeston Rodeo Grounds

**UPCOMING EVENTS**

Trustee Featherston made the motion to enter into Executive Session at 12:32pm. With a second by Trustee Schalk, the board was polled as follows: Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, (absent); Trustee Garrison, yes.

**EXECUTIVE SESSION**

Trustee Schalk made the motion to approve all personnel action and associated documents as presented. With a second by Trustee Williams, the board was polled as follows: Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, absent; Trustee Garrison, yes.

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

There being no further business, Trustee Schalk made the motion to adjourn at 1:55 pm and with a second by Trustee Featherston, the motion passed.

**ADJOURNMENT**

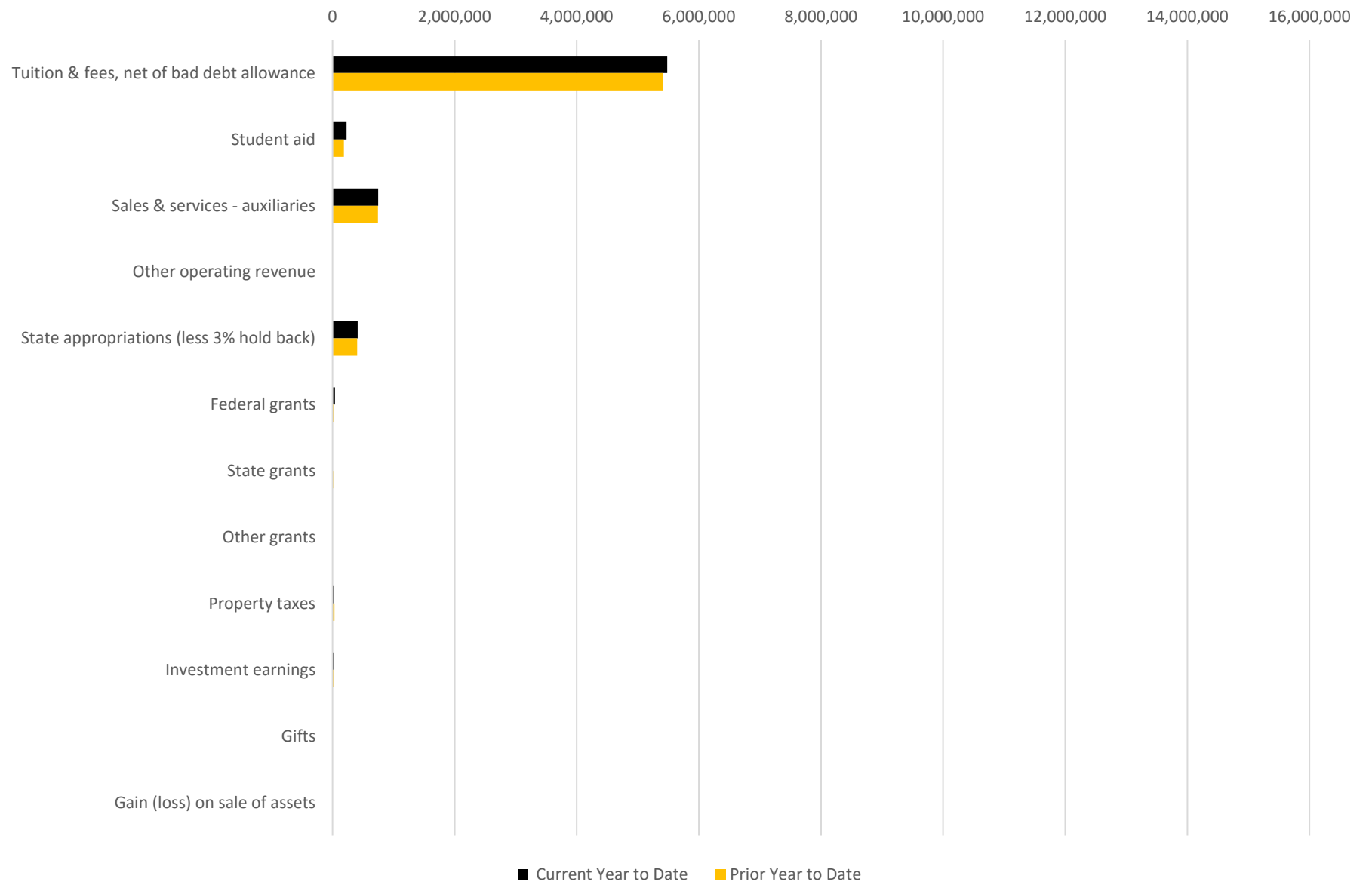
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CHAIRMAN

\_\_\_\_\_  
APPROVAL DATE

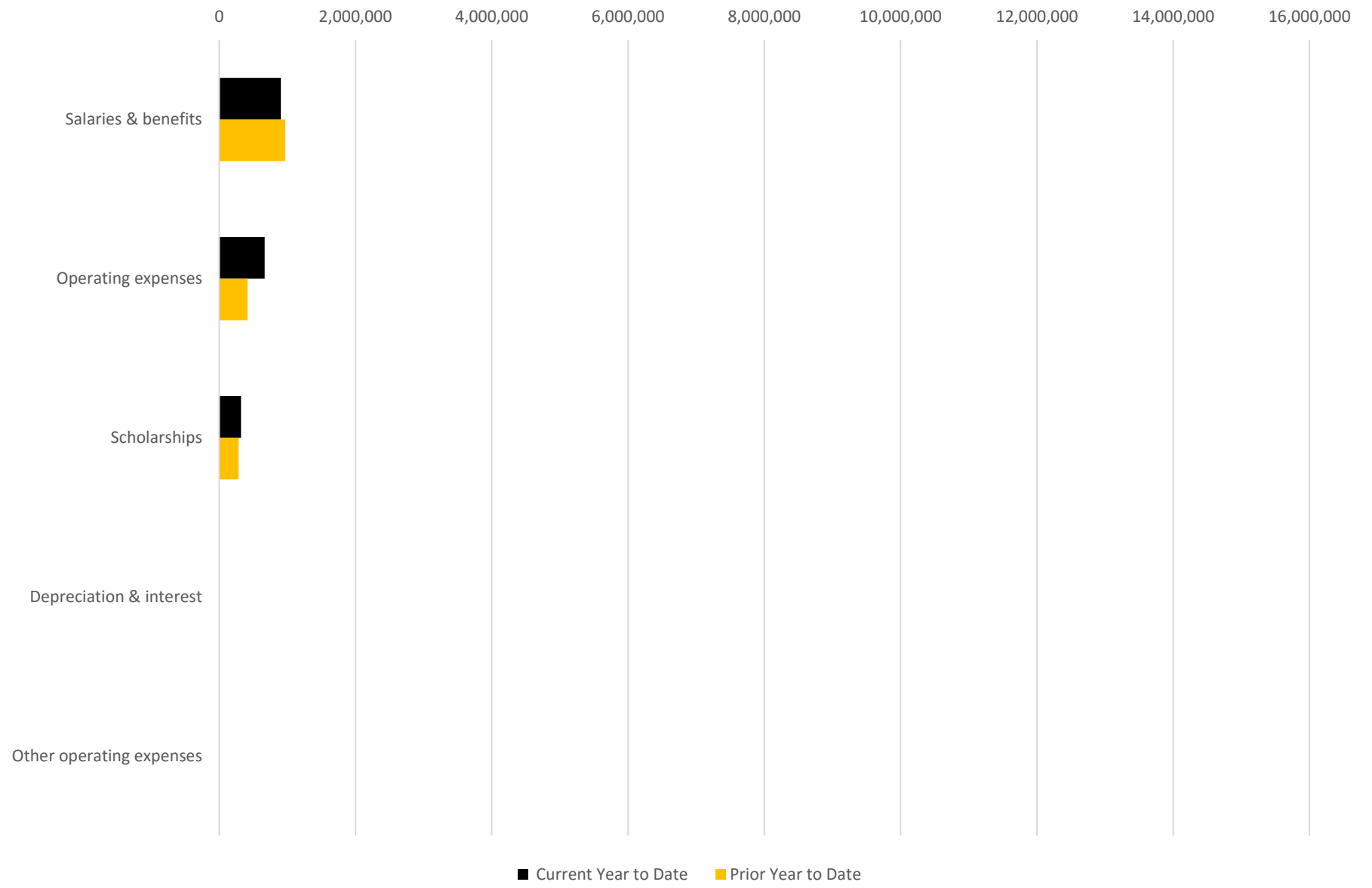
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SECRETARY

\_\_\_\_\_  
APPROVAL DATE

### YTD Comparison to Previous Year 07/31/18



YTD Comparison to Previous Year  
07/31/18





YTD Comparison to Previous Year  
07/31/18

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

CHANGES IN NET POSITION



■ Current Year to Date ■ Prior Year to Date

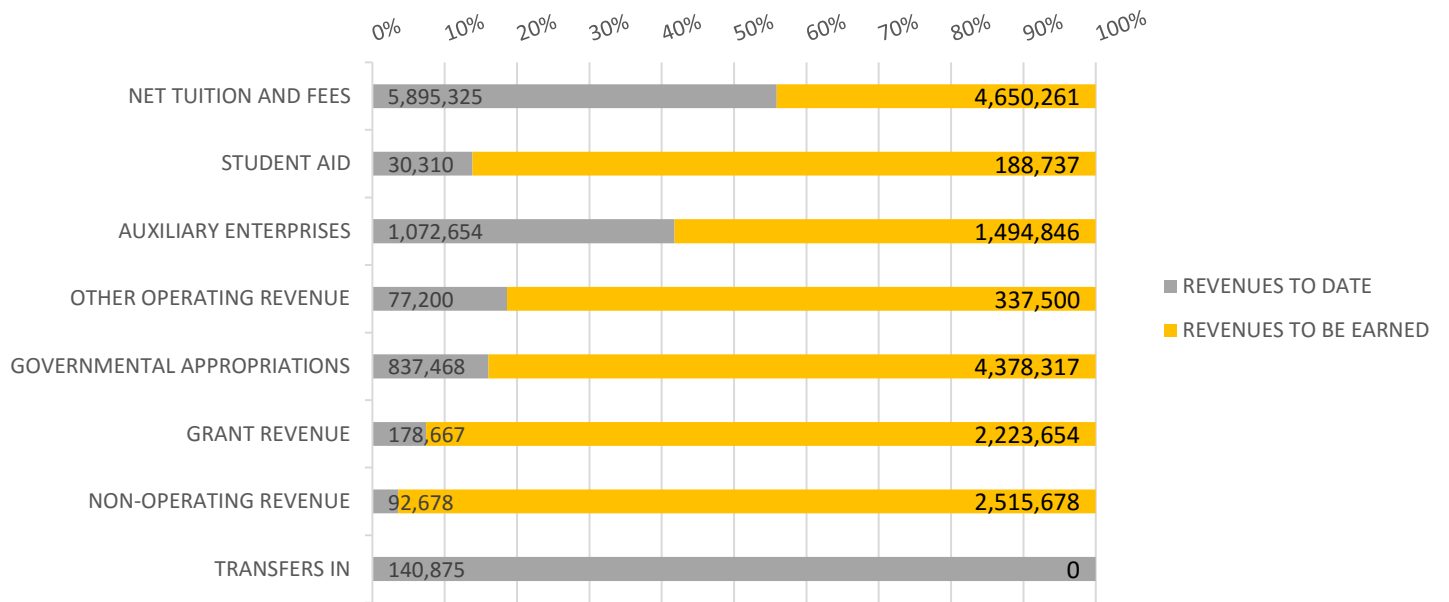
Three Rivers College  
Statement of Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
July 31, 2018

<b>ASSETS AND DEFERRED OUTFLOWS</b>		<b>LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	
<b>CURRENT ASSETS</b>		<b>CURRENT LIABILITIES</b>	
Cash & Cash Equivalents	14,899,434	Accounts Payable	1,148,173
Student Account Receivables, net	7,735,945	Accrued Vacation	281,211
Property Tax Receivable	115,904	Student Deposits	24,750
Other Receivables	5,397,915	Deferred Tuition & Fees	0
Investments	56,191	Scholarships	(29,583)
Inventory	128,027	<b>Total Current Liabilities</b>	<b>1,424,551</b>
Prepaid Expenses	202,964		
<b>Total Current Assets</b>	<b>28,536,381</b>	<b>NON-CURRENT LIABILITIES</b>	
<b>NON-CURRENT ASSETS</b>		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	15,857,963
Capital assets	67,166,550	Bonds, Notes and Leases Payable	21,835,902
Plus: Current year additions to capital assets	794.47	Accrued Interest	0
Accumulated Depreciation	(28,120,332)	Agency	194,483
Unamortized Bond Issue Costs	0	<b>Total Non-Current Liabilities</b>	<b>37,888,347</b>
<b>Total Non-Current Assets</b>	<b>44,537,799</b>	<b>Total Liabilities</b>	<b>39,312,898</b>
<b>DEFERRED OUTFLOWS</b>	<b>5,250,815</b>	<b>DEFERRED INFLOWS</b>	<b>6,926,936</b>
		<b>NET POSITION</b>	
		Beginning Balance	26,990,440
		Changes in Net Position	5,094,720
		<b>Total Net Position</b>	<b>32,085,161</b>
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS</b>	<b>78,324,995</b>	<b>TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	<b>78,324,995</b>

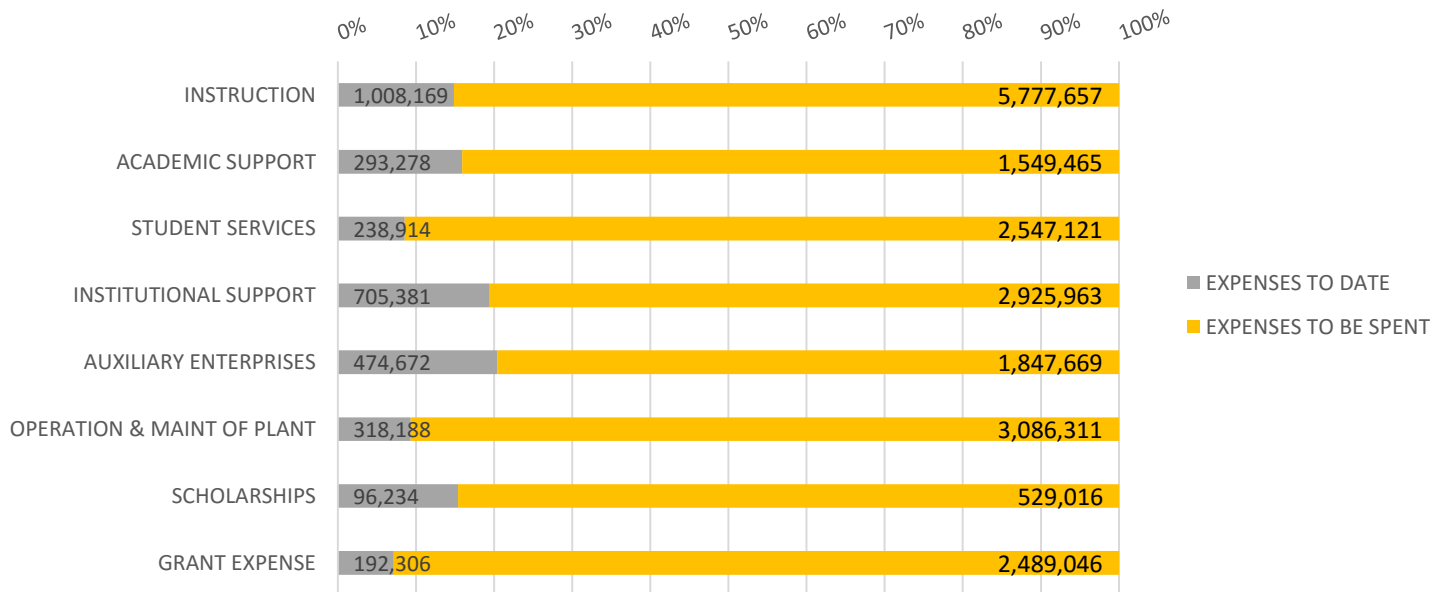
Three Rivers College  
Statement of Revenues, Expenses and Changes in Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
July 31, 2018

	July	Current Year to Date	Prior Year to Date	\$ Change	% Change
<b>OPERATING REVENUE</b>					
Tuition & fees, net of bad debt allowance	5,482,455	5,482,455	5,410,662	71,794	1.33%
Student aid	229,430	229,430	186,626	42,804	22.94%
Sales & services - auxiliaries	747,710	747,710	743,644	4,066	0.55%
Other operating revenue	2,502	2,502	5,051	(2,549)	(50.46)%
Total Operating Revenue	<u>6,462,097</u>	<u>6,462,097</u>	<u>6,345,983</u>	<u>116,115</u>	<u>1.83%</u>
<b>OPERATING EXPENSES</b>					
Salaries & benefits	902,920	902,920	968,202	(65,281)	(6.74)%
Operating expenses	667,367	667,367	413,939	253,428	61.22%
Capital equipment	794	794	9,859	(9,065)	(91.94)%
Less: Transfer to capital assets	(794)	(794)	(9,859)	9,065	(91.94)%
Scholarships	320,479	320,479	282,829	37,651	13.31%
Depreciation & interest	(22,798)	(22,798)	(22,443)	(354)	1.58%
Other operating expenses	0	0	0	0	0.00%
Total Operating Expenses	<u>1,867,969</u>	<u>1,867,969</u>	<u>1,642,526</u>	<u>225,443</u>	<u>13.73%</u>
<b>NON-OPERATING REVENUE (EXPENSES)</b>					
State appropriations (less 3% hold back)	411,195	411,195	405,838	5,357	1.32%
Federal grants	38,549	38,549	15,738	22,811	144.94%
State grants	0	0	13,251	(13,251)	(100.00)%
Other grants	0	0	0	0	0.00%
Property taxes	21,535	21,535	34,111	(12,576)	(36.87)%
Investment earnings	26,663	26,663	17,632	9,031	51.22%
Gifts	2,650	2,650	2,650	0	0.00%
Gain (loss) on sale of assets	0	0	0	0	0.00%
Total Non-Operating Revenues (Expenses)	<u>500,592</u>	<u>500,592</u>	<u>489,219</u>	<u>11,373</u>	<u>2.32%</u>
<b>CHANGES IN NET POSITION</b>	<u>5,094,720</u>	<u>5,094,720</u>	<u>5,192,676</u>	<u>(97,956)</u>	<u>(1.89)%</u>

### Budget to Actual Revenues 08/31/2018 (17%)



### Budget to Actual Expenses 08/31/2018 (17%)



Three Rivers College  
Statement of Revenues, Expenses and Changes In Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
August 31, 2018  
Fiscal Year Benchmark: 17%

REVENUES	BUDGET	REVENUES TO DATE		REVENUES TO BE EARNED
		REVENUES TO DATE	%	
NET TUITION AND FEES <i>Tuition, Student Registration Fees, Net of Bad Debt &amp; Scholarship Allowances</i>	10,545,586	5,895,325	56%	4,650,261
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	219,047	30,310	14%	188,737
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing &amp; Assessment, Tinnin Center Operations, License Bureau Rental</i>	2,567,500	1,072,654	42%	1,494,846
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	414,700	77,200	19%	337,500
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. &amp; Repair</i>	5,215,785	837,468	16%	4,378,317
GRANT REVENUE <i>State Grants, Federal Grants</i>	2,402,321	178,667	7%	2,223,654
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	2,608,356	92,678	4%	2,515,678
TRANSFERS IN <i>General funds - prior year transfers in (Reserves)</i>	140,875	140,875	100%	0
<b>TOTAL REVENUES</b>	<b>24,114,170</b>	<b>8,325,175</b>	<b>35%</b>	<b>15,788,995</b>

NOTE: We have recognized a total of 35% of budgeted revenues. We have recognized 56% of our budgeted revenues from tuition and fees, comprised of fall 2018 registrations and portions of summer 2018, 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.

EXPENSES	BUDGET	EXPENSES TO DATE		EXPENSES TO BE SPENT
		EXPENSES TO DATE	%	
INSTRUCTION <i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health &amp; Human Services</i>	6,785,826	1,008,169	15%	5,777,657
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,842,743	293,278	16%	1,549,465
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	2,786,035	238,914	9%	2,547,121
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	3,631,344	705,381	19%	2,925,963
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing &amp; Assessment, License Bureau Rental</i>	2,322,341	474,672	20%	1,847,669
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	3,404,499	318,188	9%	3,086,311
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	625,250	96,234	15%	529,016
GRANT EXPENSE <i>State Grants, Federal Grants</i>	2,681,352	192,306	7%	2,489,046
<b>TOTAL EXPENSES</b>	<b>24,079,390</b>	<b>3,327,144</b>	<b>14%</b>	<b>20,752,246</b>

NOTE: We have obligated 14% of our budgeted expenses at 17% into the fiscal year. August payroll IS INCLUDED but credit card expenses ARE NOT INCLUDED as they were not yet available at the time of this report. Budgeted increase in Net Position is a result of adjustments made to the Enhancement Grant that resulted in less matching funds required.

<b>CHANGES IN NET POSITION</b>	<b>34,780</b>	<b>4,998,031</b>
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Three Rivers College  
 Capital Budget - Unaudited  
 August 31, 2018  
 Fiscal Year Benchmark: 17%

	FUNDING SOURCES	SOURCES TO DATE			SOURCES TO BE
		BUDGET	SOURCES TO DATE	%	EARNED
RESTRICTED					
	<i>Bond proceeds</i>	737,080	737,080	100%	0
	<i>State appropriations (Crisp)</i>	3,000,000	0	0%	3,000,000
UNRESTRICTED					
	<i>General funds - prior year transfers in (Reserves)</i>	479,214	479,214	100%	0
	<i>General funds - prior year transfers in (TRET/Libla gifts)</i>	1,459,742	1,459,742	100%	0
	<i>General funds - current year transfers in</i>			0%	0
TOTAL FUNDING SOURCES		5,676,036	2,676,036	47%	3,000,000
	USES OF FUNDS	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
	<i>Sports Complex</i>	2,196,822	28,603	1%	2,168,219
	<i>Crisp Technology Center addition and remodel</i>	3,000,000	0	0%	3,000,000
	<i>Westover Administration Building repairs</i>	200,000	2,690	4%	48,142
	<i>Landscaping and Lighting</i>	50,000	1,858	4%	48,142
	<i>Student Housing repairs</i>	127,000	0	0%	22,646
	<i>License Bureau roof</i>	30,000	0	0%	30,000
	<i>Campus Safety improvements</i>	22,646	0	0%	22,000
	<i>Kennett External Location parking repairs</i>	27,568	0	0%	27,568
	<i>Tinnin Fine Arts Center repairs</i>	22,000	0	0%	22,646
TOTAL EXPENSES		5,676,036	33,151	1%	5,642,885
NET SURPLUS (DEFICIT)		0	2,642,885		

**THREE RIVERS COLLEGE  
CASH IN BANKS**

September 4, 2018

	<u>08/02/18</u>	<u>09/04/18</u>
<b>CURRENT FUND</b>		
<i>Cash Funds</i>		
Bookstore	1,800.00	1,800.00
Petty Cash	200.00	200.00
Vending Machines	224.55	224.55
Business Office	2,088.00	2,088.00
<i>Total Cash Funds</i>	4,312.55	4,312.55
<i>General Accounts</i>		
Southern Bank - General Funds	5,784,240.51	5,145,233.38
Southern Bank - Credit Cards	146,615.25	203,911.31
<i>Total General Accounts</i>	5,930,855.76	5,349,144.69
<i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	20,192.16	27,867.28
Federal Clearing Account	-	-
Flexible Spending Account	12,654.69	12,670.78
<i>Total Restricted Accounts</i>	32,846.85	40,538.06
<b>TOTAL CURRENT FUND</b>	5,968,015.16	5,393,995.30
 <b>HOUSING FUND</b>		
<i>General Accounts</i>		
Rivers Ridge Account - Southern Bank	(24,555.35)	11,345.96
<i>Total General Accounts</i>	(24,555.35)	11,345.96
<b>TOTAL HOUSING FUND</b>	(24,555.35)	11,345.96

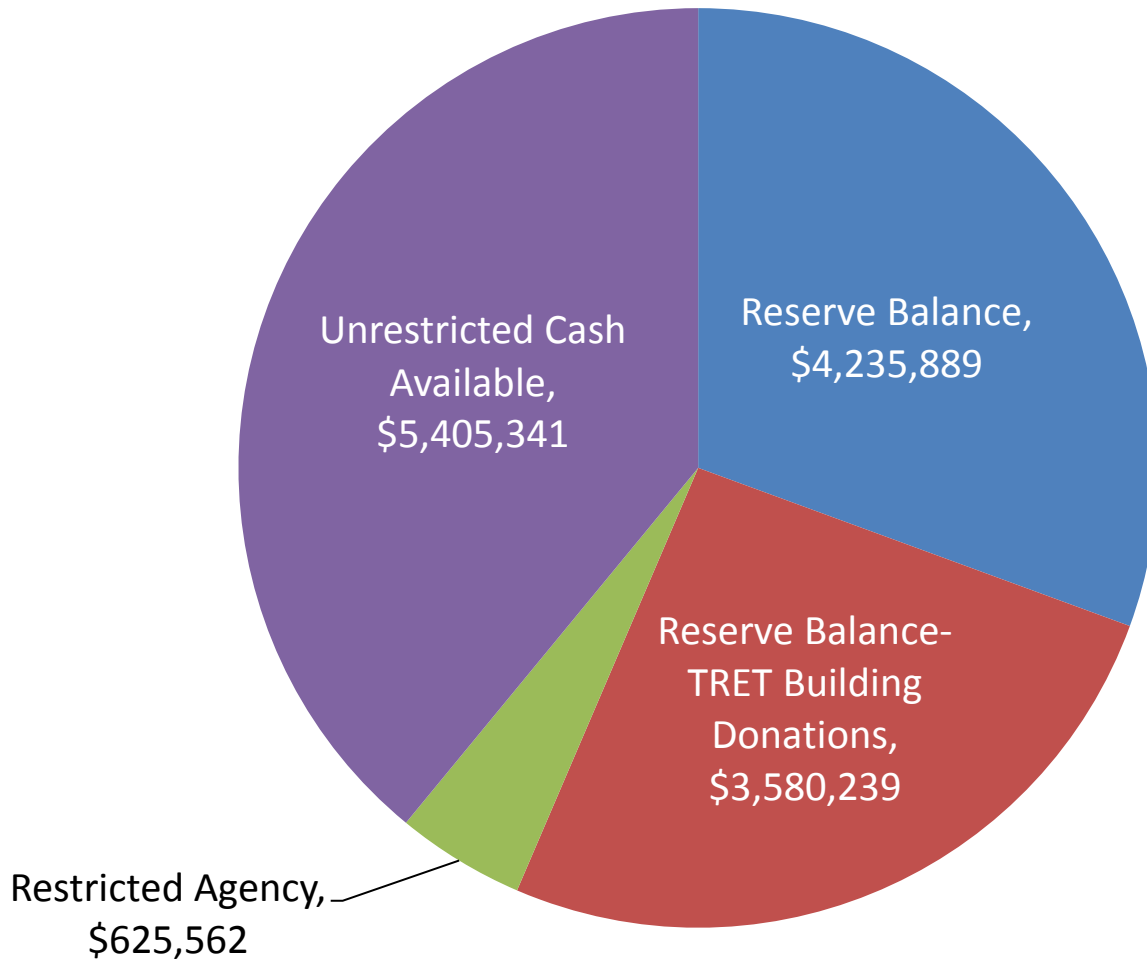
**THREE RIVERS COLLEGE  
CASH IN BANKS**

September 4, 2018

	<u>08/02/18</u>	<u>09/04/18</u>
<b>PLANT FUND</b>		
<i>Bank Accounts</i>		
Plant Fund - Southern Bank	6,700,516.47	6,261,932.12
<i>Total Bank Accounts</i>	6,700,516.47	6,261,932.12
<i>Certificates of Deposit</i>		
Bank of Grandin #16126	141,110.09	142,404.63
Bank of Grandin #16103	104,328.96	104,328.96
Bank of Grandin #17002	1,299,151.91	1,307,462.57
<i>Total Certificates of Deposit</i>	1,544,590.96	1,554,196.16
<b>TOTAL PLANT FUND</b>	8,245,107.43	7,816,128.28
<b>AGENCY FUND</b>		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	184,824.84	189,243.94
<i>Certificates of Deposit</i>		
Restricted CD's & Savings	436,318.08	436,318.08
<b>TOTAL AGENCY FUND</b>	621,142.92	625,562.02



**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT  
\$13,847,031 AS OF 09/04/18**



THREE RIVERS COLLEGE  
CERTIFICATES OF DEPOSIT

**CERTIFICATES OF DEPOSIT AS OF August 31, 2018**

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
16103	Bank of Grandin	1.50	10/05/18	12 mths	104,328.96	Contingency
16126	Bank of Grandin	1.85	02/22/19	12 mths	142,404.63	Contingency
17002	Bank of Grandin	1.29	08/14/19	12 mths	1,307,462.57	Contingency
Total Plant Fund CD's					\$ 1,554,196.16	

**SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF August 31, 2018**

2016012267	Commerce Bank	0.25	06/04/92	09/04/18	2,350.00	Bill Vinson
218101	First Midwest Bank of P.B.	0.75	09/22/98	09/22/18	5,000.00	Jerome Burford
423137249	Regions Bank	0.01	05/12/88	10/06/18	2,833.00	Combined Sch
423137256	Regions Bank	0.01	05/12/88	10/06/18	1,024.34	Fred Morrow
24325	First Midwest Bank of P.B.	0.65	10/15/99	10/15/18	10,324.77	Norman Gamblin
2197201	First Midwest Bank of P.B.	0.65	10/31/97	10/31/18	1,065.00	Gertrude Cox
23353	First Midwest Bank of P.B.	0.85	11/06/00	11/06/18	4,000.00	Coll. Achievement
2012008906	Commerce Bank	0.70	05/11/81	11/11/18	4,526.11	P.C. Hays, Sr.
451037941	US Bank of Poplar Bluff	0.40	11/16/98	11/16/18	17,800.00	Wm. D. Becker
451038829	US Bank of Poplar Bluff	0.40	11/17/99	11/17/18	15,469.82	Wm. D. Becker
21028354	US Bank of Poplar Bluff	0.40	12/03/91	12/03/18	2,310.00	C.T. McDaniel
10369	First Missouri State Bank	0.75	12/05/95	12/05/18	5,000.00	Helvey-Miller
451038849	US Bank of Poplar Bluff	0.40	12/08/99	12/08/18	1,110.00	C.T. McDaniel
423137173	Regions Bank	0.15	12/09/85	12/09/18	5,000.00	Mary Hinrichs
2016012160	Commerce Bank	0.25	12/11/91	12/11/18	7,700.00	Bill Vinson
11129	First Missouri State Bank	0.75	12/12/96	12/12/18	6,131.36	Kim Mosley
43712	First Midwest Bank of P.B.	0.85	04/27/09	12/14/18	67,447.79	Holder-Rowland
5016847453	Commerce Bank	0.25	12/22/97	12/22/18	10,000.00	Harold Prim
110239662	Southern Bank	1.00	01/05/91	01/05/19	1,412.53	Bulow Mem.
2213401	First Midwest Bank of P.B.	0.85	01/08/98	01/08/19	10,000.00	Jerome Burford
21031513	US Bank of Poplar Bluff	0.25	01/19/95	01/19/19	12,868.64	Kim Mosley
352394707389	US Bank of Poplar Bluff	0.25	08/19/88	02/18/19	2,061.55	James Warren
63761112	US Bank of Poplar Bluff	0.25	02/23/89	02/22/19	2,500.00	A. Garner
2224601	First Midwest Bank of P.B.	1.05	02/25/98	02/25/19	1,658.87	Missy Braden
3568803469	US Bank of Poplar Bluff	0.25	09/26/00	02/26/19	9,674.10	Wm. D. Becker
21025365	US Bank of Poplar Bluff	1.00	03/05/90	03/05/19	5,000.00	Mack Whiteley
2136801	First Midwest Bank of P.B.	1.05	03/05/97	03/05/19	5,000.00	Thelma Jackson
63760768	US Bank of Poplar Bluff	1.24	03/06/89	03/05/19	6,468.04	Butler Co Co-op
20205	First Missouri State Bank	0.75	04/21/10	04/21/19	20,403.81	ICHE Scholarship
3568676067	US Bank of Poplar Bluff	0.25	05/01/01	05/01/19	11,026.79	Wm. D. Becker
21033372	US Bank of Poplar Bluff	0.25	05/01/96	05/01/19	1,000.00	Kim Mosley
9525	First Missouri State Bank	1.10	05/06/93	05/06/19	2,000.00	Carl Wiseman
25103	First Midwest Bank of P.B.	1.05	05/14/99	05/14/19	5,000.00	Thelma Jackson
2016007496	Commerce Bank	0.25	05/14/90	05/14/19	3,835.00	Bill Vinson
21031218	US Bank of Poplar Bluff	0.25	05/15/94	05/15/19	2,192.00	Greg Starnes
21028105	US Bank of Poplar Bluff	0.25	05/22/91	05/22/19	29,782.32	Myrtle Rutland
21028106	US Bank of Poplar Bluff	0.25	05/22/91	05/22/19	20,000.00	Myrtle Rutland
7236	First Missouri State Bank	0.75	05/26/89	05/26/19	16,350.00	Jackie Watson
110274305	Southern Bank	0.90	05/30/86	05/30/19	5,200.00	Mabel Swindel
5016848212	Commerce Bank	0.25	06/23/98	06/23/19	7,843.17	Louise Spradling

THREE RIVERS COLLEGE  
CERTIFICATES OF DEPOSIT

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
63760632	US Bank of Poplar Bluff	1.54	07/02/89	07/01/19	1,226.80	A. Garner
451028956	US Bank of Poplar Bluff	0.25	07/02/99	07/02/19	5,234.00	Wm. D. Becker
21030291	US Bank of Poplar Bluff	0.25	07/07/93	07/07/19	1,405.00	Joshua Bowman
2170801	First Midwest Bank of P.B.	1.65	07/11/97	07/30/19	10,925.00	Mabel Swindel
21024477	US Bank of Poplar Bluff	0.25	08/22/89	08/22/19	10,000.00	Myrtle Rutland
8036	First Missouri State Bank	0.75	08/23/90	08/23/19	4,000.00	Jackie Watson
1721901	First Midwest Bank of P.B.	0.65	08/25/92	08/25/19	3,000.00	Odd Fellows
110270576	Southern Bank	0.85	08/27/85	08/28/19	5,000.00	Belle Hinrichs
14776	First Missouri State Bank	0.75	08/28/02	08/28/19	5,000.00	Helvey-Miller
1014001	First Midwest Bank of P.B.	1.00	11/06/89	11/06/19	5,000.00	Charlotte Stone
423135367	Regions Bank	0.10	11/18/04	11/18/19	1,106.64	Betty Waldrop
423135383	Regions Bank	1.49	12/04/04	12/04/19	1,650.00	R. Couperus
451034787	US Bank of Poplar Bluff	0.50	06/09/97	12/09/19	1,000.00	Wm. D. Becker
2017004259	Commerce Bank	0.30	12/09/89	12/09/19	1,000.00	P.I. Church
423137157	Regions Bank	1.24	01/14/85	01/14/20	2,500.00	Dr. Miller
2012008112	Commerce Bank	0.30	08/11/92	02/11/20	1,000.00	Myra C. Hays
2017004363	Commerce Bank	0.30	03/30/88	03/30/20	10,000.00	Myrtle Corbett
5017843040	Commerce Bank	0.30	05/01/97	04/07/20	2,900.00	Miles Hays
2038701	First Midwest Bank of P.B.	1.30	05/16/96	05/16/20	5,000.00	Thelma Jackson
110260320	Southern Bank	0.85	06/02/86	06/02/20	1,000.00	Hulen Spencer
63760695	US Bank of Poplar Bluff	1.73	04/04/85	04/05/21	1,001.63	Lonnie Davis
2018004893	Commerce Bank	0.35	04/10/88	04/10/21	3,000.00	Myra C. Hays
2019003547	Commerce Bank	0.40	07/08/90	07/08/22	4,000.00	P.C. Hays, Jr.

Total Agency Fund CD's

\$ 436,318.08

Three Rivers College  
CD Report  
As of August 31, 2018

<b>Investment CDs</b>
-----------------------

**Bank Account Interest Rate**

Bank	Account	Interest Rate
Southern Bank	all except Federal Funds	1.50%

**CDs Maturing**

Bank	Certificate Number	Maturity Date	Amount

**Responses**

Bank	People's Community Bank	First Missouri State Bank	The Bank of Missouri	Sterling Bank	Commerce Bank	Southern Bank	Bank of Grandin
<b>Contact</b>	Keith Willcut	Renea King	Stephanie Patterson	Erin Moody	Margaret Mack	Dan Sanderson	Teresa Hoefler
<b>Comment</b>							
<b>Amount</b>	1,307,462.57	1,307,462.57	1,307,462.57	1,307,462.57	1,307,462.57	1,307,462.57	1,307,462.57
<b>3 months</b>					1.78%	2.05%	
<b>6 months</b>	2.15%				1.95%	2.05%	
<b>9 months</b>					2.06%	2.05%	
<b>10 months</b>							
<b>1 year</b>	2.33%	2.43%	1.75%	1.25%	2.17%	2.25%	3.01%
<b>18 months</b>							
<b>2 year</b>							

**CDs Transferred**

\$1,307,462.57 renewed with the Bank of Grandin @ 3.01% for 12 months.

<b>Endowment CDs Transferred to Endowment Trust</b>
---

**CDs Maturing**

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

**THREE RIVERS COMMUNITY COLLEGE**  
**Summary of Checks Issued**  
**Month of August 2018**

Current Fund:	General Fund - Southern Bank	\$ 1,851,547.68
	Electronic Student Refunds - Higher One	<u>15,758.00</u>
	Total Current Fund	1,867,305.68
Housing Fund:	Rivers Ridge - Southern Bank	57,501.01
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>5,610.96</u>
	Grand Total	<u><u>\$ 1,930,417.65</u></u>

This is to certify that the above is supported by invoices, purchase orders, and other pertinent data on file in the College Financial Service Office. Approved by the Board of Trustees, this 19th day of September 2018.

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

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

**THREE RIVERS COLLEGE  
 BID REPORT  
 AS OF SEPTEMBER 12, 2018**

**Libla Signage**

Status: Closed  
 Open Date: 5/10/2018  
 Close Date: 5/24/2018  
 Funding Source: General Revenue  
 Bids Submitted:

Coast to Coast Signs, LLC	Scott City, MO
4M Signs	Poplar Bluff, MO

Bid Awarded: 4M Signs Poplar Bluff, MO \$6,656.20

**Fencing**

Status: Closed  
 Open Date: 8/8/2018  
 Close Date: 8/22/2018  
 Funding Source: Enhancement Grant  
 Bids Submitted:

Williamson Ranch Fencing	Bloomfield, MO
Ramm Fencing	Dyersburg, TN

Bid Awarded: Williamson Ranch Fencing Bloomfield, MO \$142,500.00

**Athletic Travel**

Status: Closed  
 Open Date: 8/17/2018  
 Close Date: 8/31/2018  
 Funding Source: Athletics  
 Bids Submitted:

Four Winds Travel, LLC	Poplar Bluff, MO
Huskey Trailways	Festus, MO

Bid Awarded: No  
 Recommendation: Four Winds Travel, LLC Poplar Bluff, MO \$67,514.00

**Fire Training Structure**

Status: Closed  
 Open Date: 8/17/2018  
 Close Date: 8/31/2018  
 Funding Source: Enhancement Grant  
 Bids Submitted:

Three Rivers Leasing, Inc.	Poplar Bluff, MO
Kirila Fire	Brookfield, OH

Bid Awarded: Three Rivers Leasing, Inc. Poplar Bluff, MO \$58,000.00

**Heavy Equipment**

Status: Closed  
 Open Date: 8/24/2018  
 Close Date: 9/11/2018  
 Funding Source: Enhancement Grant  
 Bids Submitted:

Doosan	Valley Park, MO
Fabick Cat	Scott City, MO

Bid Awarded: No

**Sidewalk Lighting**

Status: Open  
 Open Date: 9/13/2018  
 Close Date: 9/27/2018  
 Funding Source: General Revenue  
 Bids Submitted: N/A  
 Bid Awarded: N/A

## CONSIDERATION OF APPROVAL FOR ATHLETIC TEAMS TRAVEL SERVICE

### BACKGROUND INFORMATION

#### HISTORY

The College advertised for bids for Athletic Teams Travel Service for the Three Rivers College athletic teams. The successful bidder was required to guarantee the quoted prices for a period of one (1) year with the option, if agreed upon by both the College and the successful bidder, to be extended under the same terms, conditions, and price for two (2) consecutive one (1) year periods to be determined at the end of each one (1) year period.

Responses were received as follows:

Bidders Meeting Bid Specifications:

<u>Company</u>	<u>Amount of Bid</u>
<b>Four Winds Travel, LLC</b>	
56 Passenger Total	\$67,514.00
56 Passenger Day Rate	\$775.00
56 Passenger Mileage Rate	\$2.75
<b>Huskey Trailways</b>	
24 Passenger Total	\$85,914.75
24 Passenger Day Rate	\$800.00
24 Passenger Mileage Rate	\$3.25
40 Passenger Total	\$92,431.00
40 Passenger Day Rate	\$900.00
40 Passenger Mileage Rate	\$3.50
56 Passenger Total	\$93,686.00
56 Passenger Day Rate	\$950.00
56 Passenger Mileage Rate	\$3.50

### FINANCIAL IMPLICATIONS

The potential cost savings, for the College, by contracting with Four Winds Travel, could be as much as \$26,000 for the 2018-19 school year.

### ADMINISTRATIVE RECOMMENDATIONS

It is recommended that the College accept the bid from Four Winds Travel, LLC for the 2018-19 school year. After which, evaluation of agreement will be required for extension for year two.

## **September 2018 President's Report**

- Construction Update
  - Libla Family Sports Complex
- Athletes Day at the Farm – August 26
- The Lewis Experience – August 30
- Center Stage – The Little Mermaid
- POTA Season Kick Off
- Meet the Raiders
  
- Upcoming Events
  - HLC Celebration Dinner – September 21
  - Run 4 the Arts – September 22
  - Paul Jackson Reception – September 23
  - Raider Madness – October 1
  - Fall Break – October 4 – 5
  - College Rodeo – Sikeston – October 11 – 13
  - POTA – Ray Charles & Company – October 18



**A G E N D A**  
**Executive Session**  
**Wednesday, September 19, 2018**

**I. Executive Session**

1. Personnel and any other matters covered by RSMo Section 610.021
2. Real Estate/Property and other matters covered by RSMo Section 610.021.2
3. Legal and other matters covered by RSMo Section 610.021.1

**II. Adjournment**

**V1. Consideration and approval of Appointment of Replacement for Sub-District 2 Open Position**

**BACKGROUND INFORMATION--HISTORY**

Sub-District 2 Trustee position is open due to the passing of Randy Grassham. Pursuant to Board Policy BP 0324 – Filling Board Vacancies, the Board of Trustees will solicit letters of interest from the community and an appointed committee will interview the individuals that submit said letters. The sub-committee will make recommendation to the remaining Trustees and they will by majority vote to appoint a replacement to serve until the next board election at which time the position shall be filled by election to complete the unexpired term.

The next election will be in April 2020. Trustee Grassham’s term expires in 2024.

**POSSIBLE ALTERNATIVES**

**FINANCIAL IMPLICATIONS**

**ADMINISTRATIVE RECOMMENDATIONS**

Accept the sub-committees recommendation to fill the vacancy.

**V1. Consideration and approval of Pemiscot County Initiative Network, Inc. (PIN)  
Lease with Option to Purchase – Caruthersville Property**

**BACKGROUND INFORMATION--HISTORY**

This property was donated to the college in 2013. PIN was renting space at the time of the gift and has remained in the building as a tenant. The sale of the property went to bid during the summer and PIN returned a bid to enter into a Lease/Purchase with the college.

**POSSIBLE ALTERNATIVES**

Keep the building.

**FINANCIAL IMPLICATIONS**

The College will no longer be responsible for repairs to the building.

**ADMINISTRATIVE RECOMMENDATIONS**

Approve the Lease/Option and authorize Dr. Payne to sign the necessary paperwork.

Consideration of Personnel Action  
Employment of Personnel  
Instructor in Mathematics

**PERSONNEL DATA SHEET**

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

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

X Faculty – Replacement for Nicole Sifford – transfer to Department Chair

\_\_\_\_\_ Support Staff

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

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

NAME: April Burchard

POSITION TITLE: Instructor in Mathematics

SALARY: \$36,518

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

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

Other: Non-tenure track

STARTING DATE: August 12, 2019

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AA	Three Rivers College Poplar Bluff, MO	Business Administration
BS	Central Methodist University Fayette, MO 65248	Mathematics
MEd	Concordia University Portland, OR	Curriculum & Instruction

EXPERIENCE

<u>08/2010 - present</u>	<u>Puxico R-8 School District</u>	<u>Mathematics Teacher/</u>
	<u>Puxico, MO</u>	<u>Head Volleyball Coach</u>
<u>08/2015 - present</u>	<u>Three Rivers College</u>	<u>Adjunct Instructor/</u>
	<u>Poplar Bluff, MO</u>	<u>Dual Credit Instructor</u>

(09/19/2018)

Consideration of Personnel Action  
Employment of Personnel  
Welcome Center Facilitator

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X  Support Staff – Replacement for Alyssa Musser – transfer approved 7/18/18

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

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

NAME:  Lisa DeAngelo

POSITION TITLE:  Welcome Center Facilitator

SALARY:  \$10.00/hour

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

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

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

STARTING DATE:  August 27, 2018

QUALIFICATIONS:

Degree                        Ed. Institution                        Major

EXPERIENCE \_\_\_\_\_

01/2018 - present        M&R Janitorial Services                        Janitorial Services   
 Poplar Bluff, MO

10/2016 – 12/2017        Three Rivers College                        Fitness Center Assistant (PT)   
 Poplar Bluff, MO

09/2008 – 03/2016        Saranac Lake Central School                        Senior High School Monitor   
 Saranac Lake, NY

(09/19/2018)

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X  Support Staff – Replacement for Jonathan Atwood – resignation approved 01/17/18

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

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

NAME:  Carrie Franklin

POSITION TITLE:  Communications Coordinator - Content

SALARY:  \$15.00/hour

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

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

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

STARTING DATE:  September 17, 2018

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AA	Three Rivers College Poplar Bluff, MO	Psychology
BS	Missouri State University Springfield, MO	Marketing Advertising & Promotion

EXPERIENCE

<u>06/2012 - present</u>	<u>River Radio</u>	<u>Sales Assistant/Social Media</u>
	<u>Poplar Bluff, MO</u>	<u>Manager/Freelance Copywriter</u>
<u>07/2011 – 06/2012</u>	<u>Hefner Furniture &amp; Appliance</u>	<u>Administrative Assistant/</u>
	<u>Poplar Bluff, MO</u>	<u>Marketing Manager</u>
<u>11/2010 – 07/2011</u>	<u>Self-employed</u>	<u>Freelance Copywriter</u>
	<u>Poplar Bluff, MO</u>	

(09/19/2018)

Consideration of Personnel Action  
Employment of Personnel  
Facilitator, Dexter

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X  Support Staff – Replacement for Samantha Landers – resignation approved 07/18/18

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

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

NAME:  Kayla O’Neal

POSITION TITLE:  Facilitator, Dexter

SALARY:  \$10.00/hour

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

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

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

STARTING DATE:  September 5, 2018

QUALIFICATIONS:

Degree                        Ed. Institution                        Major

EXPERIENCE

12/2017 - present	Dexter R-XI Dexter, MO	Alternative School Aide
11/2016 – 12/2017	Three Rivers College (Dexter) Poplar Bluff, MO	Student Work-Study
03/2015 – 04/2016	Southeast Correctional Center Charleston, MO	Correctional Officer

(09/19/2018)

Consideration of Personnel Action  
Employment of Personnel  
Library Outreach Coordinator

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X  Support Staff – Replacement for Karen Harpole – resignation approved 06/20/18

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

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

NAME:  Sheila Ursery

POSITION TITLE:  Library Outreach Coordinator

SALARY:  \$12.00/hour

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

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

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

STARTING DATE:  August 21, 2018

QUALIFICATIONS:

Degree                        Ed. Institution                        Major

EXPERIENCE

07/2012 – 06/2018	Poplar Bluff 5 <sup>th</sup> & 6 <sup>th</sup> Grade Center	District Elementary
	Poplar Bluff, MO	Libraries Secretary
08/2005 – 05/2012	Poplar Bluff Kindergarten Center	Special Education
08/2003 – 05/2005	Poplar Bluff, MO	Paraprofessional/Librarian/ Classroom Paraprofessional

(09/19/2018)



Consideration of Personnel Action  
Employment of Personnel  
Communications Coordinator - Visual

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X  Support Staff – Replacement for Kaitlynn Johnson – resignation approved 04/12/18

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

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

NAME:  Amanda Vazquez

POSITION TITLE:  Communications Coordinator - Visual

SALARY:  \$14.42/hour

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

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

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

STARTING DATE:  August 30, 2018

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AA	Three Rivers College Poplar Bluff, MO	Psychology
BS	Central Methodist University Fayette, MO	Psychology

EXPERIENCE

<u>2015 – present</u>	<u>Christian Family Fellowship International</u>	<u>Media Production Manager</u>
	<u>Poplar Bluff, MO</u>	<u>Intern (unpaid)</u>
<u>2011 – 2013</u>	<u>Poplar Bluff Public Schools</u>	<u>Paraprofessional</u>
	<u>Poplar Bluff, MO</u>	
<u>2009 – 2011</u>	<u>Three Rivers College</u>	<u>Resident Assistant</u>
	<u>Poplar Bluff, MO</u>	

(09/19/2018)

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position

Part-time Library Assistant in Sikeston to Full-time Library Specialist in Sikeston

## **BACKGROUND INFORMATION**

### **HISTORY**

Due to the need for increased library services in Sikeston, the request was made to move to a full-time library staff position. In conjunction with GAR1120 College Reorganization, the President has recommended the appointment of Zachary Quick to this position. Mr. Quick has served in a part-time capacity with the library at the Sikeston location since July 2015. He will assume the full-time position, effective September 10, 2018.

## **FINANCIAL IMPLICATIONS**

This is a twelve-month, staff position.

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Zachary Quick.

(09/19/2018)

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Request for Retirement  
Professor, Communications and Languages

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

Dr. Carol Lewis has been employed Instructor in English since August 1989 where she continues to serve as a Professor. She has submitted her request for retirement, effective October 1, 2018.

## **FINANCIAL IMPLICATIONS**

This is a nine-month, institutionally funded faculty position.

## **ADMINISTRATIVE RECOMMENDATION**

Accept Dr. Lewis' request for retirement and proceed with review of the position and the appropriate replacement process.

(09/19/2018)

Wesley A. Payne, Ph.D.  
President, Three Rivers College

9/12/18

Dr. Payne,

It is with sadness and regret that I must inform you of my need to retire from Three Rivers College effective October 1, 2018. As you know, it was my intention to complete this fall semester by teaching my assigned online classes, but as my illness has progressed, I am needing to remove as many potential stressors in my life as possible. I have been advised that retirement would be in my best interest for my health.

I know that this will put additional strain on others in the English department who will need to pick up my online classes for the remainder of the semester, but our department has always been willing to help one another in times of need.

Let me also say that the college family has been tremendously supportive during these past few weeks, offering to prepare meals, mow our lawn, run errands, clean our house, offer prayers of healing and support, and so much more. And Steve and I are particularly grateful for your kind words and the support you are giving to both of us. Know that your kindness has not gone unnoticed.

Hopefully when I beat this disease, I can return to teach as an adjunct, as Three Rivers has been an integral part of my life for so many years, and I cherish the opportunity to teach.

Respectfully,

A handwritten signature in cursive script that reads "Carol Swain Lewis". The signature is written in black ink and is positioned to the right of the word "Respectfully,".

Carol Swain Lewis, Ph.D.  
Professor in English  
Three Rivers College

# UPCOMING EVENTS

**Run 4 the Arts**, 9 a.m. September 22 (rescheduled date), beginning at the Tinnin Fine Arts Center parking lot. Registration is \$20. For details and the registration form, visit [trcc.edu/development/events](http://trcc.edu/development/events).

**Good Morning Pleasant Dale 365 X 7**, exhibit by Katherine Endacott, September 24-October 26, Tinnin Gallery; artist lecture 12 p.m. September 24, PLST108, Robert W. Plaster Free Enterprise Center; free.

**Arrive Alive**, from UNITE, 10 a.m. – 2 p.m. September 25, Bess Activity Center parking lot. Simulation program to educate the public about the dangers of texting while driving and intoxicated driving.

**Club Rush**, 10 a.m. – 2 p.m. September 26, the Quad. SGA and Student Life event to spotlight the clubs and organizations at Three Rivers College.

**Fall Break** October 4-5. College closed.

**Sterling Pharmacy Championship College Rodeo**, presented by Three Rivers College and the Sikeston Jaycee Bootheel Rodeo, 7:30 p.m. October 11, 12, and 13, Sikeston Jaycee Bootheel Arena in Sikeston. Tickets are \$10 for adults, \$5 for children, and \$5 with a TRC ID.

**Brick Oven Pizza Fundraiser**, 11 a.m. – 10 p.m. October 16, 125 N. 11<sup>th</sup> Street in Poplar Bluff. Fundraiser for the Three Rivers Endowment Trust Excellence Fund. Rocky Raider and the TRC cheerleaders will make a special appearance.

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

## RAIDERS ATHLETICS

### Men's Baseball @ Pattillo Field

12 p.m. Sept. 23 Raiders vs. Charleston Squirrels

12 p.m. Sept. 28 Raiders vs. Harris Stowe Univ.

12 p.m. Oct. 4 Raiders vs. Arkansas Baptist College

### Rodeo

7:30 p.m. Oct. 11, 12 and 13

Championship College Rodeo

Sikeston Jayce Bootheel Arena

## Three Rivers starts new year with new opportunities



DAR PHOTOS BY PAUL DAVIS



(TOP) Students in a transitional math class at Three Rivers College work on their assignments Friday morning.

(ABOVE) Kylie Moore (from left), Samantha Shelton, Brittney Owen and J'Kayla Fowler work together Friday on a biology project during a class at Three Rivers College.

(LEFT) Three Rivers College math instructor Kenny Bullington helps Leah Gimbel with a problem.

By DENISE KINDER  
Staff Writer

A mass of students stepped back onto the campus of Three Rivers College and into their futures this past week. Classes officially began Monday, Aug. 13 in Poplar Bluff as well as off-site facilities.

Brandon Martínez, a third-year student studying biology, said the semester kicked off with no issues.

"Everything was put together well," he said. "I had everything ready to go before school ended last year, so that made it easy."

Originally from Houston, Texas, Martínez said he chose Three Rivers College based on the convenience offered through the locations as well as cost and small class sizes, to ensure one-on-one time with instructors.

"The classes here are smaller than my high school classes were," Martínez said. "We receive student attention, so that is nice."

See THREE RIVERS/A2

### REE RIVERS

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Martínez encourages anyone thinking of attending college to visit the Welcome Center at Three Rivers College and ask questions, whether it be high school students or non-traditional students.

"Even if you are not sure about attending, the Welcome Center is good to talk to, work with and will help you with what they can," he said.

Once his associate of health science degree is completed in May, Martínez plans to take advantage of online classes with Central Methodist University. These are offered through Three Rivers College.

To benefit all college students, public institutions, including Three Rivers College, are launching the CORE 42 curriculum this school year, Dean of Instruction Dr. Justin Hoggard said.

According to the Missouri Department of Higher Education's website, CORE 42 is a framework for general education that

all Missouri public two- and four-year institutions of higher education have adopted.

The goal of CORE 42 is to facilitate the seamless transfer of academic credits. The completion of the CORE 42 at any public institution of higher education will transfer to every other public institution of higher education in the state and substitute for the receiving institution's general education requirement. Individual courses that comprise the CORE 42 are guaranteed to transfer one-to-one among all public colleges and universities.

"This will be helpful because I hate when students take hours and lose them," Hoggard said when transferring. "Part of what is being done statewide is serving students the best we can so money goes further, as well as time and energy."

Hoggard also reported Three Rivers College has worked closely with Arkansas State University to make sure both institutions are on the same page regarding hours transferred.

In the associate of ap-

plied science area, Hoggard said work is being done to rectify the program. This program offers training for in-demand jobs from instructors with real world experience. State-of-the-art training facilities and equipment allow students to train in a real world environment.

Hoggard said the college wants to ensure degrees are being accepted and student's real life experiences are counting for something if a choice is made to transfer to a four-year institution.

The medical laboratory technology program is another new and exciting opportunity for students, he added.

To obtain this degree, students take general education courses during their first year and medical lab classes the second.

"We stay optimistic about the future and are always looking for something new that can provide students the opportunity to stay in the area and prosper," Hoggard said. "We are in a good spot and working on new opportunities that will send people to work in Southern Missouri."

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## TRC BOARD

### Sports complex 'getting close'

By DENISE KINDER  
Staff Writer

A new sports complex at Three Rivers College is close to completion, but the end date has been extended once again.

Libla Family Sports Complex project architect Mike Pollard said hanging of the four-sided scoreboard "kind of confirms we are getting close to the end."

After the scoreboard was hung Wednesday morning, Pollard, of Dille Traxel Architecture, provided a project update during the TRC Board of Trustees meeting.

"As far as completion, the arena is 90 to 95 percent (complete) and the FEMA building is a few

percentage points ahead of that," Pollard said.

Estimating the project is about a month from completion, Pollard said he compiled a punch list of items he would be looking to sign off on and pass to Huffman Construction before considering the project complete.

Going "room by room, corner by corner and ceiling tile by ceiling tile," Pollard said he performed an exhaustive inspection of the FEMA building two weeks ago and the arena Wednesday morning.

Details such as painting, connections and labeling make up the final five percent at the arena to satisfy Pollard.

See TRC BOARD/A2



DARRIN KINDER

Three Rivers College Board of Trustees Chairman Darren Garrison (left) presented a plaque to the family of Randy Grassham, longtime TRC trustee who unexpectedly passed away Aug. 4. Grassham's children, Holly Holt and Heath Grassham, accepted the plaque on behalf of the family for appreciation of the nine years of dedication and loyal service their father provided as a member of the TRC Board of Trustees.

**TRC BOARD**

FROM PAGE A1

"They are really close," he said.

The next step for the complex will be regulating the humidity inside the building ahead of floor installation.

Pollard also reported the elevator is installed, but not operational at this time. He added most in the construction business realize these companies do things on their time, but showed frustration by adding, "this is not an August 2018 issue."

"Overall I'm not displeased with the end result of where we are at," Pollard said. "It's a good looking building with neat stuff going on inside."

**FINANCIAL UPDATE**

According to Chief Financial Officer Charlotte Eubank, preliminary financial numbers for the end of the fiscal year were similar to earlier months.

"Revenue is less this year than last fiscal year due to a decrease in enrollment," she said.

President Dr. Wesley Payne reported enrollment numbers were down 5.7 percent at the college, but the board budgeted to be down five percent.

"We came in at what we predicted," he said. "We can deal with these changes and alterations for which we had planned."

From discussing with other colleges in the state, Payne reported TRC was on the "better side of enrollment reduction," with reduction ranges from five to 30 percent.

"You never want to see credit hours reduced, but the fact of the matter is the better the economy gets and remains, the more pressure there is on enrollment," he said.

Eubank also added the college ended the fiscal year ahead of the previous year largely in part to a gift distribution that increased revenue around \$3.5 million.

With the start of the new fiscal year July 1, Eubank reported tuition and fees compose about 50 percent of revenues recognized.

"This will continue to grow and change a little

through August as students continue to register and drop classes," she said. "All in all, it's a good start to the semester."

In July, bond proceeds were exhausted for the sports complex. Eubank said, so to finish the project, funds that were distributed by TRET (Three Rivers Endowment Trust) building donations from last fiscal year will be used.

**FOOD SERVICE AND CONCESSIONS BID**

The board unanimously accepted the higher of two bids received for food service and concessions.

The bid was accepted from Cook Restaurants LLC, doing business as Godfather's Pizza for a term of one year with the option of two one-year extensions.

By accepting the bid, TRC will receive \$4,500 a year in rent plus five percent commission of sales. Additionally, Godfather's Pizza will supply the labor for ticket sales and selling of TRC merchandise at ball-games.

Food services will be provided in the Bess Activity Center as well as concessions, ticket and merchandise sales at the Libla Family Sports Complex when ready.

**TAX LEVY**

The board of trustees unanimously set the tax levy at \$0.2355 per \$100 of assessed valuation of property in the district.

The levy is 0.03/100 of a cent increase from the previous year.

**PRESIDENT'S REPORT**

Payne reported the mural on the Tinnin Fine Arts Center was "fundamentally complete."

Artist Paul Jackson will return in September to apply a protective coating to the mural. A reception will be held for Jackson and volunteers who worked on the mural.

Payne added the mural is the first piece of exterior art on the campus and hopes it will serve as a seed to grow more.

The first art exhibition for the new school year will take place Friday through Sept. 21 in the Tinnin Gallery.

"The Material and the

Ephemeral" by Melissa Gill will be on display and an artist lecture will be held at noon Friday.

The Community Resource Council/TRC annual fall job fair will be held from 10 a.m. to 3 p.m. Friday at the Bess Activity Center.

Run 4 the Arts will be held at 9 a.m. Sept. 8, beginning at the Tinnin Fine Arts Center.

Payne reported all proceeds will go to scholarships for TRC music and art students.

The scholarships that currently have no money will benefit from the event.

"Anything you can do that secures those scholarships for the future and makes them soundly and permanently funded is a very positive thing," Payne said.

TRC players and coaches will be on hand to mingle with the community at Meet the Raiders Night on Sept. 10 at the Bess Activity Center.

Doors will open at 5 p.m. with dinner to follow at 6 p.m.

Center Stage Production will hold the first of four events next month.

"The Little Mermaid" will take place at 7 p.m. Sept. 8, 13, 14 and 15 and 2 p.m. Sept. 9 and 16 at the Tinnin Fine Arts Center. Tickets are \$10 and can be purchased online at [trc.edu/tinnin](http://trc.edu/tinnin).

The Championship College Rodeo will be held at 7:30 p.m. Oct. 11, 12 and 13 at the Sikeston Jaycee Boothel Arena.

**GRASSHAM RECOGNIZED**

A plaque was presented to the family of Randy Grassham, longtime TRC trustee who unexpectedly died Aug. 4.

Grassham's children, Heath Grassham and Holly Holt, accepted the plaque on behalf of the family for appreciation of the nine years of dedication and loyal service their father provided as a member of the TRC Board of Trustees.

The board will be accepting letters of interest to fill the vacant position for sub-district two. Letters will be due in the president's office by Sept. 12.



## Job fair Friday at TRC

By **DONNA FARLEY**  
Associate Editor

More than 40 prospective employers will be on site from 10 a.m. to 3 p.m. Friday at Three Rivers College for a job fair.

Hosted by the Butler County Community Resource Council, the event will take place in the Tunnicliffe Fine Arts Center.

"It will be a good mix of different types of positions," explained CRC Executive Director Rebeca Pacheco. "This gives people the opportunity to shine, to make a memorable impression."

Face-to-face contact like this gives applicants a chance to stand out from other job seekers, she said.

Participants will include Tyson Foods, Pepsi, the Missouri Department of Natural Resources, law enforcement and fire departments, said Pacheco, adding a variety of different career paths and skill levels would be represented.

She advised job seekers bring a resume if they have one and be ready to make a good impression.

"People need to be prepared to speak about their skills, experience and education," she said. "They should pay close attention to their appearance and make sure they're dressed appropriately for the position they're seeking."

The Missouri Job Center will also be set up at the event with computers, so anyone interested can apply online for other positions.

"This event is important for the community because we want to keep our local talent in our community," said Pacheco. "In order to facilitate that, it's important for our local population to know about the job opportunities in this area."

"We have a lot of well educated and skilled people in Poplar Bluff and we want to keep them here in our community working."

The CRC can be reached at 573-776-7830.

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## COLLEGE BASKETBALL

### Lady Raiders return 3 after 20-win season

By NATE FIELDS  
Sports Writer

After posting a 20-win season a year ago, Three Rivers women's basketball will have an almost entirely new look in 2018.

The Lady Raiders will return just three players and don't have a true center listed on the roster after several recruits on a highly-touted freshman class left for four-year programs.

"We lost 6'1" and 6'4" in the last two and a half, three weeks," head coach Jeff Walk said. "So, we went from having pretty good post play we felt like, to not having much of a post presence at all."

Despite that, Walk is confident spreading the floor with a five out offense that relies on shooting, screens and cuts will help produce high-volume scoring and lead to a successful 2018-19 campaign.

"We're going to have three or four guards on the floor at all times," Walk said. "I think our shooting will be better this year. ... I'd like to push 85, 90 points a game."

Typically, playing small with players who are mostly inexperienced at the collegiate level can lead to some rebounding woes. Walk and assistant coach Alex Wiggs aren't worried about that because of the team's athleticism and length.

"We're probably longer than what we've been in years past as far as 6'1", 5'11", 5'10", then a lot of us are 5'9" range," Wiggs said. "We did testing (Aug. 21), and we were pretty impressed with pushups and then their vertical."

"We had a kid with a 28 1/2 half inch vertical and a couple that can grab the rim, so athleticism is there."

The coaches said two-sport freshman Lana Reed did 40 pushups during her conditioning test. Reed, a catcher for Malden, also signed to play softball for the Lady Raiders.

With small ball being the mode of operation this season, Wiggs said the team should be capable of finding mismatches throughout games by getting bigger players switched onto guards, something that could cause problems for opposing teams around the perimeter.

The biggest priority for Walk and Wiggs hasn't been finding players that fit a certain style: the criteria has been finding winners, a recruiting strategy that worked well last season.

Springfield native Hannah Collins was on a state runner-up team as a senior in high school. An'Nayuh Pettis was a Class 7 state champion in Arkansas her sophomore and senior years in high school.

See RAIDERS/B8

## RAIDERS

FROM PAGE B1

"We talked about it last year. Trying to find kids that know how to win, come from winning programs," Wiggs said. "I feel like we've accomplished that. They know what it takes to be good."

Even with the winning nature of a lot of the team's recruits, adjusting to the difference in skill and physicality of the college level can be a challenge of its own for a group of nine freshmen.

Hopefully, we'll get some of the nerves out, but having nine freshmen, you just never know how they mature," Wiggs said. "These next couple months will be pretty big to feel how that's going to be, and I think even our preseason jamborees are going to be pretty big in seeing how quickly we mature."

Three Rivers will first test that maturity when it competes in The Courts Jamboree Oct. 13 in Springfield. Its regular season will tip off at 5 p.m. Nov. 1 at Arkansas State Mid-South.

## COLLEGE BASKETBALL

### Raiders have different mindset, hoping for bounce back season with faster tempo

By NATE FIELDS  
Sports Writer

Last year, Three Rivers men's basketball experienced something it hopes is an anomaly: the first losing season in 48 years under head coach Gene Bess.

This year, Bess sees several new players and a different mindset, something he feels can lead to vast improvements.

"I think the biggest difference in this year's team is attitude," Bess said. "Last couple years, we just really didn't do the little things right. Last year, especially, we got down to six or seven men, and then you really don't have any control over anything."

"This bunch this year, ... they're just playing harder and acting more mature, and that's going to be a big difference maker."

Bess admits his focus wasn't as sharp in the past year to two since he was ailing from a bad knee.

"That was enough to kind of predispose me; I had a hard time just concentrating," Bess said.

His knee has since been fixed, and that allowed him to

"get back to basics" and regain his focus on the season ahead.

This year's group of sophomores will be looked to for leadership on the court, specifically a pair from Poplar Bluff.

Bess said sophomore Willie Lucas and redshirt sophomore Chris Stocks know the area and know the program's culture and tradition, which will allow them to step up and lead by example for the younger players.

"A lot of these kids we've been bringing in here have one thought in mind, and that was to get their to years over with here and then go big," Bess said. "I think these guys understand that they owe something to this community, and they're going to provide the kind of leadership to the younger guys that will kind of instill the desire from the team to do really well as a team."

That fixed attitude from the group has led to harder play in practice, something Bess noticed in the first week back.

As far as the product on the court, Bess is looking to run and gun.

"We're trying to go up-tem-

po," Bess said. "(NBA coach Mike D'Antoni) down at the Houston Rockets, he's kind of changed the game. You have a lot of people on all levels that are really trying to get the ball up the floor quicker."

With a faster pace comes the need to get back and set up quickly on defense, something Bess said hurt the team the last couple of seasons. This year, he hopes to control the game defensively as a way to complement the faster offensive speed.

"You can set the tone on defense. I normally think you can dictate on defense better than you can on offense," Bess said.

Come January, the Raiders should be setting up shop in their new gymnasium at the Libla Family Sports Complex.

"That new building is going to zap us a little bit, too, I think. It'll help us," Bess said.

Three Rivers will play in its first jamboree Oct. 6 in Dallas. Its regular season will get underway at 7 p.m. Nov. 2 against North Lake College in the 1st Midwest Bank Classic.

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DA/Denise Kinder

Three Rivers College Director of Development Michelle Reynolds prepares race participant packets ahead of Saturday's Run 4 The Arts race. Proceeds from the race benefit an endowed scholarship fund for TRC arts scholarships.

## RUN 4 THE ARTS

# Race benefits TRC scholarship fund

By DENISE KINDER  
Staff Writer

The third annual Run 4 The Arts will lead runners and walkers alike on a four-mile course while benefiting an endowed scholarship fund for arts students at Three Rivers College on Saturday.

"Three Rivers currently awards several arts scholarships annually, so the return

on investment from this account creates a funding stream to help offset those costs," Director of Development Michelle Reynolds said.

The race will begin at 9 a.m. Saturday leaving from the parking lot of the Tinnin Fine Arts Center.

The course map and registration form are available

See RACE/A2

## RACE

FROM PAGE A1

at [trcc.edu/development/events](http://trcc.edu/development/events).

A registration and packet pick up event will be held from 3-5 p.m. Friday in the Tinnin Center Lobby as well as 8 a.m. on race day.

Cost to participate is \$20 and all funds benefit scholarships for students studying the arts at Three Rivers College.

While the deadline for a guaranteed T-shirt has passed, Reynolds said some are available while supplies last.

"Thanks to our friends at Ozark Federal Credit Union, this year's race shirt is a drift blend, which runners really enjoy," she said.

A one-mile course option is also available for walkers in addition to the four-mile course and strollers are welcomed.

Trophies will be awarded to the first and second overall male and female in the four-mile race and medals for first and second in the various age groups.

The race will take place rain or shine, but in the event of lightning or heavy rain, announcements regarding the event will be posted to the Run 4 The Arts and Three Rivers College Facebook pages.

Donations of any amount are always welcome to support the scholarship, Reynolds said, as well as volunteers to assist at any event.

Run 4 The Arts not only helps raise funds for the scholarship, Reynolds added the race also highlights Three Rivers' offerings in the community.

"Not everyone realizes what courses are available at Three Rivers, such as music and art, or the other services and opportunities for the general public, like our Patrons of the Arts and Center Stage performances or exhibits in the art museum," she said. "We hope that people come out to get a little exercise, but also learn something about Three Rivers that they didn't know before and then come back to take in a performance or check out an exhibit."

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## MEET THE RAIDERS

### Three Rivers alum Hager introduced as new 'Voice of the Raiders'

By NATE FIELDS  
Sports Writer

Not only did fans in attendance get to meet the new faces of Three Rivers during the annual Meet the Raiders event at the Bess Activity Center on Monday, they got to meet the new Voice of the Raiders as well.

After 30-plus years working in education, which included time as the superintendent of Iron County C-4 School District and adjunct instructor at Three Rivers, as well as serving as an announcer for the Van Buren and Doniphan basketball teams, Tim Hager introduced himself as the new radio announcer for Three Rivers basketball.

"When this job became open, I got a chance to talk to the booster club, and they made one of my dreams come true to get a chance to be able to broadcast the games," Hager said at the event.

Hager, a Neelyville native, attended Three Rivers as a student 35 years ago. He has developed close ties to the school ever since. He met his wife, Lana, when he was a student at Three Rivers, and the two have been married for 26 years. His daughter, Brittany Hager, played softball for the Raiders.

"I came here about 35 years ago as a confused kid from Neelyville High School. I came here and kind of figured out where I needed to go academically," Hager said at the event. "Three Rivers has been kind of a way of life for us."

Three Rivers women's basketball coach Jeff Walk is already very familiar with Hager.

"Tim and I went to college together in SEMO, so I've known Tim for 30-plus years," Walk said. "Tim is one of the

better radio guys in the area. ... Tim knows the game. Tim's just a great person all the way around.

"I think he's going to get more people listening. Tim has that tempo ... and he's got a great radio voice."

Added men's basketball assistant coach Brian Bess, "I think he's going to be a real professional, and he's been a superintendent for I think 30 years. He likes kids, and this is going to be a fun thing for him," Bess said. "You can tell he's done radio."

When Hager's introduction finished, the teams that would represent Three Rivers athletics this year were introduced.

When the rodeo team held its introduction, coach Chad Phipps announced the Raiders would host their first home rodeo in three years in Sikeston, which will be held Oct. 11-13, during the fourth week of its season.

"The biggest thing about this upcoming year so far is our home college rodeo. I mean that's been the biggest buzz lately," Phipps said. "We've gotten a lot of support for it so far in Sikeston, so I think it's going to be a great event."

Three Rivers rodeo will be a young team made up of 10 freshmen, three sophomores, two juniors and one senior.

Phipps expects sophomore Madison Steele, who is coming off a broken leg suffered in the summer, to have a big year for the Raiders.

A team coming off a big year is Three Rivers softball.

After the first trip to the College World Series in program history, head coach Jeff Null is expecting big things from his team this upcoming season.

See RAIDERS/B3



DAR/Wade Fields

A crowd of people gather at the Bess Activity Center for the annual Meet the Raiders event Monday. Fans and families filled the south end of the bleachers while awaiting the introduction of Three Rivers' athletic programs.

## RAIDERS

FROM PAGE B1

The roster lists a relatively good split of experience and newcomers at nine sophomores and a dozen freshmen.

"Talent-wise, we're better than we were last year," Null said. "Now we just have to put in the work and see if they can come together. These girls that are

returning, they know what it takes, and they've been pushing the younger ones."

Last year's First-Team All-American first baseman Allison Pingel will be a player to watch for Three Rivers as it starts its season.

After a series of cancellations, the Lady Raiders will start their fall scrimmages against Dyersburg State on Thursday.