

**A G E N D A**  
**REGULAR SESSION**  
**Wednesday, February 20, 2019**  
**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 January 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. **Approval of Revisions to College Policies**
    - 1. **PP4310 – Absences from College**
    - 2. **PP4330 – Shared Sick Leave**
    - 3. **GAP1206 - Alcohol and Drug-Free Work and Learning Place**
- VII. Consideration and Approval of all Personnel Actions and Associated Documents**
  - 1. **Acceptance of Employment**

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

1. **Kellee Holmes – Instructor, Nursing (Sikeston)**
2. **Transfers**
3. **Position Review – Critical Shortage**
4. **Resignations**

**VIII. Appendix**

1. **Information Items**
  1. **PR 4320 - Authorized Types of Leave**
  2. **PR4520 - Payroll Deductions**
  3. **GAR1206 – Alcohol/Drug-Free Work and Learning Place**
2. **Upcoming Events**
3. **Recent Newspaper Articles**

**IX. FY19 Board of Trustees Meeting Dates**

- 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 COLLEGE  
January 16, 2019**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, January 16, 2019.

**CALL TO ORDER**

Those present included: Trustees: Darren Garrison, chairman; Dr. Tim Hager, vice-chairman; Dr. Amber Richardson, secretary; Gary Featherston, treasurer; Chris Williams, member(absent); 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(absent); Janine Heath, recording secretary.

**ATTENDANCE**

Dr. Tim Hager delivered the invocation.

**INVOCATION**

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

**APPROVAL OF BOARD  
MEETING AGENDA**

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

**APPROVAL OF NOVEMBER  
2018 MINUTES**

Charlotte Eubank reviewed December financials. We are 50% into the fiscal year and have recognized 70% of revenues and obligated 44% of the budgeted expenses. The Capital Budget was reviewed with Ms. Eubank outlining the projects currently underway.

**FINANCIAL REPORT AND  
BID REPORT**

Ms. Eubank provided the board with proposed budget changes and explained the method in arriving at the adjustments.

The bid report was reviewed with the recommendation to accept the bid from Gallagher Student Health & Special Risk for our Athletic insurance.

Trustee Hager made the motion with a second by Trustee Schalk to accept the financial report, budget amendments and athletic insurance bid as recommended by administration. The motion passed unanimously.

Dr. Payne presented the President's Report

**PRESIDENT'S REPORT**

Finishes are being done to the building in preparation for the Donor event on January 25 and the ribbon cutting on February 2.

**CONSTRUCTION UPDATE**

The breakfast was a great way to end the semester. The employees enjoyed the celebration and gift that was provided by the Endowment Trust Board.

**EMPLOYEE CHRISTMAS BREAKFAST**

The Nursing and LPN Pinning ceremonies were held on December 7. This is the first pinning for the Poplar Bluff LPN program.

**NURSING AND LPN PINNING CEREMONIES**

During Spring Convocation the employees voted on a new logo for the college. This will be merged into our identity standards throughout the spring.

**SPRING CONVOCATION**

January 14 was the first day of the Spring semester. Enrollment is down in credit hour production but due to the mix of in and out of district tuitions our revenues remain at the budgeted levels.

**FIRST DAY OF SPRING SEMESTER**

Patrons of the Arts brought the children's shows back to the area the week of the 14<sup>th</sup>. Poplar Bluff R-1 students were bused to the campus and enjoyed the show at the Tinnin Center.

**POTA – CHILDREN SHOW**

- The Power of Nature to Transform – Rose Anne Barbour Huck – January 12 – February 22
- Russian national Ballet – Cinderella – January 28
- Libla Family Sports Complex Ribbon Cutting and Alumni Reunion – February 2
- 28<sup>th</sup> Annual Jazz Festival – February 7 – 9
- POTA - Dailey & Vincent – Rodgers Theater – February 21

**UPCOMING EVENTS**

Dr. Rita Gulstad with CMU presented the newly formed partnership with the College in Agro Business. Three Rivers Students can complete a 4-year degree in this area without having to leave the area.

**CMU PARTNERSHIP**

CMU is also partnering with the College and is forming their own rodeo team. This will allow our rodeo team to participate at the collegiate level for four years.

Trustee Featherston made the motion to enter into Executive Session at 12:24pm. With a second by

**EXECUTIVE SESSION CONSIDERATION AND**



Trustee Schalk, the board was polled as follows:  
Trustee Schalk, yes; Trustee Williams, absent; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes; Trustee Garrison, yes.

**APPROVAL OF ALL**

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

**PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS**

There being no further business, Trustee Featherston made the motion to adjourn at 1:48 pm and with a second by Trustee Schalk, the motion passed.

**ADJOURNMENT**

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CHAIRMAN

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APPROVAL DATE

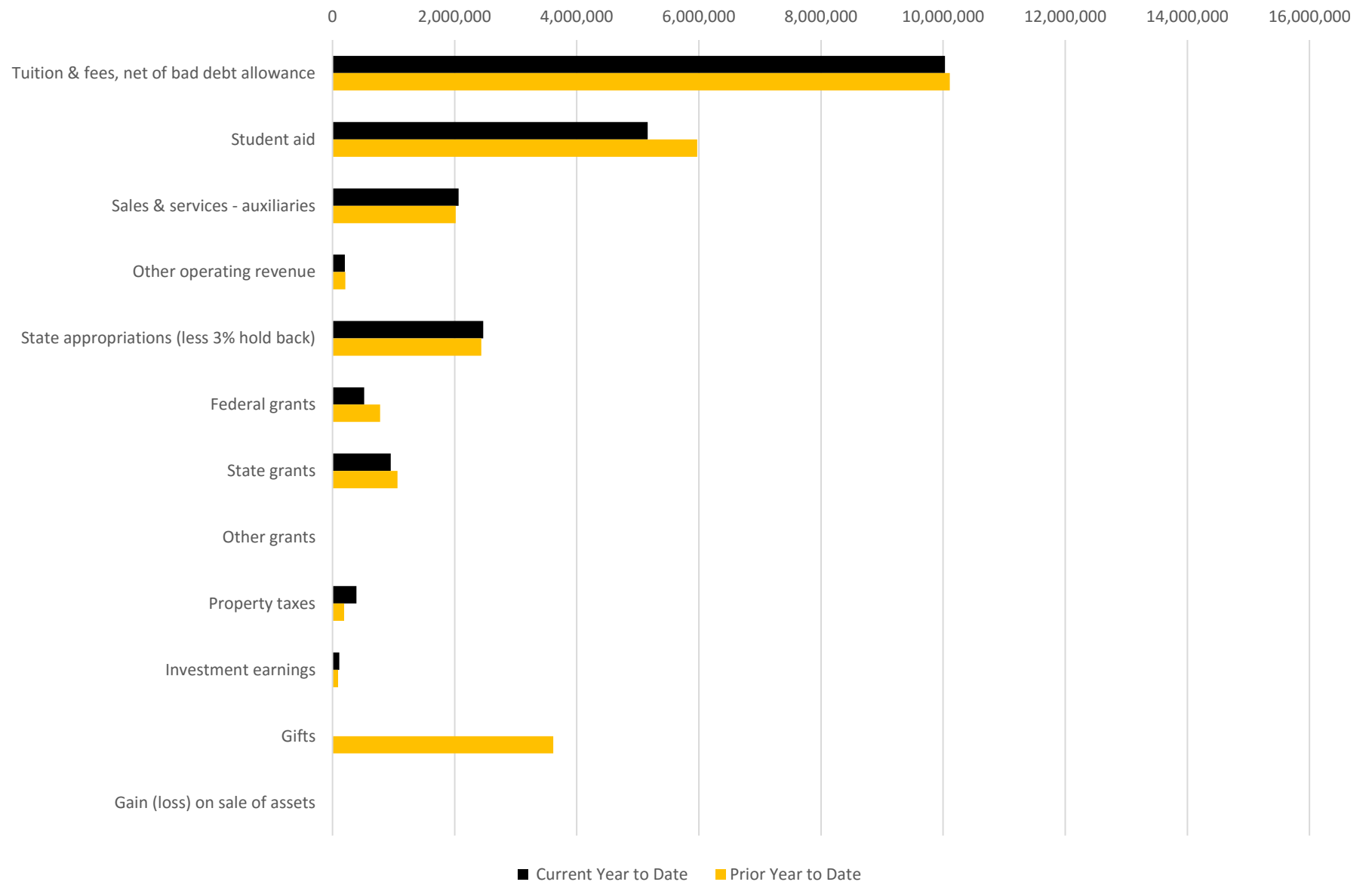
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SECRETARY

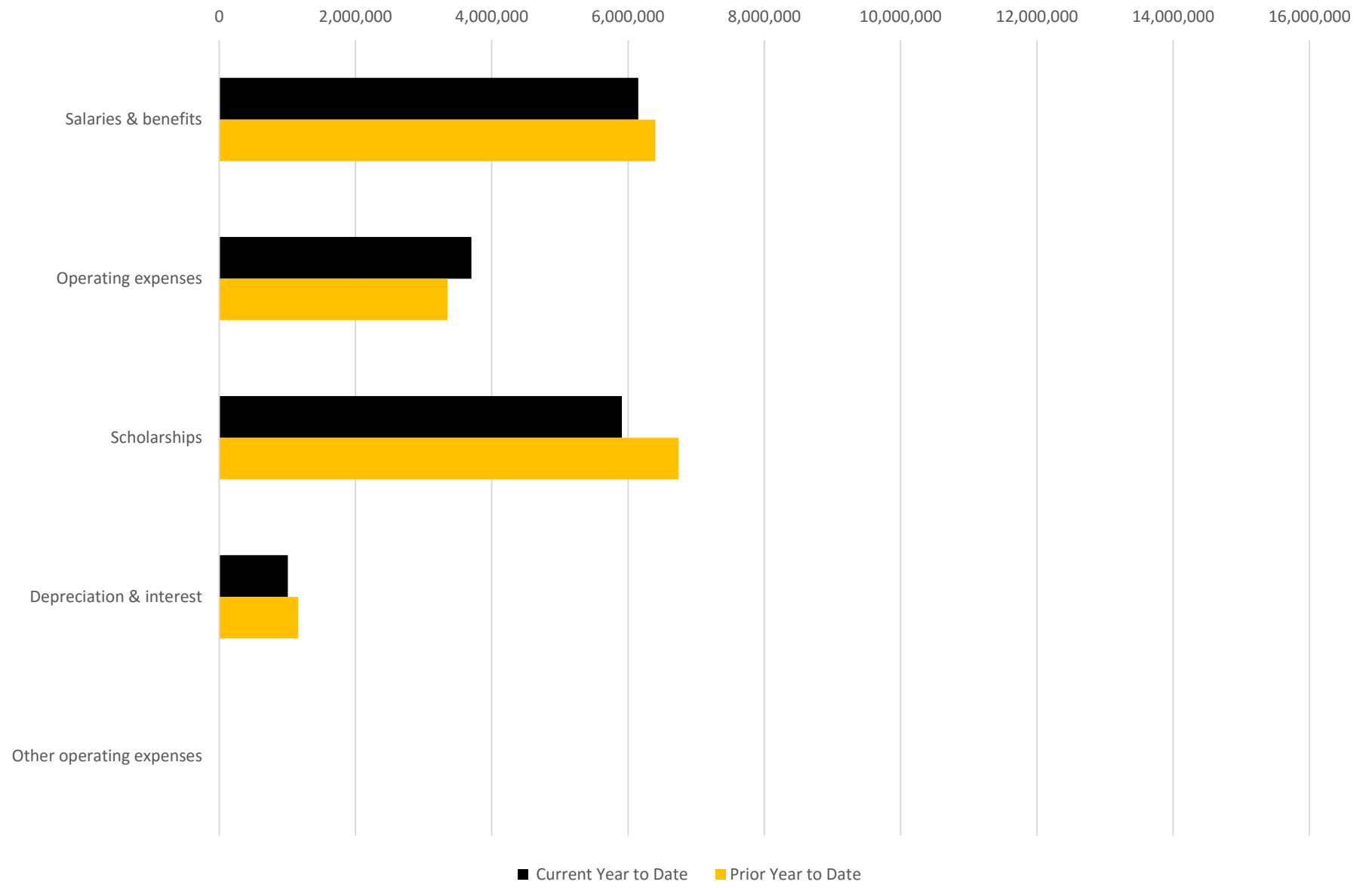
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APPROVAL DATE

### YTD Comparison to Previous Year 12/31/18



YTD Comparison to Previous Year  
12/31/18



YTD Comparison to Previous Year  
12/31/18

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

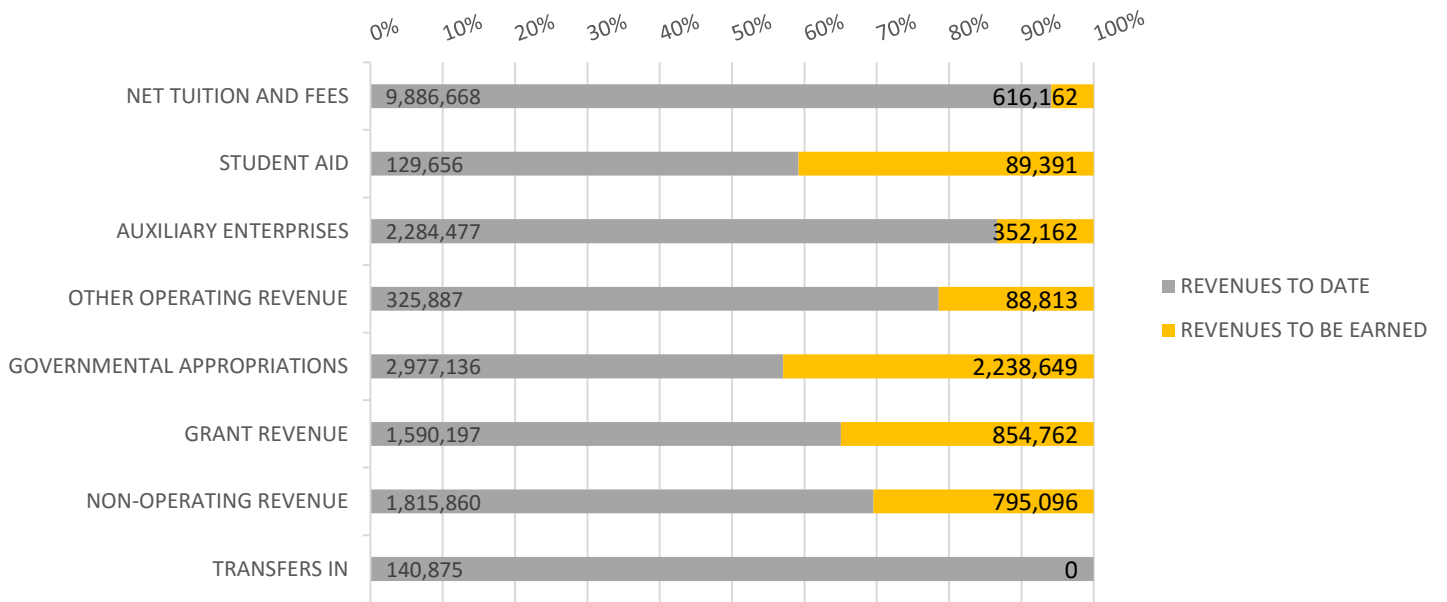
Three Rivers College  
Statement of Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
December 31, 2018

| <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                        | 13,022,208        | Accounts Payable  | 635,740           |
| Student Account Receivables, net               | 7,630,832         | Accrued Vacation  | 304,873           |
| Property Tax Receivable                        | 115,904           | Student Deposits  | 27,350            |
| Other Receivables                              | 6,162,736         | Deferred Tuition & Fees                                     | 0                 |
| Investments                                    | 0                 | Scholarships  | 67,940            |
| Inventory                                      | 128,027           | <b>Total Current Liabilities</b>                            | <b>1,035,902</b>  |
| Prepaid Expenses                               | 125,430           |   |                   |
| <b>Total Current Assets</b>                    | <b>27,185,138</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                                 | 68,244,922        | Bonds, Notes and Leases Payable                             | 21,478,476        |
| Plus: Current year additions to capital assets | 834,150.46        | Accrued Interest  | 0                 |
| Accumulated Depreciation                       | (28,937,503)      | Agency  | 216,861           |
| Unamortized Bond Issue Costs                   | 0                 | <b>Total Non-Current Liabilities</b>                        | <b>37,553,300</b> |
| <b>Total Non-Current Assets</b>                | <b>45,632,355</b> | <b>Total Liabilities</b>                                    | <b>38,589,202</b> |
| <b>DEFERRED OUTFLOWS</b>                       | <b>8,271,641</b>  | <b>DEFERRED INFLOWS</b>                                     | <b>9,947,763</b>  |
|  |                   | <b>NET POSITION</b>   |                   |
|  |                   | Beginning Balance   | 27,428,611        |
|  |                   | Changes in Net Position                                     | 5,123,558         |
|  |                   | <b>Total Net Position</b>                                   | <b>32,552,170</b> |
| <b>TOTAL ASSETS AND DEFERRED OUTFLOWS</b>      | <b>81,089,135</b> | <b>TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b> | <b>81,089,135</b> |

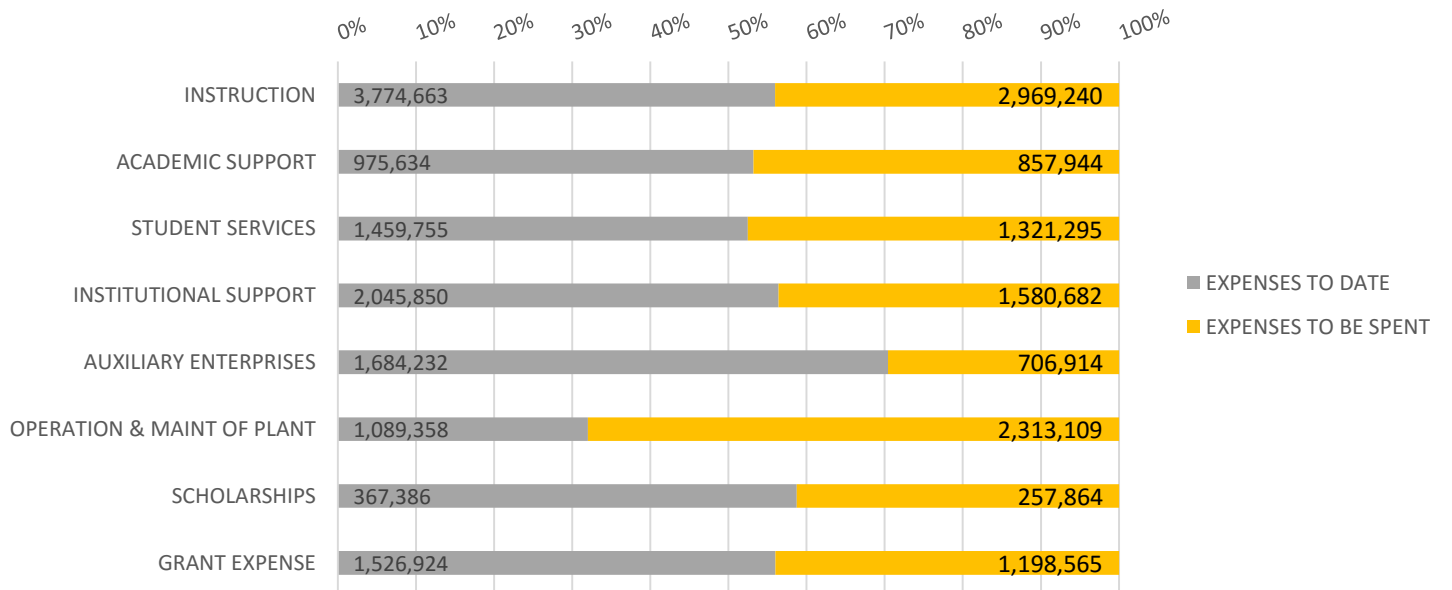
Three Rivers College  
Statement of Revenues, Expenses and Changes in Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
December 31, 2018

|  | July             | August           | September          | October          | November         | December         | Current Year to Date | Prior Year to Date | \$ Change          | % Change        |
|--|------------------|------------------|--------------------|------------------|------------------|------------------|----------------------|--------------------|--------------------|-----------------|
| <b>OPERATING REVENUE</b>                       |                  |                  |                    |                  |                  |                  |                      |                    |                    |                 |
| Tuition & fees, net of bad debt allowance      | 5,482,455        | 421,713          | (251,807)          | 2,135,131        | 1,509,265        | 733,993          | 10,030,751           | 10,111,558         | (80,807)           | (0.80)%         |
| Student aid                                    | 229,430          | 29,626           | 3,714,071          | 810,656          | 255,284          | 123,054          | 5,162,120            | 5,972,553          | (810,433)          | (13.57)%        |
| Sales & services - auxiliaries                 | 747,710          | 419,460          | 101,748            | 227,784          | 400,477          | 168,207          | 2,065,385            | 2,019,541          | 45,844             | 2.27%           |
| Other operating revenue                        | 2,502            | 2,754            | 2,337              | 189,577          | 1,564            | 3,675            | 202,409              | 210,300            | (7,892)            | (3.75)%         |
| <b>Total Operating Revenue</b>                 | <b>6,462,097</b> | <b>873,553</b>   | <b>3,566,348</b>   | <b>3,363,148</b> | <b>2,166,589</b> | <b>1,028,929</b> | <b>17,460,665</b>    | <b>18,313,953</b>  | <b>(853,288)</b>   | <b>(4.66)%</b>  |
| <b>OPERATING EXPENSES</b>                      |                  |                  |                    |                  |                  |                  |                      |                    |                    |                 |
| Salaries & benefits                            | 902,920          | 1,029,174        | 1,193,363          | 1,067,502        | 1,050,020        | 907,825          | 6,150,804            | 6,401,298          | (250,494)          | (3.91)%         |
| Operating expenses                             | 667,367          | 547,391          | 504,684            | 729,506          | 494,143          | 758,380          | 3,701,470            | 3,349,628          | 351,841            | 10.50%          |
| Capital equipment                              | 794              | 45,733           | 99,543             | 49,740           | 470,029          | 168,311          | 834,150              | 1,749,000          | (914,850)          | (52.31)%        |
| Less: Transfer to capital assets               | (794)            | (45,733)         | (99,543)           | (49,740)         | (470,029)        | (168,311)        | (834,150)            | (1,749,000)        | 914,850            | (52.31)%        |
| Scholarships                                   | 320,479          | 74,200           | 4,131,643          | 928,146          | 308,765          | 146,789          | 5,910,023            | 6,741,545          | (831,523)          | (12.33)%        |
| Depreciation & interest                        | (22,798)         | 388,477          | 161,452            | 164,796          | 158,364          | 157,841          | 1,008,133            | 1,155,460          | (147,327)          | (12.75)%        |
| Other operating expenses                       | 0                | 0                | (50,000)           | 0                | (5,000)          | 0                | (55,000)             | 0                  | (55,000)           | 0.00%           |
| <b>Total Operating Expenses</b>                | <b>1,867,969</b> | <b>2,039,242</b> | <b>5,941,143</b>   | <b>2,889,950</b> | <b>2,006,292</b> | <b>1,970,835</b> | <b>16,715,430</b>    | <b>17,647,932</b>  | <b>(932,502)</b>   | <b>(5.28)%</b>  |
| <b>NON-OPERATING REVENUE (EXPENSES)</b>        |                  |                  |                    |                  |                  |                  |                      |                    |                    |                 |
| State appropriations (less 3% hold back)       | 411,195          | 411,195          | 411,195            | 411,195          | 411,195          | 411,195          | 2,467,170            | 2,435,024          | 32,146             | 1.32%           |
| Federal grants                                 | 38,579           | 160,607          | 96,105             | 97,883           | (60,528)         | 187,007          | 519,654              | 778,476            | (258,821)          | (33.25)%        |
| State grants                                   | 0                | (10)             | 101,198            | 59,251           | (44,237)         | 838,046          | 954,248              | 1,063,340          | (109,092)          | (10.26)%        |
| Other grants                                   | 0                | 0                | 0                  | 0                | 0                | 0                | 0                    | 0                  | 0                  | 0.00%           |
| Property taxes                                 | 21,535           | 23,138           | 22,420             | 7,813            | 13,463           | 305,305          | 393,674              | 191,706            | 201,968            | 105.35%         |
| Investment earnings                            | 26,663           | 18,111           | 16,353             | 19,193           | 16,351           | 15,914           | 112,585              | 93,166             | 19,419             | 20.84%          |
| Gifts  | 2,650            | 650              | (55,755)           | 25,800           | (42,453)         | 100              | (69,008)             | 3,616,301          | (3,685,309)        | (101.91)%       |
| Gain (loss) on sale of assets                  | 0                | 0                | 0                  | 0                | 0                | 0                | 0                    | 0                  | 0                  | 0.00%           |
| <b>Total Non-Operating Revenues (Expenses)</b> | <b>500,622</b>   | <b>613,692</b>   | <b>591,516</b>     | <b>621,135</b>   | <b>293,791</b>   | <b>1,757,567</b> | <b>4,378,323</b>     | <b>8,178,012</b>   | <b>(3,799,689)</b> | <b>(46.46)%</b> |
| <b>CHANGES IN NET POSITION</b>                 | <b>5,094,750</b> | <b>(551,997)</b> | <b>(1,783,278)</b> | <b>1,094,333</b> | <b>454,089</b>   | <b>815,661</b>   | <b>5,123,558</b>     | <b>8,844,033</b>   | <b>(3,720,474)</b> | <b>(42.07)%</b> |

### Budget to Actual Revenues 1/31/2019 (58%)



### Budget to Actual Expenses 1/31/2019 (58%)



Three Rivers College  
Statement of Revenues, Expenses and Changes In Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
January 31, 2019  
Fiscal Year Benchmark: 58%

| REVENUES  | BUDGET            | REVENUES TO DATE  |            | REVENUES TO BE<br>EARNED |
|---|-------------------|-------------------|------------|--------------------------|
|   |                   | REVENUES TO DATE  | %          |                          |
| NET TUITION AND FEES<br><i>Tuition, Student Registration Fees, Net of Bad Debt &amp; Scholarship Allowances</i>               | 10,502,830        | 9,886,668         | 94%        | 616,162                  |
| STUDENT AID<br><i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>  | 219,047           | 129,656           | 59%        | 89,391                   |
| AUXILIARY ENTERPRISES<br><i>Housing, Bookstore, Testing &amp; Assessment, Tinnin Center Operations, License Bureau Rental</i> | 2,636,639         | 2,284,477         | 87%        | 352,162                  |
| OTHER OPERATING REVENUE<br><i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>                                 | 414,700           | 325,887           | 79%        | 88,813                   |
| GOVERNMENTAL APPROPRIATIONS<br><i>State Aid, State Maint. &amp; Repair</i>  | 5,215,785         | 2,977,136         | 57%        | 2,238,649                |
| GRANT REVENUE<br><i>State Grants, Federal Grants</i>  | 2,444,958         | 1,590,197         | 65%        | 854,762                  |
| NON-OPERATING REVENUE<br><i>Taxes, Interest Earnings, Gifts</i>   | 2,610,956         | 1,815,860         | 70%        | 795,096                  |
| TRANSFERS IN<br><i>General funds - prior year transfers in (Reserves)</i>   | 140,875           | 140,875           | 100%       | 0                        |
| <b>TOTAL REVENUES</b>   | <b>24,185,790</b> | <b>19,150,755</b> | <b>79%</b> | <b>5,035,035</b>         |

NOTE: We have recognized a total of 79% of budgeted revenues. We have recognized 94% of our budgeted revenues from tuition and fees, comprised of the beginning of spring 2019 registrations, 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<br>SPENT |
|--|-------------------|-------------------|------------|-------------------------|
|  |                   | EXPENSES TO DATE  | %          |                         |
| INSTRUCTION<br><i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health &amp; Human Services</i>                | 6,743,903         | 3,774,663         | 56%        | 2,969,240               |
| ACADEMIC SUPPORT<br><i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>                | 1,833,578         | 975,634           | 53%        | 857,944                 |
| STUDENT SERVICES<br><i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i> | 2,781,050         | 1,459,755         | 52%        | 1,321,295               |
| INSTITUTIONAL SUPPORT<br><i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>     | 3,626,532         | 2,045,850         | 56%        | 1,580,682               |
| AUXILIARY ENTERPRISES<br><i>Housing, Bookstore, Tinnin Center Operations, Testing &amp; Assessment, License Bureau Rental</i>                | 2,391,146         | 1,684,232         | 70%        | 706,914                 |
| OPERATION & MAINT OF PLANT<br><i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>              | 3,402,467         | 1,089,358         | 32%        | 2,313,109               |
| SCHOLARSHIPS<br><i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>  | 625,250           | 367,386           | 59%        | 257,864                 |
| GRANT EXPENSE<br><i>State Grants, Federal Grants</i>   | 2,725,489         | 1,526,924         | 56%        | 1,198,565               |
| <b>TOTAL EXPENSES</b>  | <b>24,129,415</b> | <b>12,923,802</b> | <b>54%</b> | <b>11,205,613</b>       |

NOTE: We have obligated 54% of our budgeted expenses at 58% into the fiscal year. January 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 as well as savings from temporarily vacant positions.

|                                |               |                  |
|--------------------------------|---------------|------------------|
| <b>CHANGES IN NET POSITION</b> | <b>56,375</b> | <b>6,226,953</b> |
|--------------------------------|---------------|------------------|



Three Rivers College  
 Capital Budget - Unaudited  
 January 31, 2019  
 Fiscal Year Benchmark: 58%

| <b>FUNDING SOURCES</b>  |  | BUDGET           | SOURCES TO DATE  | SOURCES TO DATE % | SOURCES TO BE    |
|---|--|------------------|------------------|-------------------|------------------|
| <b>RESTRICTED</b>   |  |                  |                  |                   |                  |
| <i>Bond proceeds</i>  |  | 737,080          | 737,080          | 100%              | 0                |
| <i>State appropriations (Crisp)</i>                               |  | 3,000,000        | 0                | 0%                | 3,000,000        |
| <b>UNRESTRICTED</b>   |  |                  |                  |                   |                  |
| <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                |
| <b>TOTAL FUNDING SOURCES</b>                                      |  | <b>5,676,036</b> | <b>2,676,036</b> | <b>47%</b>        | <b>3,000,000</b> |
| <b>USES OF FUNDS</b>  |  | BUDGET           | USES TO DATE     | USES TO DATE %    | USES UNSPENT     |
| <i>Sports Complex</i>   |  | 2,196,822        | 215,634          | 10%               | 1,981,188        |
| <i>Crisp Technology Center addition and remodel</i>               |  | 3,000,000        | 0                | 0%                | 3,000,000        |
| <i>Westover Administration Building repairs</i>                   |  | 200,000          | 3,236            | 42%               | 28,822           |
| <i>Landscaping and Lighting</i>                                   |  | 50,000           | 21,178           | 42%               | 28,822           |
| <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                | 53%               | 10,352           |
| <i>Kennett External Location parking repairs</i>                  |  | 27,568           | 0                | 0%                | 27,568           |
| <i>Tinnin Fine Arts Center repairs</i>                            |  | 22,000           | 11,648           | 0%                | 22,646           |
| <b>TOTAL EXPENSES</b>   |  | <b>5,676,036</b> | <b>251,696</b>   | <b>4%</b>         | <b>5,424,340</b> |
| <b>NET SURPLUS (DEFICIT)</b>                                      |  | <b>0</b>         | <b>2,424,340</b> |                   |                  |

**THREE RIVERS COLLEGE  
CASH IN BANKS**

February 4, 2019

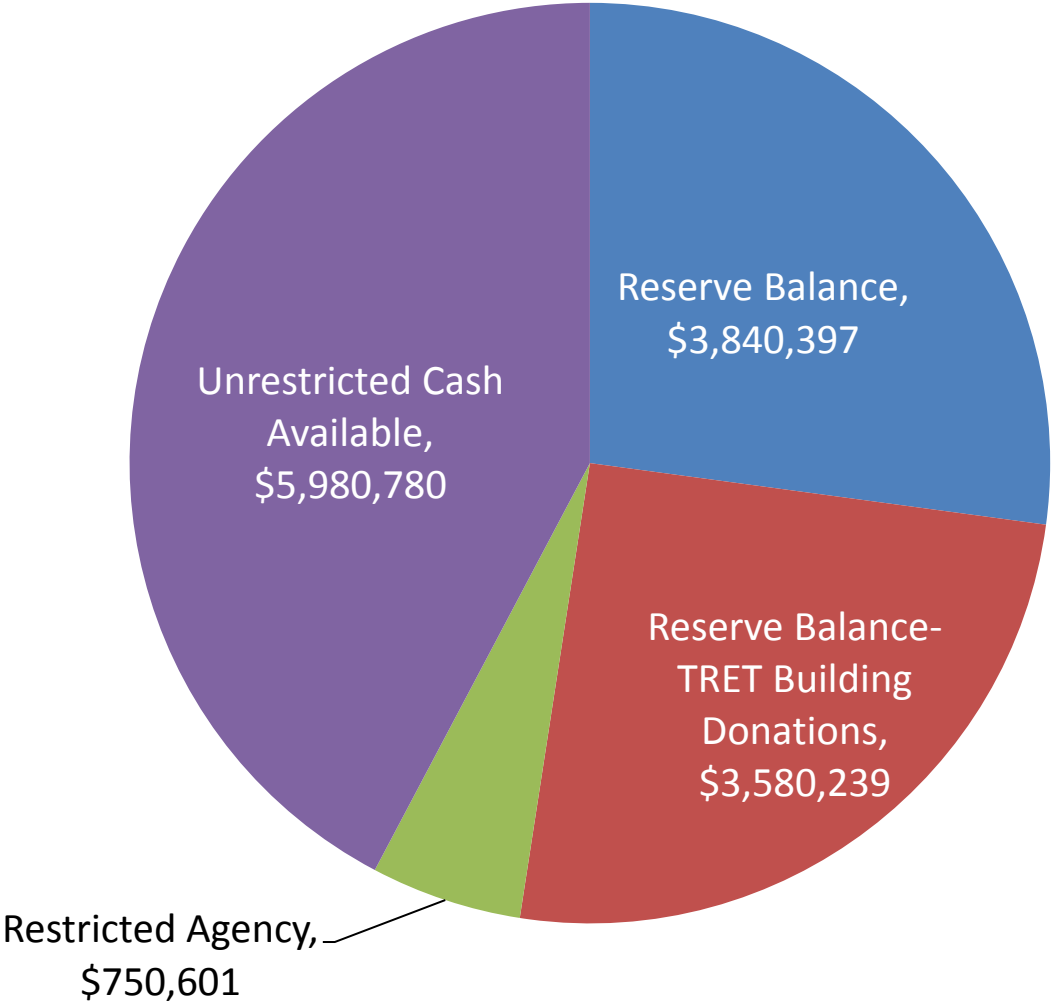
|                                      | <u>01/03/19</u> | <u>02/04/19</u> |
|--------------------------------------|-----------------|-----------------|
| <b>CURRENT FUND</b>                  |                 |                 |
| <i>Cash Funds</i>                    |                 |                 |
| 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        | 4,914,415.65    | 5,500,607.18    |
| Southern Bank - Credit Cards         | 127,434.39      | 167,410.42      |
| <i>Total General Accounts</i>        | 5,041,850.04    | 5,668,017.60    |
| <i>Restricted Bank Accounts</i>      |                 |                 |
| Payroll Account - Southern Bank      | 20,698.42       | 20,742.41       |
| Federal Clearing Account             | -               | 31,013.92       |
| Flexible Spending Account            | 12,580.60       | 12,596.53       |
| <i>Total Restricted Accounts</i>     | 33,279.02       | 64,352.86       |
| <b>TOTAL CURRENT FUND</b>            | 5,079,441.61    | 5,736,683.01    |
| <br><b>HOUSING FUND</b>              |                 |                 |
| <i>General Accounts</i>              |                 |                 |
| Rivers Ridge Account - Southern Bank | 251,926.84      | 244,096.63      |
| <i>Total General Accounts</i>        | 251,926.84      | 244,096.63      |
| <b>TOTAL HOUSING FUND</b>            | 251,926.84      | 244,096.63      |

**THREE RIVERS COLLEGE  
CASH IN BANKS**

February 4, 2019

|                                      | <u>01/03/19</u> | <u>02/04/19</u> |
|--------------------------------------|-----------------|-----------------|
| <b>PLANT FUND</b>                    |                 |                 |
| <i>Bank Accounts</i>                 |                 |                 |
| Plant Fund - Southern Bank           | 5,858,972.18    | 5,866,440.46    |
| <i>Total Bank Accounts</i>           | 5,858,972.18    | 5,866,440.46    |
| <i>Certificates of Deposit</i>       |                 |                 |
| Bank of Grandin #16126               | 142,404.63      | 142,404.63      |
| First Missouri State Bank #22132     | 104,328.96      | 104,328.96      |
| Bank of Grandin #17002               | 1,307,462.57    | 1,307,462.57    |
| <i>Total Certificates of Deposit</i> | 1,554,196.16    | 1,554,196.16    |
| <b>TOTAL PLANT FUND</b>              | 7,413,168.34    | 7,420,636.62    |
| <b>AGENCY FUND</b>                   |                 |                 |
| <i>Bank Accounts</i>                 |                 |                 |
| Agency Account - Southern Bank       | 254,170.70      | 347,552.67      |
| <i>Certificates of Deposit</i>       |                 |                 |
| Restricted CD's & Savings            | 403,048.26      | 403,048.26      |
| <b>TOTAL AGENCY FUND</b>             | 657,218.96      | 750,600.93      |

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT  
\$14,152,017 AS OF 02/04/19**



THREE RIVERS COLLEGE  
CERTIFICATES OF DEPOSIT

**CERTIFICATES OF DEPOSIT AS OF January 31, 2019**

| CD#                                    | BANK                      | RATE | DATE     | TERM    | AMOUNT          | DESCRIPTION |
|--|---------------------------|------|----------|---------|-----------------|-------------|
| 16126                                  | Bank of Grandin           | 1.85 | 02/22/19 | 12 mths | 143,732.70      | Contingency |
| 17002                                  | Bank of Grandin           | 1.29 | 08/14/19 | 12 mths | 1,307,462.57    | Contingency |
| 22132                                  | First Missouri State Bank | 1.89 | 11/01/19 | 12 mths | 104,328.96      | Contingency |
| Total Unrestricted Designated Reserves |                           |      |          |         | \$ 1,555,524.23 |             |

**SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF January 31, 2019**

|              |                            |      |          |          |           |                   |
|--------------|----------------------------|------|----------|----------|-----------|-------------------|
| 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   |
| 423137249    | Regions Bank               | 0.01 | 05/12/88 | 04/06/19 | 2,833.00  | Combined Sch      |
| 423137256    | Regions Bank               | 0.01 | 05/12/88 | 04/06/19 | 1,024.34  | Fred Morrow       |
| 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     |
| 2016012267   | Commerce Bank              | 0.25 | 06/04/92 | 06/04/19 | 2,350.00  | Bill Vinson       |
| 5016848212   | Commerce Bank              | 0.25 | 06/23/98 | 06/23/19 | 7,843.17  | Louise Spradling  |
| 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     |
| 218101       | First Midwest Bank of P.B. | 1.24 | 09/22/98 | 09/22/19 | 5,000.00  | Jerome Burford    |
| 24325        | First Midwest Bank of P.B. | 0.65 | 10/15/99 | 10/15/19 | 10,324.77 | Norman Gamblin    |
| 2197201      | First Midwest Bank of P.B. | 0.65 | 10/31/97 | 10/31/19 | 1,065.00  | Gertrude Cox      |
| 23353        | First Midwest Bank of P.B. | 1.24 | 11/06/00 | 11/06/19 | 4,000.00  | Coll. Achievement |
| 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     |
| 21028354     | US Bank of Poplar Bluff    | 0.40 | 12/03/91 | 12/03/19 | 2,310.00  | C.T. McDaniel     |
| 423135383    | Regions Bank               | 1.49 | 12/04/04 | 12/04/19 | 1,650.00  | R. Couperus       |
| 10369        | First Missouri State Bank  | 1.10 | 12/05/95 | 12/05/19 | 5,000.00  | Helvey-Miller     |

THREE RIVERS COLLEGE  
CERTIFICATES OF DEPOSIT

| CD#        | BANK                       | RATE | DATE     | TERM     | AMOUNT    | DESCRIPTION    |
|------------|----------------------------|------|----------|----------|-----------|----------------|
| 451038849  | US Bank of Poplar Bluff    | 0.40 | 12/08/99 | 12/08/19 | 1,110.00  | C.T. McDaniel  |
| 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    |
| 2016012160 | Commerce Bank              | 0.25 | 12/11/91 | 12/11/19 | 7,700.00  | Bill Vinson    |
| 11129      | First Missouri State Bank  | 1.10 | 12/12/96 | 12/12/19 | 6,131.36  | Kim Mosley     |
| 43712      | First Midwest Bank of P.B. | 0.85 | 04/27/09 | 12/14/19 | 67,447.79 | Holder-Rowland |
| 5016847453 | Commerce Bank              | 0.25 | 12/22/97 | 12/22/19 | 10,000.00 | Harold Prim    |
| 2213401    | First Midwest Bank of P.B. | 0.85 | 01/08/98 | 01/08/20 | 10,000.00 | Jerome Burford |
| 423137157  | Regions Bank               | 1.24 | 01/14/85 | 01/14/20 | 2,500.00  | Dr. Miller     |
| 21031513   | US Bank of Poplar Bluff    | 0.25 | 01/19/95 | 01/19/20 | 12,868.64 | Kim Mosley     |
| 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  |
| 110239662  | Southern Bank              | 1.00 | 01/05/91 | 01/05/21 | 1,412.53  | Bulow Mem.     |
| 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   |
| 2012008906 | Commerce Bank              | 0.30 | 05/11/81 | 05/11/21 | 4,526.11  | P.C. Hays, Sr. |
| 423137173  | Regions Bank               | 0.15 | 12/09/85 | 12/09/21 | 5,000.00  | Mary Hinrichs  |
| 2019003547 | Commerce Bank              | 0.40 | 07/08/90 | 07/08/22 | 4,000.00  | P.C. Hays, Jr. |

Total Endowment CD's

\$ 403,048.26

Three Rivers College  
CD Report  
As of January 31, 2019

|                |
|----------------|
| Investment CDs |
|----------------|

**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 | Contact | Comment | Amount | 3 months | 6 months | 9 months | 10 months | 1 year | 18 months | 2 year |
|------|---------|---------|--------|----------|----------|----------|-----------|--------|-----------|--------|
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |
|      |         |         |        |          |          |          |           |        |           |        |

**CDs Transferred**

|  |
|--|
| Endowment CDs Transferred to Endowment Trust |
|--|

**CDs Maturing**

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

**THREE RIVERS COMMUNITY COLLEGE**  
**Summary of Checks Issued**  
**Month of January 2019**

|               |   |                               |
|---------------|---|-------------------------------|
| Current Fund: | General Fund - Southern Bank            | \$ 1,011,292.74               |
|               | Electronic Student Refunds - Higher One | <u>16,241.23</u>              |
|               | Total Current Fund                      | 1,027,533.97                  |
|               |   |                               |
| Housing Fund: | Rivers Ridge - Southern Bank            | 10,104.87                     |
|               |   |                               |
| Plant Fund:   | Construction Account - Southern Bank    | -                             |
|               |   |                               |
| Agency Fund:  | Agency Account - Southern Bank          | <u>27,599.84</u>              |
|               |   |                               |
|               | Grand Total                             | <u><u>\$ 1,065,238.68</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 20th day of February 2019.

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

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



**THREE RIVERS COLLEGE  
BID REPORT  
AS OF FEBRUARY 13, 2019**

**Extrication Equipment**

Status: Open  
Open Date: 1/4/2019  
Close Date: 1/11/2019  
Funding Source: Enhancement Grant  
Bids Submitted: 

|       |                |
|-------|----------------|
| Amkus | Valparaiso, IN |
|-------|----------------|

  
Bid Awarded: Amkus \$30,889.50

**Kennett Asphalt**

Status: Open  
Open Date: 2/13/2019  
Close Date: 3/1/2019  
Funding Source: General Revenue  
Bids Submitted: N/A  
Bid Awarded: N/A

**Housing Roofing**

Status: Open  
Open Date: 2/13/2019  
Close Date: 3/1/2019  
Funding Source: Housing Revenue  
Bids Submitted: N/A  
Bid Awarded: N/A

## **February 2019 President's Report**

- Libla Family Sports Complex Donor Preview – January 25
- FY20 Strategic Planning Retreat – February 1
- Libla Family Sports Complex Ribbon Cutting – February 2
- Alumni Reunion and Inaugural Raiders Basketball Games – February 2
- Jazz Festival Feb. 7 and 9
- Three Rivers Week in the Capitol – February 12
  
- Upcoming Events
  - POTA Dailey & Vincent at the Rodgers – February 21
  - POTA Children's show – Greek Myths. At Tinnin am & pm Feb 25 and at area schools February 26-27
  - TRET Poplar Bluff Trivia Night – Holiday Inn – February 28
  - Men's Region 16 Tournament, Lincoln University, Jefferson City – February 28 and March 2
  - Women's Region 16 Tournament, Lincoln University, Jefferson City – March 1 and March 3
  - Gallery exhibit (re)presentation by Carly Dahl March 1-April 5
  - High School Band Festival – March 5
  - Spring Break – March 11-12 no classes. March 13 – 15 – College Closed
  
- Program Update
  - Associate of arts in Teaching – Faye Sanders

**A G E N D A**  
**Executive Session**  
**Wednesday, February 20, 2019**

**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 Revisions to College Policies PP4310, PP4330, and GAP 1206**

**BACKGROUND INFORMATION--HISTORY**

PP4310 – Absences from College – Statement added to clarify the expectation that employees are required to complete a “Request for Leave Form” for all types of Absences.

PP4330 – Shared Sick Leave – Clarification of the employees initial start date, classification of exempt and non-exempt employees, and sick bank eligibility requirements.

GAP1206 - Alcohol/Drug-Free/Work/Learning Place – The inclusion of an alcohol exception rule, language for Drug-Free Workplace Act, references for Drug-Free Schools & Communities Act Amendment 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act, referenced PP4730 Suspension or Termination and language for the Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption.

**POSSIBLE ALTERNATIVES**

**FINANCIAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATIONS**

Approve the changes as recommended by the administration

**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PP 4310 Absences from College                                     | Page 1 of 3               |
| Associated Regulation: PR 4320 Authorized Types of Leave                 |                           |
| Associated Policies: GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources                   |                           |
| Initial Approval: 03-25-2010   | Last Revision: 02-20-2019 |

Three Rivers College employees are expected to report to work whenever reasonably possible. When unavoidable absences from work occur, the appropriate supervisor should be notified in advance when possible and immediately upon return to work in cases of emergency. A Request for Leave Form must be completed for all absences, planned and unplanned.

There are two categories of absence: planned and unplanned.

A planned absence must be approved in advance using the approved college forms and procedures. Because these absences must be pre-approved by a supervisor, they are generally considered excused. A planned absence may be paid or unpaid.

An unplanned absence is usually an absence due to illness, injury, or emergency. In the event of an unplanned absence, an employee should contact his/her supervisor immediately. A supervisor will determine if an unplanned absence is excused, unexcused, paid, or unpaid.

If the employee fails to contact his/her supervisor regarding an unplanned absence within a reasonable amount of time or if the reason for absence is unacceptable to the supervisor the absence is unexcused and therefore unpaid. Unreported absences of three (3) per fiscal year are deemed to be an abandonment of the employees position and will be considered resignation of the employees position.

When an employee has an unplanned absence for illness or injury that lasts more than three (3) consecutive days, the employee may be required to provide the Director of Human Resources with a medical release from the attending physician stating that the employee is fit to resume regular duties.

Note: An employee may be required to present evidence at any time, in the form of personal affidavits, physician's certificates, or other testimonials in support of the reason for sick leave upon request of his/her supervisor or an appropriate approving authority.

**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PP 4310 Absences from College                                     | Page 2 of 3               |
| Associated Regulation: PR 4320 Authorized Types of Leave                 |                           |
| Associated Policies: GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources                   |                           |
| Initial Approval: 03-25-2010   | Last Revision: 02-20-2019 |

**Excessive Absence**

Unplanned absences can occur with such frequency as to become unacceptable. A college employee who has excessive, unplanned, excused absences will be counseled by his/her supervisor, and an employee who has an unplanned, unexcused absence will be counseled by the supervisor immediately upon returning to work. Excessive absences will be grounds for review and disciplinary action up to and including termination

**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PP 4310 Absences from College                                     | Page 3 of 3               |
| Associated Regulation: PR 4320 Authorized Types of Leave                 |                           |
| Associated Policies: GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources                   |                           |
| Initial Approval: 03-25-2010   | Last Revision: 02-20-2019 |

**DOCUMENT HISTORY:**

- 03-25-2010:** Initial approval of policy PP4310 Absences from College.
- 11-17-2010:** Revision-Unreported absences in excess of three (3) are deemed to be an abandonment of the employees position and will be considered resignation of the employees position to Unreported absences of three (3) per fiscal year are deemed to be an abandonment of the employees position and will be considered resignation of the employees position.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 02-20-2019:** Statement added to clarify the expectation that employees are required to complete a "Request for Leave Form" for all types of absences.

**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel                                  |                           |
| Sub Section: 4300 Leave                                  |                           |
| Title: PP 4330 Shared Sick Leave                         | Page 1 of 6               |
| Associated Regulation: PR 4320 Authorized Types of Leave |                           |
| References:  |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 11-12-2009                             | Last Revision: 02-02-2019 |

1. All personnel eligible for sick leave at Three Rivers College may elect to participate in a voluntary sick leave contingency plan. The personnel eligible to join this plan, hereinafter referred to as the Three Rivers College Sick Bank, will include any employee of the college receiving sick leave benefits under board policy. The Three Rivers College Sick Bank will be deemed to be in operation when a minimum of 20 people elect to participate in the plan.
  
2. To participate in the Three Rivers College Sick Bank, the employee must fill out an application form and donate an initial two days of sick leave during the initial enrollment period or during any subsequent open enrollment period. The initial enrollment period for the sick bank shall start on the date of hire for the employee and continue through the ten business days that follow. Subsequent enrollment periods may be held at the discretion of the sick bank committee if the event is deemed necessary with a majority vote of the sick bank committee and published to all full-time, benefit eligible employees.
  
3. Membership in the Three Rivers College Sick Bank will be continuous upon a member joining unless a member specifically revokes his or her membership. Individuals may withdraw from the Three Rivers College Sick Bank at any time by submitting a written request to the presiding member of the governing committee. Any sick days contributed to the bank will be forfeited upon withdrawal. Any member who chooses to withdraw may join during any open enrollment period; however, they must again contribute the two initial days of sick leave from their own accumulated total of days.
  
4. The Three Rivers College Sick Bank will be maintained in the following manner:  
 In addition to the initial donation of two days, each participating member will be required to donate an additional day per year after his/her initial donation of two days unless it is determined by the governing committee that no contribution is needed for a given year. Additional assessments may be recommended by the governing committee but must be approved by a simple majority vote of the membership of the Three Rivers College Sick Bank. It is recommended that approximately 500 days be maintained in the Three Rivers College Sick Bank for a given year.



**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel                                  |                           |
| Sub Section: 4300 Leave                                  |                           |
| Title: PP 4330 Shared Sick Leave                         | Page 2 of 6               |
| Associated Regulation: PR 4320 Authorized Types of Leave |                           |
| References:  |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 11-12-2009                             | Last Revision: 02-02-2019 |

5. To be eligible to draw from the Three Rivers College Sick Bank, a member must be an employee of the college receiving sick leave benefits under board policy, must have used all accumulated leave, and must have been off work for three consecutive days without pay. The member must further have been a member of the Three Rivers College Sick Bank plan for a minimum of thirty (30) days prior to submitting a request for withdrawal of days. In the event that a member is physically or mentally unable to apply for sick bank days, the immediate next of kin may apply on the member's behalf. If no next of kin is available, a legally appointed guardian or conservator or an individual acting under a legal power of attorney may apply. Application for sick bank days should be made no later than thirty (30) days after depletion of all other available leave days.
  
6. The Three Rivers College Sick Bank is to be used only for an illness or injury in which a written statement from the attending physician certifies that the illness or injury is of such a nature that the person affected is unable to perform his or her duties. There must be a reasonable expectation that the individual will be able to return to work and an estimated day of return will be verified by the physician. This excludes uncomplicated pregnancy as it is not considered an illness or injury but a normal life process.
  
7. Employees who are granted sick bank days will continue to accrue their regular sick days, vacation days (if applicable), and service credit for retirement during the time that they are on sick leave. In addition, they will receive credit for any holidays, or applicable school vacations which occur during the sick leave period. Any accrued sick leave or vacation days accumulated while utilizing sick bank leave will be subtracted from the total requested sick bank days.
  
8. Grants of sick bank days are not contingent upon repayment of days used or waiver of other employment benefits or rights. If the employee returns to work early any unused Sick Bank days will be returned to the Sick Bank.

**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel                                  |                           |
| Sub Section: 4300 Leave                                  |                           |
| Title: PP 4330 Shared Sick Leave                         | Page 3 of 6               |
| Associated Regulation: PR 4320 Authorized Types of Leave |                           |
| References:  |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 11-12-2009                             | Last Revision: 02-02-2019 |

9. The Three Rivers College Sick Bank will be administered by a governing committee consisting of two members of the faculty elected from its members, two members of the non-exempt staff elected from among its members, two members to represent the administration of the college elected from among the members of the administration and exempt (non-teaching) staff, and one board member to be appointed yearly by the college board. NO governing committee member may serve more than two consecutive three-year terms. The governing committee will meet as needed but will meet at least once yearly, within the first 60 days of the beginning of the fall semester, to select officers (chair, vice chair, secretary) from among their membership. In the event of the resignation of a member of the governing committee of the sick bank the chair of the appropriate employee group will select a member of their group to serve the remainder of the resigning member's term.

10. The governing committee of the Three Rivers College Sick Bank will make all decisions as to eligibility and number of days granted within the following parameters:

No withdrawal in excess of (40) forty days shall be made without the majority consent of the governing committee of the Three Rivers College Sick Bank.

In all cases, the total number of days granted shall be at the discretion of the governing committee within the limits expressed above, with the further provision that no more than eighty (80) days during any one twelve-month period will be granted.

11. Requests for withdrawal of banked days from the Three Rivers College Sick Bank will be made as follows:

A. An official Three Rivers College Sick Bank withdrawal form will be completed and forwarded to the presiding member of the governing committee of the Three Rivers College Sick Bank. A copy of this form may be found as the last page of this document.

**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel                                  |                           |
| Sub Section: 4300 Leave                                  |                           |
| Title: PP 4330 Shared Sick Leave                         | Page 4 of 6               |
| Associated Regulation: PR 4320 Authorized Types of Leave |                           |
| References:  |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 11-12-2009                             | Last Revision: 02-02-2019 |

- B. An initial physician’s statement detailing the nature of the illness or injury will be required. This statement should include information that will aid the governing committee in its decision to grant sick bank days.
  - C. If required, the applicant may be asked to meet with the Sick Bank committee in order to explain the reasons for their sick day withdrawal request.
  - D. Upon receipt of the required form and physician’s statement, the governing committee will meet and the request will be either approved or denied by a majority vote of the committee. In either case, the applicant will be notified in writing of the board’s decision within ten (10) business days of receipt by the governing board of the applicant’s written request.
  - E. All decisions of the governing committee of the Three Rivers College Sick Bank will be final.
  - F. If an extension of days is needed, the same basic procedure as in parts “A” through “E” above will be followed. An additional statement from a physician will be required. A member currently receiving sick bank days may apply for additional days; days granted will be dated in such a manner as to assure that there will be no gap in sick-day coverage.
  - G. It will be the responsibility of the presiding member of the governing board to keep all applications, supporting documents, and physician’s statements submitted by or on behalf of the member strictly confidential. All submitted documents will become the property of the governing committee of the Three Rivers College Sick Bank; the security of all documents will be maintained. Documentation will be securely maintained long term in the Human Resources office.
12. All requests granted for withdrawal of sick bank days will be provisional to the extent that they will be subject to constant review by the governing committee of the Three Rivers College Sick Bank. In the event that the time of illness or injury is extensive, the governing committee may require additional medical evidence from a physician or medical facility at appropriate intervals.

**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel                                  |                           |
| Sub Section: 4300 Leave                                  |                           |
| Title: PP 4330 Shared Sick Leave                         | Page 5 of 6               |
| Associated Regulation: PR 4320 Authorized Types of Leave |                           |
| References:  |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 11-12-2009                             | Last Revision: 02-02-2019 |

13. All college employees upon termination of employment from Three Rivers College will cease being members of the Three Rivers College Sick Bank upon the effective day of their termination from college employment, and all days donated by the individual will be forfeited.
  
14. An official copy of the Three Rivers College Sick Bank guidelines will be on file in the Rutland Library for employee review. The Three Rivers College Sick Bank option will be listed in the Employee Handbook and available for review on the College website. It is incumbent upon the employee to request participation and to comply with all guidelines.
  
15. In the event that the Three Rivers College Sick Bank is dissolved for any reason, all sick days in the bank will be restored to current members of the Three Rivers College Sick Bank on a prorated basis.
  
16. Any changes in or amendments to the Sick Bank guidelines outlined above shall be recommended by the governing committee and approved by a majority vote of the members.

**THREE RIVERS COLLEGE  
PERSONNEL POLICY**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel                                  |                           |
| Sub Section: 4300 Leave                                  |                           |
| Title: PP 4330 Shared Sick Leave                         | Page 6 of 6               |
| Associated Regulation: PR 4320 Authorized Types of Leave |                           |
| References:  |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 11-12-2009                             | Last Revision: 02-02-2019 |

**DOCUMENT HISTORY:**

- 11-12-2009:** Initial approval of policy PP 4330 Shared Sick Leave.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 03-22-2017:** Minor language edits for clarification. Replacing faculty, professional staff, and support staff handbooks with employee handbook and website for listings of the Shared Sick Bank.
- 02-20-2019:** Clarification of the employees initial start date, classification of exempt and non-exempt employees, and sick bank eligibility requirements.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

|   |                           |
|---|---------------------------|
| Section: 1000 General Administration  |                           |
| Sub Section: 1200 Equal Opportunity   |                           |
| Title: GAP 1206 Alcohol/Drug-Free Work/Learning Place   | Page 1 of 2               |
| Associated Regulation: GAR 1206 Alcohol/Drug-Free Work/Learning Place   |                           |
| Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; GAP 1205 Code of Ethics; PP 4730 Suspension or Termination  |                           |
| References: MO. Statute Sec. 178.835: Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act; Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption. |                           |
| Supersedes: NA  |                           |
| Responsible Administrator: College President  |                           |
| Initial Approval: 09-22-2010  | Last Revision: 02-20-2019 |

Three Rivers College intends to provide and encourage personal health and wellness among its employees and students. In order to maintain, support, and preserve high standards of excellence consistent with the college mission and goals, the college has established an alcohol and drug-free work and learning place. An exception may be granted for alcoholic beverages to be served on College owned or controlled property at the discretion of the College President.

Any person suspected of being under the influence of alcohol, drugs, or controlled substances while on college premises may pose a serious risk to themselves and to others. The College reserves the right to remove any person from the College deemed a threat to others.

Under the Drug-Free Workplace Act, employees must notify the employer in writing, no later than five days after conviction for violation of any criminal alcohol or drug statute. A conviction is a finding of guilt (including a plea of no contest or nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the criminal drug statutes.

Consistent with the college mission and goals, the manufacture, distribution, dispensing, possession, use, or being under the influence of alcoholic beverages, drugs and/or other controlled or unlawful substances by students or employees is prohibited on all college-owned, controlled, and leased property. In addition, this behavior is prohibited at off-campus sponsored student functions of the College.

All Federal, state, and local laws apply with the Supremacy Clause/Doctrine of Pre-emption, which states that the Federal Law supersedes in cases of conflicting legislation. The unlawful possession use or distribution of illicit drugs and/or alcohol on college premises; or as a part of college activities is strictly prohibited under MO. Statute Sec. 178.835. For more information, please refer to SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination and GAP 1205 Code of Ethics.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

|   |                           |
|---|---------------------------|
| Section: 1000 General Administration  |                           |
| Sub Section: 1200 Equal Opportunity   |                           |
| Title: GAP 1206 Alcohol/Drug-Free Work/Learning Place   | Page 2 of 2               |
| Associated Regulation: GAR 1206 Alcohol/Drug-Free Work/Learning Place   |                           |
| Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; GAP 1205 Code of Ethics; PP 4730 Suspension or Termination  |                           |
| References: MO. Statute Sec. 178.835: Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act; Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption. |                           |
| Supersedes: NA  |                           |
| Responsible Administrator: College President  |                           |
| Initial Approval: 09-22-2010  | Last Revision: 02-20-2019 |

**DOCUMENT HISTORY:**

- 09-22-2010:** Initial approval of policy GAP 1206 Alcohol/Drug-free Work/Learning Place.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 02-20-2019:** The inclusion of an alcohol exception rule, language for Drug-Free Workplace Act, references for Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act, referenced PP 4730 Suspension or Termination and language for the Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption.

Consideration of Personnel Action  
Employment of Personnel  
Instructor, Nursing (Sikeston)

**PERSONNEL DATA SHEET**

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

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

X Faculty – Replacement for Trinity Pullam; resignation approved 10/17/2018

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

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

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

NAME: Kellee Holmes

POSITION TITLE: Instructor, Nursing - Sikeston

SALARY: \$39,832

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

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

Other: Non-tenure track

STARTING DATE: March 4, 2019

QUALIFICATIONS:

|               |   |              |
|---------------|---|--------------|
| <u>Degree</u> | <u>Ed. Institution</u>                                    | <u>Major</u> |
| BSN           | Southeast Missouri State University<br>Cape Girardeau, MO | Nursing      |

EXPERIENCE \_\_\_\_\_

|                          |                             |                              |
|--------------------------|-----------------------------|------------------------------|
| <u>10/2018 - present</u> | <u>Doctors Park Surgery</u> | <u>PACU Nurse/Pre-op Eye</u> |
|                          | <u>Cape Girardeau, MO</u>   |                              |

|                          |                           |                     |
|--------------------------|---------------------------|---------------------|
| <u>02/2015 – 10/2018</u> | <u>Oran R-III Schools</u> | <u>School Nurse</u> |
|                          | <u>Oran, MO</u>           |                     |

|                          |                           |                         |
|--------------------------|---------------------------|-------------------------|
| <u>02/2008 – 02/2015</u> | <u>Southeast Health</u>   | <u>Registered Nurse</u> |
|                          | <u>Cape Girardeau, MO</u> |                         |

(02/20/2019)



**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PR 4320 Authorized Types of Leave   | Page 1 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

Three Rivers College permits an employee to be absent from his or her duties for a specified time. The board of trustees authorizes the college president to grant leave as set forth in college policy. Granting of leave shall be determined on the basis of policies and procedures designed to facilitate the operation of the college and the need to ensure leave is granted or denied on a uniform basis. Leave of absence may be granted with pay or without pay.

Paid leave may be granted by the college president to eligible employees for approved absences from duty including, but not limited to, sick, vacation, family medical leave, leave of absence, holiday, civil, personal, and military. A Request for Leave Form must be completed for each type of absence. Planned absences must be approved in advance using the Request for Leave Form and procedure. In the event of an unplanned absence, an employee should contact his/her supervisor immediately and complete the Request for Leave Form as soon as possible upon return.

**I. Sick Leave**

Three Rivers College is committed to assisting all regular full-time employees against loss of earnings due to illness, injury, or incapacity to work including illness or incapacity to work due to short term incapacity or disabling condition, and to provide time-off to employees in the event of illness or death of certain family members; as covered by the provisions of the Family Medical Leave Act.

**Eligibility to Accrue Sick Leave**

- A. Full-time employees, shall be eligible to accrue sick leave.
- B. All full-time employees who are employed pursuant to funds available to the institution through grants or contracts are not eligible to accrue sick leave unless the grant or contract involved provides sufficient funds to cover the costs of such leave, or unless eligibility to accrue sick leave is approved by the college president.

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PR 4320 Authorized Types of Leave   | Page 2 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

**Eligibility for and Rate of Accrual of Sick Leave**

- A. Regular full-time employees, unless otherwise covered herein, shall accrue sick leave at the rate of 8 hours for each month of actual service. -Under no circumstances may a regular full-time employee earn more than 136 hours of sick leave per year.
- B. Regular full-time faculty, employed on a nine-month basis, shall accrue sick leave at the rate of 8.90 hours for each month of actual service. Faculty employed during the summer shall accrue one day (8 hours) per month of service.
- C. Regular full-time faculty, employed on a ten-month basis, shall accrue sick leave at the rate of 8 hours for each month of actual service. Faculty employed during the summer shall accrue one day (8 hours) per month of service
- D. Accrued hours of sick leave shall be cumulative for all hours not used to a maximum of 480 hours. The employee will not be eligible to accrue additional hours after the maximum number of hours is met until the number of hour's accumulated falls below the maximum number of hours allowed.
- E. Eligible employees shall accrue sick leave from the date of full-time employment.
- F. Eligible employees earn and accrue sick leave for each month during which the employee received compensation.
- G. Employees otherwise eligible to earn sick leave do not earn or accrue sick leave while on leave of absence.

**Separation of Employees with Accrued Sick Leave**

Upon termination of employment, accumulated sick leave shall not be used as terminal leave, and the employee shall not be entitled to any payment for accumulated sick leave.

**Use of Sick Leave**

Sick leave and Family and Medical Leave Act Leave (FMLA) shall run concurrently. (Note: Unless an employee is on a reduced or intermittent work schedule, periods of less than three days shall not be designated as FMLA leave.). Sick leave requests must be submitted on the approved

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PR 4320 Authorized Types of Leave   | Page 3 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

college forms for approval. If it is a planned absence eligible for sick leave, the Request for Leave Form should be submitted in advance of the leave. If unplanned sick leave occurs, the Request for Leave Form should be submitted immediately upon return.

- A. Sick leave is generally applicable to absences due to illness or injury to an employee, including but not limited to illness or incapacity to work due to pregnancy, medical examinations, vision, and dental appointments. In addition, sick leave may be used for maternity/ paternity leave.
- B. Abuse of sick leave by an employee will result in the withholding of payment of the sick leave and possible additional disciplinary action up to and including termination. Sick leave may not be taken until earned, and may not be advanced. Please note: sick leave may be denied at the discretion of the supervisor.
- C. Where an employee must be absent because of illness in the immediate family, sick leave may be used. For purposes of this section, "immediate family" shall be deemed to include: (1) spouse; (2) children, step-children; (3) parents, step-parents, foster parents and parents-in-law; (4) sibling; and (5) other members of the family who reside within the home of the employee.
- D. Sick leave may not be used by nine-month or ten-month employees for absences due to illness or injury during a summer session unless the employee has been physically present and actually commenced employment for the term in question.
- E. Upon prior approval of the college president, an employee who is injured in the line of duty as a result of the commission of an assault upon him or her which disables the employee from performing his or her regular duties, may be retained on the regular payroll for a period not to exceed twenty-eight (28) calendar days without being required to use any accrued sick leave. The length of time for such retention on the payroll shall be based upon a written statement from the attending physician that the employee is unable to perform his or her regular duties.

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PR 4320 Authorized Types of Leave   | Page 4 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

**Physician's Statement or Other Certification**

An employee may be required to present evidence in the form of personal affidavits, physician's certificates, or other testimonials in support of the reason for sick leave upon request of his or her supervisor.

**Return to Work**

For the employee's protection and the protection of those who work closely with the employee, an employee may be required to present a written release to return to work, including any restrictions that may apply, from a licensed physician or other accredited practitioner prior to resuming employment. An employee will be allowed to return to work if he/she is able to perform the essential functions of the position.

**Exhaustion of Sick Leave**

When the illness, injury, or disability of an employee continues beyond the period of accumulated sick leave, the employee shall use any accumulated annual leave for continued absence. When an employee has exhausted all accumulated sick and annual leave, he or she may request to be placed on leave of absence. If applicable, employees who have exhausted all accumulated sick and annual leave may also reference PP 4330 Shared Sick Leave.

**Personal Leave**

All references to sick leave in college policy or regulation are inclusive of personal leave. Full-time employees of the college may use a maximum of 40 hours of accrued sick leave per year for personal matters that cannot be conducted during non-work time with notification to the appropriate supervisor or administrator. Personal leave is available at the beginning of each fiscal year. During the first year of employment, personal leave will be prorated based on the date of hire. Unused personal leave shall not be cumulative. At the end of the fiscal year unused personal days will remain in the employees sick leave balance up to the maximum amount of 480 hours. Upon termination of employment, the employee shall not be entitled to any payment for personal leave. Personal leave requests must be submitted on the approved college forms for approval. If the personal leave request is planned, a request for personal leave should be

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PR 4320 Authorized Types of Leave   | Page 5 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

submitted in advance of the leave. If the need for personal leave is unplanned, the Request for Leave Form should be submitted immediately upon return.

**Bereavement Leave**

College employees may use up to 24 hours sick leave as bereavement leave in the event of a death an immediate family member. Immediate family shall mean the husband, wife, father, mother, son, daughter, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, nephew, niece, granddaughter, grandson, grandfather, grandmother, aunt, or uncle.

**II. Vacation Leave**

The time selected for vacation leave shall be subject to approval by the immediate supervisor, whereas it is deemed that the leave time does not jeopardize the operations of the college. Request for vacation leave must be submitted on the approved college forms no less than ten (10) business days prior to the leave occurring. Exceptions may be granted on a case-by-case basis at the discretion of the employee’s supervisor.

Vacation leave may be used to supplement sick leave in case of extended illness if employee elects to do so and upon approval of the immediate supervisor. In cases of FMLA leave, vacation and FMLA leave shall run concurrently.

Vacation leave shall not accrue beyond the maximum accumulated level as outlined herein.

**Eligibility to Accrue Vacation Leave**

- A. Regular, full-time administrative, professional and support staff, regardless of probationary status, shall be eligible to accrue vacation leave.
- B. Temporary employees shall not be eligible to accrue vacation leave.
- C. All full-time employees who are employed pursuant to funds available to the institution through grants or contracts are not eligible to accrue vacation leave unless the grant or contract involved provides sufficient funds to cover the costs of such leave, or unless eligibility to accrue vacation leave is approved by the college president.

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PR 4320 Authorized Types of Leave   | Page 6 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

- D. Faculty members with less than 12 month appointments are not eligible to accrue vacation leave.
- E. Eligible employees earn and accrue vacation leave for each pay period during which the employee received compensation. Employees in positions of less than 12 months prior to January 18, 2017, are eligible to accrue vacation leave based on 12-months of service and years of service as outlined below.

**Eligibility for and Rate of Accrual of Vacation Leave**

**Administration, Professional Staff, and 12-Month Faculty Appointments**

Employees classified as exempt professional staff, administration, or 12 month faculty may accumulate a maximum of 200 hours. The employee will not be eligible to accrue additional hours after the maximum number of hours is met until the number of hour’s accumulated falls below the maximum number of hours allowed.

For example: During the month of June an employee accrues 10 hours of vacation leave. The employee has a current vacation leave balance of 200 hours. There is no increase to the vacation balance until the employee takes vacation leave, at which time accrual will begin again until the maximum limit of 200 hours is met.

Persons who were employed before July 1, 1999, and who have been employed more than one year shall be entitled to 160 hours vacation earned at 13.34 hours of vacation time per month.

Administration, Professional Staff, and 12-Month Faculty Appointments employed after July 1, 1999, shall earn vacation based on years of service as follows:

| Years of Service | Number of Vacation Hours<br>Per 12 Month Period |
|------------------|---|
| 0 – 1 Year       | 80  |
| 2 – 5 Years      | 96  |
| 6 – 10 Years     | 120   |

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PR 4320 Authorized Types of Leave   | Page 7 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

|                 |     |
|-----------------|-----|
| 11 – 15 Years   | 144 |
| 16 – More Years | 160 |

Persons who were classified as exempt prior to November 1, 2016, will continue to accrue at the Administration, Professional Staff, and 12-Month Faculty rate based on years of service. Persons hired in after November 1, 2016, will accrue vacation based on position classification of exempt or non-exempt at the time of hire.

**Support Staff**

Employees classified as support staff (non-exempt) may accumulate a maximum of 160 hours. The employee will not be eligible to accrue additional hours after the maximum number of hours is met until the number of hour’s accumulated falls below the maximum number of hours allowed.

For example: During the month of June an employee accrues 10 hours of vacation leave. The employee has a current vacation leave balance of 160 hours. There is no increase to the vacation balance until the employee takes vacation leave, at which time accrual will begin again until the maximum limit of 160 hours is met.

Support staff employed before July 1, 1999, and employed one (1) year or more shall be entitled to 144 hours per year earned at 12 hours vacation time per month.

Support Staff employed after July 1, 1999, shall earn vacation based on years of service as follows:

| Years of Service | Number of Vacation Hours<br>Per 12 Month Period |
|------------------|---|
| 0 – 1 Year       | 64  |
| 2 – 5 Years      | 80  |

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

|  |                           |
|--|---------------------------|
| Section: 4000 Personnel  |                           |
| Sub Section: 4300 Leave  |                           |
| Title: PR 4320 Authorized Types of Leave   | Page 8 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

|                 |     |
|-----------------|-----|
| 6 – 10 Years    | 96  |
| 11 – 15 Years   | 120 |
| 16 – More Years | 144 |

Persons hired in after November 1, 2016, will accrue vacation based on position classification of exempt or non-exempt at the time of hire.

**Separation of Employees with Accrued Vacation Leave**

Upon separation of employment the employee will be entitled to any payment for accumulated vacation leave not to exceed 160 hours for Support Staff and 200 hours for Administration, Professional Staff, and 12 Month Faculty.

**Closing the College due to Inclement Weather**

Three Rivers College alerts employees, students and others about college closings with Operation Weather-bird. This is the procedure that is followed when weather conditions warrant closing the college. If the college closes due to inclement weather, the President monitors weather conditions and alerts the media as early in the day as possible. The President monitors the weather throughout the day to make a determination on closing a second day.

Employees must monitor the media for college closing notices on the local television, radio stations, and college web site. Administrative, professional, and classified staff will be charged equivalent hours of vacation leave if they are absent when the college (or their off-campus site of employment) is open; teaching staff will be charged equivalent hours of personal leave. If no leave balance exists, the employee will be charged the equivalent hours of unpaid leave.

**III. Family and Medical Leave**

Three Rivers College provides Family and Medical Leave in accordance with the Federal Family and Medical Leave Act (FMLA) of 1993 and subsequent amendments. FMLA provides eligible



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| Title: PR 4320 Authorized Types of Leave   | Page 9 of 19              |
| Primary Policy: PP 4320 Authorized Types of Leave  |                           |
| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

employees who work for covered employers the right to take unpaid, job-protected leave for absences due to a qualifying event. In compliance with the Family Leave Act of 1993, Three Rivers College provides eligible male and female employees up to twelve workweeks of unpaid leave during a twelve month period (defined as a “rolling” period) for specified family and medical reasons, to provide continued health insurance coverage during the leave period and to insure employee reinstatement to the same or an equivalent position following the leave period. This regulation is further contained in informational posters provided by the Department of Labor; see the Human Resources Office.

**Employee Eligibility**

- A. In order to be considered “eligible” under FMLA guidelines, an employee must (1) have worked for Three Rivers College for at least 12 months (the 12 months do not have to be consecutive in order for an employee to be eligible) and (2) have worked at least 1,250 hours during the year preceding the start of the leave. For purposes of this regulation, full-time faculty satisfies the 1,250 hour test.
- B. The determination of whether an employee meets the eligibility criteria for receiving FMLA leave is based on the amount of service (including prior service) possessed by the employee as of the date the leave actually begins.
- C. Be employed at a work-site where the employer employs at least fifty (50) employees within a 75-mile radius.
- D. This regulation includes both regular and temporary employees. However, Three Rivers College is not obligated to restore an employee hired for a specific term or to complete a project.
- E. Must not have used all available FMLA in the 12 months prior to when the leave will commence.
- F. Must have a qualifying event.
- G. This policy contains no exceptions for “key employees” (e.g., a salaried FMLA-eligible

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employee who is among the highest paid 10 percent of all the employees of the institution).

H. Military caregivers leave can be up to 26 weeks.

**Qualifying Event**

A qualifying event under FMLA includes:

- A. Birth and care of the employee's newborn child.
- B. Placement of a child with the employee for adoption, or by the State for foster care.
- C. To care for the employee's spouse, child or parent with a serious health condition (this does not include in-laws).
- D. The employee's own serious health condition that prevents him or her from performing the employee's job.
- E. "Any qualifying exigency" for an employee's spouse, child, or parent on active military duty or being called to active military duty; or
- F. To care for a spouse, child, parent, or next-of-kin who is a member of the Armed Forces, National Guard or Reserves and who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness suffered in the line of duty on active duty.

**Length of Family Medical Leave**

An eligible employee is entitled up to twelve (12) workweeks of unpaid leave within a twelve-month period without loss of seniority or benefits. When both spouses in a family work for the College, they will be entitled to a total of twelve (12) weeks of unpaid leave (rather than 12 weeks each) for the birth, adoption, for foster placement of a child, or to care for a parent with a serious health condition.

The 12-month period is defined as the 12 months prior to when the leave will commence. Only military caregiver leave provides an entitlement to 26 weeks.

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All leave taken under the policy and leave for any other reason that would qualify under FMLA (e.g., worker's compensation leave that qualifies as a serious health condition), will be counted against the employee's leave entitlement under FMLA.

When an employee is not required to report for work for one or more weeks (e.g., employees who do not report for work during Christmas/New Year holiday, or during the summer) such days do not count against the employee's FMLA leave.

**Family and Medical Leave Information**

The foregoing regulation presents the pertinent provisions of the Family and Medical Leave Act of 1993 and complies with the requirements of the Act. If any employee desires additional information or explanation of the procedures and provisions of the Act, he/she is encouraged to seek additional information by obtaining a copy of the Act, fact sheet, or certification forms through the Human Resources office or arranging a conference with the Director of Human Resources/designee.

The Department of Labor informational poster is displayed in each building on campus as well as each external location.

**Coordination with Existing Leave Policies**

During a qualified leave, the employee shall exhaust all accumulated leave before continuing leave on an unpaid basis. All college leave is to run concurrently.

While on unpaid FMLA leave, employees will not accrue sick or vacation time during a month in which they have not been paid. Additionally, employees on unpaid FMLA will not be paid for a holiday that occurs during the period that they are on unpaid FMLA leave.

FMLA leave will be counted against the employee's leave entitlement from qualifying approved sick bank leave. If an employee elects to apply for and is approved for an extended leave of absence (PP 4329), the amount of time taken for FMLA leave will be deducted from the period of leave available. Once the FMLA portion of the employee's leave has ended, and the employee has elected to continue on leave pursuant to another Board policy or regulation,

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the remaining portion of the leave will be governed by the provisions of the other policy or regulation with respect to compensation, benefits, reinstatement, and all other terms and conditions of employment as set forth associated policy.

**Notification**

An employee who requests leave under this procedure shall receive written notice of the specific expectations and obligations of the employee, and the consequences for failure to meet these obligations. Such written notice shall be provided within a reasonable time after the employee gives notice of the need for leave under this procedure, usually within five (5) business days.

Before returning to work, an employee who is on leave of absence due to his/her own serious health condition must submit to the Director of Human Resources/designee, a health care provider's written certification form that the employee is able to return to work. Failure to provide such certification may result in the delay or denial of job restoration.

NOTE: An employee who requests leave that qualifies as family or medical leave under this regulation, and who does not specifically request the type of leave, shall be notified herein that the college reserves the right to designate the leave type, and it will be counted as FMLA leave. Such notification shall occur promptly, usually within five (5) business days after the college has become aware that the leave qualifies as FMLA leave. The notification may be oral or in writing; however, oral notification that the leave has been designated as FMLA leave will be confirmed in writing within five (5) business days.

**IV. Leave of Absence**

Leave of absence without pay, requires both the recommendation of the appropriate cabinet member and the approval of the college president. A leave of absence not to exceed ninety (90) days may be granted for justifiable absences wherein it is not desirable to terminate the employee. Factors considered in determining whether it is desirable to not terminate the employee and to approve leave of absence without pay include whether:

- a) There are extraordinary circumstances present that justify keeping a position open or vacant and preserving it for that employee,

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- b) it is, objectively and from a business standpoint, in the institution's best interest to retain the employee because of demonstrated contributions,
- c) the employee performs a unique service or has unique qualifications that are required for the position. Such leave must be approved by the college president or his/her designee, and
- d) there is minimal harm to students' education.

Employees who request an unpaid leave of absence due to a Family and Medical Leave Act (FMLA) qualifying event shall have their leaves processed in accordance with the provisions of PP4321 Family and Medical Leave regarding eligibility, continuation of insurance coverages, and maximum leave period for parents who are both college employees, etc.

If an employee is not eligible for FMLA leave or the period of the leave exceeds the FMLA maximum, the remaining balance of the leave shall be processed in accordance with the provisions of this policy. An employee who is on an unpaid leave of absence which does not qualify as FMLA leave shall be responsible for paying both the employee and employer portion of insurance premiums.

While on leave of absence for justifiable personal reasons other than non-qualifying FMLA leave, illness, injury, or disability, an employee retains accumulated annual and sick leave, but does not earn or accrue additional annual or sick leave.

An employee on leave of absence is not entitled to compensation for official holidays occurring within the leave period.

NOTE: All leave of absence requests shall require the written approval of the college president, and the recommendation of appropriate cabinet member and is at the complete discretion of the college.

**V. Holiday**

Annually, upon recommendation of the President, the Board of Trustees approves certain holidays, duty days and non-duty days. A list of holiday leave days which will recognize paid

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holidays for full-time employees will be provided annually. Employees will not receive additional compensation for holidays. Employees must be on paid status the working day prior to a holiday to be compensated for the holiday.

**VI. Civil**

**Jury Duty and Court Related Leave**

A full time employee summoned to serve as a member of a jury panel shall be granted administrative leave with pay and the employee shall retain jury fees. The college shall not reimburse the employee for meals, lodging, or travel expenses while serving as a juror.

A full time employee subpoenaed in the line of duty to represent the college as a witness or defendant shall not be granted administrative leave, and his or her appearance in such cases shall be considered a part of the job assignment. An employee, who is involved in litigation as a result of action related to carrying out the official college duties and responsibilities, may be granted administrative leave with pay for court attendance upon the approval of the college president.

A full time employee subpoenaed as a witness, not involving litigation in which he or she is a principal, shall be granted administrative leave with pay, and any witness fees shall be retainable by the employee. The college shall not reimburse the employee for meals, lodging, or travel expenses while serving as a witness.

In no case shall pay be granted for court attendance when an employee is engaged in personal litigation in which the employee is a principal; however, an employee may be granted vacation, personal, or emergency leave in such cases with the approval of the college president, or designee.

An employee shall promptly notify the immediate supervisor of the receipt of a jury summons or witness subpoena. The Request for Leave Form should be completed and submitted to the supervisor at the conclusion of the court service. A copy of the summons or witness subpoena must accompany the Request for Leave Form.

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| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
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Employees released prior to the end of the work day are required to return to work. A copy of the “work excuse” provided by the court, indicating the dates of service and time of release from service is required. NOTE – the employee must request a work release from the court as one is not provided automatically.

**Civil Air Patrol**

With proper documentation, an employee of the college who is a member of the United States Air Force Auxiliary Civil Air Patrol who participates in a training program for the civil air patrol, or in emergency and disaster services, shall be entitled to a leave of absence with pay for a period of not more than fifteen (15) days during a calendar year for such purposes if the leave of absence is at the request of the employee’s wing commander or the wing commander’s designated representative. Any leave of absence pursuant to this section shall be in addition to any other leave of the employee. The employee is expected to submit the appropriate documentation and file with the college human resources office. All other rights and benefits of the employee, including seniority rights, insurance benefits, health insurance benefits, creditable service and all other such rights and benefits, shall continue.

**VII. Military Leave**

Three Rivers College supports the men and women of the armed forces of the United States and shall grant leave to those employees called to service.

The college intends that employees on military leave be compensated to the greatest extent allowed by sound fiscal management. The college does not discriminate in hiring, firing, promotion, training, or any other benefit or advantage of employment for the past, present, or future participation in uniformed services. The college president, or designee, may grant extended military leave based on these considerations.

Full time College employees shall be granted military leave with pay and appropriate benefits as follows:

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| Associated Policies: PP 4310 Absences from the College; PP 4330 Shared Sick Leave; GAP 1105 Inclement Weather and Hazardous Conditions |                           |
| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

**Requesting Leave**

- A. A full time employee called to military service should provide written notice to his or her supervisor as soon as possible.
- B. The employee must submit a copy of his or her official orders to the human resources office and complete a Request for Leave Form.
- C. The employee must designate a depository for direct deposit of any monies received from the college.

**Salary and Benefits during Leave**

- A. A full time employee granted military leave for normal training or reserve obligations shall receive full pay and benefits for the first seventeen (17) days of leave each calendar year. Leave beyond 17 days shall be without pay.
- B. A full time employee who enlists or is called to extended military service during a time of war, or national or state emergency declared by the President, Congress, or the Governor shall be granted leave of absence from his or her position. The first thirty (30) days shall be with full pay and benefits. Additional pay and/or benefits beyond thirty (30) days may be granted to an employee as allowed by current budget and fiscal conditions. Beyond 30 days, the service member will be able to maintain coverage under the group sponsored health plan for up to 24 months; however, they may be required to pay up to 102 percent of the full premium as provided under COBRA. An employee on military leave from the College will not lose accrued leave when engaged in active status duty.

**Re-instatement**

- A. Upon return from extended active duty, a previous employee shall be reinstated to the same, or a position of like seniority, status and pay, as that which he or she left prior to the extended leave, in accordance with USERRA requirements.
- B. Employees shall retain all unused leave benefits and shall have balances credited to their records upon return to their positions.



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- C. Vacation and sick leave accrue while the employee remains on paid leave status.
- D. Employees occupying positions funded by grants or other temporary sources shall be eligible for military leave and reinstatement rights during the term established for their positions by the grant or other source.
- E. Employees must return to work within a certain amount of time after military service ends, depending on the length of service. Employees do not need to decide until the end of their military service whether they will seek reemployment.

**Service up to 30 days**

The employee must return at the beginning of the next regularly scheduled work period on the first full day after release from service, with safe travel home plus an eight hour rest period.

**Service of 31-180 days**

The employee must return no later than 14 days completing military service.

**Service of 181 days or more**

The employee must return to work no later than 90 days after completing military service.

**Service-related injury or illness**

The reemployment of an employee who has incurred a disability during service shall be according to USERRA guidelines.

Employees are protected from being discharged without cause for six months after the date of reemployment after military service lasting 31-180 days and for one year after reemployment for any longer service period.

**Other Information**

The college will not reinstate an employee who has been dishonorably discharged. The college will not hold positions for temporary employees.

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| Supersedes: NA   |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 03-24-2010   | Last Revision: 02-20-2019 |

**DOCUMENT HISTORY:**

- 03-24-2010:** Initial approval of regulation PR 4320 Authorized Types of Leave.
- 07-07-2010:** “Personal leave is available at the beginning of each fiscal year.”
- 07-14-2011:** “Employees released prior to the end of the work day are required to return to work. A copy of the “work excuse” provided by the court, indicating the dates of service and time of release from service is required. NOTE – the employee must request a work release from the court as one is not provided automatically.” Added to section on jury leave.
- 08-15-2011:** Changed accrual values from days to hours as reflected on employee information in the college data system.
- 12-19-2012:** Revised the sick leave accrual hours to remove the sick and personal leave combined totals.
- Under Personal Leave – added “During the first year of employment, personal leave will be prorated based on the date of hire” and “At the end of the fiscal year unused personal days will remain in the employees sick leave balance up to the maximum amount of 480 hours.”
- Replaced “for the days not used after the maximum has been reached” with “to accrue additional hours after the maximum number of hours is met until the number of hours accumulated falls below the maximum number of hours allowed. For example: During the month of June an employee accrues 10 hours of vacation leave. The employee has a current vacation leave balance of 200 hours. There is no increase to the vacation balance until the employee takes vacation leave, at which time accrual will begin again until the maximum limit of 200 hours is met.”

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- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College. TRC revised to Three Rivers College.
- 01-18-2017:** Addition of eligibility for and rate of accrual of vacation leave for 12-Month Faculty Appointments, exempt and non-exempt status changes, minor language edits, and statement “If applicable, employees who have exhausted all accumulated sick and annual leave may also reference PP 4330 Shared Sick Leave” under Exhaustion of Sick Leave section.
- 02-20-2019:** Clarification of requirements for employee leave forms to be submitted prior to leave, direction for use of personal, sick and vacation leave, and guidelines for accrual of leave during said periods when on unpaid FMLA.

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| Sub Section: 4500 Compensation                           |                           |
| Title: PR 4520 Payroll Deductions                        | Page 1 of 4               |
| Primary Policy: PP 4520 Payroll Deductions               |                           |
| Associated Policy: GAP 1101 Debts to the College         |                           |
| Associated Regulation: PR 4730 Suspension or Termination |                           |
| References: RMSO 290.110                                 |                           |
| Supersedes: 4.6  |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 09-22-2010                             | Last Revision: 02-20-2019 |

**Payroll Records**

Prior to the start of employment, individuals must complete all human resource and payroll forms including but not limited to Federal and State W-4 withholding forms, direct deposit, Employment Eligibility Verification Form I-9. In addition, all employees are verified through the Department of Homeland Security and Social Security Administration using the E-Verify system.

**Name Change Requests**

Requests for a name change to the personnel and payroll records must be accompanied by appropriate documentation (i.e. social security card) and submitted to the HR/Payroll office.

**Pay-Period Submission Deadlines**

The Office of Human Resources will provide a list of pay periods and time submission deadlines. It is the responsibility of the employee to submit time worked accurately and timely through web time entry. Failure to submit by the published deadline can delay the payroll process. Continued non-compliance will be addressed with disciplinary action up to and including termination.

**Web Time Entry**

Work Study students shall be paid no less than the Federal minimum wage. All time worked will be reported to HR/Payroll through web time entry within the payroll cutoff periods and approved by the supervisor.

Non-exempt employees are paid on an hourly basis based upon job classification and salary range placement. All time worked will be reported to HR/Payroll through web time entry within the payroll cutoff periods and approved by the supervisor.

**Payroll Disbursement**

Payroll disbursement is the tenth (10) of each month for exempt employees. If the 10th should fall on a Saturday, payroll disbursement will occur the Friday prior. If the 10th should fall on a Sunday, payroll disbursement will occur the following Monday. Paychecks shall not be released

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before the payroll disbursement date unless approved by the Chief Financial Officer.

Payroll disbursement occurs on a bi-weekly basis for all non-exempt, hourly employees. All time worked must be submitted via web time entry within the payroll cutoff periods and approved by the supervisor.

The methods for pay disbursement are:

1. All college employees will provide the Office of Human Resources with written authorization to electronically transfer payroll funds into a designated bank account unless the employee is a student paid through federal work-study funds. Independent contractors are not considered employees and are therefore paid as vendors.
2. Students paid through federal work-study may elect to have their pay deposited to their Raider One Card or designated bank account.

**Payroll Advances**

No pay advances will be made unless approved by the Chief Financial Officer.

**Unpaid Charges**

Any charges incurred by an employee and remaining unpaid as of the payroll cutoff date for the last pay period of the employee's appointment will be deducted from the employee's final paycheck.

Employees of Three Rivers College who owe monies to the college which are past due shall have the balance withheld at the next pay period. Under no circumstances shall a balance be carried forward longer than one pay period (GAP 1101 Debts to the College).

**Final Pay**

The separation date recorded in the HR system and to the retirement system is the last day in pay status.

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| References: RMSO 290.110                                 |                           |
| Supersedes: 4.6  |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 09-22-2010                             | Last Revision: 02-20-2019 |

If an employee is discharged or the position is eliminated, the employee will receive a check within seven (7) days of their final date of employment. Employees who resign their position will receive final compensation at the next scheduled payroll date.

- a) All regular time worked from the beginning of the final pay period through the last day worked at regular rate of pay.
- b) Any time worked prior to the final pay period, but not yet paid, at regular rate of pay.
- c) For all non-exempt employees, all overtime and/or unused comp time recorded and approved.

All unused vacation accrued will be paid in a separate check or direct deposit. Vacation pay will be paid no later than the last business day of the month following the month of separation or retirement.

The final salary payment will be released only after the employee has turned in all college property (PR 4730) and completion of the exit/transfer checklist.

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| References: RMSO 290.110                                 |                           |
| Supersedes: 4.6  |                           |
| Responsible Administrator: Director of Human Resources   |                           |
| Initial Approval: 09-22-2010                             | Last Revision: 02-20-2019 |

**DOCUMENT HISTORY:**

- 09-22-2010:** Initial approval of regulation PR 4520 Payroll Deductions.
- 05-18-2012:** Updated to reflect web-time entry under time-sheet section; Reference to RMSO 290.110 added; Reference to PR 4730 added; Reference to GAP 1101 added; Updated to reflect payroll disbursement on 10<sup>th</sup> instead of 15<sup>th</sup> in Payroll disbursement section; Updated to reflect bi-weekly pay for non-exempt, hourly employees under Payroll Disbursement section; Section of Final Pay added.
- 08-31-2016:** Defined work-study student and related web-time entry.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 03-22-2017:** Minor language edits and correction of GAR 1310 Debts to the College to GAP 1101 Debts to the College.
- 02-20-2019:** Clarification of employee responsibility to submit time entry in a timely manner, inclusion of the term “Federal minimum wage”, addition of the direct deposit option for unused accrued vacation leave to provide a final pay check and the revision of the term “disbursal” to “disbursement”.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION REGULATION**

|   |                           |
|---|---------------------------|
| Section: 1000 General Administration  |                           |
| Sub Section: 1200 Equal Opportunity   |                           |
| Title: GAR 1206 Alcohol/Drug-Free Work/Learning Place   | Page 1 of 4               |
| Primary Policy: GAP 1206 Alcohol/Drug-Free Work/Learning Place  |                           |
| Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; GAP 1205 Code of Ethics; PP 4730 Suspension or Termination  |                           |
| References: MO. Statute Sec. 178.835; Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act; Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption. |                           |
| Supersedes: NA  |                           |
| Responsible Administrator: College President  |                           |
| Initial Approval: 09-22-2010  | Last Revision: 02-20-2019 |

Three Rivers College intends to provide and encourage personal health and wellness. The College has established an alcohol and drug-free work and learning place in order to maintain, support, and preserve high standards of excellence consistent with the college vision, mission, and goals. Any person suspected of being under the influence of alcohol, drugs, or controlled substances while on college premises is a serious risk to themselves and to others. The College reserves the right to remove any person from the college deemed a threat to others. An exception may be granted for alcoholic beverages to be served on College-owned or controlled property at the discretion of the College President.

The College shall follow through with all applicable legal sanctions under local, state, and federal law for the unlawful possession or distribution of illicit drugs and alcohol. The College may refer employees and students to drug and alcohol counseling or treatment, or locate rehabilitation programs that may be available. The College will provide students and employees with information containing a description of the potential health risks associated with use of illicit drugs and alcohol; and statement of commitment to impose sanctions on students, faculty, and staff in violation of the policy, including a description of those sanctions (such as expulsion, termination, and/or referral for prosecution). Please refer to GAP 1206.

Under the Drug-Free Workplace Act, employees must notify the employer in writing, no later than five days after conviction for violation of any criminal alcohol or drug statute. A conviction is a finding of guilt (including a plea of no contest or nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the criminal drug statutes.

All Federal, state and local laws apply with the Supremacy Clause/Doctrine of Pre-emption, which states that the Federal Law supersedes in cases of conflicting legislation. The unlawful possession use or distribution of illicit drugs and/or alcohol on college premises; or as a part of college activities is strictly prohibited under MO. Statute Sec. 178.835. For more information, please refer to SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination and GAP 1205 Code of Ethics.



**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION REGULATION**

|   |                           |
|---|---------------------------|
| Section: 1000 General Administration  |                           |
| Sub Section: 1200 Equal Opportunity   |                           |
| Title: GAR 1206 Alcohol/Drug-Free Work/Learning Place   | Page 2 of 4               |
| Primary Policy: GAP 1206 Alcohol/Drug-Free Work/Learning Place  |                           |
| Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; GAP 1205 Code of Ethics; PP 4730 Suspension or Termination  |                           |
| References: MO. Statute Sec. 178.835; Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act; Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption. |                           |
| Supersedes: NA  |                           |
| Responsible Administrator: College President  |                           |
| Initial Approval: 09-22-2010  | Last Revision: 02-20-2019 |

**General Interpretation**

1. Three Rivers College recognizes its responsibility to foster a learning environment that minimizes the negative impact of high-risk alcohol use on student life and academic success. The college further recognizes that care must be taken to allow alcohol only in settings where it is responsible to do so, and to ensure that policies do not result in an atmosphere in which irresponsible or dangerous alcohol use is likely to result.
2. The College observes and enforces applicable laws and regulations governing the sale, purchase, distribution, consumption, and possession of alcoholic beverages, and expects that all members of its community adhere to these laws and regulations both on and off campus. College funds may not be used to purchase alcohol.
3. The College reserves the right to conduct random drug testing of all students and employees at the time and facility or collection method of the college's choice even when no suspicion of alcohol/drug use exists.
4. The College complies with the Drug Free Schools and Communities Act Amendments of 1989. Annual distribution of alcohol and drug prevention materials to all students, faculty and staff are accomplished through 1) the faculty guide, 2) the student planner handbook, 3) the staff handbook, and 4) the annual institutional and financial information publication. The following information is included: A statement of standards of conduct, clearly prohibiting unlawful possession, use or distribution of drugs and alcohol by students or employees on school property or as part of school activities.
5. Medical Marijuana: Marijuana is not permitted on any Three Rivers College owned or controlled property or College sponsored activity even though there may be state laws that permit its use because it remains a drug prohibited by federal law. The federal government regulates drugs through the Controlled Substances Act (CSA) (21 U.S.C. A 811) which does not recognize the difference between medical and recreational use of marijuana. Three Rivers College receives federal funding through Title IV in the form of

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION REGULATION**

|   |                           |
|---|---------------------------|
| Section: 1000 General Administration  |                           |
| Sub Section: 1200 Equal Opportunity   |                           |
| Title: GAR 1206 Alcohol/Drug-Free Work/Learning Place   | Page 3 of 4               |
| Primary Policy: GAP 1206 Alcohol/Drug-Free Work/Learning Place  |                           |
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| Supersedes: NA  |                           |
| Responsible Administrator: College President  |                           |
| Initial Approval: 09-22-2010  | Last Revision: 02-20-2019 |

student financial aid (grants, loans, and work-study programs) and through federal grants. As a condition of accepting this money, the College is required to certify that it complies with the Drug-Free Schools, and Communities Act (DFSCA) (20 U.S.C. 1145g part 86 of the Drug and Alcohol Abuse Prevention Regulations). Thus to comply with the Federal Drug Free School and Communities Act and avoid losing federal funding, the College must prohibit all marijuana use, including medical marijuana, and provide sanctions for its use.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION REGULATION**

|   |                           |
|---|---------------------------|
| Section: 1000 General Administration  |                           |
| Sub Section: 1200 Equal Opportunity   |                           |
| Title: GAR 1206 Alcohol/Drug-Free Work/Learning Place   | Page 4 of 4               |
| Primary Policy: GAP 1206 Alcohol/Drug-Free Work/Learning Place  |                           |
| Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; GAP 1205 Code of Ethics; PP 4730 Suspension or Termination  |                           |
| References: MO. Statute Sec. 178.835; Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act; Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption. |                           |
| Supersedes: NA  |                           |
| Responsible Administrator: College President  |                           |
| Initial Approval: 09-22-2010  | Last Revision: 02-20-2019 |

**DOCUMENT HISTORY:**

- 09-22-2010:** Initial approval of regulation GAR 1206 Alcohol/Drug-free Work/Learning Place.
- 05-14-2012:** Added section on general interpretation.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 02-20-2019:** The inclusion of an alcohol exception rule, language for Drug-Free Workplace Act, references for Drug-Free Schools & Communities Act Amend. 1989; Drug-Free Workplace Act of 1988; Controlled Substances Act, language for Article IV of the US Constitution on Supremacy Clause/Doctrine of Pre-emption, referenced PP 4730 Suspension or Termination and the addition of a Medical Marijuana clause prohibiting use by Federal Law.

# UPCOMING EVENTS

**The Power of Nature to Transform**, January 12-February 22 in the Tinnin Gallery; free. Paintings and drawings in an expressive style from a Poplar Bluff native, Rose Anne Barbour Huck. Tinnin gallery hours are 12-3 p.m. Monday-Friday.

**Dailey & Vincent**, 7 p.m. February 21, Rodgers Theatre; tickets \$30, purchase online at [trcc.edu/tinnin](http://trcc.edu/tinnin). Three Rivers Patrons of the Arts and the Rodgers Theatre partner to present the award-winning bluegrass/country duo of Jamie Dailey and Darrin Vincent. The distinctive vocal blend of Dailey's tenor and Vincent's reedy harmonies, plus their fantastic musicianship, have earned them worldwide recognition.

**Poplar Bluff Trivia Night**, 6 p.m. February 28 at the Holiday Inn. Doors open and dinner at 5. The cost is \$120 per team (up to 6 players-dinner included); sponsorships available. The deadline to register is February 20 for sponsors and teams. Register by contacting Michelle Reynolds at 573-840-9077 or [michellereynolds@trcc.edu](mailto:michellereynolds@trcc.edu).

**Carly Dahl, (re)presentation**, March 1-April 5 in the Tinnin Gallery; free. Artist lecture is 12 p.m. March 1 in the Robert W. Plaster Free Enterprise Center, Room 108; free. Printmaking and painting media artworks psychologically present the pressures women face. Tinnin gallery hours are 12-3 p.m. Monday-Friday.

**SIX**, 7 p.m. April 27 in the Tinnin Theater; tickets \$15, purchase online at [trcc.edu/tinnin](http://trcc.edu/tinnin). Patrons of the Arts presents this concert by Branson sensation SIX, an a cappella band of brothers who deliver powerhouse vocals, impeccable harmonies, and amazing showmanship. These six real brothers take musical entertainment to a whole new level.

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

# RAIDERS ATHLETICS

## Men's Basketball @ Libla Family Sports Complex

Raiders vs. Southern Arkansas University Tech, 7 p.m. Feb. 19.

Raiders vs. West Kentucky CTC, 7 p.m. Feb. 23.

## Women's Basketball

Region 16 Playoffs, Feb. 26, TBD

## Men's Baseball @ Patillo Field

Raiders vs. Southwestern Illinois College, 12 & 2 p.m. Feb. 16.

Raiders vs. St. Charles Community College, 12 & 3 p.m. Feb. 23.

## Women's Softball @ Rains Field

Lady Raiders vs. Lyon College JV, 2 & 4 p.m. Feb. 24.

Lady Raiders vs. Williams Baptist University, 12 & 2 p.m. Feb. 25.

Lady Raiders vs. John A. Logan College, 1 & 3 p.m. Feb. 27.

For the most current information on Raiders athletics, visit [raidersathletics.com](http://raidersathletics.com).



THREE RIVERS COLLEGE

Jan. 18, 2019

# Daily American Republic

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## GEARING UP FOR AG EXPO 2019



DAR/Paul Davis

**Three Rivers College agriculture students are gearing up for the Ag Expo, which runs Friday and Saturday at the Black River Coliseum. Pictured are (from left) Josh Norman, Hunter Gillean, Jaylen Williams and Malysa Oldham.**



Jan. 29, 2019

# Daily American Republic

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## 1 Three Rivers game remaining at BAC



In this March 13, 2012, file photo, Three Rivers coach Gene Bess cuts down the net after Three Rivers won the NJCAA District 4 Championship against Highland (Ill.) at the Bess Activity Center.

### Gene Bess reflects on more than 500 games at the BAC

By NATE FIELDS  
Sports Writer

Three Rivers will play its final game inside the Bess Activity Center on Tuesday, and it hopes to give it a proper send-off.

The Raiders are 431-75 inside the BAC since it opened in 1983, having won 85 percent of their games on the Three Rivers campus during that span.

During its time, the BAC has seen five Raiders teams finish in the top five of the NJCAA Tournament and 17 Region XVI championships, including home game stretches of 31-0 from 2009-2010 and 25-0 from 1992-93.

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“We not only hadn’t lost here, but we hadn’t lost many any place,” Three Rivers coach Gene Bess said. “Those were glory days, and I can foresee that in the future with this new facility, and I think we’ve got people who can make it happen.”

Stretches of success like those have made for some great memories for Bess in the BAC.

“I remember several games (in the BAC) as being special,” Bess said. “I can remember us beating Burlington when they had a big old (6-foot, 10-inch) guy and were really good. We beat them here to go to the national tournament and it snowed about seven inches outside while we were beating them. That was certainly memorable.”

The Lady Raiders have had their share of success in the BAC during its last



“Those were the glory days, and I foresee that in the future with this new facility and I think we’ve got people who can make it happen.”

— **Three Rivers coach Gene Bess**

few seasons, too. Over the last three seasons, the Lady Raiders went 33-8 at home and wrapped up their time in the gym with a 26-point win against Region XVI foe Moberly Area.

Three Rivers women’s coach Jeff Walk said it was important to the team to end their last game in the

BAC with a victory.

“A proper send-off. A way to finish out however many years there has been girls and women’s basketball in the Bess Activity Center, you know, go out with the W,” Walk said. “That’s just pretty awesome. It kind of puts goosebumps on you.”

Walk said there is one memory that sticks out above the rest when it comes to all of his games coached at the BAC, whether it’s as coach of the Lady Raiders or during his previous role as the coach of Twin Rivers.

“Probably the one that was really shocking was we had the region tournament here with Anna Vogt, Macy Wright, Erin Bollmann, Whitney Welker, and all of those kids were freshman (in 2012-13),” Walk said.

**Tuesday**  
*Final game at Bess Activity Center*  
Nation Wide Academy at Three Rivers  
7 p.m.



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“They played that one song, (“The Cupid Shuffle”) ... they did that during the warmup... and they all had choreographed out what they were going to do and had little 30 second skits, but once it was over they were right back to doing what they were supposed to do.

“That was one of the most memorable moments because that’s lose and you’re done. We were seeded second and playing Moberly. ... That was just pretty neat to have kids who could be relaxed enough to go out and do something like that.”

Not only has the BAC hosted countless Three Rivers games since it opened 36 years ago, but it has also provided a home for high school games and Ozark Foothills Conference tournaments through the years.

Some current Lady Raiders played their first games in the gym a few years prior to playing collegiate ball, and they’ve had the chance to make

memories in the gym over the years.

Katelyn South and Casey Douglas played high school games in the BAC for Twin Rivers, and J’Kayla Fowler played some for Neelyville.

“I remember playing against (Fowler) last year in the OFC Championship here, and we lost but it was still fun,” South said. “And I remember in middle school me and Hannah (Thurmon) would always come to these camps together. And we have pictures of us just sitting on this gym floor, and it’s kind of cool that we play together here.”

South began coming to camps at Three Rivers as early as her fifth-grade year.

“Hannah’s dad was our coach and he told us about it, and he wanted us to come and try to get better,” South said. “I remember we’d come up here together and we were scared but we did good.”

For Fowler, her most memorable game in the BAC was an easy pick because two games after her choice, she earned a ring for a state championship.

“When we played Oran (in the state quarterfinals),” Fowler said. “It was very fun. I always liked playing in this gym. I feel like last year (with Neelyville) we used to play our best in this gym, and I just liked the environment here. It was a different court than the court back home, and I like the crowd and everybody is pumped and stuff, so it gets you kind of excited to play.”

Added Douglas, “We always liked to come in here and play in this gym because in high school it was such a big gym to us and it was pretty cool to play in a college gym.”

With the final college game at the gym Tuesday, the Raiders will hope to avoid being on the wrong side of history before mov-



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ing into the new Libla Family Sports Complex Saturday.

Three Rivers has lost seven games in the Bess twice in 2013 and 2018. This year, they have a 4-7 record at home, meaning if the Raiders lose Tuesday's game to Nation Wide Academy, they'll set the record for most losses in the gym in a single season.

If they win, they can end their time in the BAC on a high note and hope to get their season back on track.

Tuesday's game against Nation Wide Academy is scheduled to tip off at 7 p.m.

Jan. 30, 2019

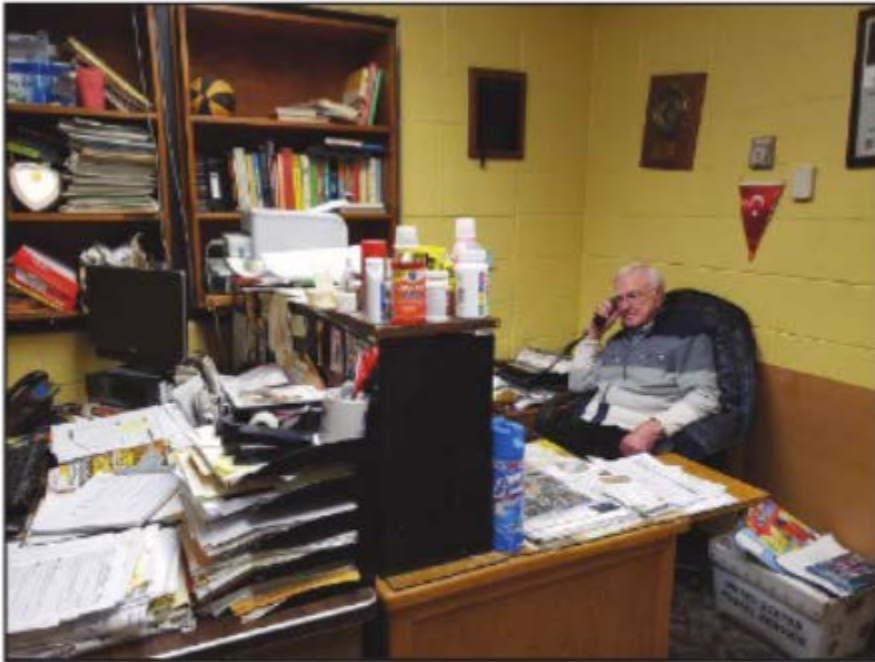
# Daily American Republic

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## After 36 years, Bess in no hurry to change offices



DAR/Nate Fields

**Three Rivers men's basketball coach Gene Bess has worked in the same office at the Bess Activity Center it opened in 1982 and isn't in a hurry to move his items into his new office at the Libla Family Sports Complex.**

The opening of the Libla Family Sports Complex will bring a lot of change and a lot of movement for the Three Rivers basketball players and coaches.

The coaches will get the chance to move their belongings from the Bess Activity Center to their new office spaces in the new facility.

Three Rivers men's coach Gene Bess, though, has seen a stockpile of items grow in his office. Lined along the wall are items like his 1991-92 NJCAA Division I Coach of the Year plaque, a framed picture with his signature among every other inductee into the Missouri Sports Hall of Fame Class of 2006, multiple news clippings from years past and more.

That's just the tip of the iceberg. The shelves hold numerous books regarding basketball, coaching and various philosophies of the sport. His desk contains CDs with game film on them, old practice plans and even some cleaning supplies. The office serves as a storage space for ball racks, pads for practice drills and more.

Bess has been in the office since the gym opened in 1982, and he's in no rush to move everything and start getting rid of the old stuff.

"This has been (assistant coach Brian Bess), (athletic supervisor Willie Hilburn) and my office plus a storage area, so it's been well-used over the years," Coach Gene said. "There's been some things that accumulated that we're going to have to get rid of, but I'm not feeling any great urgency to try to get out of here or anything."

Coach Gene's decision to keep many of the items in the office stems mainly from his



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comfort in the space after 36 years.

Coach Brian said it was mentioned that the new office spaces will include new desks and chairs, and he and Coach Gene will still share an office at the new facility.

"Might as well (share the office)," Coach Brian said. "We've been in there a while. Actually, we do have a lot of good meetings in there, and it's been good to have players in there, and it's been big enough to where we can slide a chair in and talk to players, so that's good."

He isn't surprised Coach Gene is in no rush to get everything moved over into the new facility because of how much is in there and has accumulated throughout the years.

"He has no place to put it at home, so he's either got to move it over or probably throw it away," Coach Brian said. "And I think that's what's hurting him. He doesn't like to throw it away; thinks he might need it."

Coach Gene isn't being urged out of the office anytime soon, though. Three Rivers President Dr. Wesley Payne said the coaches don't have to be in any hurry to move things over to the new facility.

"The coaches have been told that there's no rush to move their belongings to their old offices to the new," Payne said. "But at some point, they need it to fully occupy their new office."

Three Rivers women's basketball coach Jeff Walk has been at Three Rivers for nearly 40 fewer years than Coach Gene, and he said if he had as much compiled from years past as the men's coaches, he wouldn't want to move it all over either.

"I made the comment we were going to shrink wrap the desks and take them up there that way it doesn't move. That drawer fell two years ago, and it's still there," Walk said while pointing to a lone drawer on the floor under

his desk. "... I couldn't imagine having 49 years worth of stuff."

Despite the impending changes and maybe eventually getting rid of some things that have accumulated over three and a half decades at the BAC, Coach Gene expressed some excitement for the change.

"This is going to be a new situation up there where we're going to have a lot more space and everything, so that part is exciting, but we also feel comfortable here," Coach Gene said.

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## TRC, CMU partner in ag studies

By DENISE KINDER  
Staff Writer

Three Rivers College will be entering a partnership with Central Methodist University which will allow agribusiness students to complete their four-year degree in Poplar Bluff.

TRC President Dr. Wesley Payne, along with CMU

Provost Dr. Rita Gulstad, made the announcement during the Board of Trustees meeting Wednesday afternoon.

"As always we are looking for new ways to partner with our sister colleges to make things better for our students," Payne said.

See TRC/Page 2

This agreement will also allow rodeo team members enrolled with CMU the opportunity for a four-year rodeo experience with the launching of their own team.

The idea began about three months ago when Payne called Gulstad with "a crazy idea" to consider.

"In addition this allows the rodeo program an opportunity to mutually recruit students so they can have a four-year rodeo experience and be locked in from the beginning with a place to go," Payne added.

Gulstad reported several students had expressed a commitment and interest in the new rodeo team.

CMU hired Amanda Phipps, who will begin Monday, as the team's first head coach.

Phipps, an accomplished barrel racer herself in Georgia, has experience working with the Three Rivers team and is passionate about the opportunity with Central Methodist.

"I'm excited for the opportunity and grateful," she said. "And I'm looking forward to building the team."



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Phipps will manage all aspects of the program, from recruitment to practices and competition, and even fundraising.

The CMU rodeo team will be based in Poplar Bluff and will conduct practices and training at the arena at Three Rivers Farm.

"Since we already have the college farm it made it feasible for CMU to begin a rodeo team and share that space," he said. "By partnering together it makes a lot more things possible."

Central Methodist will compete in the National Intercollegiate Rodeo Association, Ozark Region.

## Libla Family Sports Complex opens Feb. 2

A ribbon cutting will be held at the Libla Family Sports Complex at 3 p.m. February 2 followed by an alumni reunion at 5 p.m. with the Raiders and Lady Raiders basketball teams in action.

"It's going to be a great event and a lot of fun," Payne said. "And you will get a chance to see what the new arena looks like."

During his president's report, Payne said construction on the sports complex has increased in its intensity.

Crews have been working on the roofing structures to ensure it's sealed, completing the finish on the basketball court, scheduled an occupancy inspection and grinding and finishing the floors in the FEMA building.

All will be completed prior to the grand opening on February 2, Payne said.

"Will it be 100 percent complete, every 'I' dotted and 'T' crossed on February 2? No, but it will not be a fundamental issue that prevents us from occupying the building or from having a great event," Payne added.

The one noticeable item that may not be fully complete, he said, is full remediation of the concrete floors.

"You can't simultaneously grind concrete and finish a basketball court," Payne said. "Dust is your enemy when you are staining and sealing wood and grinding concrete creates a little bit of dust to say the least."

## New TRC Logo

Students and the area will begin to notice a new logo for TRC showing up after a vote by all instructors and staff of the college.

"It passed with significant support and we will move forward with the new look," Payne said.



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## Athletic insurance bid

Gallagher Student Health & Special Risk of Quincy, Mass., was awarded the athletic team insurance bid at \$86,014.

While resulting in a \$1,925 annual increase, the company offered the best comparative pricing, based on a zero deductible for a 12-month period.

Gallagher Student Health & Special Risk's bid totaled \$86,014 with \$80,406 for the basic sports accident policy through Caitlin Insurance Company and \$5,608 for the catastrophic policy through National Union Fire Insurance Company.

## Upcoming events

The next gallery exhibit titled "The Power of Nature to Transform" by Rose Anne Barbour Huck began last week.

The exhibit will run through Feb. 22 at the Tinnin Gallery.

The National Russian Ballet will be performing "Cinderella" at 7 p.m. Jan. 28 in the Tinnin Fine Arts Center. The performance is sponsored by Kissinger & Kirkman Investment Centre.

Tickets are \$15 and more information can be found online at [www.trcc.edu/tinnin](http://www.trcc.edu/tinnin).

The 28th annual Jazz Festival will be held at 7 p.m. Feb. 7 for jazz bands and 7 p.m. Feb. 9 for All-District jazz band at the Tinnin Fine Arts Center.

This is a cooperative effort by the entire music department where professionals will give pointers to high school bands, the college band and students, Payne said.

The second partnership between the Rodgers Theatre and Patrons of the Arts will be held at 7 p.m. Feb. 21 with the production of Dailey & Vincent.

The event will take place at the Rodgers Theatre. Tickets can be purchased online at [www.trcc.edu/tinnin](http://www.trcc.edu/tinnin) for \$30.

"We look forward to this event and future partnerships with the Rodgers Theatre," Payne said. "We share a common goal to bring high-value entertainment and cultural events to our area."

## Next meeting

The next TRC Board of Trustees meeting will be at noon Feb. 20 in the board room at the Tinnin Fine Arts Center.



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## GOODBYE BAC



DARR Photo Fields

The Three Rivers Raiders, in white, play Nationwide Academy on Tuesday at the Bess Activity Center. Tuesday's game was the last at the Bess Activity Center with the Raiders playing their first game at the Libla Family Sports Complex on Saturday.

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DAR/Nate Fields

**Three Rivers coach Gene Bess, center, speaks to a referee during Three Rivers' game against Nationwide Academy on Tuesday at the Bess Activity Center.**



**Three Rivers' Mandarius Dickerson (2) dribbles past Nationwide Academy's Alijah Gonsalvez on Tuesday at the Bess Activity Center.**



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The Raiders played their final game at the Bess Activity Center on Tuesday and ended 36 years of Three Rivers games in the BAC with a double-digit win.

The nerves showed in the beginning, but once they got settled, the Raiders started to take care of business and put away Nationwide Academy for a 95-74 win, snapping a five-game losing streak. With the win, the Raiders finished their time in the Bess Activity Center with a 432-75 record.

"I'm just glad we played hard," said Three Rivers coach Gene Bess, who earned his 1,277th career win Tuesday. "We looked like some of the old Raiders teams tonight. We fought back and we played hard. It was a good way to finish this thing off."

After a slow start in which they trailed by five points early and missed a slew of free throws, the Raiders regrouped and led by two early in the second

half. After that point, they rattled off a 23-4 run to take a 20-point lead.

Tristan Jarrett finished the game with 35 points, 10 rebounds, four assists and three steals as he stayed on pace to have the best scoring season in Three Rivers history with his 11th 30-point game of the season and his ninth double-double of the year.

Tallon Fonda also tallied a double-double with 13 points and 11 rebounds.

Jarrett scored eight of the first 10 points on the game-clinching run with two 3-pointers and a drive to the basket and finish through a contest from the defense. Abiodun Ayetimi stole the ball and took it coast-to-coast for an easy layup. Miganeh Jama followed up his layup with a triple in the corner to put the Raiders ahead by 16.

"We told ourselves we've been losing, and we don't

want to have the losing record, like losing the last game, so we talked to ourselves like, 'Hey, today we just have to come out and play as a team and put in all the effort we need to make sure we win the game,'" Ayetimi said.

With the win, Three Rivers avoided becoming the first team to lose eight games in a season in the BAC.

Three Rivers went up by 20 points for the first time in the game when Hayden Sprenkel stole an outlet pass,

dribbled up the court and buried a pull-up 3. The Bengals trimmed the lead down to 13 points with a couple of spurts, but the Raiders never let them pull within 10 points.

## Saturday

*Raider Reunion,  
first game at  
new Libla Family  
Sports Complex  
State Fair at  
Three Rivers  
WOMEN: 5 p.m.*

MEN: 7 p.m.  
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After falling behind 7-2 after a string of five straight missed free throws, the Raiders composed themselves and went on a 20-5 run to follow. Fonda started the run the first three points after knocking down a free throw and finishing off a putback.

"We took a little while to adapt, and we've got a fairly inexperienced team," Bess said. "I'm hoping a game like this is going to help them in the future because we've had good spurts over the year. What we have to do is play through the down times, so we did that much better tonight."

Consecutive 3s from Jarrett and Hayden Sprenkel gave the Raiders the lead after their shaky start. After a layup from Ayetimiyyi, Fonda one-upped his prior putback with a two-handed putback on a missed layup. Sprenkel finished the run with a layup after Fonda found him when he leaked out in transition.

"I would say we're expecting a lot from ourselves, so we were nervous because no one likes to make a mistake. We just want to do the right stuff," Ayetimiyyi said. "Later on, we just calmed down, talked to each other and made ourselves understand like, it's the same game, we just have to make the effort to get the turnaround."

Christian Choice broke the run with a 3-pointer after

catching a skip pass, but the Raiders didn't relent.

Three Rivers finished the game with a plus-13 rebounding margin, a huge bounce-back game after it was out-rebounded by 31 last time out against Moberly Area. The ball movement by the Raiders Tuesday was solid, too. They tallied 22 assists.

"I think we have to feel good that we were able to compete on the boards with them. We kept them to one shot quite a few times, which is what good rebounding can do for you," Bess said.

"... But the difference was we got some second shots and some third shots. That definitely helps the 3-point shooting."

Ayetimiyyi caught a tipped pass and took it coast-to-coast for a layup to give the hosts their first double-digit lead of the night before they gave the Bess Activity Center a proper send-off.

Next up for Three Rivers, they'll move into the Libla Family Sports Complex for their alumni reunion Saturday, finishing the day with a game at 7 p.m. against State Fair.



Jan. 26, 2019

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FEB. 4 & 5

## TRC Center Stage to hold auditions for musical

### Staff Reports

Three Rivers College community theater group, Center Stage, is accepting proposals from potential directors for the 2019-20 season and will hold auditions for an upcoming musical.

Open auditions will be held for "Clue The Musical" from 5:30-7:30 p.m. on Feb. 4 and 5 at the Tinnin Fine Arts Center on the campus of Three Rivers College.

Steve Lewis will be the director of this Center Stage production, and the musical director will be Michael Starnes.

There are four roles available for women age 16 to 60, and four roles for men age 16 to 60. Those auditioning should be prepared to sing a short song or part of a song.

They also will be asked to read short passages from the script with others auditioning.

Backstage crew members such as stage managers, prop master, light board operator, costume designer, and others are also needed. If you would like to be part of the backstage crew, please send your information and a list of any experience to [rabney@trcc.edu](mailto:rabney@trcc.edu).

Callbacks are Feb. 11, if necessary. Rehearsals are usually from 6-9 p.m. Mondays, Tuesdays, and Thursdays. Performance dates are April 11-14.

For more information, call 573-840-9648.

Proposals for the 2019-20 season should include a short description of the play or musical and a list of cast members or types.

To help determine costs,

proposals should include the different sets and set pieces, a brief description of costumes and number of costume changes and any specialized props or effects needed. Also include a brief description of theater experience.

Proposals are due by Feb. 28 and can be emailed to Robert Abney at [rabney@trcc.edu](mailto:rabney@trcc.edu).

Center Stage is Three Rivers College's blended theater company of students, college employees and community members.

The group performs a range of live theater productions each year at the college's Tinnin Fine Arts Center. These productions provide local entertainment at an affordable price and performance opportunities for students and community members.

Feb. 7, 2019

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TINNING FINE ARTS CENTER

## Jazz Festival is free

Staff Reports

Jazz bands from schools across Southeast Missouri will come together to perform in the Tinnin Fine Arts Center as the Three Rivers College Music Department hosts its 28th Annual Jazz Festival on Thursday and Saturday. Both shows will be at 7 p.m. and admission is free.

Both nights will feature performances from the Three Rivers College Jazz Band, which will be joined on Feb. 7 by junior high and high school bands from across the region.

The Saturday, Feb. 9 performance will feature the Southeast Missouri All-District Jazz Band, which consists of the best high school jazz musicians in Missouri Music Educators Association (MMEA) District 10. The All-District Jazz Band will be directed by Ron Sikes.

"After 28 consecutive years, I think it's safe to say that the Three Rivers Jazz Festival has officially become 'the jazz event' in

Southeast Missouri," said William White, Professor of Music at Three Rivers and director of the college's Jazz Band. "We continue to provide one of the best festivals for jazz education in the state."

In addition to the performances, the festival includes clinics during the day for students in the participating bands.

"Our clinicians have been world-class educators from the beginning, and this year we have one of the best," White said. "Ron Sikes is a superb educator and musician. I know the public will find the Festival Concert on February 7 and the Three Rivers Jazz Band and All-District Jazz Band performance on February 9 to be 'swinging' and 'soul warming' events. Please come and see the great work our area students are doing to promote America's art form—jazz!"

The clinician for the 28th annual Three Rivers Jazz Festival is Ron Sikes, Director of Bands at Jefferson R-VII District in Festus, Mo.

In 2011 and 2015, under the leadership of Sikes, the Jefferson High School Concert Band was selected to perform at the MMEA Convention. He maintains a busy schedule as a clinician, composer, percussionist, drum set artist, frottoirist and jazz vibraphonist. Sikes has also served terms as MMEA president and vice president.

"We hope to feature Mr. Sikes performing with the Three Rivers Jazz Band. Ron Sikes' bands are regular attendees of the Three Rivers College Jazz Festival," said White. "Mr. Sikes performed here with the Funky Butt Brass Band (FBBB) at the 25th Jazz Festival. The FBBB has performed at St. Louis Blues Hockey games, the Muncy Opera, and throughout the state and beyond. Ron is a fantastic performer."

For more information on the 28th Annual Jazz Festival, or those interested in participating in next year's performance may call the Three Rivers College Music Department at 573-840-9639.



Jan. 22, 2019

# Daily American Republic

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## Lady Raiders force 29 turnovers in win



DAR/Nate Fields

**Three Rivers' Jordan Little, bottom, and Crowder's Kourtney Shipley fight for a loose ball during the first half of Saturday's game at Three Rivers.**

The Lady Raiders are trying to run away with the top spot in Region XVI before January even ends.

Saturday, they earned their 11th win by 20 or more points in a rout against Crowder. Three Rivers was tested in the first and third quarters but outscored the Lady Roughriders 22-11 in the second and 31-15 in the fourth to run away with an 81-56 home win. The win was the ninth in a row for Three Rivers.

Jordan Little led the way with 18 points and five assists on a 5-of-11 clip from downtown in a team-high 31 minutes. It was Little's 13th time scoring in double figures this season, and her five assists tied a season-high.

"We just go hard as a team, and I just looked for my shot a little more than I usually do and was also passing, dribbling in and kicking out so other people can score," Little said.

Three Rivers forced 29 turnovers in the game, 17 of which came in the first half as they led by 17 points at halftime.

The Lady Raiders (16-3, 4-0 Region XVI) connected on 13 3-pointers in the game, but none were more crucial than one from Hailee Erickson in the third quarter.

A 13-0 run from Crowder (7-12, 0-1 Region XVI) had cut the Lady Raiders' lead to six points when Erickson nailed a 3 on the wing with 31 seconds left in the quarter to stretch the lead to nine and swing the momentum back in favor of Three Rivers.

"That shot right there breaks their back," Three Rivers coach Jeff Walk said. "They clawed back within six points and were on a pretty good run, and all of a sudden a kid that they know can flat shoot the 3 hits a 3 and it demoralizes you. ... If she doesn't make that shot, who knows how this game goes. That's how big that shot was."

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Erickson finished with 11 points, four assists and four steals in 30 minutes.

That triple sparked a 19-6 run to seal the game for Three Rivers and keep them undefeated in region play. Hannah Thurmon kept the momentum with the Lady Raiders as she buried a 3 on the same wing to start the fourth quarter. Katelyn South connected on a runner on the baseline for two more, and after Deany Watson split a pair at the free-throw line, Erickson drilled another 3 on the opposite wing to put the hosts up by 14.

"We kept our heads in the game," Watson said. "We had that timeout and we all talked and got together and we were like, 'OK, y'all, pick it up and we'll get through this game.' And that's what we did. We picked up our energy and we came out even stronger."

South finished with 12 points and seven rebounds, tying her season-high on the glass. Watson was the fourth Lady Raider in double fig-

ures with 10 points and 10 rebounds in 22 minutes. Watson, the team's leading rebounder, earned her sixth double-double of the year.

"You've got to stop every one of them because at any given point, the kids we're playing, any of them can have a double figure game, and it's just not one kid. You've got to guard all five of them on the floor and whoever we bring in off the bench," Walk said.

With 4:21 remaining in the game, the Lady Roughriders were called for an intentional foul as the Lady Raiders got out on a fast break, and an ensuing free throw from Little put Three Rivers up by 20 points for the first time as the team wrapped up the game with solid shooting in the final frame.

In the first half, Erickson sparked the first big run for the Lady Raiders, too. With just under eight minutes to go in the second quarter, Erickson ran to the wing after a steal from Kim Shaw, got the ball and sank a 3 to

put the Lady Raiders up by nine, starting an 11-0 run. The first three baskets of the run came from beyond the arc with Little following Erickson's 3 with one of her own and South drilling one shortly after. Casey Douglas finished the run with a driving layup along the baseline.

When Crowder was giving Three Rivers fits, they were using a lot of skip passes to get the Lady Raiders' zone defense off balance and working the ball into the middle for shots around the rim.

"We got stagnant on offense. The ball was going in at a pretty good rate in the first half. They went to a simple 2-3 zone, and some of the reason they got back into it is we didn't handle it very well," Walk said. "We were making one pass, maybe two, and shooting it and not making them guard us and rotate on defense."

The Lady Raiders weathered the storm, though, and still came away with a 25-point win.



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Three Rivers' Hannah Thurmon (23) shoots against Arkansas Baptist as Deanay Watson (1) watches Tuesday at the Bess Activity Center.

## Lady Raiders win 10th straight after defense dominates second half

By NATE FIELDS  
Sports Writer

The Lady Raiders defeated Arkansas Baptist for the second time this season. This time, though, it was for their 10th straight win as Three Rivers continues to

roll.

J'Kayla Fowler led the way with 18 points as the Lady Raiders defeated Arkansas Baptist 86-48 Tuesday at the Bess Activity Center.

Leading by nine points at the half, the Lady Raiders annihilated the visitors in the second 20 minutes, outscoring them 44-15 in the final two quarters for another blowout win, including a 25-7 edge in the final frame.

"We had a pretty good discussion at halftime on how many points they'd scored and we told them they were better than that. In the second half we just flat out guarded them," Three Rivers coach Jeff Walk said.

Kim Shaw (10), Hailee Erickson (11) and Jordan Little (12) also scored in double figures for the Lady Raiders in a balanced effort.

Three Rivers also had a season-high 68 rebounds and 26 offensive rebounds while the Lady Buffaloes had just seven offensive rebounds. An'Nyah Pettus led the Lady Raiders with 14 rebounds while Hannah Thurmon and Deanay Watson each had 10. It is the first time this season that three Lady Raiders had double-

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digit rebounds in the same game.

“Those three kids who ended up with 10 rebounds or more, that is an impressive night out of those three,” Walk said.

The Lady Raiders got out to a quick start with a 6-0 spurt courtesy of free throws from Thurmon and Watson. Shaw helped out with a couple of mid-range baskets.

Arkansas Baptist was using its size to find mismatches in the paint and earn some baskets in the post to trim the lead.

“The shots weren’t going in early and we started feeling sorry for ourselves and not playing defense,” Walk said. “We were getting point blank looks the first half, the ball just wasn’t going in.”

Fowler got going as soon as she checked in, drawing a foul and making a pair of free throws. She then scored after Katelyn South threw the ball up the court for a finish at the basket. Fowler kept beating Arkansas Baptist’s defense down the court in the first quarter, leaking out for a couple of baskets

in transition to help the Lady Raiders led by as many as 12 points in the opening frame. Fowler finished the first half with 13 points on 5 of 6 shooting from the floor.

Little got going toward the end of the period with back-to-back 3s on the wing to build the lead to a dozen.

An 8-2 run in the second quarter helped the Lady Buffaloes trim the lead to as little as five points in the second, but the Lady Raiders weathered the storm and led by nine points at the half as Casey Douglas buried a baseline jumper with under a minute on the clock.

“We just didn’t shoot the ball very well and we were still thinking about that missed shot while we were trying to play defense. Once we stopped doing that and started guarding them the offense started to take care of itself,” Walk said.

The Lady Raiders kept up the pressure and outscored the Lady Buffaloes 19-8 in the third quarter to take control of the game, leading 61-41 at the start of the fourth quarter.



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## TWO-WAY MOMENTUM

### Lady Raiders on best streak since 2016-17

By NATE FIELDS  
Sports Writer

The Lady Raiders have won nine straight games, something they haven't done since they won 16 in a row during the 2016-17 season. They'll have a chance to make it 10 in a row Tuesday when they host Arkansas Baptist.

Three Rivers played Arkansas Baptist on the road this year, winning by 45 points back in November.

The Buffaloes have a 4-15 record and have lost three of their last four games, but the Lady Raiders aren't taking them lightly coming into Tuesday.

If there's one thing Three Rivers coach Jeff Walk saw in Saturday's game against Crowder that could give Three Rivers fits, it's the ability to effectively run its half court sets against certain defenses.

"If they watched the game

film from Saturday and a couple of other games since the break, they've probably noticed our offense against a 2-3 zone is not very good," Walk said. "So, I think we'll see a lot more of that (Tuesday) night. We worked on some stuff (Monday) in practice, and hopefully it'll carry over to the game."

A 2-3 zone from Crowder helped the Lady Roughriders get back into Saturday's game in the second half before the Lady Raiders regrouped. Crowder had cut a 17-point deficit to six points before Three Rivers pulled away for a 25-point win.

Three Rivers was able to pull away thanks in part to its ability to force turnovers and get easy baskets in transition, something that has been one of its calling cards this season. Saturday, the Lady Raiders forced Crowder to turn the ball over 29 times and scored 30 points off those turnovers. Fifteen of the 29 turnovers were steals that kept the ball

alive and allowed Three Rivers to get quick points in transition and prevent the visitors from setting up their zone.

Three Rivers will look to do more of that Tuesday when the Buffaloes come to town.

"If you can get easy and early offense when you get stagnant on offense on a half-court set, it just makes it a lot easier to get points put on the board, so that's why we have to get out and run and get those easy opportunities because if we can shoot layups, we don't have to worry about offense," Walk said. "And that's some of our problem. We can get out and run, but when teams take that away from us and slow us down, we've got to get better at that."

Three Rivers wants to keep pushing the tempo and using its athleticism to win games as it has done all season long. So far, that philosophy has worked, and Walk thinks once teams start adjusting to that speed and

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extra defenders back to slow down the offense, more options will be available.

“If we can get out and get those long passes down the court for easy layups, then that means their post player has to run, or they’ll start sending two guards back,” Walk said. “That just opens up a lot more opportunities. I think what you’re also going to see is when they start sending two guards back, what you’re also going to see is our 3-pointers in transition are going to start becoming a little bit more available.”

The good news for the Lady Raiders is the transition game worked wonders in their last matchup with Arkansas Baptist. Three Rivers scored 31 points off of 22 forced turnovers and got out to a fast start, leading 49-11 at the half.

“The one thing that we have to make sure we take care of is — we beat them pretty handily down there — that we don’t come in overconfident, and we’ve just got to go play the game and not try to think that the game is already won before it starts,” Walk said.

The Lady Raiders will host Arkansas Baptist at 6 p.m. Tuesday.



Jan. 29, 2019

# Daily American Republic

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## Lady Raiders win 11th straight game

By **NATE FIELDS**  
Sports Writer

The Lady Raiders put on a defensive clinic Saturday against Moberly Area.

Through 20 minutes, Three Rivers had forced 19 turnovers and scored 25 points off those turnovers. The Lady Greyhounds tallied 21 total points in the first half on 33 percent shooting from the field.

Three Rivers rode that tenacious defensive effort to a 73-47 win against Moberly Area to improve to 5-0 in Region XVI play.

An’Nyah Pettus led the Lady Raiders in scoring with 11 points, but seven other players scored at least eight points for Three Rivers in a nearly perfect all-around performance.

“That’s balance; that’s sharing the basketball; that’s taking advantage of all the opportunities you’re presented with. Just super effort offensively. Super effort,” Three Rivers coach Jeff Walk said.

The Lady Raiders (18-3, 5-0 Region XVI) couldn’t have asked for a better start in their wire-to-wire win.

They scored the first nine points of the game and got out to a 17-2 start in the first seven minutes of play.

“It’d be really nice to do that for the rest of the year. We were running and intercepting passes from their offense, and that just makes our offense easy because we’re shooting layups and we anticipated as good as I’ve seen us anticipate all year long on some passes to get those steals. That was just textbook perfect,” Walk said.

*Read more about the Lady Raiders at [darnews.com](http://darnews.com)*

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## Lady Raiders win 12th straight, stay unbeaten in Region XVI

By NATE FIELDS  
Sports Writer

HILLSBORO, Mo. — The Lady Raiders' leading scorer was held scoreless for the first 34 minutes of Wednesday's Region XVI matchup at Jefferson.

Three Rivers still won by 28 points.

In another balanced bout that featured stout defense and fast-paced offense, the Lady Raiders won their 12th straight game with an 83-55 rout of the Lady Vikings.

The win gives the Lady Raiders (19-3, 6-0 Region XVI) a two-game cushion over Mineral Area for the Region XVI lead. Three Rivers currently owns the tiebreaker over Mineral Area after defeating the Cardinals to open region play.

Wednesday was the 12th time this season the Lady Raiders have held an opponent under 60 points. Three Rivers scored 30 points off 25 forced turnovers.

"The defensive intensity and kind of pushing the ball up the court every possession (helped)," Three Rivers coach Jeff Walk said. "Making them run both on defense and on offense, making everything hard on, and that just finally took its toll."

It took Three Rivers a quarter to start building a comfortable lead. Layups from offensive rebounds by An'Nyah Pettus and J'Kayla Fowler to end the opening quarter started to swing the momentum of what was a three-point game at the time. Pettus scored 14 points to lead the Lady Raiders, who finished with six players in double figures.

"We had six people in double figures, so you've got to guard everybody out there," Walk said. "That's what they proved tonight. We're not just a one-dimensional team."

Jordan Little started the second quarter with back-to-back 3-pointers that gave the Lady Raiders their first double-digit lead of the game. The Lady Vikings (5-13, 0-4 Region XVI) trimmed the lead down to six points on multiple occasions, but a 6-0 spurt by Three Rivers gave it a 10-point lead to end the first half. The Lady Raiders didn't let their lead sink below 10 for the remainder of the game.

"They were throwing some long diagonal passes, and at halftime we made some adjustments, put a little more pressure on the basketball and changed up kind of what we were doing on the backside," Walk said. "That's actually the first time anybody was able to make that pass. But it all starts with the ball pressure, that they can't see that it's there."

A couple of long passes from Hailee Erickson, the Lady Raiders' leading scorer at 13.5 points per game, helped start the run and create a comfortable cushion for the visitors. Casey



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Douglas ended the half for the visitors with a layup after she caught a long outlet pass.

Three Rivers kept its lead steady throughout the third quarter before scoring the last three of the frame to take a 13-point lead into the fourth.

Once the final frame got underway, Three Rivers found another gear and turned the game into a rout. Kim Shaw had a hot start to the fourth, helping to push the Lady Raiders to their first 20-point lead of the night with a layup and a triple back-to-back. She scored nine points in the first four minutes of the fourth.

Three Rivers' run reached 19-2 when Erickson stole the ball, drew a foul while dropping home a layup and knocked down the free throw for her first points of the night.

With under two minutes to go in the game, a 3-pointer at the top of the key from Katelyn South gave the Lady Raiders their largest lead of the night at 28 points.

Fowler secured her second double-double of the season with 10 points and 11 rebounds, eight of which came on the offensive end. Shaw (11), South (12), Little (11) and Hannah Thurmon (10) also eclipsed double figures in scoring for the Lady Raiders.

Next up for Three Rivers, the Lady Raiders will become the first team to play a game in the new Libla Family Sports Complex when it opens Saturday. Three Rivers will tip off against State Fair at 5 p.m. following the ribbon cutting ceremony.

Feb. 5, 2019

# Daily American Republic

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## Lady Raiders open Libla with victory

The winning streak keeps getting bigger.

Saturday, the Lady Raiders began a new chapter of their history, playing the first ever game inside the Libla Family Sports Complex. At the same time, they picked up right where they left off.

They kept a tenacious defensive approach and combined it with torrid shooting in an 80-68 win against State Fair. The win is the 13th in a row for Three Rivers and their 20th of the season. It's Three Rivers' third consecutive 20-win season.

After the game, Three Rivers coach Jeff Walk expressed how much Saturday meant to him.

"I've never closed a gym out with a win and never won the first game in a new gym," Walk said. "Tonight's going to hold a special place in my heart."

It took Three Rivers (20-

3, 7-0 Region XVI) a quarter and a half to get their first double-digit lead, though. The hosts trailed by a point in the final minutes of the first quarter before ending with six straight points to take a five-point lead into the second quarter.

That lead reached 10 with a 7-2 start to the second. Katelyn South scored two off a feed from Casey Douglas to continue the momentum swing. Hailee Erickson got a home-court roll on a drive to the basket, and Hannah Thurmon found her shooting touch, knocking down a trey in the wing with 5:37 left in the half to put the Lady Raiders up by 10 for the first time all game.

Three Rivers began to pull away with a 12-2 run in the third quarter. The scoring burst gave them

their first 20-point lead of the game, something they never had against the Lady Roadrunners (5-14, 1-5 Region XVI) the first time around.



Feb. 7, 2019

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## Lady Raiders score 110 points, extend winning streak to 14 games

By **NATE FIELDS**  
Sports Writer

ST. LOUIS — For 20 minutes of game time, it looked like the Lady Raiders were going to be locked in a close game for four quarters against Division II No. 19 St. Louis Community College.

They dismissed that notion in the second half.

Despite missing freshman J'Kayla Fowler, who is out for about a week with an injury to both ankles, Three Rivers defeated St. Louis 110-81 to win its 14th straight win and improve to 10-0 away from home.

The Lady Raiders ended the Archers' three-game winning streak and handed them their first home loss of the season. Three Rivers broke 100 points for the first time since Dec. 1 and tallied their highest point total of the season.

"We just absolutely controlled both sides of the ball tonight," Three Rivers

coach Jeff Walk said. "First quarter, it was tied 24-all, and you could just see that we just kept pulling away. And then that fourth quarter, they'd run out of gas and we hit our stride."

The Lady Raiders outscored the Archers 34-21 in the final frame.

Three Rivers was in a dogfight with St. Louis throughout the first half as both sides traded leads and ties, but Kim Shaw swung the momentum to end the half.

The Lady Raiders (21-3) led by three points after Kyleigh Vaught scored a layup for the Archers (16-6) in the final seconds of the first half, but Katelyn South heaved a pass to Shaw, who threw up a 35-footer that banked in for a buzzer-beating 3. The shot gave the Lady Raiders a six-point lead heading into the intermission.

"That's a big momentum shift going into the half because we were up three and she hits that, puts us up six, then we came out in that third quarter and outscored them by 10 in the whole quarter," Walk said. "That's a big motivational and emotional boost for the kids."

When play resumed, the Lady Raiders found another gear and took over on both sides of the ball. The defense smothered the Archers with three blocked shots and several steals as Three Rivers outscored the hosts 27-17 in the third quarter and went on a 14-0 run to seize control of the game.

South poured in shots at a torrid rate throughout the second half on her way to 27 points in 24 minutes on a 10 of 14 shooting clip. Her 27 points tied a season high.

The defense, though, stepped up in a big way throughout the decision run in the third. Shaw knocked

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down a pair of free throws, the Lady Raiders swatted a shot and went on a break the other way. South dished to Casey Douglas, who scored a layup off the glass to give Three Rivers its first double-figure lead. Hannah Thurmon led the defensive charge with five blocks, one shy of a season high.

“We were making sure we wanted to have somebody on the basketball, and everybody had to move with the ball from side to side, you know, be there when your assignment catches the ball, and we did a really good job in the second half of that,” Walk said.

On the next possession, Three Rivers slowed down the fast-paced Archer offense and forced a shot-clock violation. Douglas tallied another three when she caught an inbounds pass and put up a quick jumper and drew a foul for a 3-point play. She missed

the free throw, but the defense came up with a steal. An’Nyah Pettus caught a pass in transition from South and laid it home for two more.

Pettus earned a trip to the free-throw line on the ensuing possession after a block on the other end got the ball back for Three Rivers. After she split the pair, South drained a shot off the glass. Erickson capped the run with a 3-pointer, giving the Lady Raiders their first 20-point lead of the game and all but sealing the win.

The Lady Raiders shot 53 percent from the floor and 48 percent from deep as they caught fire.

Next, Three Rivers will try for its 15th win in a row when it hosts Jefferson in a Region XVI matchup. The tip is scheduled for 2 p.m.



Feb. 8, 2019

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## Lady Raiders crack national rankings

By **NATE FIELDS**  
Sports Writer

This week, Three Rivers cracked the Top 25 of the NJCAA poll for the first time since the 2016-17 season.

The Lady Raiders checked in at No. 25 in the most recent poll after knocking off Division II No. 19 St. Louis Community College, which was previously unde-

feated at home, for its 14th straight win.

The last time the Lady Raiders cracked the Top 25 they went on a 16-game winning streak on their way to a 22-8 record. This year, they're one win away from that total at 21-3 and haven't lost since Nov. 30.

"It's an accomplishment to break into the Top 25 poll in the country, you know, just

for all the hard work and sacrifice the kids have made this season," Three Rivers coach Jeff Walk said. "Now, the main thing is move up and stay in it."

It was unknown how well the team would mesh with each other going into the season. The roster is composed of eight true freshmen, and seeing them gel this well is something Walk didn't see

coming at the start of the year.

"You bring in that many freshmen, you never know how well they're going to gel," Walk said. "You have ideas and hopes, but at the end of the day, they have to come in and buy in to what you want to do and how you want to play. And they all did from day one, so that was a good thing.

See **RANKINGS/PAGE 12**

"But still, you've got to win a lot of ball games, you've got to stay healthy and have a little luck along the way."

For players like Hailee Erickson, one of the team's three sophomores and its leading scorer at over 13 points per game, climbing into the rankings is a great moment.

"It's pretty awesome to be ranked in the Top 25 in the nation, that we're getting recognized for how hard we're working and for the games we're winning," Erickson said. "The Top 25 is pretty cool and awesome to be in, but I mean, we still have a lot of things to work on to get us to the national tournament."

If the Lady Raiders keep climbing the rankings by winning their three remaining regular season games, it'll

open up the chance of them receiving an at-large bid for the tournament, although winning the region tournament and its play-in game still seems to be the most realistic path.

Now, though, the focus for the team is to keep winning and enjoying the moment.

"(Winning) makes it a lot of fun," Erickson said. "I was talking to some of the girls about last year and I was like, dang, we're 21-3 right now. I said, that's pretty cool. Not many teams can do that. Just to be 21-3, we're showing how hard we're working. We're putting in the time. Every practice, every game, we're going as hard as we can go, and it's showing."

The hard work has been showing. The Lady Raiders have an average margin of victory of 24 points this season as they're scoring 84 per game and giving up 60. The versatile bunch has five players averaging double figures in scoring for the season. Freshman J'Kayla Fowler is out for a week with an injury to both ankles, and the Lady Raiders responded to the absence of a player who averages 10 points and six rebounds by recording their highest scoring total of the season.

Walk said he wants the team to enjoy the ride and do what it takes to make it last as long as possible.



Feb. 12, 2019

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DAR/Nate Fields

Three Rivers' Hannah Thurmon, left, and Jefferson's Tyra Brown (12) fight for a loose ball during the first half Saturday at Three Rivers.

## Lady Raiders 2 wins away from sweeping Region XVI schedule

By NATE FIELDS  
Sports Writer

Who do you stop on the Three Rivers roster?

It's a question every opponent asks but few have found the answer to.

Jefferson College became the latest team to leave Gene Bess Court without an answer as the Lady Raiders keep piling up the wins.

On Sophomore Day inside the Libla Family Sports Complex, both the sophomores and the freshmen got the job done for No. 25 Three Rivers.

The Lady Raiders

racked up 27 assists on the way to a 90-50 thumping of Jefferson. It's the 15th straight win for Three Rivers, which hasn't lost a game since Nov. 30, finishing its regular-season home schedule with a 12-3 record.

"This game is always emotional with it being the sophomores' last regular-season home game," Three Rivers coach Jeff Walk said. "The kids, they want to go out a winner. You want to finish this game in particular. ... Once we finally got going and started sharing the basketball, it just felt like the game, it

got easier for them."

With five players in double figures for the Lady Raiders (22-3, 8-0 Region XVI), led by 21 points from freshman Katelyn South, it was an average game for the team. Really, though, the Lady Raiders tout five different players with a double-figure scoring average, so Saturday was no different than most games.

The leading scorers continue to alternate. It could be sophomore Hail-ee Erickson one night and Deanay Watson the next. The constant in that formula is the unselfishness.

Each time a player dribbles the ball up the court while Walk implores the entire team to run in transition, eyes are always up, surveying the floor.

It worked wonders Saturday. The win wasn't quite wire-to-wire with Jefferson scoring the first two points of the game, but Erickson was on fire from the start and scored 11 of her 13 points in the first four minutes of the game with three 3-pointers and a layup off a pass from Watson as she was falling out of bounds.

Read even more about the game at [darnews.com](http://darnews.com)

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Feb. 2, 2019

# Daily American Republic

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## NJCAA SOFTBALL

# Lady Raiders open season by run-ruling Arkansas State

By NATE FIELDS  
Sports Writer

Three Rivers softball started its 2019 season in a big way.

The Raiders hit the road to face Arkansas State on Friday for a doubleheader. In the first of their two games, the Raiders broke through offensively for a 13-5 win in six innings.

Three Rivers started its season with three runs right off the bat in the first inning. With the score tied at three in the third, Kristyn Carpenter, Gracie King and Lana Reed all scored runs to break the tie and start a rout.

With Carpenter on and no one out, King drew a walk, setting up Reed to make a statement in her collegiate

debut. Reed blasted a home run to drive in three runs and catapult the Raiders into a comfortable lead.

Arkansas State closed the gap and made the score 6-5 with a pair of runs in the fourth inning before the Three Rivers offense caught fire.

Reed drew a one-out walk in the fifth to get the offense going. Then, Mary Yandell and Zoe Bisby a single and double respectively. Kryslyn Colvin followed with a single, and the Raiders finished the inning with three runs in the sequence to take control.

The Raiders' defense forced a 1-2-3 fifth from Arkansas State to enter the sixth with a chance to put the game away. They did exactly that.

Carpenter and King each hit singles to start the inning and put two on with nobody out. After Allison Pingel and Reed both flew out, Yandell and Bisby stepped up with two outs. Yandell reached base after getting hit by a pitch, and Bisby recorded a single. Halle Gooch connected on a single to drive in the final run and end the game via run rule.

King led the way with three runs scored, while Carpenter, Reed, Yandell and Bisby all scored two. Jennifer Morey and Pingel finished the season opener with one run scored.

*Results from the second game were not available before press time. The full story will be available on [darnews.com](http://darnews.com).*



Jan. 31, 2019

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DAR/Nele Fields

Libla Family Sports Complex set to debut Saturday

## 'IT LOOKS BETTER THAN I EVER THOUGHT IT WOULD'

The Three Rivers campus will be abuzz for Region XVI action Saturday as usual, but in a different location for the first time in three and a half decades.

The Libla Family Sports Complex will be the site of the Three Rivers Alumni Reunion on Saturday, and after the ribbon cutting ceremony at 3 p.m., both

the men's and women's basketball teams will face State Fair at 7 p.m. and 5 p.m. respectively.

Opening up the new gym has been a long time coming since it was first announced in 2016. The complex will seat approximately 3,000 people and

includes a weight room on the lower level that doubles as a FEMA safe room in the south side of the building.

"It's just a fabulous building," Three Rivers men's basketball coach Gene Bess said. "I think we got a lot of building for 10 and a

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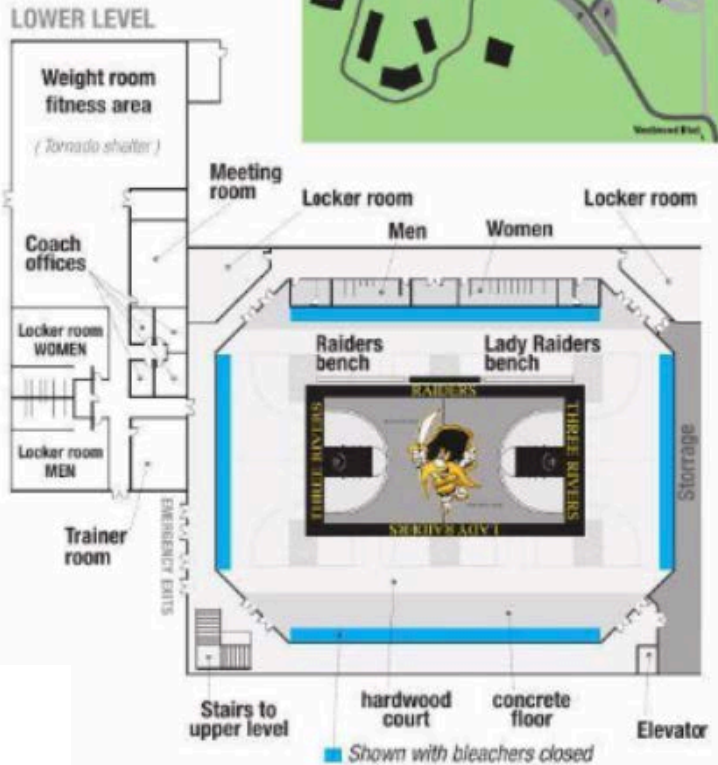
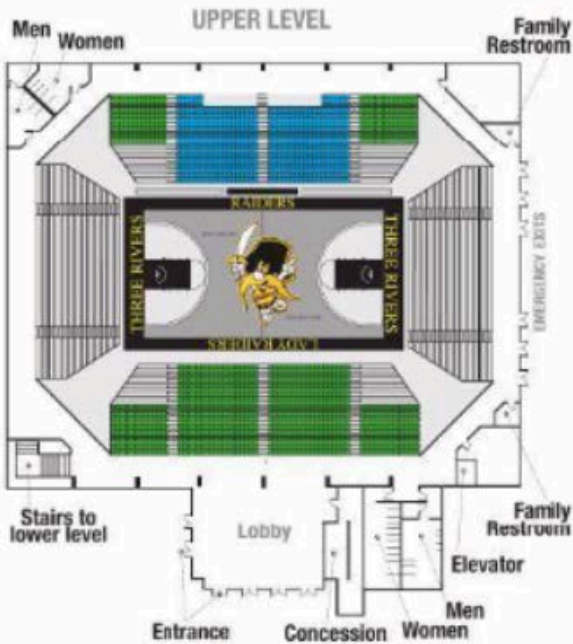
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DAV/Brian Peterson



Waterford Staff



**Video tour of  
the new Libla  
Family Sports  
Complex at  
darnews.com**



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teams and four offices. A training room sits just inside the exit. The back hallway on the west side of the facility will feature men's and women's restrooms, a mechanical area and offices for the referees to change into their uniforms. Visiting locker rooms will occupy the corners of the back hallway.

The weight room occupies the south hallway and is easily accessible to the baseball team, too, if they need it for indoor practices or training if the weather is inclement. The weight room will be exclusive to the athletes, whereas before they had to use the weight room inside the BAC, which was also open to students. The opening of the Libla also opens availability for more school activities inside the BAC.

"From a college standpoint, I think it fits in with the environment we've been trying to build, and that's a

physical environment that matches the high quality of the offerings we provide to our community," Three Rivers President Dr. Wesley Payne said.

The school plans to begin holding graduation ceremonies inside the new facility when it is fully completed.

Around the court, the gym will feature seating on all sides. Traditional bleacher seating is offered along both baselines, and the seats that span across the sidelines will offer back support, eliminating the need to purchase boat seats.

The booster club will sell \$50 season passes. For an extra \$75, fans can reserve a specific seat for each home game.

For Saturday's parking situation, there will be four shuttle buses throughout the parking areas on campus to haul fans to and from the arena.

"We recognized from the very beginning that there will not be sufficient parking close to the arena to serve 3,000 fans," Payne

said. So, from the beginning, we had planned to do shuttle service for people parking."

The school is still exploring additional parking options for the future but hopes Saturday runs smoothly in order to meet the expectations of the community.

"It's going to be the first big event in the new facility, so I'm expecting a wall-to-wall crowd and a lot of excitement," Payne said.

Said Three Rivers women's basketball coach Jeff Walk, "Just being the first game in the new facility, the hype is awesome."

When he first saw how the gym looked in person, Walk was taken aback by the experience.

"When they got that floor painted, I was just like, wow. I mean, I don't have the words, honestly, to say what I felt just to go in the place," Walk said. "It's a once-in-a-lifetime dream. There's not many coaches in junior college that'll be able to say they opened an arena like that."

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The design of the court takes a modernized approach. The Raider logo spans more than 30 feet at center court. Between both 3-point lines, the wood is stained black while the mid-range area inside the 3-point arcs keeps a natural look. The painted area is black with "3R" in yellow.

The players have yet to see the gym since the floor was finished, and they have high hopes for the final product once Saturday arrives.

"I don't think they want us to go in it; I think they want it to be a surprise," Three Rivers freshman Katelyn South said. "We went in there (before it was finished) a few times, and we've seen pictures. It's huge. It's a lot bigger and nicer... and it'll be nice when we start playing games in it.

"We basically have to play (Saturday) like an away game because we've never played in it before."

Added Casey Douglas, "I heard that a lot of people are coming, and we're pretty excited to play in it. And we haven't seen it all put together in person, but we've seen a bunch of pictures and that it's going to look really nice."

The pictures give a glimpse of what to expect, but Walk knows they don't tell the full story of what the inside of the building will look like.

"Pictures don't do it any justice whatsoever," Walk said. "... Until you actually get to see it firsthand, the enormity of it is huge."

From a recruiting standpoint, the coaching staffs believe the new facility will give them a leg up on the competition because it's rare to find one like it in the region.

"I think you're going to have to go to Texas, Kansas (or) Florida to find a gym like that," Walk said. "I've been to a place in Tupelo, Mississippi, that has a gym like that, but it's about 12, 15 years old."

Added Bess, "I think it'll be a new era. I think it's one of those situations where there's going to be a lot of positive things happen from this new facility. I know it's going to be good for our basketball programs. It'll be good for the college. It'll be good for the community.

"I think we'll have a really good crowd. I hope we'll have a lot of old Raiders. ... I would love to see a basketball reunion and see some of these old guys come back that played as long as 45, 47 years ago when we started."

Three Rivers didn't have a home court when the program started during the 1967-68 season and for its first 16 seasons, practicing and playing at Poplar Bluff High School's E.T. "Pete" Peters Gym.

Bess was named head coach for the 1970-71 season and the Raiders made their first appearance at the NJCAA National Tournament, finishing fourth. The Raiders were 338-92 under Bess in 12 years without a home gym, winning the 1979 national championship.



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The Bess Activity Center debuted during the 1982-83 season. The Raiders, who won their final game there Tuesday night, beating Nationwide Academy 95-74, were a combined 432-75 at the BAC. They also played 71 home games at the downtown Black River Coliseum, starting in 1999-2000 and last playing there in 2012 with a record of 63-8.



Feb. 2, 2019

# Daily American Republic

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## OUR VIEW

# Fans will enjoy new TRC arena

When it opens today, the Libla Family Sports Complex will usher in a new era for the Three Rivers College athletics program. The state-of-the-art arena will be a whole new ballgame for fans and the college.

Gene Bess Court is at the center of \$10.5 million project that took a little over three years to complete after nearly a decade of planning.

It's not completely finished and there's a lot of moving to be done and issues to tackle (parking), but the foundation for the future is set atop a hill on the 80-acre Three Rivers campus.

The first campus was a downtown storefront in the summer of 1967.

The basketball team that winter was coached by Bob Cradic, who chose the Raiders nickname. They lost the first game by a point but ended up 19-8 that first year. For the first 15 seasons the Raiders didn't have a home. The team practiced where they could, many times at the Sears Youth Center north of town, and games were held at the new E.T. "Pete" Peters Gym at Poplar Bluff High School.

"Those early pioneers of the college laid the groundwork so that we could be successful," Gene Bess once said. "They showed great wisdom in the way they approached this new junior college. I have obviously prospered from that down through the years."

Bess joined the program as an assistant coach and was promoted for the 1970-71 season, leading the Raiders to two national tournament appearances in three seasons.

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The Raider Rooters started filling Peters Gym, which quickly became a tough place to play for opponents. Over the final six seasons there, Three Rivers was 81-4 at home, winning its final 68 "home" games.

The new arena is set up like Peters Gym with fans entering the building atop the stands that surround the court below.

When it opened for the 1982-83 season, the Bess Activity Center gave Three Rivers a home on campus. A large banner read "We're home at last!!!" as the Raiders beat the Senegal National team 82-47. The Raiders played 507 games at the BAC and won 85 percent of the time.

The college expanded the athletic program with volleyball and women's basketball. The Lady Raiders basketball team had its first game in the winter of 1981.

Black and gold banners for both the men's and women's teams now hang from the rafters and walls all over the old gym. The Raiders added a second national title banner in 1992, going undefeated at home that season, and were running out of room to hang new ones.

There's plenty of room at the Libla Family Sports Complex.

The new facility also features an area for a weight room, trainer's room, meeting room, locker rooms and four offices for the coaches. Players can run inside around the concourse on both levels instead of grueling afternoon runs in the heat at Bacon Park. It's located next to the baseball and softball fields, which also have their own clubhouse buildings.

The scoreboard is state-of-the-art, a trip to the restroom will be quicker than a full timeout and the concession stand is front and center for fans to find something to help enjoy the game. The stands are closer to the action than at the Black River Coliseum, where the Raiders were 63-8 during a seven-year stretch, and seating will be an improvement over the old wooden bleachers at the BAC, where the Raiders once had a string of 48 straight

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wins and the Lady Raiders claimed their second region championship.

The new complex will also be a benefit to the rest of the college as a venue for graduation and opening up the BAC for events and student use.

The new home of the Raiders is almost complete. It's just missing one minor thing, the same thing that has made the college and its programs a success for over 50 years — the people of this community.

We look forward to seeing how loud can it get in there.

— Daily American Republic



Feb. 6, 2019

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Approximately 2,000 fans showed up to watch Three Rivers' first games in the Libla Family Sports Complex on Saturday.

DAR/Nate Felts

## Huge crowd impresses at Libla opening

Approximately 2,000 people showed up to the Libla Family Sports Complex to watch Three Rivers basketball begin a new chapter in its history.

Fans packed the outside of the building for the ribbon-cutting, and proceeded to fill the seats in anticipation of the first games in the new gym.

“(The crowd) was better than expected,” Lady Raiders coach Jeff Walk said. “Had a good crowd all the way through the game, and

even at the start of the game there was lots of folks here. I think they got to watch a good hall game.”

Several season-ticket holders were impressed by the new facility, and the coaches were equally impressed with the turnout.

“The new gym is beautiful. I’ve never seen a floor in a gymnasium like this one

is,” said Dewayne Whitt, a Poplar Bluff native and Raiders season-ticket holder who has been attending games since 1989. “The

seats are tremendous. It’s a beautiful place.”

Added Allen Brooks, a Three Rivers endowment trust’s Capital Campaign committee member and season-ticket holder, “I think it’s awesome. ... A lot of people put in countless hours here, and this is the proof of it. It’s a beautiful facility, and we couldn’t be happier with it.”

Brooks has attended Three Rivers games since 1983, and the



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fans like he and Whitt impressed coach Gene Bess, who was thrilled with Saturday's crowd.

"I thought we had an excellent turnout for the ribbon-cutting, and then we put some pretty good numbers in here Saturday," Bess said. "There were a lot of people in here, and we were pleased with that."

On the court, a big night from Hailee Erickson lifted the Lady Raiders to an 80-68 win over State Fair, clinching their third consecutive 20-win season and 13th straight win.

Erickson stuffed the stat sheet with 18 points, six rebounds, five assists and three steals in the new gym's inaugural game, one she said she'd never forget.

The Raiders, though, caught a couple of bad breaks as Tristan Jarrett picked up his fourth foul and had to sit for several minutes, allowing State Fair to rattle off an 18-1 run in the span of about five minutes. The Raiders went on to drop the game 79-71.

The attention for both teams now turns to St. Louis Community College.

The Lady Raiders' game against the Archers will be a battle of unbeatens. St. Louis has yet to lose a game at home this season, boasting a 9-0 record and a 16-5 record overall. Three Rivers comes into Wednesday's matchup with an 8-0 record in true road games and a 9-0 record away from home, so something has to give.

Much like they saw against State Fair, the Lady Raiders will face full-court pressure. The difference, though, is that St. Louis matches up man-to-man with its press instead of zone.

"It's going to be a different kind of game than we played Saturday," Walk said. "We're going to have to handle that pressure. ... It's a hard place to play in."

If Three Rivers can limit turnovers and break the press effectively, it could play into their hands as a team that likes to jet down the floor and score points quickly.

"That's the plan," Walk said. "We both like to put a lot of points on the board. ... We'll just see whose pressure defense is going to win out and who makes the most shots."

The Raiders will look to get back in the win column when they face a 10-10 St. Louis squad that climbed back to .500 with two straight wins to start February.

"We're really trying to double up and get ready for these last few games," Bess said. "Losing that one Saturday was just horrendous, but we can't give up. Last time (St. Louis) played us, they beat us, so they're going to be a load."

Bess expects St. Louis to deploy a triangle offense, allowing its players to read the defense and make plays based on their alignment, so less of a set style of play and what most teams at the college level use.

The Lady Raiders will tip at 5:30 p.m. Wednesday, with the men's game following immediately.

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## New era at Three Rivers starts today

By NATE FIELDS  
Sports Writer

A new era is set to begin at Three Rivers.

Three Rivers will play its first games inside the Libla Family Sports Complex on Saturday.

The Lady Raiders will tip off against State Fair at 5 p.m. following a 3 p.m. ribbon-cutting ceremony at the gym. The men will play State Fair at 7 p.m. Saturday marks the first time in three and a half decades that basketball games will be played on the Three Rivers campus in a building other than the

Bess Activity Center.

"They're pumped," Lady Raiders co-head coach Alex Wiggs said. "They've been asking for a while, so we've kept them pretty up to date. It was still a big shock seeing it in person, but we've sent them pictures along the way, so they've kind of seen the progress of everything. I don't think they realized how big it was."

Friday served as the first time the players saw the new facility in its current stages, and they loved the experience.

See LIBLA/PAGE 16

"I'm excited, and I liked it," freshman Deanay Watson said. "When I first saw it I was like, oh wow, it's so pretty. This is amazing."

Added freshman Austin Parker, "I ain't gonna lie, it was mesmerizing, for real. It caught me so much off guard. It's so unreal that we're going to be playing in there."

Now that the first impressions are out of the way, it's all business for both teams. The Lady Raiders want to treat Saturday like a road game since they haven't played in there before. That might prove to be a good strategy for them since they're currently 9-0 away from home, including 8-0 in true road games.

"Just stay focused, work hard and do what we do best," Watson said. "We've been working on our offense and defense, so we're just going to give it to them."

Last time out against State Fair, the Lady Raiders had to grind out a victory they



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DAR/Nate Fields

**The Three Rivers Lady Raiders tour the Libla Family Sports Complex on Friday ahead of them being the first game to get played in the brand new facility against at 5 p.m. today against State Fair.**

escaped Sedalia with a 56-53 victory on Jan. 11 after J'Kayla Fowler blocked a 3-pointer at the buzzer to seal the win. The first time out, the Lady Raiders were held to 34 percent shooting from the floor.

"That game up there, every kid that played, it was probably their worst game all year long," Lady Raiders coach Jeff Walk said. "State Fair had quite a bit to do with that with the way they played their 2-2-1 trap and how they tried to speed us up. They're pretty physical with us, and we weren't quite ready for that."

In practice, the Lady Raiders have spent a lot of time working on getting physical and taking care of the ball around the basket to limit turnovers. They committed 27 turnovers in the first matchup with the Lady Roadrunners while forcing 20, one of the rare occasions in which they've been on the wrong end of the turnover margin this season.

While the Lady Raiders are trying to escape

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straight win, the Raiders are looking for their second win in a row to continue building momentum with seven regular season games remaining. With a 9-14 record, Raiders coach Gene Bess knows his team has to start playing with a sense of urgency down the stretch.

“We need to grind this one out and win,” Bess said. “Every game from this point on needs to be one we profit from and makes us better because we’re close to the end.”

The Raiders’ last game against the Roadrunners was a grind. Three Rivers came away with a 97-95 victory in double overtime on Jan. 11. In the game, the Raiders held a plus-four rebounding margin, a huge mark for a team with a season average just below minus-six on the glass.

“We all have to crash and just make sure we box out our man, but all five of us have to head to the boards,” Parker said. “We have to come out with intensity from the jump and just keep that intensity throughout the game.”



Jan. 26, 2019

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## New TRC arena opens Saturday

Three Rivers College will honor the contributions and successes of its former students at the annual Alumni Reunion celebration.

The events on Saturday, Feb. 2, will be the first publicly held in the new Libla Family Sports Complex on the College's Poplar Bluff Campus.

The Raiders and Lady Raiders opening basketball games in the new sports complex will be held that day in conjunction with the Alumni Reunion.

All Three Rivers former students, graduates and former and current faculty and staff will receive free admission to the games against State Fair and Alumni Reunion activities.

The ribbon cutting for the new sports complex will be held at 3 p.m.

"It's become an important tradition of ours to come together once a year and reconnect with our alumni and our friends and give them the recognition they deserve," said

Dr. Wesley Payne, President of Three Rivers College. "Having the Alumni Reunion coincide with the inaugural events at the new Libla Family Sports Complex makes this year even more special."

The Reunion events will kick off at 5 p.m. with the Lady Raiders game. The Raiders game will start at 7 p.m., with a special presentation during halftime.

The Alumni Reunion will also feature performances by the TRC Cheer Team, a popcorn bar for spectators, giveaways, a Rocky Raider photo booth and a 50-50 drawing with proceeds to benefit scholarships for Three Rivers students.

A scavenger hunt will start at noon Friday, Feb. 1 and last through the events on Saturday. Details about the scavenger hunt will be posted the week of the events on the Three Rivers College Alumni and Friends Facebook page.

For more information on Alumni Reunion, visit [trcc.edu/development/events](http://trcc.edu/development/events).

Jan. 23, 2019

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## Dexter's Chaylea Mosby signs with Three Rivers

By **NATE FIELDS**  
Sports Writer

Dexter's all-time leading scorer is heading to Three Rivers to play college basketball.

Tuesday, Chaylea Mosby signed her letter of intent to play for the Lady Raiders next season.

"I've been praying about it a lot, and I asked God for a sign, and gave me a sign, so I just feel like this is where he wanted me to go," Mosby said.

Mosby said she enjoyed her visit to the campus and was partly drawn to the



**CHAYLEA  
MOSBY**

Libla Family Sports Complex, which will open Feb. 2, and it also helped that Three Rivers wasn't far from home.

See **MOSBY/PAGE 11**

"I like the campus; it's nice," Mosby said. "I came up here for a visit and the new gym was really nice, so it'll be fun to play in."

For Three Rivers coach Jeff Walk, the elation was hard to hide.

"One of the biggest local kids — guard-wise — I've ever had," Walk said. "We've had some post players come, you know, Hannah (Thurmon) came last year. We felt like that was a big get, but Chaylea on the guard side, when you think guard, you think her."

With guard Hailee Erickson finishing her sophomore year this season, Walk knew the team would need to find a talented player to fill the void she'll leave behind, and that's where Mosby fits the mold.

"We've been looking all year long and knew when we brought her in that we



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were going to need somebody to replace (Erickson),” Walk said. “We think Chaylea can do it because she can flat shoot it, but they’ve still got to come in and work hard and do all that kind of stuff, but she can shoot it pretty good.

“I haven’t had this smile on my face for this long in a real long time.”

Walk said Mosby’s ability to get her teammates involved also stuck out. To add to that, Dexter runs a lot of the same sets as Three Rivers on the defensive end. Walk pointed out the 2-2-1 press and the matchup zone Dexter runs at times, which he thinks will make for an easier adjustment as Mosby transitions from the high-school level to collegiate play.

Mosby will have some familiarity with her new teammates, having played with Thurmon and played against several other players on the team, something she

feels may help her get acclimated to Three Rivers faster.

“It’ll make me feel a lot at home, you know, because I’ve played with Hannah before and I know how she plays. And I think I’ll fit in with all the other girls, Mosby said.”



Jan. 16, 2019

# Daily American Republic

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## Jarrett scores 41 as Raiders lose

By NATE FIELDS  
Sports Writer

Three Rivers had its chances, but Link Year Prep hit some clutch baskets to hand the Raiders their second consecutive loss Tuesday.

With the Raiders trailing by a point with under three minutes to play, Dannie Smith got free in the paint and grabbed an offensive rebound to stretch the Lions'

lead to three points late in the game, and a game-tying 3-pointer from Tristan Jarrett rimmed out. Chase Adams connected on two free throws to put the Lions up by three points before they completed a 5-0 run in the final two minutes for a 91-85 win at the Bess Activity Center.

Jarrett scored 41 points to go along with seven assists, six rebounds and six steals. Abiodun Ayetimi secured

his first double-double with 14 points and 12 rebounds, but the rest of the Raiders were held in check as the Lions ground out the win.

"Coach always makes us understand that we don't have big guys, so we always just have to go for the rebounds," Ayetimi said. "But most guys just keep forgetting about that. We just have to do it like a team effort. Like yeah, we know we

don't have bigger guys, but I believe with effort we'll be able to do it on the boards."

With a distinct size advantage, the Lions were plus-11 on the glass as the Raiders had streaks where they had problems securing rebounds in the game.

"They were a lot bigger than we were, and haven't rebounded well this year," Three Rivers coach Gene Bess said. "(Ayetimi) bat-

les it hard, and I was really thinking that (Austin Parker) was coming into his own."

Both sides traded baskets for the majority of the last 10 minutes before the Lions scored the clutch baskets. The Raiders held a three-point lead with under five minutes to go when Jarrett hit a layup while getting knocked to the ground and drawing a foul for the 3-point play.

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Payton Guiot responded with a 3 in the corner to pull the Lions within a point, and Gavin Harris converted a layup to put the Lions ahead for good. Smith gave Link Year a four-point lead with a layup before Jarrett responded with a 3 on the wing to draw within a point.

"That's (Jarrett's) game," Bess said. "We have to play around him because he is able to be a big difference in a game because he has that ability to get to the basket."

The Raiders got out to a fast start in the first two minutes, jumping ahead 9-2 with a 9-0 run. The defense looked engaged early as Abiodun Ayetimiya stole a pass after a miss and stepped into a 3-pointer for the Raiders' first points of the night. Austin Parker was inserted into the starting lineup and hit an easy layup off a pass from Ayetimiya.

Jarrett got in the scoreboard with a steal and drive to the basket for two.

The Lions responded with a 7-0 run, but the Raiders responded to stretch their lead back to seven points. Khalil Johnson scored on a give-and-go with Parker, then

Parker threw down a two-handed dunk in transition after beating everyone down the court.

Dannie Smith broke the Raider run with a putback, and that play started pulling the momentum toward the Lions. With Three Rivers' lead up to a game-high nine points, the Lions responded with 10 straight points to take the lead. Smith scored six on the run with a pair of treys, Tre Edwards made a layup on a fast break and Lamar Wright hit a putback through contact as the Lions took the lead.

Both teams traded baskets for the remainder of the first half with the Lions taking a five-point lead into the locker room.

The Lions boosted their lead to eight points with the first four in the second half, but the Raiders battled back.

Jarrett scored eight of the team's first 10 points out of the break to pull the team within two points before both sides started trading shots.

Three Rivers forced 27 turnovers and held a 30-11 advantage in points off those turnovers.

Next up for the Raiders, they'll host MSU-West Plains at 7 p.m. Saturday.



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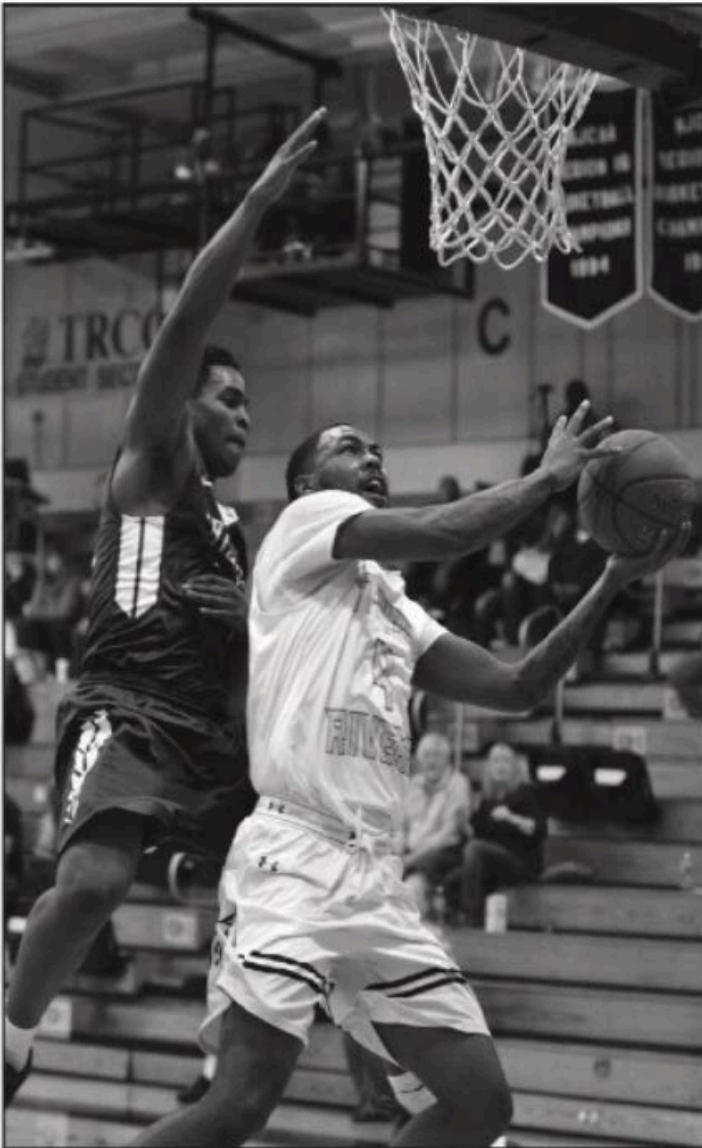
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## Raiders comeback falls short against West Plains



Three Rivers' Tristan Jarrett, right, shoots a layup as MSU-West Plains' Evan White defends during the first half of Sunday's game at Three Rivers.

The Raiders put together several promising stretches Sunday against MSU-West Plains and had a chance to make a big comeback, but they were unable to hit some crucial shots in the clutch.

Three Rivers cut a 21-point second-half deficit to six points with under a minute left in the game, and MSU-West Plains left the door open with a slew of missed free throws down the stretch. The Raiders, though, were unable to capitalize on those opportunities as a couple of 3-pointers rimmed out late and the Grizzlies hung on to win 89-82.

"I was glad that we fought back, and I saw a player or two kind of rise to the top, and we need all of that we can get," Three Rivers coach Gene Bess said.

Trailing 77-56 in the second half, the Raiders went on a 21-9 run to cut the Grizzlies' lead to single digits for the first time since early in the second half. Three free throws from Hayden Sprenkel sparked the

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run when he was fouled on a 3-point attempt. After Tallon Fonda finished a layup with three defenders on him, Miganeh Jama finished a layup through contact for two more.

"We know they switched everything on the pick-and-roll, so we tried to do that as much as we could just to get the mismatch to where if we had the mismatch, we could use that to our advantage," Austin Parker said.

Khalil Johnson became the second Raider to get fouled on a 3-point shot, but he buried his and completed a four-point play. Shortly after, he came up with a big offensive rebound and dished to Jama, who sank a free-throw line jumper. Parker scored the next five points on the run, and Jama capped it with a contested trey in the corner.

"I've been trying to get (Jama) to where he'll settle down and get disciplined and contribute because he's pretty athletic and I could see him being a really important part of our program, and it was good to see him do that tonight," Bess said.

Burone Edwards broke the run and came up with a huge basket for the Grizzlies after he backed down his defender in the post and flipped home a basket to stretch the lead back to 11 with just over three minutes remaining.

Jama drew a foul on a drive to the basket and looked to have a 3-point play coming on the ensuing possession, but the referee called the foul on the floor. Jama missed both free throws with 3:12 remaining, and then the 3s stopped falling for the Raiders until it was too late.

Mandarius Dickerson provided some strong minutes down the stretch. With the Grizzlies leaving the door open for the Raiders with some missed free throws, Dickerson scored an and-one and followed it up by drilling a 3 on the wing to cut the deficit to six with 49 seconds left.

"(Dickerson) is pretty good with the ball in his hands until he gets to trying to do too much with it. On the defensive end, he's getting better, and I liked the way he played tonight at times," Bess said.

Then, the Raiders' Achilles' heel showed itself once again. A Grizzlies player missed the front end of a one-and-one at the free-throw line, but Sardaar Calhoun came away with one of the biggest rebounds of the game, forcing the Raiders to foul him. He split a pair at the line, and Three Rivers was unable to get another shot to fall.

"I feel like we all could've done a better job boxing out more. And starting with myself, I feel like I could've done a better job getting on the boards, so I mean as a team I feel like we should've done a lot better than what we did," Parker said.

After a 2-0 start in region play, the Raiders have lost their last two against Region XVI opponents and their last three overall.

Jarrett sat the first five minutes of the game after showing up late to a practice during the week, and the nation's leader in scoring average finished with 11 points in 21 minutes,



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his lowest output since Nov. 3 against Wabash Valley when he went scoreless in 13 minutes. Despite shooting 4 of 14, Jarrett distributed the ball well and tallied six assists for a game-high.

The Raiders were minus-16 on the glass, though, including 16 offensive rebounds by the Grizzlies, and it proved costly down the stretch. Four Grizzlies scored in double figures, led by Calhoun with 18 in 28 minutes. Dravon Clayborn totaled 17 points, seven rebounds and five assists in a game-high 36 minutes. Evan White added 15 points and six rebounds, and Alex Peterson scored 14 on an efficient 7 of 9 clip from the floor.

For the Raiders, Jama led the team with a season-high 16 points and 31 minutes. Parker went 6 of 7 from the field and scored 15 points in 17 minutes, and Fonda added 12 points.



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## Raiders shoot 38 percent, lose 4th game in a row

By NATE FIELDS  
Sports Writer

The Raiders lost their fourth game in a row Thursday in non-region action against Arkansas Baptist.

Tristan Jarrett led the

way with 28 points on seven made 3-pointers, but no one else scored in double figures for the Raiders as they shot 38 percent from the floor in an 81-71 loss to the Buffaloes.

See RAIDERS/PAGE 11

## RAIDERS

FROM PAGE 16

The Raiders trailed by just six points with around five minutes to play in the game, but they were unable to string together a final run to take the lead.

Three Rivers started strong with a 9-for-20 clip from 3-point range in the first half before going cold and missing some easy

shots around the basket in the second half.

Going against a smaller lineup in Arkansas Baptist, the Raiders still had some trouble on the boards and finished with 25 total rebounds.

Arkansas Baptist secured 33 boards for a plus-eight margin on the glass. Tallon Fonda and Austin Parker each led Three Rivers with six

rebounds apiece.

“We’ve got guys that just will not rebound,” Bess said. “They never have rebounded, and I don’t know where they played that they were able to get away with it, but it’s just the way it is. We maybe have two or three guys that’ll rebound, but the rest of them just seem to have an affinity for never rebounding.”

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## Greyhounds win rebounding to topple Raiders

By **NATE FIELDS**  
Sports Writer

Three Rivers put up a much better fight against Moberly Area Saturday than it did in a 26-point road loss on Jan. 26 against the Greyhounds.

Except for one area.

The Raiders had a minus-31 rebounding differential, allowing the Greyhounds to snag 65 total rebounds and 31 offensive boards. Thirty second-chance points from

Moberly Area helped it walk out of the Bess Activity Center with a 103-92 victory for its 11th straight win.

“It’s hard to compete and it’s hard to have fun when you can’t rebound,” Three Rivers coach Gene Bess said. “... I’d like to have just one guy just to hammer the boards, but we really just don’t have that, but I think we proved we can play. We proved we can play with Moberly, and we just have to find a way to rebound.”

Saturday’s game featured the second of two matchups between the nation’s top scorers in Alonzo Verge Jr. and Tristan Jarrett. Verge finished his night with 37 points, 10 rebounds, seven assists and four steals in 39 minutes. Jarrett tallied 28 points, 11 rebounds, eight assists and three steals while playing all 40 minutes as two of the top players in the NJCAA battled it out.

*Read more about the Raiders at [darnews.com](http://darnews.com)*

Feb. 5, 2019

# Daily American Republic

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## Raiders lose 4th straight

By **NATE FIELDS**  
Sports Writer

It's hard to beat a team twice. It's even harder when shots stop falling and the opponents are getting the key rebounds.

That's what the Raiders found out Saturday in their first game inside the Libla Family Sports Complex.

The Raiders held a six-point lead against State Fair after Miganeh Jama knocked down back-to-back 3-pointers just over halfway through the second half.

Those 3s were the Raiders' only makes from behind the arc in the second half as they went cold from the floor after the sequence.

The Roadrunners then ran rampant, hitting 3 after 3 and shot after shot as they went on an 18-1 run that spanned approximately five minutes. Three Rivers never recovered and dropped its first game inside the Libla Family Sports Complex 79-71. The loss is the Raiders' fourth straight in-region loss after a 2-0 start.



Feb. 7, 2019

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## Raiders hope win will bring future motivation

By NATE FIELDS  
Sports Writer

ST. LOUIS — The Raiders picked up their 10th win of the season in dominant fashion.

After closing the first half with an 8-2 spurt to take a 40-30 lead into the break, Three Rivers began the final 20 minutes with a 12-3 run to take control on the way to an 81-51 win on the road against St. Louis Community College.

“We needed this one,” Three Rivers coach Gene Bess said. “This could help us, kind of motivate us to finish this year off

well.”

Leading 32-28 late in the first half, Tristan Jarrett, the nation’s second-leading scorer at 29 points per game, started the 20-5 burst with a floater to start the momentum swing. Talon Fonda connected on a pair of free throws on the following possession. Austin Parker scored the last two buckets of the first half to give the Raiders their first double-digit lead of the night for either side. Parker finished the game with nine points, nine rebounds, three steals and two blocks in 29 minutes.

See RAIDERS/PAGE 12

Fonda and Jarrett controlled the early portion of the second half and kept the Raiders (10-15) in the driver’s seat for the remainder of the night. The Raiders rebounded well against the undersized Archers, holding a plus-10 margin on the glass.

“Our opponents weren’t very tall, weren’t very big,” Bess said. “I really liked the way Parker got some big rebounds, and Tristan got double figures, I think. He’s involved in a lot of different plays, and particularly offensively. Parker got a lot of big defensive rebounds, as I remember.”

Each player started the half with a drive and finish at the basket. After the Archers (10-11) scored their first basket of the second half, Fonda banked in a 3-pointer, one sign that it was the Raiders’ night this time.



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Abiodun Ayetimiya pulled down a rebound and took it coast-to-coast for two, and Jarrett gave Three Rivers its first 20-point lead of the night. Darius Riley let his frustration show through and threw a forearm into Ayetimiya a few possessions later when the two were fighting for the ball. He received a technical foul and took a seat on the bench afterward.

Jarrett knocked down one of the technical free throws. Miganeh Jama continued his solid stretch on offense with a floater and a trey on back-to-back possessions.

Jarrett finished with 25 points, 10 rebounds and six assists in 38 minutes. Jama scored 15 points on 50 percent shooting in 21 minutes.

Fonda was the team's third player in double figures with 12 points in 27 minutes on a 4 of 5 shooting night.

“(Jama) is a good shooter when he just keeps himself in reign and takes care of the ball and guards,” Bess said. “He’s an asset to this team.”

In the first half, both teams traded baskets with the Raiders keeping the Archers at an arm’s length. Khalil Johnson and Jama helped the Raiders pull away a bit before their big run. The Archers had pulled within a point at 21-20 before Johnson knocked down a 3-pointer. Jama followed with five straight points with a pair of free throws and a 3-pointer to put the Raiders up by six. The Raiders biggest run of the game followed to give them a comfortable lead for the remainder of the night.

The Archers cut their deficit to 15 points with around seven minutes to go, but the Raiders responded with a 20-5 run to close out the game earn its second win in three games.

As a team, the Raiders shot a solid 48 percent from the floor for the night.

Next up for the Raiders, they’ll travel to MSU-West Plains Saturday. The tip is scheduled for 7 p.m.

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## Raiders suffer 5th straight Region XVI loss

By **NATE FIELDS**  
Sports Writer

Opportunity came knocking for the Raiders with around seven minutes left in Saturday's game at Missouri State-West Plains.

Moments later, it was gone.

Three Rivers (10-16, 2-5 Region XVI) had trimmed what was once a 16-point lead in the second half to three points, but Eric Lovett had the answer for the Grizzlies (18-8, 4-1 Region XVI).

He knocked down a pair of 3-pointers to help West Plains weather a 16-3 run by the Raiders and answer with a 10-2 spurt of their own as the Grizzlies won an offensive

shootout 114-101, handing Three Rivers its fifth consecutive Region XVI loss.

Lovett went off for 20 of his 29 points in the second half to lead West Plains.

"I think when our guys really get humbled. When everybody — including the bench — gets involved, we can guard a little bit. We got back within one or three, whatever it was, and then it looks like we're back to the same old thing, see who can shoot it the quickest. We got away from being a team and into too much individuality," Three Rivers coach Gene Bess said.

*Read even more about the game at [darnews.com](http://darnews.com)*



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## TWO-WAY MOMENTUM



Three Rivers' Tallon Fonda attempts a dunk during the first half of Sunday's game against MSU-West Plains at the Bess Activity Center.

DA/Rate Fields

### Raiders looking for boost after losing 3 straight

By NATE FIELDS  
Sports Writer

Three Rivers will get a break from Region XVI play to try to win back some momentum after dropping its last three games.

To do so, the Raiders will have to beat Arkansas Baptist on the road, a team they split against a year ago.

This season, though, Arkansas Baptist enters the game with a 5-14 record in the midst of a six-game losing streak.

"The last few years, we haven't fared well down there," Three Rivers coach Gene Bess said. "They have a really tough place to play. They'll be packed in there."



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It's not a very big place, but it's one of those places where they generate a lot of enthusiasm and there's a lot of electricity in the air when you play down there, so you'd better be ready to play."

Bess knows his team needs to string together some wins to build momentum and stay in the race for the top spot in Region XVI. Through four games, the Raiders sit a game and a half behind Moberly Area for the top spot and half a game behind MSU-West Plains for second.

The Raiders dropped a game Sunday to MSU-West Plains after getting behind by 21 points in the second half and running out of time during their comeback bid that cut the lead down to six with under a minute to play.

"I'm hoping we play better defensively," Bess said. "We just gave up too much easy stuff Sunday afternoon. We lost our concentration on defense a lot. And we actually made a good run on them at the end and then fizzled out. I think we got it down to six and just didn't have enough in the tank to finish it off."

Tristan Jarrett, the Raiders' go-to scorer and the nation's leader in scoring average, sat out the first five minutes of Sunday's game after arriving late to practice during the week and tallied his lowest point total (11) since the second game of the season when he went scoreless in 13 minutes. Some other players stepped up to fill that void as much as they could.

Four other players scored in double figures, led by Miganeh Jama's 16 points in 31 minutes, both of which were season-highs for him.

"It's one of those situations where we need to all come together and everybody try to help everybody out and not worry so much about who scores the points," Bess said. "I keep looking for Hayden (Sprenkel) to hit more than two or three 3s, and we like the way Tallon (Fonda) is playing. Several of the kids are pretty good shooters."

Scoring wasn't the issue in the game, though. The Raiders left Sunday with a minus-16 rebounding margin, much worse than their average of minus-5 for the season.

"We've got to get more rebounding out of our perimeter guys," Bess said. "Yesterday, I think (Abiodun Ayetimi) got the first two rebounds and then Khalil (Johnson) got a couple of big rebounds. Our system is such that we shoot it pretty quick and it's hard to rebound a lot of times because we're not in position to rebound. But we need everybody to rebound and some of them, by nature, aren't rebounders."

Rebounding might not be as much of an issue for the Raiders against Arkansas Baptist. The Buffaloes tout a smaller than what the Raiders have been facing recently in their Region XVI games.

"It's just going to come down to being able to guard them," Bess said. "They are small and quick and can really get the ball to the basket. They try to beat you off the dribble, so it's going to be a challenge for us to guard them."

The Raiders will visit Arkansas Baptist for a 7 p.m. tip on Tuesday.



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Three Rivers opens its 2019 season on Saturday at John A. Logan. Pictured from left, redshirt freshman first baseman Henry Bournigal, sophomore outfielder Tyreik Thomas, sophomore infielder Winston Welter, redshirt freshman infielder Roberto Mejia Jr., and sophomore catcher Reece Reading.

## Raiders will rely on versatility in 2019

By NATE FIELDS  
Sports Writer

Coming off a 19-28 season last year, Three Rivers is banking on versatility and its returning players to get the job done this season.

The Raiders have been

outside for practice less than 10 times in preparation for the season. Most of their preparation time has been spent inside the Bess Activity Center or in the team's clubhouse because of the weather, and that could make the opening game Saturday even tougher than it

already would've been. The Raiders will travel to Millington, Tennessee, to face John A. Logan and Dyersburg State on Saturday afternoon. John A. Logan checked into the preseason poll at No. 18.

In two weeks, the Raiders will already be playing their

first region games of the season. With the headfirst dive it has to do, head coach Stacey Burkey and the players are focusing on trying to do the little things right to give themselves the best chance to win.

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“Just have the body language and presence of controlling what they have control over.” Burkey said. “... We’re just looking for big effort, being good teammates, getting signals right, getting bunts down, going to the cut-off man, not trying to do too much and getting on and off the field with a good sprint.

“Some little things I think can affect the performance.”

With the versatility Burkey said his team has, being able to shift guys around in various positions on defense and not force anyone to constantly stay in the same spot, he thinks it could help the team stay fresh and keep them from wearing down, especially on the pitching staff.

“I don’t think we’re in a situation where we have to leave a guy out there because we don’t have anybody to go to in the bullpen that’s going to give us a chance,” Burkey said. “I think our bullpen is going to be strong enough to where we can do some match-up type things.”

With a deeper bullpen, the likelihood of overworking a pitcher will decrease and allow guys to stay fresh, and Burkey knows keeping a player’s pitch count down will allow him to get in a comfortable routine and throw every fifth day.

Sophomore right-handers Shelby Quiggins and River Hunt will get the nod in the starting pitcher slots Saturday. Quiggins will start the first game while Hunt gets the second.

Palmer Campbell will serve as the team’s lone left-handed pitcher. Burkey expects Campbell to make solid contributions at the plate, too.

“At the plate, we have a lot of hitters,” Campbell said. “We’ll be able to switch out a lot of guys. We’re just really looking forward to it.”

While the team brings in a dozen sophomores, there are 17 freshmen, including red-shirts.

“We’re going to have a lot of youth in the infield and outfield. A lot of guys that can

play first or third. A lot of dynamic guys and dual threats,” Tyler Clayton said.



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Scavenger hunt, decoration contest show off

# RAIDER SPIRIT



DAR/Denise Kinder

Assistant Director of Human Resources Jennifer Inman, left, and Human Resources Specialist Allison Wilkes pose with a super Rocky Raider and the various offices designated as super heroes in the Raider Spirit themed door. The "Raider League" door emphasizes it takes all the offices within TRC to keep it running smoothly.

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From left, Assistant to Chief Financial Officer Anita Freeman, Chief Financial Officer Charlotte Eubank and Director of Procurement Cammy Halcumb emphasize success pops up everywhere at Three Rivers College with their decorated door, which was the idea of work-study student and Raider cheerleader Keiarra Lee. The office door that receives the most Facebook "likes" by Friday will be awarded the Spirit Trophy.



By DENISE KINDER  
Staff Writer

The campus of Three Rivers College is buzzing with excitement ahead of Reunion Weekend and this year the celebration is being expanded to involve the community.

“Three Rivers College values being apart of the community, so it makes sense to involve our community —



DAR/Denise Kinder

HVAC Technician Mark Hopper prepares to hang a clue in the Three Rivers Scavenger Hunt that will begin Friday afternoon. The campus-wide scavenger hunt is a new tradition this year in coordination with Reunion Weekend. 02/13/2019



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whether individuals, small businesses or large,” TRC Director of Development Michelle Reynolds said. “If you stop and think about it, most people in Poplar Bluff have some sort of a connection to Three Rivers and we want to keep them engaged and involved in knowing what we are doing.”

For the first time, a scavenger hunt will be incorporated into Reunion Weekend for the chance to win TRC items.

“We’ve been wanting to expand the Reunion to include more activities and with all the changes to the college landscape over the past couple of years, it seemed like a perfect activity to familiarize our alumni and supporters with the changes on campus,” Reynolds said.

The scavenger hunt will be ready to go by noon Friday leading people to five different areas on the TRC campus to collect colored stickers from clipboards. for those who are unable to print.

“It’s a self-paced, individual or team activity where people can work together,” Reynolds said.

Once completed, scavenger hunt forms are to be turned in at the Raiders basketball games, which begin at 5 p.m. Saturday in the new Libla Family Sports Complex.

Everyone who participates will receive a small TRC logo item. All participants will be entered into a drawing for a basket that includes a TRC stadium blanket and other goodies.

Reynolds said she felt like a scavenger hunt was a perfect fit for alumni weekend following the success of other groups, such as Downtown Poplar Bluff.

“This is our first year, but we hope the tradition continues,” she said.

In another effort to involve the community, offices within the college have decorated their doors to show their Raider spirit and are asking for help to choose a winner.

The winner of the third annual contest will be able to display the coveted Spirit Trophy in their office.

Photos of doors are posted on the Three Rivers College Facebook page to allow the community to choose their favorite. The door with the most “likes” by noon Friday

will be named the winner.

“At the college, we want to show our internal spirit and pride to work for Three Rivers. Our staff have a lot of fun and it seems like the completion gets stiffer every year,” Reynolds said. “Having the voting take place on Facebook not only keeps someone from the hot seat in having to choose a winner, but it also allows the community to be involved — or alumni who are unable to come in for the weekend get to take part virtually.”

The competition has garnered a friendly rivalry between the Human Resources office and Financial Services office over the years.

“We have the trophy from last year and want it to stay,” Director of Human Resources Kristina McDaniel said with a smile.

Human Resources Specialist Allison Wilkes began planning for her department’s door in November.

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In a “Raider League” themed door, each office is assigned a super hero alias to keep the workings of the entire college running smoothly.

“It takes all of us to make it work here,” Wilkes said.

Assistant Director of Human Resources Jennifer Inman echoed Wilkes and added the door decoration shows the office’s fun side.

Down the hall, the Financial Services office dons the success of TRC through the athletic team photographs.

“At 3R Success Pops Up Everywhere” was the brain-child of work-study student and Raider cheerleader Kei-arra Lee.

“She did a sketch of her vision and was the ‘concept girl’ before Christmas break,” TRC Chief Financial Officer Charlotte Eubank said.

Others in the office began to gather popcorn pieces and letters while Eubank’s daughter drew Rocky Raider.

“We all pitched in and divided up the responsibilities,” Eubank said. “We wanted to illustrate success pops up everywhere at Three Rivers and the success of students through the student athletes.”

In addition to scavenger hunts and contests, Reunion Weekend is also a good time for Three Rivers to remind the area about the value of having a community college in Poplar Bluff, Reynolds added.

“It’s important to bring out the Raider spirit this time of year, whether through the signs and décor that local businesses feature or attendance,” she said.



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## CATCHER GUARD GUARDSMAN



In this Aug. 2 photo, Lana Reed, left, stands with her brother Josh Speer after Reed graduated from basic training at Fort Jackson in Columbia, South Carolina.

### Three Rivers' Lana Reed juggles serving in the National Guard, academics and playing 2 sports

Jan. 19, 2019

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By **NATE FIELDS**  
Sports Writer

Lana Reed has about as full a slate as a college freshman can have.

Not only is she a member of the Three Rivers softball and basketball teams, but she serves in the National Guard, too, while still having to complete at least 12 credit hours to stay academically eligible to play sports.

Those obligations result in minimal free time for Reed, and maximum adaptation for her coaches. One weekend a month, she goes to drill for the National Guard, which sometimes falls on game days. This season, Reed has been forced to miss three basketball games due to her National Guard requirements, but her coaches know it's obligatory.

"When it comes to the National Guard, (the coaches) understand that if I have to do it, then I have to do it," Reed said. "They're very understanding, which makes it so much easier to not have to stress about if they'll be mad because I'm missing this or that."

With Reed having times where she can't participate in games or practice, her coaches have to adapt, working to get her back up to speed in practice when they prepare for the next game.

"The challenging part of that is the new stuff you put in on the days she's not there," Three Rivers basketball coach Jeff Walk said. The good thing about Lana is she's a quick study. You don't have to show her more than once or twice, so she picks stuff up really well or really quick."

Walk said he admires Reed because it's rare for a freshman to take on the level of responsibility that comes with being a two-sport athlete and joining the military.

"There's not many 18, 19-year-old kids that can handle that kind of pressure because that's pressure. We think we put pressure on them, but you go through basic training, that's pressure," Walk said. "We did a push-up test back in the fall, and she blew everybody else out of the water."

"We kind of laughed and I said, 'Well how many did you do this summer?' and she made the comment, 'Coach, I can't count that high.'"

Oftentimes Reed has to make it to both basketball and softball practices back-to-back, but when she has extended breaks from softball in the offseason, she doesn't lose her touch.

"To be honest with you, she's just pretty dang talented," Three Rivers softball coach Jeff Null said. "Once basketball season started, she took a break from softball and of course was focusing on that. We had a fun little home run derby, and she hadn't picked up a bat in a month and she comes out and wins our home run derby. That's how talented she is."



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From Walk's perspective, Reed's work ethic shows the potential that kids have when they reach that level of determination.

"It gives you hope. Every older generation says that the new generation of kids isn't tough and they don't do what it takes, but she's showing that it can be done because she is tough," Walk said. "It gives me hope — being later in my career — that the kids are still willing to put forth the effort and get the job done."

Reed's decision to join the military was both academic and family related. Her brother Josh Speer joined the Army, and Reed said he seemed to enjoy his time there. Additionally, if she goes to a four-year college and doesn't get a full-ride like she has at Three Rivers, all of her tuition will be paid while she gets paid for drill and gets a GI Bill.

"My brother was in the Army and he seemed to like it a lot. And I didn't want to just jump straight into the Army. I wanted to be able to do the National Guard because I'll

be able to get paid while I go to college," Reed said. "And it's just working one weekend a month, so it's nothing major to do to get paid for while I go to college."

Reed loves both basketball and softball. She primarily went to college to play softball, but she chose Three Rivers because it was a place that allowed her to play both sports instead of having to choose between them.

"I've always liked basketball, too, but I mean I really came (to Three Rivers) for softball," Reed said. "Since I had the opportunity to play both here I took it because I probably wouldn't get this opportunity anywhere else."

Having to juggle all of her responsibilities can be stressful for Reed. Some days she'll have to go to class in the morning, basketball and softball practices in the afternoon and do homework at night, leaving little free time once her obligations are finished. Because of this, she has to find a way to balance all of it to keep the stress from piling on. She usually keeps

a schedule to know what she has planned and how to manage her time since her practices are usually at fixed times with basketball going until around 3 p.m. and softball until around 6 p.m.

"How many hours does she have to be a kid in a 24 hour time frame?" Walk said. "There's not a lot there. She's going to do OK in the classroom. She's a smart kid, but at that age the 'me time' is probably more important than any aspect of her whole daily routine. What does she do to unwind? I don't have any idea. I don't know if I could do it."

For Reed, part of the way she unwinds is the change of scenery she gets from each practice or game.

"It's like a different environment around different people," she said. "It's not just the same people all the time, so I get a break. If I go to softball, I get a break from basketball. It's not so much all at once. It's just a totally different environment being inside in the gym with that type of crowd versus outside in who knows what type of weather with different types of crowd. It's different, but I love it."

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The Kissinger & Kirkman Investment Centre is sponsoring the upcoming Patrons of the Arts presentation of the Russian National Ballet. The troupe will perform Sergei Prokofiev's "Cinderella," at 7 p.m. Monday, Jan. 28 at the Tinnin Fine Arts Center on the campus of Three Rivers College in Poplar Bluff. For more information, visit [trcc.edu/tinnin](http://trcc.edu/tinnin). Pictured, from left, are Eric Kirkman and Sharon Kissinger, co-owners of Kissinger & Kirkman Investment Centre, and Dr. Wesley Payne, President of Three Rivers College.