

A G E N D A
REGULAR SESSION
Wednesday, November 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 October 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
 - c) Budget Amendments
 2. Cash in Bank
 3. Certificates of Deposit
 4. Checks Issued
 5. Bid Report
- IV. FY 2019 Audit Presentation**
- V. President's Report**
- VI. 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.)
- VII. Items for Consideration, Discussion, and Vote**
 1. **Approval of College Policies**
 1. **IP 6120 – Transfer Credit**
 2. **SP 2210 – Admission Requirements**
 2. **Consideration of Resolution calling for Trustees Election, Sub-District 1 and 2**

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

- 1. Acceptance of Employment**
 - 1. Brice Matson – Assistant Professor of English**
 - 2. Savanna Norman – Instructor, Nursing**
 - 3. Lindsey Pikey – Practical Nursing Instructor, Sikeston**
- 2. Retirement**
 - 1. Demetra Holifield – Facilitator, Kennett**
 - 2. Dr. Kathy Prejean – Assistant Professor, Life Science**
- 3. Resignation**
 - 1. Justin Hoggard – Dean of Instruction/CAO**
 - 2. Kellee Holmes – Instructor in Nursing, Sikeston**

IX. Appendix

- 1. Information Items**
 - 1. IR 6310 – Classroom Attendance**
 - 2. SR 2210 – Admission Requirements**
 - 3. SR 2620 – Disciplinary Proceedings**
 - 4. GAR 1206 – Alcohol Drug-Free Work and Learning Place**
 - 5. PR 4170 – College Hiring Procedure**
- 2. Upcoming Events**
- 3. Recent Newspaper Articles**

X. FY20 Board of Trustees Meeting Dates

-
- Wednesday, January 15, 2020
- Wednesday, February 19, 2020
- Wednesday, March 18, 2020
- Wednesday, April 15, 2020
- Wednesday, May 20, 2020
- Wednesday, June 24, 2020

XI. Adjournment

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

**BOARD OF TRUSTEES
THREE RIVERS COLLEGE
October 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, October 16, 2019.

CALL TO ORDER

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

ATTENDANCE

Trustee Hager delivered the invocation.

INVOCATION

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

**APPROVAL OF BOARD
MEETING AGENDA**

Trustee Garrison made the motion to approve the September 2019 minutes. With a second by Trustee Schalk, the motion passed unanimously.

**APPROVAL OF SEPTEMBER
MEETING MINUTES**

Charlotte reviewed the August financials. We are 17% into the fiscal year and have recognized 33% of revenues and obligated 12% of the budgeted expenses. The Capital Budget was reviewed with Ms. Eubank outlining the projects currently underway.

**FINANCIAL REPORT AND
BID REPORT**

Trustee Schalk made the motion with a second by Trustee Richardson to accept the financial report. The motion passed unanimously.

Dr. Payne presented the President's Report

PRESIDENT'S REPORT

Crisp construction is going well. They are 60% finished with the dirt work and construction of Phase 3 has started.

CONSTRUCTION UPDATE

The canopy on Westover is complete. Working on signage and lighting.

In partnership with the VA Hospital a ceremony was held on September 20 to recognize all POW and MIA.

POW MIA RECOGNITION CEREMONY

The Bidewell Fitness Center has been remodeled and is now a Fitness Studio providing classes in Yoga, Zumba, and Martial Arts. The ribbon cutting was held on September 26 introducing the updated facility.

BIDEWELL FITNESS CENTER RIBBON CUTTING

Raider Madness held on October 1 was well attended.

RAIDER MADNESS

There were between 300 and 350 constants at the TRC Championship College Rodeo held October 3 – 5. The NIRA Commissioner attended all three nights. Congrats to Coach Phipps and the team for a well organized event.

TRC CHAMPIONSHIP COLLEGE RODEO

Amanda Vazquez was awarded the 1st place award in the poster category at the recent District 5 meeting. Congrats to Amanda.

2019 NCMPR DISTRICT 5 AWARD

- Requital by Sandra Lockett – October 9 – November 1
- Winter/Spring Registration opens October 21
- POTA - Four Italian Tenors – October 28
- Happiness is Sharing Music – Student Recital – November 5
- POTA – The Nutcracker – November 11
- Auditions – Wizard of Oz – November 12 and 14
- Kennett Trivia Night – November 14

UPCOMING EVENTS

There were no items for discussion in Executive Session.

EXECUTIVE SESSION

Due to the construction, the gas line at Crisp had to be relocated which required a new easement for the gas company.

CONSIDERATION AND APPROVAL OF EASEMENT TO SPIRE MISSOURI, INC FOR GAS LINE AT THE CRISP BUILDING

Trustee Garrison made the motion to approve the easement and with a second by Trustee Schalk, the board was polled as follows: Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

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

PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS

Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

There being no further business, Trustee Schalk made the motion to adjourn at 12:16 p.m. and with a second by Trustee Garrison, the motion passed.

ADJOURNMENT

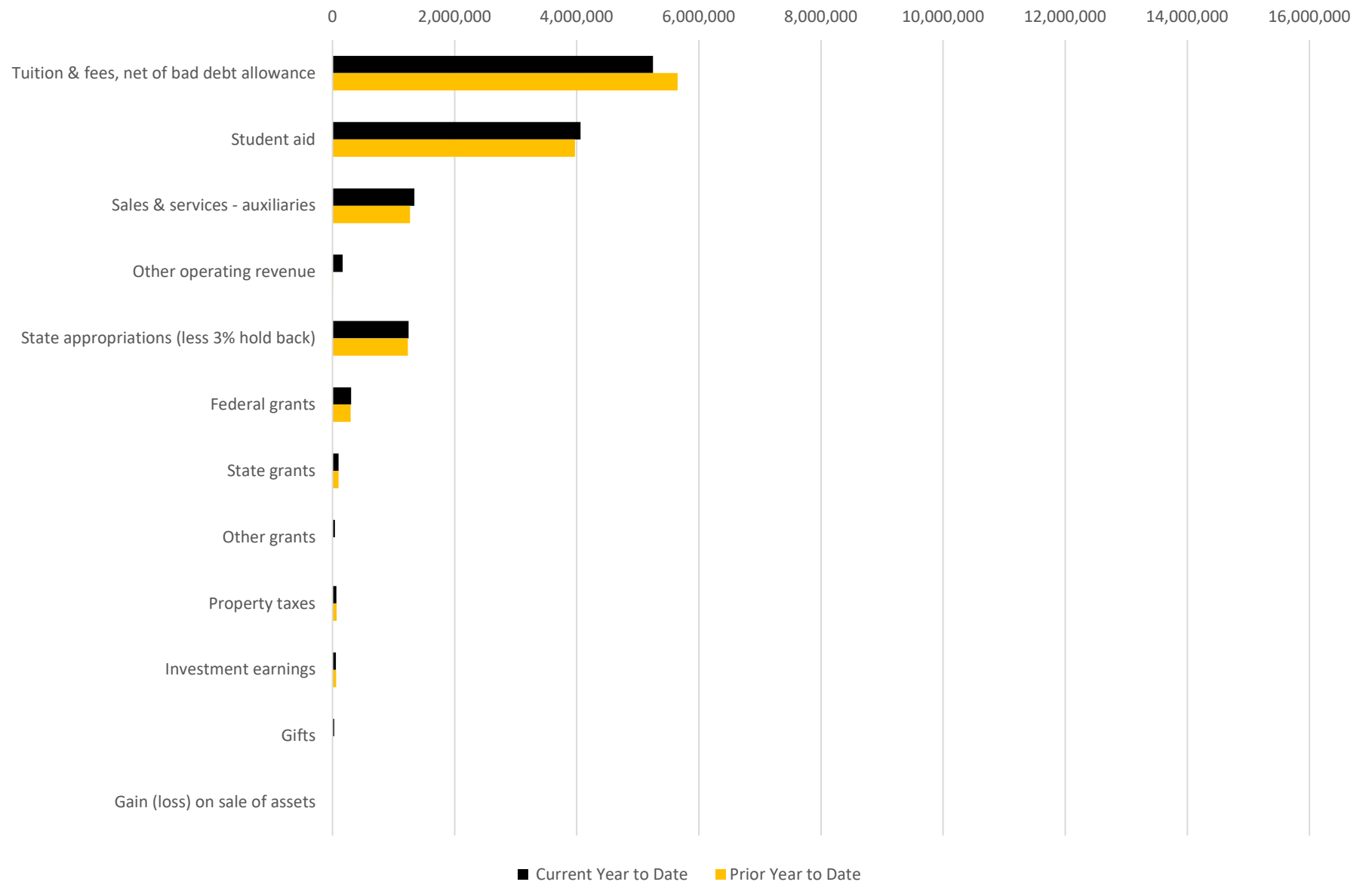
CHAIRMAN

APPROVAL DATE

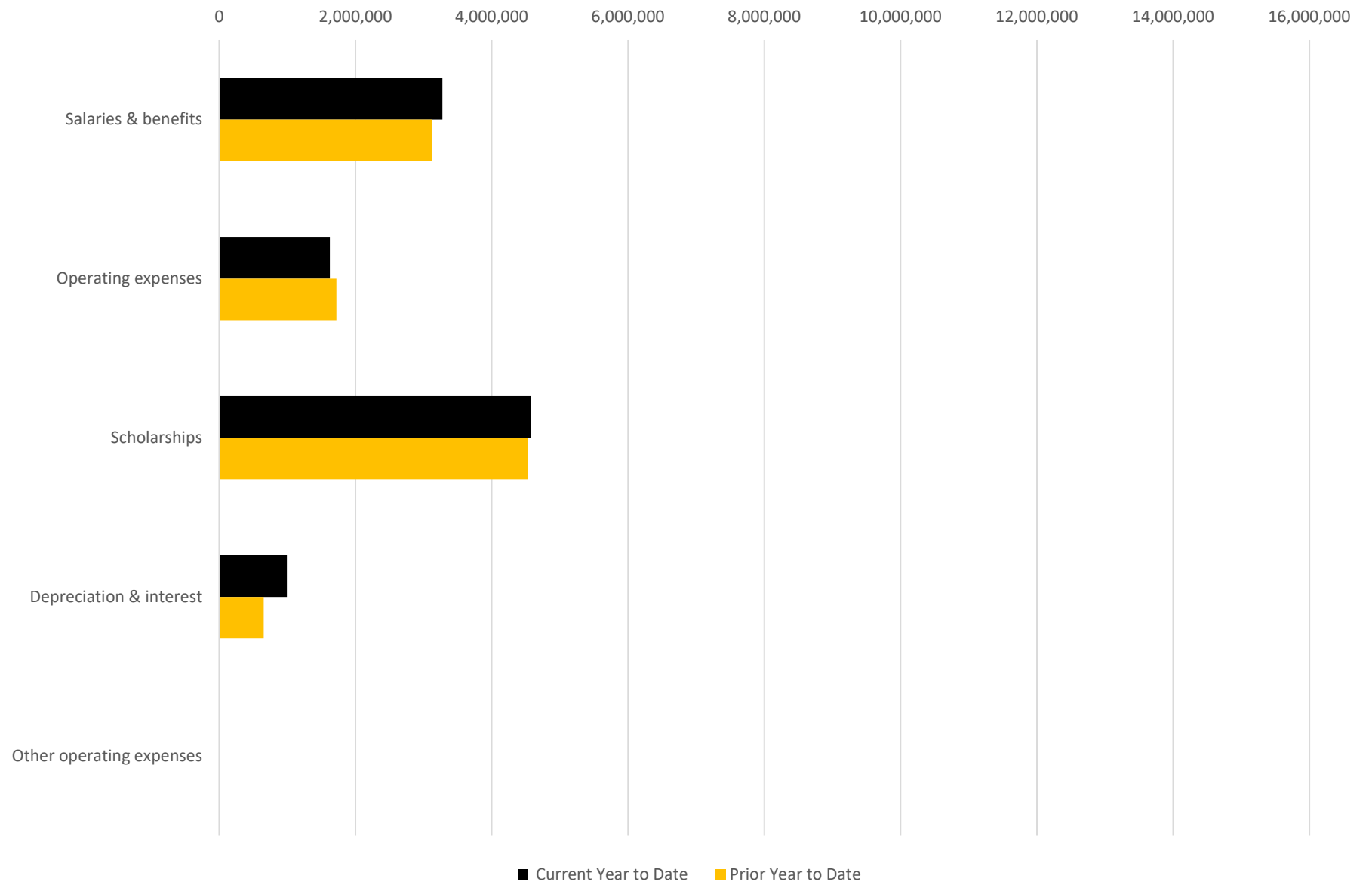
SECRETARY

APPROVAL DATE

YTD Comparison to Previous Year 09/30/19



YTD Comparison to Previous Year
09/30/19



YTD Comparison to Previous Year
09/30/19

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

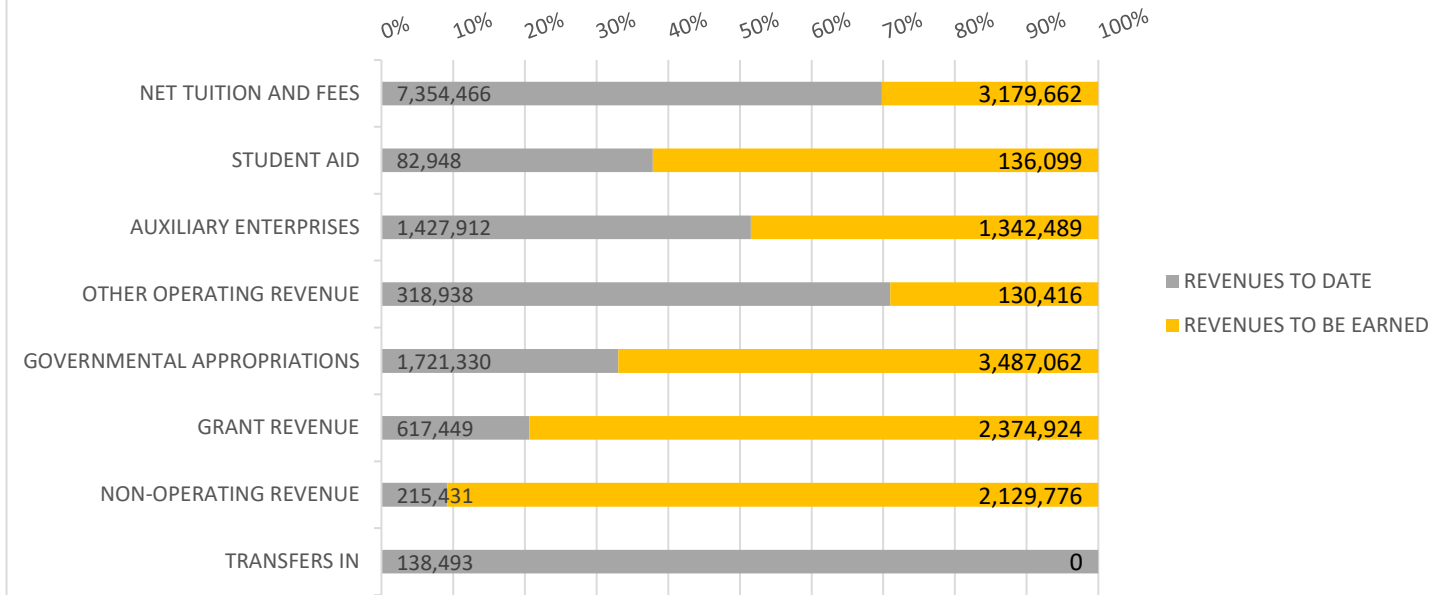
Three Rivers College
Statement of Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
September 30, 2019

ASSETS AND DEFERRED OUTFLOWS		LIABILITIES, DEFERRED INFLOWS AND NET POSITION	
CURRENT ASSETS		CURRENT LIABILITIES	
Cash & Cash Equivalents	15,389,849	Accounts Payable	454,547
Student Account Receivables, net	3,332,586	Accrued Vacation	321,701
Property Tax Receivable	125,569	Student Deposits	29,759
Other Receivables	5,866,232	Deferred Tuition & Fees	158,173
Investments	0	Scholarships	(449,841)
Inventory	141,505	Total Current Liabilities	514,340
Prepaid Expenses	180,562		
Total Current Assets	25,036,303	NON-CURRENT LIABILITIES	
NON-CURRENT ASSETS		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	15,051,278
Capital assets	69,387,585	Bonds, Notes and Leases Payable	20,309,571
Plus: Current year additions to capital assets	124,988.11	Accrued Interest	0
Accumulated Depreciation	(29,770,056)	Agency	353,551
Unamortized Bond Issue Costs	0	Total Non-Current Liabilities	35,714,400
Total Non-Current Assets	45,233,303	Total Liabilities	36,228,740
DEFERRED OUTFLOWS	6,567,789	DEFERRED INFLOWS	9,558,657
		NET POSITION	
		Beginning Balance	28,855,606
		Changes in Net Position	2,194,391
		Total Net Position	31,049,998
TOTAL ASSETS AND DEFERRED OUTFLOWS	76,837,395	TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION	76,837,395

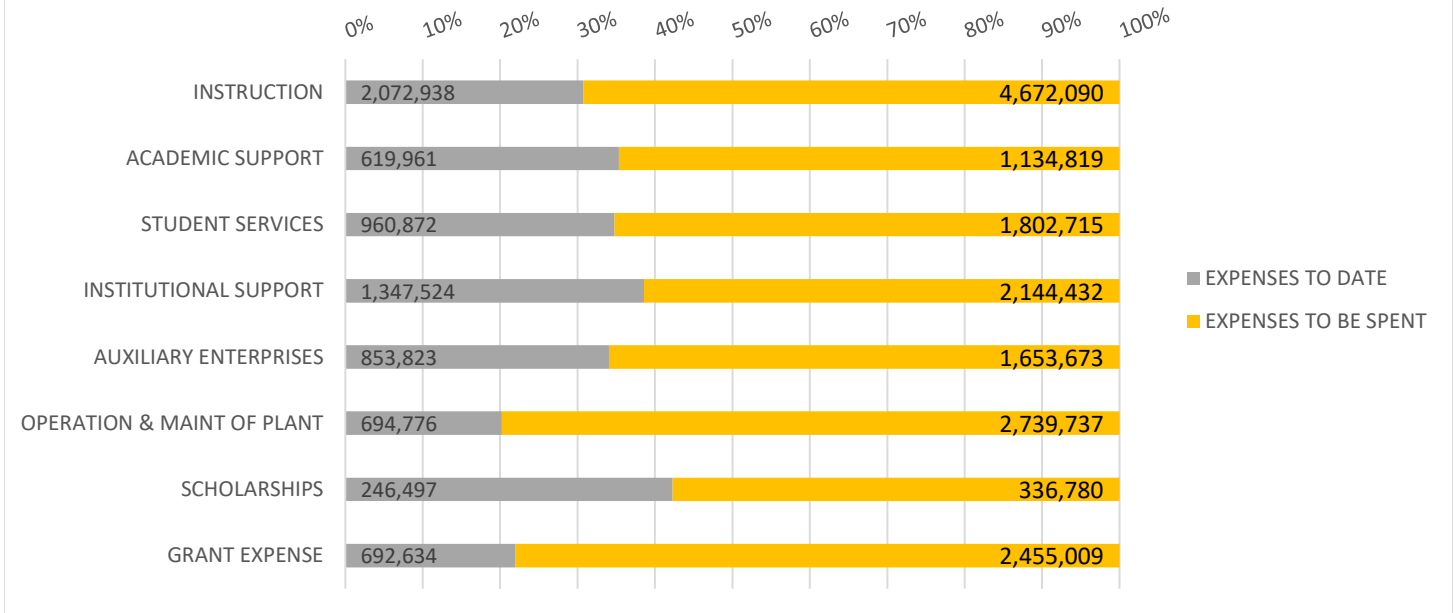
Three Rivers College
Statement of Revenues, Expenses and Changes in Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
September 30, 2019

	July	August	September	Current Year to Date	Prior Year to Date	\$ Change	% Change
OPERATING REVENUE							
Tuition & fees, net of bad debt allowance	5,344,063	122,188	(216,824)	5,249,428	5,652,362	(402,934)	(7.13)%
Student aid	178,937	21,526	3,861,653	4,062,117	3,973,127	88,990	2.24%
Sales & services - auxiliaries	849,503	213,381	276,901	1,339,785	1,268,918	70,867	5.58%
Other operating revenue	50,563	114,692	2,904	168,159	7,592	160,567	2,114.82%
Total Operating Revenue	6,423,066	471,788	3,924,634	10,819,489	10,901,999	(82,510)	(0.76)%
OPERATING EXPENSES							
Salaries & benefits	961,021	1,208,105	1,104,859	3,273,985	3,125,457	148,528	4.75%
Operating expenses	574,979	489,613	557,978	1,622,570	1,719,442	(96,872)	(5.63)%
Capital equipment	1,879	12,485	110,623	124,988	146,070	(21,082)	(14.43)%
Less: Transfer to capital assets	(1,879)	(12,485)	(110,623)	(124,988)	(146,070)	21,082	(14.43)%
Scholarships	263,141	46,341	4,267,476	4,576,959	4,526,323	50,636	1.12%
Depreciation & interest	(11,119)	162,878	840,687	992,447	652,079	340,368	52.20%
Other operating expenses	0	0	318	318	(50,000)	50,318	(100.64)%
Total Operating Expenses	1,788,022	1,906,938	6,771,318	10,466,278	9,973,300	492,978	4.94%
NON-OPERATING REVENUE (EXPENSES)							
State appropriations (less 3% hold back)	415,253	415,253	415,255	1,245,761	1,233,585	12,176	0.99%
Federal grants	45,939	151,611	109,175	306,724	295,292	11,432	3.87%
State grants	150	76,381	24,764	101,296	101,188	108	0.11%
Other grants	3,152	0	37,946	41,098	0	41,098	0.00%
Property taxes	22,639	17,942	21,460	62,041	67,093	(5,052)	(7.53)%
Investment earnings	12,888	29,575	12,650	55,113	61,128	(6,015)	(9.84)%
Gifts	1,448	200	27,500	29,148	(52,455)	81,603	(155.57)%
Gain (loss) on sale of assets	0	0	0	0	0	0	0.00%
Total Non-Operating Revenues (Expenses)	501,469	690,962	648,750	1,841,181	1,705,830	135,351	7.93%
CHANGES IN NET POSITION	5,136,512	(744,188)	(2,197,933)	2,194,391	2,634,528	(440,137)	(16.71)%

Budget to Actual Revenues 10/31/2019 (33%)



Budget to Actual Expenses 10/31/2019 (33%)



Three Rivers College
Statement of Revenues, Expenses and Changes In Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
October 31, 2019
Fiscal Year Benchmark: 33%

REVENUES	BUDGET	REVENUES TO DATE	REVENUES TO DATE %	REVENUES TO BE EARNED
NET TUITION AND FEES <i>Tuition, Student Registration Fees, Net of Bad Debt & Scholarship Allowances</i>	10,534,128	7,354,466	70%	3,179,662
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	219,047	82,948	38%	136,099
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing & Assessment, Tinnin Center Operations, License Bureau Rental</i>	2,770,401	1,427,912	52%	1,342,489
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	449,354	318,938	71%	130,416
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. & Repair</i>	5,208,392	1,721,330	33%	3,487,062
GRANT REVENUE <i>State Grants, Federal Grants</i>	2,992,373	617,449	21%	2,374,924
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	2,345,207	215,431	9%	2,129,776
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	138,493	138,493	100%	0
TOTAL REVENUES	24,657,396	11,876,966	48%	12,780,429

NOTE: We have recognized a total of 48% of budgeted revenues. We have recognized 70% of our budgeted revenues from tuition and fees, comprised of fall 2019 registrations and portions of summer 2019, 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 DATE %	EXPENSES TO BE SPENT
INSTRUCTION <i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health & Human Services</i>	6,745,028	2,072,938	31%	4,672,090
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,754,780	619,961	35%	1,134,819
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	2,763,587	960,872	35%	1,802,715
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	3,491,956	1,347,524	39%	2,144,432
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing & Assessment, License Bureau Rental</i>	2,507,496	853,823	34%	1,653,673
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	3,434,513	694,776	20%	2,739,737
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	583,277	246,497	42%	336,780
GRANT EXPENSE <i>State Grants, Federal Grants</i>	3,147,642	692,634	22%	2,455,009
TOTAL EXPENSES	24,428,280	7,489,024	31%	16,939,256

NOTE: We have obligated 31% of our budgeted expenses at 33% into the fiscal year. October 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 awarded funding sources exceeding budget estimates.

CHANGES IN NET POSITION	229,116	4,387,942
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Three Rivers College
 Capital Budget - Unaudited
 October 31, 2019
 Fiscal Year Benchmark: 33%

	FUNDING SOURCES	SOURCES TO DATE			SOURCES TO BE
		BUDGET	SOURCES TO DATE	%	EARNED
RESTRICTED					
	<i>State appropriations (Crisp)</i>	2,400,000	0	0%	2,400,000
UNRESTRICTED					
	<i>General funds - prior year transfers in (Reserves)</i>	445,300	147,182	33%	298,118
	<i>General funds - current year transfers in</i>			#DIV/0!	0
TOTAL FUNDING SOURCES		2,845,300	147,182	5%	2,698,118
	USES OF FUNDS	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
	<i>Libla Family Sports Complex</i>	100,000	2,070	2%	97,930
	<i>Crisp Technology Center addition and remodel</i>	2,400,000	30,675	1%	2,369,325
	<i>Westover Administration Building repairs</i>	200,000	87,408	44%	112,592
	<i>Academic Resource Commons exterior</i>	20,000	0	0%	20,000
	<i>Landscaping and Lighting</i>	28,822	0	0%	28,822
	<i>Student Housing repairs</i>	50,000	0	0%	50,000
	<i>Campus safety improvements</i>	3,478	0	0%	3,478
	<i>Fleet vehicles</i>	43,000	57,704	134%	(14,704)
TOTAL EXPENSES		2,845,300	177,856	6%	2,667,444
NET SURPLUS (DEFICIT)		0	(30,675)		

THREE RIVERS COLLEGE
 PROPOSED BUDGET AMENDMENTS
 AS OF 11/13/19

OPERATING BUDGET			
	REVENUE	EXPENSE	NET
ADOPTED BY BOARD 6/19/19	24,196,195	24,196,195	-
Amendments approved as of 8/14/19	131,301	(97,815)	229,116
Increases (Decreases) Proposed:			
Continuing Ed fitness classes	15,746	15,746	-
Polo shirts for employees	454	454	-
Restricted donations	1,200	1,200	-
Grants	315,977	315,977	-
Mass notification system installation moved to capital	(3,478)	(3,478)	-
Subtotal per Budget to Actual report for 10/31/19 as of 11/13/19	24,657,396	24,428,280	229,116
Increases (Decreases) Proposed:			
Budget corrections salaries & benefits		(34,061)	34,061
Barn roof repairs		9,760	(9,760)
Grant writing services		15,000	(15,000)
Various small operating expenses			-
New projects for Reserves:			
Porter HVAC repairs and upgrades		18,650	(18,650)

REVISED AS OF 11/13/19

24,657,396	24,437,629	219,767
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CAPITAL BUDGET			
	SOURCES	EXPENSES	NET
ADOPTED BY BOARD 6/19/19	2,761,822	2,761,822	-
Amendments approved as of 8/14/19	80,000	80,000	-
Increases (Decreases) Proposed:			
Mass notification system installation moved from operating	3,478	3,478	-
Subtotal per Budget to Actual report for 10/31/19 as of 11/13/19	2,845,300	2,845,300	-
Increases (Decreases) Proposed:			
New projects for Reserves:			
Westover Administration Building roof	(7,719)	(7,719)	-
President's vehicle replacement	57,704	57,704	-
Welcome Center canopy & signage	28,851	28,851	-

REVISED AS OF 11/13/19

2,924,136	2,924,136	-
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**THREE RIVERS COLLEGE
CASH IN BANKS**

November 4, 2019

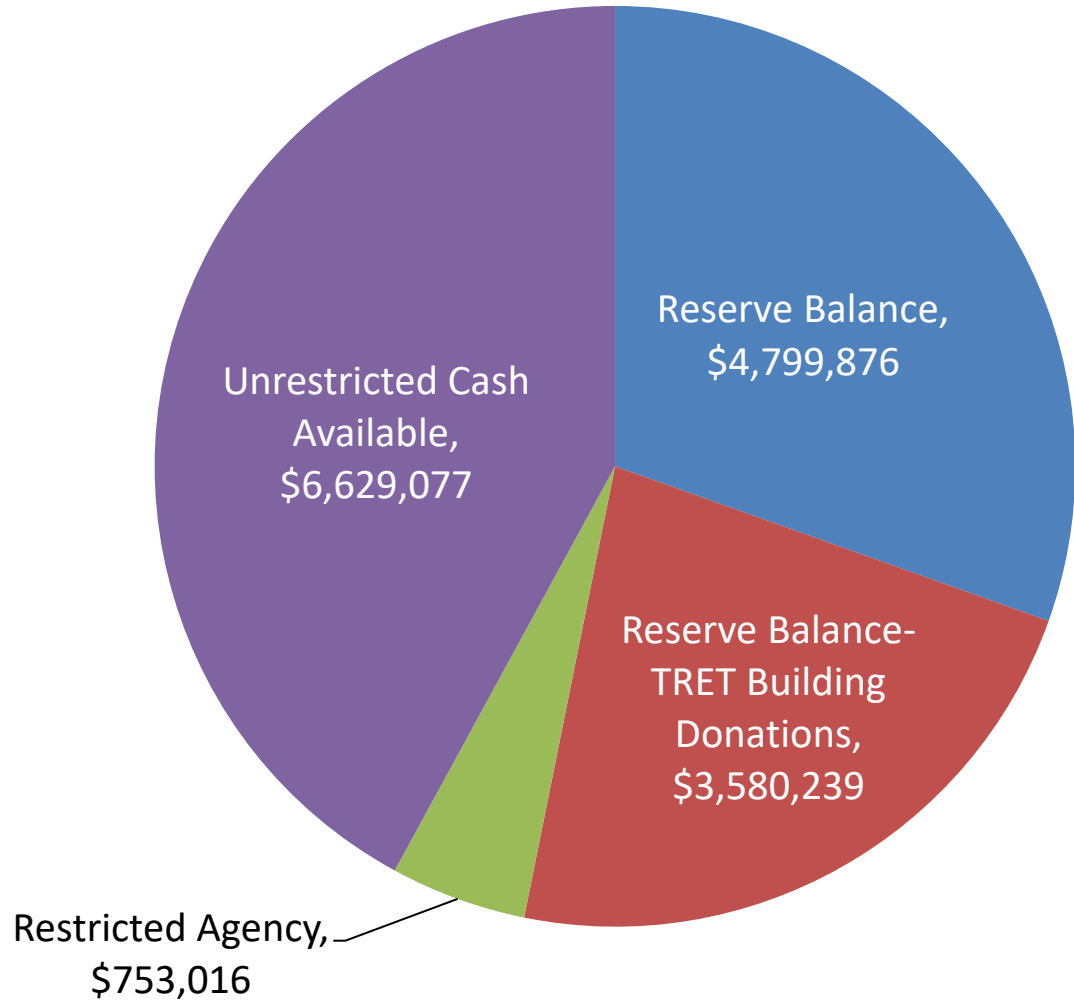
	<u>10/01/19</u>	<u>11/04/19</u>
CURRENT FUND		
<i>Cash Funds</i>		
Bookstore	1,800.00	1,800.00
Petty Cash	200.00	200.00
Vending Machines	224.55	224.55
Business Office	1,888.00	1,888.00
<i>Total Cash Funds</i>	4,112.55	4,112.55
<i>General Accounts</i>		
Southern Bank - General Funds	6,587,646.52	6,081,404.74
Southern Bank - Credit Cards	142,808.78	179,230.83
<i>Total General Accounts</i>	6,730,455.30	6,260,635.57
<i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	21,294.02	(118,646.45)
Federal Clearing Account	-	140,043.13
Flexible Spending Account	10,012.23	9,043.96
<i>Total Restricted Accounts</i>	31,306.25	30,440.64
TOTAL CURRENT FUND	6,765,874.10	6,295,188.76
HOUSING FUND		
<i>General Accounts</i>		
Rivers Ridge Account - Southern Bank	(12,347.10)	333,888.50
<i>Total General Accounts</i>	(12,347.10)	333,888.50
TOTAL HOUSING FUND	(12,347.10)	333,888.50

**THREE RIVERS COLLEGE
CASH IN BANKS**

November 4, 2019

	<u>10/01/19</u>	<u>11/04/19</u>
PLANT FUND		
<i>Bank Accounts</i>		
Plant Fund - Southern Bank	2,742,350.97	2,745,846.49
<i>Total Bank Accounts</i>	2,742,350.97	2,745,846.49
<i>Certificates of Deposit</i>		
Bank of Grandin #16126	146,227.35	146,227.35
First Missouri State Bank #22132	104,328.96	107,376.90
Bank of Grandin #17101	1,500,000.00	1,521,809.59
Bank of Grandin #17103	1,500,000.00	1,521,809.59
First Missouri State Bank #22223	1,000,000.00	1,000,000.00
Bank of Grandin #17002	1,337,045.94	1,337,045.94
<i>Total Certificates of Deposit</i>	5,587,602.25	5,634,269.37
TOTAL PLANT FUND	8,329,953.22	8,380,115.86
AGENCY FUND		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	382,351.78	380,902.92
<i>Certificates of Deposit</i>		
Restricted CD's & Savings	372,113.37	372,113.37
TOTAL AGENCY FUND	754,465.15	753,016.29

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT
\$15,762,208 AS OF 11/04/19**



THREE RIVERS COLLEGE
CERTIFICATES OF DEPOSIT

CERTIFICATES OF DEPOSIT AS OF October 31, 2019

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
22132	First Missouri State Bank	1.89	11/01/19	12 mths	107,376.90	Contingency
16126	Bank of Grandin	3.50	02/22/20	12 mths	146,227.35	Contingency
17101	Bank of Grandin	2.90	04/01/20	12 mths	1,521,809.59	Contingency
17103	Bank of Grandin	2.90	04/01/20	12 mths	1,521,809.59	Contingency
22223	First Missouri State Bank	2.92	04/02/20	12 mths	1,000,000.00	Contingency
17002	Bank of Grandin	2.60	08/14/20	12 mths	1,337,045.94	Contingency
Total Unrestricted Designated Reserves					\$ 5,634,269.37	

SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF October 31, 2019

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
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
352394707389	US Bank of Poplar Bluff	0.25	08/19/88	02/18/20	2,061.55	James Warren
63761112	US Bank of Poplar Bluff	0.25	02/23/89	02/22/20	2,500.00	A. Garner
2224601	First Midwest Bank of P.B.	1.05	02/25/98	02/25/20	1,658.87	Missy Braden
2136801	First Midwest Bank of P.B.	1.05	03/05/97	03/05/20	5,000.00	Thelma Jackson
2017004363	Commerce Bank	0.30	03/30/88	03/30/20	10,000.00	Myrtle Corbett
423137249	Regions Bank	0.01	05/12/88	04/04/20	2,833.00	Combined Sch
423137256	Regions Bank	0.01	05/12/88	04/04/20	1,024.34	Fred Morrow
5017843040	Commerce Bank	0.30	05/01/97	04/07/20	2,900.00	Miles Hays
20205	First Missouri State Bank	1.10	04/21/10	04/21/20	20,403.81	ICHE Scholarship
21033372	US Bank of Poplar Bluff	0.25	05/01/96	05/01/20	1,000.00	Kim Mosley
9525	First Missouri State Bank	1.10	05/06/93	05/06/20	2,000.00	Carl Wiseman
25103	First Midwest Bank of P.B.	1.74	05/14/99	05/14/20	5,000.00	Thelma Jackson
2016007496	Commerce Bank	0.25	05/14/90	05/14/20	3,835.00	Bill Vinson
21031218	US Bank of Poplar Bluff	0.25	05/15/94	05/15/20	2,192.00	Greg Starnes
2038701	First Midwest Bank of P.B.	1.30	05/16/96	05/16/20	5,000.00	Thelma Jackson
21028105	US Bank of Poplar Bluff	0.25	05/22/91	05/22/20	29,782.32	Myrtle Rutland
21028106	US Bank of Poplar Bluff	0.25	05/22/91	05/22/20	20,000.00	Myrtle Rutland
7236	First Missouri State Bank	1.10	05/26/89	05/26/20	16,350.00	Jackie Watson
110260320	Southern Bank	0.85	06/02/86	06/02/20	1,000.00	Hulen Spencer
2016012267	Commerce Bank	0.25	06/04/92	06/04/20	2,350.00	Bill Vinson

THREE RIVERS COLLEGE
CERTIFICATES OF DEPOSIT

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
5016848212	Commerce Bank	0.25	06/23/98	06/23/20	7,843.17	Louise Spradling
21030291	US Bank of Poplar Bluff	0.25	07/07/93	07/07/20	1,405.00	Joshua Bowman
2170801	First Midwest Bank of P.B.	1.74	07/11/97	07/30/20	10,925.00	Mabel Swindel
21024477	US Bank of Poplar Bluff	0.25	08/22/89	08/22/20	10,000.00	Myrtle Rutland
8036	First Missouri State Bank	1.10	08/23/90	08/23/20	4,000.00	Jackie Watson
1721901	First Midwest Bank of P.B.	1.74	08/25/92	08/25/20	3,000.00	Odd Fellows
110270576	Southern Bank	1.15	08/27/85	08/27/20	5,000.00	Belle Hinrichs
14776	First Missouri State Bank	1.10	08/28/02	08/28/20	5,000.00	Helvey-Miller
218101	First Midwest Bank of P.B.	1.24	09/22/98	09/22/20	5,000.00	Jerome Burford
24325	First Midwest Bank of P.B.	0.65	10/15/99	10/15/20	10,324.77	Norman Gamblin
2197201	First Midwest Bank of P.B.	0.65	10/31/97	10/31/20	1,065.00	Gertrude Cox
110239662	Southern Bank	1.00	01/05/91	01/05/21	1,412.53	Bulow Mem.
63760768	US Bank of Poplar Bluff	1.24	03/06/89	03/05/21	6,468.04	Butler Co Co-op
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.
63760632	US Bank of Poplar Bluff	1.54	07/02/89	07/01/21	1,226.80	A. Garner
423137173	Regions Bank	0.15	12/09/85	12/09/21	5,000.00	Mary Hinrichs
110274305	Southern Bank	0.90	05/30/86	06/30/22	5,200.00	Mabel Swindel
2019003547	Commerce Bank	0.40	07/08/90	07/08/22	4,000.00	P.C. Hays, Jr.

Total Endowment CD's

\$ 372,113.37

Three Rivers College
CD Report
As of October 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

CDs Transferred

Endowment CDs Transferred to Endowment Trust
--

CDs Maturing

Bank	Certificate Number	Endowment	Maturity Date	Amount
Total				-

THREE RIVERS COMMUNITY COLLEGE
Summary of Checks Issued
Month of October 2019

Current Fund:	General Fund - Southern Bank	\$ 986,062.96
	Electronic Student Refunds - Higher One	<u>803,128.87</u>
	Total Current Fund	1,789,191.83
Housing Fund:	Rivers Ridge - Southern Bank	13,889.52
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>53,522.52</u>
	Grand Total	<u><u>\$ 1,856,603.87</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 November 2019.

_____ Chairman, Board of Trustees

_____ Secretary, Board of Trustees

**THREE RIVERS COLLEGE
 BID REPORT
 AS OF NOVEMBER 12, 2019**

Advanced Pediatric Mannequin

Status: Closed
 Open Date: 8/30/2019
 Close Date: 9/12/2019
 Funding Source: Enhancement Grant
 Bids Submitted:

Guamard Scientific Company, Inc.	Miami, FL
Laerdal Medical Corporation	Wappingers Falls, NY

Bid Awarded: Guamard Scientific Company, Inc. \$66,068.00

Adult High-Fidelity Mannequin

Status: Closed
 Open Date: 10/1/2019
 Close Date: 10/15/2019
 Funding Source: Enhancement Grant
 Bids Submitted:

American 3B Scientific	Tucker, GA
Laerdal Medical Corporation	Wappingers Falls, NY
Guamard Scientific Company, Inc.	Miami, FL

Bid Awarded: Guamard Scientific Company, Inc. \$52,391.00

Brick Sealing

Status: Closed
 Open Date: 10/3/2019
 Close Date: 10/9/2019
 Funding Source: Reserves
 Bids Submitted:

Tom's Tuckpointing, LLC	Corning, AR
Midland Restoration Company, Inc.	Fort Scott, KS

Bid Awarded: Tom's Tuckpointing, LLC \$16,548.00

Forklift

Status: Closed
 Open Date: 10/1/2019
 Close Date: 10/15/2019
 Funding Source: Enhancement Grant
 Bids Submitted:

Technology International, Inc.	Lake Mary, FL
Forklifts of Cape	Cape Girardeau, MO
United Rentals	Scott City, MO

Bid Awarded: Forklifts of Cape \$48,749.00

Student Housing Painting

Status: Closed
 Open Date: 10/3/2019
 Close Date: 10/9/2019
 Funding Source: Reserves
 Bids Submitted:

Baughn Paint	Poplar Bluff, MO
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Bid Awarded: Baughn Paint \$53,213.00

Westover Window Replacement

Status: Open
 Open Date: 11/8/2019
 Close Date: 11/25/2019
 Funding Source: Reserves
 Bids Submitted: N/A
 Bid Awarded: N/A

November 2019 President's Report

- Construction Update
 - Crisp Technology Center Expansion

- Strategic Planning Update
- Library
- National Community College Benchmarking Project
- Registration Survey Results
- Veteran Day Ceremony – November 8
- Kennett Trivia – Nov. 14
- Patrons Children's Shows – November 18 – 21 – Elves and the Shoemaker
- Happiness is Sharing Music – November 5

- Upcoming Events
 - Counselor Conference – November 22
 - Thanksgiving Break – College Closed – November 28-29
 - Happiness Is Holiday Celebrations – Dec. 3
 - Center Stage-Christmas Carol – Dec. 6-8
 - LPN Pinning Ceremony – December 12
 - Surface of Desire by Byron Knight in Gallery until Dec. 13
 - Employee Christmas Breakfast – December 13
 - RN Pinning Ceremony – December 13
 - POTA – 11th Hour – December 16
 - Christmas Break – December 23 – January 3
 - Spring Convocation – January 6

A G E N D A
Executive Session
Wednesday, November 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 College Policies

BACKGROUND INFORMATION--HISTORY

Changes were made to the following policies:

IP 6120 – Transfer Credit – Clarification of the treatment of repeated classes being transferred with regard to GPA calculation.

SP 2210 – Admission Requirements – Inclusion of information regarding compliance with Missouri House Bill 1606; and the Higher Learning Commission: Policy on Student Consumer Protection, and the non-decimation Policy and statement to reinforce the College’s commitment to equal opportunity.

POSSIBLE ALTERNATIVES

None

FINANCIAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATIONS

Approved the policies as presented.

**THREE RIVERS COLLEGE
INSTRUCTION POLICY**

Section: 6000 Instruction	
Sub Section: 6100 Academic Standards	
Title: IP 6102 Transfer Credit	Page 1 of 5
Associated Regulations: IR 6111 Alternative College Credit; SR 2210 Admission Requirements	
Associated Policies: IP 6110 Definition of Credit Hour; IP 6111 Alternative College Credit	
References: Guidelines for Student Transfer and Articulation among Missouri Colleges and Universities	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 06-21-2017	Last Revision: 11-20-2019

Three Rivers College will accept the academic credits earned in a student’s chosen academic program from institutions of higher education when the course content and teaching faculty can reasonably be assumed or determined to be equal to that at Three Rivers. Only courses which will count toward a degree program at Three Rivers College from accredited schools previously attended will be transcribed. If credit for a course is not accepted by Three Rivers, the student may request review from the Chief Academic Officer. Once the credit becomes a part of the student’s official record at Three Rivers, it will not be removed.

Recognized Accreditors

Three Rivers College will accept and transcript as transfer credit, college level courses completed at colleges and universities accredited by the following accrediting agencies: Middle States Commission on Higher Education, New England Association of Schools and Colleges, Higher Learning Commission, Northwest Commission on Colleges and Universities, Southern Association of Colleges and Schools, Western Association of Schools and Colleges, Accrediting Commission for Community and Junior Colleges, and Council on Occupational Education. Credit earned at other institutions will be evaluated on a case by case basis.

Similar transfer courses are equated to Three Rivers College courses. Non-equivalent transfer courses may be counted as electives. Students must request an official transcript from each institution attended be sent directly to the Office of the Registrar. Only official transcripts will be evaluated. The college does not accept transcripts that have been scanned, emailed, or opened by the student.

Official Transcripts

Only official transcripts will be accepted for transfer credit evaluation purposes. Official transcripts can be received in the following ways:

- Unopened envelope mailed or hand-delivered to the Office of the Registrar
- Electronically through National Student Clearinghouse, Parchment, eSCRIPT-SAFE, etc.

**THREE RIVERS COLLEGE
INSTRUCTION POLICY**

Section: 6000 Instruction	
Sub Section: 6100 Academic Standards	
Title: IP 6102 Transfer Credit	Page 2 of 5
Associated Regulations: IR 6111 Alternative College Credit; SR 2210 Admission Requirements	
Associated Policies: IP 6110 Definition of Credit Hour; IP 6111 Alternative College Credit	
References: Guidelines for Student Transfer and Articulation among Missouri Colleges and Universities	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 06-21-2017	Last Revision: 11-20-2019

If coursework has been completed at a college/university outside of the U.S., transcripts/diplomas must be evaluated by AACRAO (<http://ies.aacrao.org>), members of NACES (<http://naces.org>), or other professional credential evaluation companies. Students should obtain “course by course” evaluations. Students are responsible for paying any fees associated with the credential evaluation process.

Credentials for a student transferring from a foreign institution accredited by a U.S. regional accreditor do not need to be evaluated by one of the organizations listed but must be in English or accompanied by a certified translation.

Students may view their transcripts from other institutions but will not be provided a hard copy once they are submitted to Three Rivers College to become part of the permanent record.

Credit Equivalencies

College Level

Three Rivers College will evaluate the coursework for transfer credit regardless of the method of delivery, including online and dual credit. Transfer of academic credits is evaluated on a course-by-course basis and is ultimately decided by the department chair. The course is evaluated by comparing the course name and credit hours. In addition, the course description may be used to evaluate the transfer equivalency. In order to receive transfer credit, the course must be substantially equivalent to a course offered at Three Rivers. Transfer courses that are substantially equivalent to a course offered at Three Rivers College will transfer as a direct course. Transfer courses that do not have a direct course equivalent at Three Rivers may transfer as elective credits within the appropriate academic department.

Core 42- hour General Education

Block

Three Rivers College adheres to the guidelines set forth in the Credit Transfer: Guidelines for Student Transfer and Articulation among Missouri Colleges and Universities, approved by the Missouri Coordinating Board for Higher Education (CBHE). Under these guidelines, students who transfer from Missouri public colleges and universities and Missouri private institutions that adhere to these guidelines will be considered as having met the Three Rivers College

**THREE RIVERS COLLEGE
INSTRUCTION POLICY**

Section: 6000 Instruction	
Sub Section: 6100 Academic Standards	
Title: IP 6102 Transfer Credit	Page 3 of 5
Associated Regulations: IR 6111 Alternative College Credit; SR 2210 Admission Requirements	
Associated Policies: IP 6110 Definition of Credit Hour; IP 6111 Alternative College Credit	
References: Guidelines for Student Transfer and Articulation among Missouri Colleges and Universities	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 06-21-2017	Last Revision: 11-20-2019

general education requirements if they complete the Missouri Core 42 credit hour block of general education credit or the designated general education programs at the other institution, provided that the institution certifies the student's completion of that program.

Remedial or Developmental

Remedial or developmental credit will be utilized for placement purposes or when needed as pre-requisites.

Graduate Level

Graduate level coursework will be evaluated on a case by case basis.

Nursing and Allied Health

Three Rivers Nursing and Allied Health department does not generally accept transfer credits for Nursing, Medical Laboratory Technology, Emergency Medical Services, and Occupational Therapy courses. Courses in these programs shall only be transferred after review and approval of the appropriate Department Chair.

Minimum Requirements

Courses must have a grade of D or better.

A student must earn at least 15 credits from Three Rivers College to earn a degree. Transfer credits are evaluated only from an official transcript; a course description from the term the course was taken may also be required.

Maximum Number of Transfer Credits

The maximum number of transfer credits, including alternative forms of credit, acceptable towards a student's academic program is seventy-five percent (75%) of the program's required credits.

Time Limits for Transfer Credit

There are no time limits for transfer credit.

**THREE RIVERS COLLEGE
INSTRUCTION POLICY**

Section: 6000 Instruction	
Sub Section: 6100 Academic Standards	
Title: IP 6102 Transfer Credit	Page 4 of 5
Associated Regulations: IR 6111 Alternative College Credit; SR 2210 Admission Requirements	
Associated Policies: IP 6110 Definition of Credit Hour; IP 6111 Alternative College Credit	
References: Guidelines for Student Transfer and Articulation among Missouri Colleges and Universities	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 06-21-2017	Last Revision: 11-20-2019

Evaluation of Transfer Credits

Students must provide all credentials for evaluation at least two weeks before registering to guarantee transfer credits will be evaluated before selecting classes. The Registrar's office, in conjunction with a department chair, will evaluate the eligibility of transfer credit. Unofficial transcripts may be used for initial advising purposes only.

GPA

All courses transferred to Three Rivers College will calculate in the cumulative GPA with courses taken at Three Rivers College, including quality points, grade points and grade point average and will be used to calculate honors for graduation. Repeated courses from an incoming transcript will be treated the same way as repeated courses taken at Three Rivers College with regard to GPA calculation.

Quarter Hour Conversion

Quarter hour courses will be converted to semester credits to determine credit hour eligibility. The conversion for quarter hours to semester hours is 1 quarter hour = .667 semester hours. For example, a course with 5 quarters hours would transfer as 3.33 semester hours. ($5 \times .667 = 3.33$)

Credit for Prior Learning

Refer to IP and IR 6111 Alternative College Credit.

Office of the Registrar

Questions regarding transfer of credit policy, regulations, and procedures should be directed to the Office of the Registrar.

**THREE RIVERS COLLEGE
INSTRUCTION POLICY**

Section: 6000 Instruction	
Sub Section: 6100 Academic Standards	
Title: IP 6102 Transfer Credit	Page 5 of 5
Associated Regulations: IR 6111 Alternative College Credit; SR 2210 Admission Requirements	
Associated Policies: IP 6110 Definition of Credit Hour; IP 6111 Alternative College Credit	
References: Guidelines for Student Transfer and Articulation among Missouri Colleges and Universities	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 06-21-2017	Last Revision: 11-20-2019

DOCUMENT HISTORY:

- 06-21-2017:** Initial approval of policy IP 6102 Transfer Credit.
- 11-20-2019:** Clarification of the treatment of repeated classes being transferred with regard to GPA calculation.

**THREE RIVERS COLLEGE
STUDENTS POLICY**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SP 2210 Admission Requirements	Page 1 of 2
Associated Regulation: SR 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
References: Missouri State Statute 174.130; 167.031 to 167.071; 199.290; 199.350; 199.170: MO.HB.1606; Higher Learning Commission: Policy on Student Consumer Protection	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 03-11-2010	Last Revision: 11-20-2019

Three Rivers College subscribes to an open access concept in order to provide full educational opportunities. The Board of Trustees authorizes the College President to establish policy and regulations for admission which encourages the enrollment of all persons who can benefit from the educational programs of the College. The College strictly adheres to all local, state, accreditation and federal policy and rules that may apply to college admissions. The College commits itself to the policy that there shall be no unlawful discrimination against any person because of race, color, religion, sexual orientation, disability, age, gender, or national origin.

The College may restrict or deny admission to any applicant based on criteria which the College may or may not have in its direct control. The College may deny admission to any student based on a review of the student's intake information and whose record of behavior indicates that his or her admission would disrupt the orderly process of the College's programs, would interfere with the rights and privileges of other students, creates a threat or potential danger to the college community, is statutorily barred from the College, or if such denial of access is considered to be in the best interest of the College.

The College complies with Missouri House Bill 1606 regarding accessibility to prospective students of all program information through the College Scorecard disclosure that includes the number of credit hours, program length, employment rate, wage data, and graduates employed in careers related to their program of study found on the [Consumer Information Page](#).

**THREE RIVERS COLLEGE
STUDENTS POLICY**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SP 2210 Admission Requirements	Page 2 of 2
Associated Regulation: SR 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
References: Missouri State Statute 174.130; 167.031 to 167.071; 199.290; 199.350; 199.170: MO.HB.1606; Higher Learning Commission: Policy on Student Consumer Protection	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 03-11-2010	Last Revision: 11-20-2019

DOCUMENT HISTORY:

- 03-11-2010:** Initial approval of policy SP 2210 Admission Requirements.
- 04-15-2015:** References in template Missouri State Statute 174.130; 167.031 to 167.071; 199.290; 199.350; 199.170 in relation to the mandatory admissions procedure. The second paragraph was added.
- 09-16-2015:** Revision of position title Dean of Student Success to Chief Student Services Officer.
- 09-21-2016:** The College Board of Trustees approved the name change of the College from Three Rivers Community College to Three Rivers College.
- 11-20-2019** Inclusion of information regarding compliance with Missouri House Bill 1606; and the Higher Learning Commission: Policy on Student Consumer Protection, and the non-discrimination Policy and statement to reinforce the College's commitment equal opportunity.

5. CONSIDERATION OF RESOLUTION CALLING FOR TRUSTEES ELECTION

BACKGROUND INFORMATION
HISTORY

Due to the expiration in April 2020, of the six-year terms of office of Trustee Schalk, and Trustee Williams, sub-district 1 and filling the remainder of the term of sub-district 2; it will be necessary to formally adopt a Resolution calling for a public election to be held on April 07, 2020, for the purpose of electing three members to the Board of Trustees.

POSSIBLE ALTERNATIVES

N/A

FINANCIAL IMPLICATIONS

As established in the current budget.

ADMINISTRATIVE RECOMMENDATIONS

It is the administrative recommendation that (1) a formal Resolution calling for an election be adopted; and (2) Janine Heath, Recording Secretary be formally appointed to serve as election authority.

RESOLUTION

BE IT RESOLVED BY the Board of Trustees of Three Rivers Junior College District of Butler, Carter, Ripley, and Wayne counties and portions of Madison, Reynolds and Stoddard counties, that Notice of Election to be held in Sub-Districts No. 1, 2, of said Junior College District, on the 7th day of April, 2020, between the hours of 6:00 a.m. and 7:00 p.m. for the purpose of electing three members to the Board of Trustees of Three Rivers Junior College District, that the Notice of Election be as follows:

NOTICE OF ELECTION
OF
THE THREE RIVERS JUNIOR COLLEGE DISTRICT OF
BUTLER, CARTER, RIPLEY AND WAYNE COUNTIES
AND PORTIONS OF MADISON, REYNOLDS AND
STODDARD COUNTIES, ELECTION TO BE HELD IN
SUB-DISTRICTS NO. 1, 2 OF SAID
THREE RIVERS JUNIOR COLLEGE DISTRICT
ALL IN MISSOURI
TUESDAY, APRIL 07, 2020

Notice is hereby given to the qualified voters of the Three Rivers Junior College Sub-Districts No. 1 and 2, as described on Exhibits “A”, “B”, attached hereto and made a part hereof as if more fully set out herein, of said Junior College District, all in the State of Missouri, that the regular election of said Sub-Districts No. 1, 2, shall be held at all established voting places throughout the said Sub-Districts No. 1 and 2, on Tuesday, the 7th day of April, 2020, beginning at 6:00 a.m. and closing at 7:00 p.m. of said day, to vote upon the following proposition:

To elect two (2) member of the Board of Trustees of Three Rivers Junior College District, from Sub-District No. 1, for a term of six (6) years.

To elect one (1) member of the Board of Trustees of Three Rivers Junior College District, from Sub-District No. 2, for remaining 4 years of current term.

And that Janine Heath, recording secretary of the Board of Trustees, is authorized to act as the Election Authority on behalf of Trustee Secretary Gary Featherston. The opening date for the filing of a Declaration of Candidacy to elect two (2) members from Sub-District No. 1 and one (1) member from Sub-District No. 2 of the Board of Trustees of Three Rivers Junior College District, will be Tuesday, December 17, 2019, beginning at 8:00 a.m. in the office of Janine Heath, Election Authority, Three Rivers College, Poplar Bluff, Missouri 63901 (**The college will close business at 12:00 noon Friday, December 20, 2019 and will reopen for business at 8:00 a.m. Tuesday, January 07, 2020. The college will be closed Monday, January 20, 2020 in observance of Martin Luther King Day**). Closing date for filing Declaration of Candidacy in said Sub-Districts No. 1, 2, will be Tuesday, January 21, 2020, at 5:00 p.m.

Date

Tim Hager, Chairman
Board of Trustees

Date

Gary Featherston, Secretary
Board of Trustees

NOTICE OF DECLARATION OF
CANDIDACY OF THREE RIVERS
COMMUNITY COLLEGE DISTRICT
SUB-DISTRICT NO. 1

Notice is hereby given that the opening date for filing of a Declaration of Candidacy to elect two (2) members of the Board of Trustees of the Three Rivers Community College District for Sub-District No. 1, as described on Exhibit "A" attached hereto and made a part hereof as if more fully set out herein, will be Tuesday, December 17, 2019, beginning at 8:00 o'clock a.m. in the office of Janine Heath, Election Authority, Three Rivers Community College, Poplar Bluff, Missouri 63901 (**The college will close business at 12 Noon, Friday, December 20, 2019 and will reopen for business at 8:00 a.m., January 07, 2020. The college will also be closed Monday, January 20, 2020 in observance of Martin Luther King Day**). Closing date for filing Declaration of Candidacy in Sub-District No. 1 will be Tuesday, January 21, 2020, at 5:00 p.m.

EXHIBIT "A"

Description: Three Rivers Community College District Sub-District No. 1

Done by order of the Board of Trustees of Three Rivers College, Poplar Bluff, Missouri, on the 20th day of November 2019.

Gary Featherston, Secretary
Board of Trustees
Three Rivers Community College District

This is to certify that the above is a true and correct copy of the Notice of Declaration of Candidacy for Three Rivers Community College District Sub-District No. 1, as it will appear in the official minutes of the Board of Trustees of said Community College District.

(SEAL)

Janine Heath, Notary Public,
Butler County, Missouri
and Election Authority for
Three Rivers Community College District

My Commission Expires: December 11, 2020.

REVISED 11/19/07
ORIGINAL 12/18/01

DESCRIPTION: THREE RIVERS COMMUNITY COLLEGE

SUBDISTRICT 1

ALL OF THE FOLLOWING BUTLER COUNTY PRECINCTS: BROSELEY, QULIN, OGLESVILLE, COON ISLAND, NEELYVILLE, SALE BARN, TWIN SPRINGS, OAKGROVE, LAKE ROAD, FISK, ROMBAUER, WAPPAPELLO, HILLVIEW AND KINYON AS WELL AS THAT PART OF THE TWIN RIVERS R-X SCHOOL DISTRICT LOCATED IN STODDARD COUNTY: MORE PARTICULARLY DESCRIBED AS FOLLOWS: ALL OF THAT PART OF TOWNSHIPS 22, 23, 24, 25 AND 26 NORTH, IN RANGES 4, 5, 6, 7, 8, AND 9 EAST OF THE FIFTH PRINCIPAL MERIDIAN, IN BUTLER COUNTY AND STODDARD COUNTY, MISSOURI, DESCRIBED AS FOLLOWS: THE POINT OF BEGINNING BEING THE SOUTHEAST CORNER OF SECTION 12, TOWNSHIP 25 NORTH, RANGE 5 EAST; THENCE, NORTH ALONG AND WITH THE EAST LINE OF SECTIONS 12 AND 1 TO THE SOUTH LINE OF TOWNSHIP 26 NORTH; THENCE, EAST ALONG AND WITH SAID TOWNSHIP LINE TO THE SOUTHEAST CORNER OF SECTION 36, TOWNSHIP 26 NORTH, RANGE 6 EAST; THENCE, NORTH ALONG AND WITH THE EAST LINE OF RANGE 6 EAST TO THE NORTH LINE OF BUTLER COUNTY; THENCE, EASTERLY ALONG AND WITH SAID COUNTY LINE TO THE EASTERLY BUTLER COUNTY LINE; THENCE, SOUTHERLY ALONG AND WITH SAID COUNTY LINE TO THE SOUTH LINE OF SECTION 21, TOWNSHIP 25 NORTH, RANGE 8 EAST; THENCE, EAST ALONG AND WITH THE SOUTH LINE OF SECTIONS 21 AND 22, TOWNSHIP 25 NORTH, RANGE 8 EAST, TO THE SOUTHEAST CORNER OF SECTION 22; THENCE, NORTH ALONG AND WITH THE EAST LINE OF SECTIONS 22 AND 15 TO THE NORTHEAST CORNER OF THE SOUTH ONE-HALF OF SECTION 15; THENCE, EAST ALONG AND WITH THE CENTERLINE OF SECTIONS 15, 14, AND 13 TO THE NORTHEAST CORNER OF THE SOUTH ONE-HALF OF SECTION 13, TOWNSHIP 25 NORTH, RANGE 8 EAST; THENCE, EAST ALONG AND WITH THE CENTERLINE OF SECTION 18, TOWNSHIP 25 NORTH, RANGE 9 EAST, TO THE NORTHEAST CORNER OF THE WEST ONE-HALF OF THE EAST ONE-HALF OF THE WEST ONE-HALF OF THE SOUTHEAST QUARTER OF SAID SECTION 18; THENCE, SOUTH ALONG AND WITH THE CENTERLINE OF THE EAST ONE-HALF OF THE WEST ONE-HALF OF THE EAST ONE-HALF OF SECTIONS 18, 19, 30, AND 31 TO THE SOUTH LINE OF TOWNSHIP 25 NORTH, RANGE 9 EAST; THENCE, WEST ALONG AND WITH SAID TOWNSHIP LINE TO THE SOUTHWEST CORNER OF SECTION 31, TOWNSHIP 25 NORTH, RANGE 9 EAST; THENCE, SOUTH AND EAST TO THE NORTHEAST CORNER OF SECTION 1, TOWNSHIP 24 NORTH, RANGE 8 EAST; THENCE, SOUTH ALONG AND WITH THE EAST LINE OF SECTIONS 1 AND 12 TOWNSHIP 24 NORTH, RANGE 8 EAST TO THE SOUTHWEST CORNER OF THE NORTHEAST QUARTER OF SAID SECTION 12; THENCE, WEST ALONG THE CENTERLINE OF SECTIONS 12 AND 11 IN TOWNSHIP 24 NORTH, RANGE 8 EAST TO THE BUTLER COUNTY LINE; THENCE, SOUTHERLY ALONG AND WITH SAID COUNTY LINE TO THE SOUTH LINE OF BUTLER COUNTY; THENCE, WESTERLY ALONG AND WITH SAID COUNTY LINE TO THE WEST LINE OF BUTLER

COUNTY AND BEING THE SOUTHEAST CORNER OF SECTION 36, TOWNSHIP 22 NORTH, RANGE 4 EAST; THENCE, NORTH ALONG AND WITH THE EAST LINE OF TOWNSHIP 22 NORTH, RANGE 4 EAST TO THE NORTHEAST CORNER OF SECTION 1, TOWNSHIP 22 NORTH, RANGE 4 EAST; THENCE, WEST ALONG AND WITH THE NORTH LINE OF TOWNSHIP 22 NORTH, IN RANGE 4 EAST TO THE SOUTHEAST CORNER OF SECTION 35, TOWNSHIP 23 NORTH, RANGE 4 EAST; THENCE, NORTH ALONG AND WITH THE EAST LINE OF SECTIONS 35, 26, 23, 14, 11 AND 2 IN TOWNSHIP 23 NORTH IN RANGE 4 EAST TO THE NORTHEAST CORNER OF SECTION 2, TOWNSHIP 23 NORTH, RANGE 4 EAST; THENCE, WEST ALONG AND WITH THE NORTH LINE OF SECTIONS 2 AND 3, TOWNSHIP 23 NORTH, RANGE 4 EAST TO THE SOUTHWEST CORNER OF SECTION 34, TOWNSHIP 24 NORTH, RANGE 4 EAST; THENCE, NORTH ALONG AND WITH THE WEST LINE OF SECTIONS 34, 27, 22, 15, 10 AND 3 TO THE NORTHWEST CORNER OF SECTION 3, TOWNSHIP 24 NORTH, RANGE 4 EAST; THENCE, EAST ALONG AND WITH THE SOUTH LINE OF SECTIONS 34, 35 AND 36 AND THE SOUTH LINE OF SECTIONS 31, 32, 33, 34, 35 AND 36 TOWNSHIP 25 NORTH, RANGE 5 EAST TO THE SOUTHEAST CORNER OF SECTION 36, TOWNSHIP 25 NORTH, RANGE 5 EAST; THENCE, NORTH ALONG AND WITH THE EAST LINE OF SECTIONS 36, 25, 24 AND 13 TO THE POINT OF BEGINNING.

NOTICE OF DECLARATION OF
CANDIDACY OF THREE RIVERS
COMMUNITY COLLEGE DISTRICT
SUB-DISTRICT NO. 2

Notice is hereby given that the opening date for filing of a Declaration of Candidacy to elect one (1) member of the Board of Trustees of the Three Rivers Community College District for Sub-District No. 2, as described on Exhibit "A" attached hereto and made a part hereof as if more fully set out herein, will be Tuesday, December 17, 2019, beginning at 8:00 o'clock a.m. in the office of Janine Heath, Election Authority, Three Rivers College, Poplar Bluff, Missouri 63901 **(The college will close business at 12 Noon, Friday, December 20, 2019 and will reopen for business at 8:00 a.m., January 07, 2020. The college will also be closed Monday, January 20, 2020 in observance of Martin Luther King Day).** Closing date for filing Declaration of Candidacy in Sub-District No. 2 will be Tuesday, January 21, 2020, at 5:00 p.m.

EXHIBIT "B"

Description: Three Rivers Community College District Sub-District No. 2

Done by order of the Board of Trustees of Three Rivers College, Poplar Bluff, Missouri, on the 20th day of November, 2019.

Gary Featherston, Secretary
Board of Trustees
Three Rivers Community College District

This is to certify that the above is a true and correct copy of the Notice of Declaration of Candidacy for Three Rivers Community College District Sub-District No. 2, as it will appear in the official minutes of the Board of Trustees of said Community College District.

(SEAL)

Janine Heath, Notary Public,
Butler County, Missouri
and Election Authority for
Three Rivers Community College District

My Commission Expires: December 11, 2020.

DESCRIPTION: THREE RIVERS COMMUNITY COLLEGE SUBDISTRICT 2

ALL OF THE FOLLOWING RIPLEY COUNTY PRECINCTS; PINE, KELLY, JORDAN AND JOHNSON: ALL OF THE FOLLOWING CARTER COUNTY PRECINCTS; PIKE, CARTER, JACKSON, JOHNSON AND KELLEY: ALL OF THE FOLLOWING REYNOLDS COUNTY PRECINCTS: BLUFFVIEW AND GARWOOD: ALL OF THE FOLLOWING BUTLER COUNTY PRECINCTS; CANE CREEK, MOARK AND WALTON CHAPEL: ALL OF THE FOLLOWING WAYNE COUNTY PRECINCTS: WILLIAMSVILLE, COOL SPRINGS: ALL MORE PARTICULARLY DESCRIBED AS FOLLOWS: ALL OF THAT PART OF TOWNSHIPS 23, 24, 25, 26, 27, 28, 29 AND 30 IN RANGES 2 WEST, 1 WEST, 1 EAST, 2 EAST, 3 EAST, 4 EAST, 5 EAST, AND 6 EAST OF THE FIFTH PRINCIPAL MERIDIAN IN RIPLEY, CARTER, REYNOLDS, WAYNE, AND BUTLER COUNTIES DESCRIBED AS FOLLOWS:

THE POINT OF BEGINNING BEING THE SOUTHEAST CORNER OF SECTION 12, TOWNSHIP 25 NORTH, RANGE 5 EAST; THENCE, SOUTH ALONG AND WITH THE EAST LINE OF SECTIONS 13, 24, 25, AND 36 TO THE SOUTHEAST CORNER OF SECTION 36, TOWNSHIP 25 NORTH, RANGE 5 EAST; THENCE, WEST ALONG AND WITH THE SOUTH LINE OF TOWNSHIP 25 NORTH TO THE NORTHWEST CORNER OF SECTION 3, TOWNSHIP 24 NORTH, RANGE 4 EAST; THENCE, SOUTH ALONG AND WITH THE WEST LINE OF SECTIONS 3, 10, 15, 22, 27 AND 34 TO THE SOUTH LINE OF TOWNSHIP 24 NORTH; THENCE, WEST ALONG AND WITH THE SOUTH LINE OF TOWNSHIP 24 NORTH TO THE SOUTHEAST CORNER OF SECTION 36, TOWNSHIP 24 NORTH, RANGE 3 EAST; THENCE, NORTH ALONG AND WITH THE EAST LINE OF SAID SECTION 36 TO THE SOUTHEAST CORNER OF THE NORTH ONE-HALF OF SECTION 36; THENCE, WEST ALONG AND WITH THE SOUTH LINE OF THE NORTH ONE-HALF OF SECTIONS 36, 35, AND 34 TO THE EAST LINE OF SECTION 33; THENCE, NORTH ALONG AND WITH THE EAST LINE OF SAID SECTION 33 TO THE NORTHEAST CORNER OF SECTION 33; THENCE, WEST ALONG AND WITH THE NORTH LINE OF SECTIONS 33, 32 AND 31 TO THE EAST LINE OF RANGE 2 EAST; THENCE, NORTH ALONG AND WITH SAID EAST LINE TO THE NORTHEAST CORNER OF SECTION 36, TOWNSHIP 24 NORTH, RANGE 2 EAST; THENCE, WEST ALONG AND WITH THE NORTH LINE OF SECTIONS 36, 35, 34, 33, 32, AND 31 TO THE EAST LINE OF RANGE 1 EAST; THENCE, NORTH ALONG AND WITH SAID RANGE LINE TO THE NORTHEAST CORNER OF SECTION 36, TOWNSHIP 24 NORTH, RANGE 1 EAST; THENCE, WEST ALONG AND WITH THE NORTH LINE OF SECTIONS 36 AND 35 TO THE NORTHWEST CORNER OF SECTION 35; THENCE, SOUTH ALONG AND WITH THE WEST LINE OF SECTION 35 TO THE SOUTH LINE OF TOWNSHIP 24 NORTH; THENCE, WEST ALONG AND WITH SAID SOUTH LINE TO THE NORTHWEST CORNER OF SECTION 1, TOWNSHIP 23 NORTH, RANGE 1 WEST; THENCE, SOUTH ALONG AND WITH THE WEST LINE OF SECTION 1 TO THE SOUTHWEST CORNER OF SAID SECTION 1; THENCE, WEST ALONG AND WITH THE SOUTH LINE OF SECTIONS 2 AND 3 TO THE NORTHWEST CORNER OF SECTION 10; THENCE, SOUTH ALONG AND WITH THE WEST LINE OF SECTIONS 10 AND 15 TO THE SOUTHWEST CORNER OF SECTION 15; THENCE, WEST ALONG AND WITH THE SOUTH LINE OF

NORTH, RANGE 1 WEST AND BEING THE COUNTY LINE BETWEEN RIPLEY AND OREGON COUNTIES; THENCE, NORTH ALONG AND WITH SAID COUNTY LINE TO THE SOUTH LINE OF CARTER COUNTY; THENCE, WEST AND NORTH ALONG AND WITH THE SOUTH AND WEST BOUNDARY OF CARTER COUNTY TO THE NORTHWEST CORNER OF SECTION 19, TOWNSHIP 27 NORTH, RANGE 2 WEST; THENCE, EAST ALONG AND WITH THE NORTH LINE OF SECTIONS 19, 20, 21, 22, 23, AND 24 TO THE WEST LINE OF RANGE 1 WEST; THENCE, NORTH ALONG AND WITH SAID RANGE LINE TO THE NORTHWEST CORNER OF SECTION 19, TOWNSHIP 28 NORTH, RANGE 1 WEST; THENCE, EASTERLY ALONG AND WITH THE NORTHERLY LINE OF CARTER COUNTY TO THE SOUTHWEST CORNER OF SECTION 31, TOWNSHIP 28 NORTH, RANGE 2 EAST ; THENCE, NORTHERLY ALONG AND WITH THE WEST LINE OF SECTIONS 31 AND 30 IN REYNOLD'S COUNTY TO THE SOUTHEAST CORNER OF SECTION 24, TOWNSHIP 28 NORTH, RANGE 1 EAST; THENCE, WESTERLY ALONG AND WITH THE SOUTH LINE OF SAID SECTION 24 AND SECTION 23 TO THE SOUTHWEST CORNER OF THE SOUTHEAST QUARTER OF SECTION 23; THENCE, NORTH ALONG AND WITH THE WEST LINE OF SAID SOUTHEAST QUARTER TO THE SOUTH LINE OF THE NORTHWEST QUARTER OF SECTION 23; THENCE, WESTERLY ALONG AND WITH SAID SOUTH LINE TO THE SOUTHWEST CORNER OF THE NORTHWEST QUARTER OF SECTION 23; THENCE, NORTHERLY TO THE SOUTHEAST CORNER OF SECTION 15; THENCE, WESTERLY ALONG AND WITH THE SOUTH LINE OF SECTIONS 15 AND 16 TO THE SOUTHWEST CORNER OF THE EAST ONE-HALF OF SECTION 16; THENCE, NORTH TO THE NORTHWEST CORNER OF THE EAST ONE-HALF OF SECTION 16; THENCE, EASTERLY ALONG AND WITH THE NORTH LINE OF SECTION 16 TO THE NORTHEAST CORNER OF SECTION 16; THENCE, NORTHERLY ALONG AND WITH THE WEST LINE OF SECTION 10 AND SECTION 3 TO THE NORTHWEST CORNER OF THE SOUTH ONE-HALF OF SECTION 3; THENCE, EASTERLY ALONG AND WITH THE NORTH LINE OF THE SOUTH ONE-HALF OF SECTION 3 AND SECTION 2 TO THE SOUTHWEST CORNER OF THE NORTHEAST QUARTER OF SECTION 2; THENCE, NORTHERLY TO THE NORTHWEST CORNER OF THE NORTHEAST QUARTER OF SECTION 2; THENCE, EASTERLY ALONG AND WITH THE NORTH LINE OF SECTIONS 2 AND 1 TO THE NORTHEAST CORNER OF SECTION 1; THENCE, SOUTHERLY ALONG AND WITH THE EAST LINE OF TOWNSHIP 28 NORTH, RANGE 1 EAST TO THE SOUTHWEST CORNER OF SECTION 18, TOWNSHIP 28 NORTH, RANGE 2 EAST; THENCE, EASTERLY ALONG AND WITH THE SOUTH LINE OF SECTIONS 18, 17 AND 16 TO THE SOUTHEAST CORNER OF SECTION 16; THENCE, NORTHERLY ALONG AND WITH THE EAST LINE OF SECTION 16, AND THE WEST AND NORTH LINES OF SECTION 10 TO THE SOUTHEAST CORNER OF SECTION 3; THENCE, NORTHERLY ALONG AND WITH THE EAST LINE OF SECTION 3 TO THE SOUTHEAST CORNER OF LOT 2 OF THE NORTHEAST QUARTER OF SECTION 3; THENCE, WESTERLY TO THE SOUTHWEST CORNER OF THE EAST ONE-HALF OF SAID LOT 2; THENCE, NORTHERLY TO THE NORTHWEST CORNER OF THE EAST ONE-HALF OF SAID LOT 2; THENCE, EASTERLY ALONG AND WITH THE NORTH LINE OF SECTIONS 3, 2 AND 1 TO THE NORTHEAST CORNER OF SECTION 1; THENCE SOUTHERLY ALONG AND WITH THE EAST LINE OF TOWNSHIP 28 NORTH,

RANGE 2 EAST TO THE NORTH LINE OF CARTER COUNTY; THENCE, EASTERLY ALONG AND WITH THE NORTHERLY AND EASTERLY LINE OF CARTER COUNTY TO THE SOUTHWEST CORNER OF SECTION 14, TOWNSHIP 27 NORTH, RANGE 3 EAST; THENCE EASTERLY ALONG AND WITH THE SOUTH LINE OF SECTIONS 14 AND 13 TO THE SOUTHEAST CORNER OF SECTION 13; THENCE, SOUTH ALONG AND WITH THE WEST LINE OF SECTION 18, TOWNSHIP 27 NORTH, RANGE 4 EAST TO THE SOUTHWEST CORNER OF SAID SECTION 18; THENCE, EASTERLY ALONG AND WITH THE SOUTH LINE OF SECTIONS 18, 17, 16, 15, 14, AND 13 TO THE SOUTHEAST CORNER OF SECTION 13; THENCE, NORTH ALONG AND WITH THE EAST LINE OF SECTIONS 13, 12 AND 1 TO THE NORTHEAST CORNER OF SECTION 1; THENCE, EAST ALONG AND WITH THE NORTH LINE OF TOWNSHIP 27 NORTH, TO THE SOUTHWEST CORNER OF SECTION 31, TOWNSHIP 28 NORTH, RANGE 5 EAST; THENCE, NORTH ALONG AND WITH THE WEST LINE OF SAID SECTION 31 TO THE NORTHWEST CORNER OF SAID SECTION 31; THENCE, EAST ALONG AND WITH THE NORTH LINE OF SECTIONS 31 AND 32 TO THE NORTHEAST CORNER OF SECTION 32; THENCE, SOUTH ALONG AND WITH THE EAST LINE OF SECTION 32 TO THE NORTH LINE OF TOWNSHIP 27 NORTH; THENCE, EAST ALONG AND WITH SAID NORTH LINE TO THE MIDDLE OF THE ST. FRANCIS RIVER WHERE IT INTERSECTS WITH THE NORTH LINE OF SECTION 4, TOWNSHIP 27 NORTH, RANGE 6 EAST; THENCE, SOUTHEASTERLY ALONG AND WITH SAID MIDDLE OF ST. FRANCIS RIVER TO THE SOUTH LINE OF SECTION 14, TOWNSHIP 27 NORTH, RANGE 6 EAST; THENCE, WEST ALONG THE SOUTH LINE OF SECTIONS 14 AND 15 TO THE NORTHEAST CORNER OF SECTION 21; THENCE SOUTH TO THE SOUTHEAST CORNER OF SECTION 21; THENCE, WEST ALONG THE SOUTH LINE OF SECTIONS 21, 20 AND 19 TO HIGHWAY 67; THENCE, SOUTH ALONG HIGHWAY 67 TO THE SOUTH LINE OF SECTION 30, TOWNSHIP 27 NORTH, RANGE 6 EAST; THENCE, WEST ALONG AND WITH THE SOUTH LINE OF SECTION 30 TO THE SOUTHWEST CORNER OF SECTION 30; THENCE, SOUTH ALONG AND WITH THE EAST LINE OF RANGE 5 TO THE NORTHEAST CORNER OF SECTION 36, TOWNSHIP 27 NORTH, RANGE 5 EAST; THENCE, WEST ALONG THE NORTH LINE OF SECTIONS 36 AND 35 TO THE NORTHWEST CORNER OF SECTION 35; THENCE, SOUTH TO THE SOUTH LINE OF TOWNSHIP 27 NORTH, RANGE 5 EAST; THENCE, EAST ALONG SAID SOUTH LINE TO THE NORTHEAST CORNER OF SECTION 3, TOWNSHIP 26 NORTH, RANGE 5 EAST; THENCE, SOUTH ALONG THE EAST LINE OF SAID SECTION 3 TO THE SOUTHEAST CORNER OF SECTION 3; THENCE, WEST ALONG THE SOUTH LINE OF SECTION 3 TO THE SOUTHWEST CORNER THEREOF; THENCE, SOUTH ALONG THE EAST LINE OF SECTIONS 9,16,21,28, AND 33 TO THE NORTH LINE OF TOWNSHIP 25 NORTH; THENCE, WEST ALONG THE TOWNSHIP LINE TO THE NORTHEAST CORNER OF SECTION 4, TOWNSHIP 25 NORTH, RANGE 5 EAST, THENCE, SOUTH ALONG THE EAST LINE OF SECTIONS 4 AND 9 TO THE NORTHWEST CORNER OF SECTION 15, THENCE, EAST ALONG THE NORTH LINE OF SECTIONS 15,14, AND 13 TO THE POINT OF BEGINNING.

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Employment
Assistant Professor of English

BACKGROUND INFORMATION **HISTORY**

Brice Matson has been employed with the college as an adjunct faculty member since 2013. In January 2019, Mr. Matson was approved by the Board of Trustees for a temporary, full-time faculty role. Per college regulation PR 4170 College Hiring Procedure, temporary hires for positions may not exceed 12 months. At the discretion of the President and pending Board of Trustee approval, temporary hires may be formally appointed to a position during the 12-month period.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

Approve Mr. Matson's formal appointment to the position.

(11/20/2019)

Consideration of Personnel Action
Employment of Personnel
Instructor, Nursing

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

X Faculty – replacement for Mary Beth Sanders; resignation approved 11/28/18

_____ Support Staff

_____ Federal Program: _____

_____ Special Program _____

NAME: Savanna Norman

POSITION TITLE: Instructor, Nursing

SALARY: \$46,864

FULL-TIME X PART-TIME: _____

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

Other: Non-tenure track

STARTING DATE: December 9, 2019

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BSN	Southeast Missouri State University Cape Girardeau, MO	Nursing
MSN (12/19)	University of Central Missouri Warrensburg, MO	Nursing Education

EXPERIENCE

<u>01/2019 - present</u>	<u>Southeast Health</u>	<u>RN</u>
	<u>Dexter, MO</u>	
<u>01/2017 – 01/2019</u>	<u>Southeast Health</u>	<u>RN</u>
	<u>Cape Girardeau, MO</u>	

(11/20/2019)

Consideration of Personnel Action
Employment of Personnel
Practical Nursing Instructor, Sikeston

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

X Faculty – replacement for Marsha Macke

_____ Support Staff

_____ Federal Program: _____

_____ Special Program _____

NAME: Lindsey E. Pikey

POSITION TITLE: Practical Nursing Instructor, Sikeston

SALARY: \$46,932

FULL-TIME X PART-TIME: _____

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

Other: Non-tenure track

STARTING DATE: December 2, 2019

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AAS	Southeast Missouri Hospital College	Nursing
BSN	of Nursing & Health Services Cape Girardeau, MO	Nursing

EXPERIENCE

<u>2017 - present</u>	<u>New Madrid Co. R-1 Schools</u>	<u>Teaching Assistant;</u>
	<u>Lilbourn, MO</u>	<u>Sub. Nurse; ECSE Teacher</u>
<u>12/2015 – 07/2017</u>	<u>New Madrid Living Center</u>	<u>Social Service Director, MDS</u>
	<u>New Madrid, MO</u>	<u>Support; LPN; RN Charge Nurse</u>
	<u>(continues PT as PRN)</u>	
<u>07/2011 – 08/2015</u>	<u>Missouri Delta Medical Center</u>	<u>LPN; Operating Room Tech</u>
	<u>Sikeston, MO</u>	<u>Physician Services LPN</u>

(11/20/2019)

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Request for Retirement
Facilitator, Kennett

BACKGROUND INFORMATION **HISTORY**

Demetra Holifield has been employed as a Facilitator in Kennett since September 2012. She has submitted her request for retirement, effective October 31, 2019.

FINANCIAL IMPLICATIONS

This is a twelve-month, institutionally funded staff position.

ADMINISTRATIVE RECOMMENDATION

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

(11/20/2019)

Kristina McDaniel

From: Ann Matthews
Sent: Tuesday, October 15, 2019 6:09 AM
To: Kristina McDaniel
Subject: Fwd: Resignation

Ann Matthews
Dean of Student Services
Three Rivers College
2080 Three Rivers Blvd
Poplar Bluff, MO 63901
amatthews@trcc.edu
Phone: 573-840-9669
Fax: 573-840-9031
trcc.edu

Begin forwarded message:

From: Demetra Holifield <dholifield@trcc.edu>
Date: October 14, 2019 at 2:27:44 PM CDT
To: Wesley Payne <wpayne@trcc.edu>
Cc: Kathy Ballard <kballard@trcc.edu>, Ann Matthews <amatthews@trcc.edu>
Subject: Resignation

Dear Dr. Payne,

Please accept this notice of my resignation from the position of Facilitator – Kennett Center. My last day of work will be October 31st, 2019. I have carefully made this decision and need to apply for Social Security disability and PEERS Disability Retirement.

I want to thank you, Ann, and Kathy for the opportunity of being a part of Three Rivers College for the past seven years.

Sincerely,

Demetra Holifield
Facilitator – Kennett Center
Three Rivers College
1002 Great West Drive
Kennett, MO 63857
Email: dholifield@trcc.edu
Phone: 573-888-6381
Fax: 573-888-6332

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Request for Retirement
Assistant Professor, Life Science

BACKGROUND INFORMATION **HISTORY**

Dr. Kathy Prejean has been employed as a full-time life science faculty member since August 2008. Prior to full-time, Dr. Prejean served as an adjunct faculty member from September 2003 until August 2008. She has submitted her request for retirement, effective with the end of the fall 2019 semester. Faculty duties will end December 13, 2019.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

(11/20/2019)

November 8, 2019

Dear Dr. Wesley Payne,

I am writing this letter to inform you that I have decided to retire in December. I apologize for not writing this letter sooner and I apologize for the short notice since I have been trying to make up my mind. It was never my intention to leave you short or have things go this way. I think it is a good time for me to retire due to extenuating personal circumstances. I would like to retire on December 31st, 2019. I do not think I will be able to make it to the end of my contract and truly be the full asset I need to be for the college.

I appreciate you sitting down with me at times over the years and talking to me about the college and the great plans you have slowly brought to fruition at Three Rivers College. The changes that have been made are astounding. It is a much better institution thanks to you, the support of the board and the community at large. Naturally, the day in and day out efforts of the staff, faculty and administration have not gone unnoticed.

Kristina is being very helpful in allowing me to ask questions and figure out what my next options are at this time. It's a bittersweet time as I will miss you both. You both have always been good to me. If you need anything after I retire and I am able to do it, please let me know. I believe in what you all are trying to accomplish.

Three Rivers College has been a great place to work and is a great asset in the Bootheel region. I wish my colleagues and cohorts many safe and happy hours supporting the efforts of our students to pursue their dreams. It has been a pleasure working with you Dr. Payne and all the other people at the college.

Sincerely,

Dr. Kathleen Prejean

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Dean of Instruction/Chief Academic Officer

BACKGROUND INFORMATION **HISTORY**

Dr. Justin Hoggard has been employed as a full-time faculty and/or staff member of the college since August 2000. His most recent role as of July 2016 has been as the Dean of Instruction/Chief Academic Officer. Dr. Hoggard has submitted his resignation, effective October 31, 2019.

FINANCIAL IMPLICATIONS

This is a full-time, twelve-month, administrative position.

ADMINISTRATIVE RECOMMENDATION

Accept Dr. Hoggard's resignation and proceed with review of the position and the appropriate replacement process.

(11/20/2019)

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Instructor in Nursing, Sikeston

BACKGROUND INFORMATION **HISTORY**

Ms. Kellee Holmes has been employed as a full-time faculty member in nursing since March 2019. Ms. Holmes has submitted her resignation, effective end of the fall 2019 semester.

FINANCIAL IMPLICATIONS

This is a full-time, ten-month, faculty position.

ADMINISTRATIVE RECOMMENDATION

Accept Ms. Holmes' resignation and proceed with review of the position and the appropriate replacement process.

(11/20/2019)

Subject: Kellee Holmes Resignation

Dear Kim Shackelford,

Please accept this letter as formal notification of my resignation as Nursing Instructor from Three Rivers Community College. If at all possible I would like to make it effective January 2020.

Thank you for the support and the opportunities that you have provided me during my time here at Three Rivers. Thank you for giving me the opportunity to look at Nursing from a different prospective, but I have learned that teaching is not for me. I have a strong love for OB and children and I am looking to make that my focus for my career in Nursing.

Thank you again for this opportunity. I truly appreciate it.

Sincerely,

Kellee Holmes, BSN, RN
kellee@holmesfarms.com
573-576-0305

**THREE RIVERS COLLEGE
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6300 Classroom Management	
Title: IR 6310 Classroom Attendance	Page 1 of 5
Primary Policy: IP 6310 Classroom Attendance	
Associated Regulations: SR 2310 Withdrawal Procedures; SR 2720 Return of Title IV	
References: Title IV Funds; Federal Student Aid Handbook 2019-20; 34 CFR 668.24; Title IX of the Education Amendments Act of 1972	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 05-18-2016	Last Revision: 11-20-2019

Three Rivers College is an attendance taking institution as defined by the Federal Department of Education for student aid. The College recognizes that class attendance is essential for student success, therefore students are expected to attend all class sessions and report punctually. The College faculty are responsible for taking and reporting attendance and therefore “must document that the activity is academic or academically related and verify the student’s attendance at the activity” (Federal Student Aid Handbook). All courses are monitored by the faculty for daily and weekly attendance and more specific attendance details regarding this requirement are listed in the course syllabi.

In keeping with Federal Regulations governing Title IV Federal Financial Aid programs, the College adheres to strict guidelines for student classroom attendance. Any student who misses two (2) consecutive weeks of class during a regular 16-week semester, or the equivalent proportion of class time during a shorter session, and those absences do not meet the excused absence criteria herein, shall be administratively dropped from the class by the institution. The equivalent class time applied for any student who misses more than two (2) hours of class for each credit hour (i.e. six hours of class time for a three-credit-hour class) during the semester shall be dropped from that class if in the opinion of the instructor the student does not have opportunity to succeed in the class. Specific class attendance requirements shall be listed in the instructor’s course syllabus. Students will not be administratively dropped after the 75% date of the course.

Individual faculty, departments and programs may adopt stricter attendance policies than contained herein. If different attendance requirements exist, the faculty must list the specific attendance requirements in their course syllabi and/or program guides to meet the established needs or standards as required.

Student attendance in face-to-face courses or ITV courses is defined as active daily participation in the course, as designated in the instructor’s syllabus.

Student attendance in online courses or the online portion of hybrid courses is defined as active weekly participation in the course, as designated in the instructor’s syllabus. Active participation may include completion of weekly quizzes or exams, submission of assignments, participation in threaded discussions or engagement in blogs and faculty “must document that the activity is

**THREE RIVERS COLLEGE
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6300 Classroom Management	
Title: IR 6310 Classroom Attendance	Page 2 of 5
Primary Policy: IP 6310 Classroom Attendance	
Associated Regulations: SR 2310 Withdrawal Procedures; SR 2720 Return of Title IV	
References: Title IV Funds; Federal Student Aid Handbook 2019-20; 34 CFR 668.24; Title IX of the Education Amendments Act of 1972	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 05-18-2016	Last Revision: 11-20-2019

academic or academically related and verify the student’s attendance at the activity” (Federal Student Aid Handbook). The Department of Education defines an academically related activity as “physically attending a class where there is an opportunity for direct interaction between the instructor and students; submitting an academic assignment; taking an exam, completing an interactive tutorial, or participating in computer – assisted instruction; attending a study group that is assigned by the school; participating in an online discussion about academic matters; and initiating contact with a faculty member to ask a question about the academic subject studied in the course” (Federal Student Aid Handbook).

Any student who misses two (2) consecutive weeks (as defined by active weekly participation) in online courses or the online portion of hybrid courses during a regular 16-week semester or the equivalent proportion of class time during a shorter session, and those absences do not meet the excused absence criteria, shall be administratively withdrawn by the institution from the class.

Documenting attendance when students are enrolled in online courses is defined as follows: “In a distance education context, documenting that a student has logged into an online class is not sufficient, by itself, to demonstrate academic attendance by the student. A school must demonstrate that a student participated in class or was otherwise engaged in an academically related activity, such as by contributing to an online discussion or initiating contact with a faculty member to ask a course-related question” (Federal Student Aid Handbook).

Examples of acceptable evidence of academic attendance and attendance at an academically-related activity in a distance education program include; but not limited to: “student submission of an academic assignment, student submission of an exam, documented student participation in an interactive tutorial or computer-assisted instruction, a posting by the student showing the student’s participation in an online study group that is assigned by the institution, a posting by the student in a discussion forum showing the student’s participation in an online discussion about academic matters, and an e-mail from the student or other documentation showing that the student initiated contact with a faculty member to ask a question about the academic subject studied in the course” (Federal Student Aid Handbook).

**THREE RIVERS COLLEGE
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6300 Classroom Management	
Title: IR 6310 Classroom Attendance	Page 3 of 5
Primary Policy: IP 6310 Classroom Attendance	
Associated Regulations: SR 2310 Withdrawal Procedures; SR 2720 Return of Title IV	
References: Title IV Funds; Federal Student Aid Handbook 2019-20; 34 CFR 668.24; Title IX of the Education Amendments Act of 1972	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 05-18-2016	Last Revision: 11-20-2019

“Academically related activities do not include activities where a student may be present but not academically engaged, such as: living in institutional housing; participating in the school’s meal plan; logging into an online class without active participation; or participating in academic counseling or advisement. Participation in academic counseling and advising are not considered to be academic attendance or attendance at an academically related activity” (Federal Student Aid Handbook).

If a school is required to take attendance, it is up to the school to ensure that accurate attendance records are kept for purposes of identifying a student’s last date of academic attendance. As with other Title IV program records, documentation must be retained and available for examination in accordance with the regulatory provisions for recordkeeping (34 CFR 668.24).

Attendance shall be recorded in the Gradebook and one (1) of four (4) options will be selected for each student on the roster: Present; Absent, No Excuse; Absent, Excused; and Class Canceled.

1. Present: Student meets the description of active participation as described in the regulation and course syllabus faculty syllabi.
2. Absent, No Excuse: When student is not physically present in face-to-face class or has not completed a weekly assignment in an online class.
3. Absent, Excused: Student has presented to the instructor a form indicating they are involved in a College sponsored activity or was confirmed by the Office of Student Services as being called to temporary military duty that does not necessitate dropping the course or a withdrawal from the College or medically documented issues pertaining to pregnancy or was called to jury duty. The student can make up the work missed and is in no way academically punished for the absence. Instructors are required to allow the student to make up the work missed and may not deduct points for missing the class or remove any opportunity to gain points given to other students present.
4. Class Canceled: Class Canceled.

**THREE RIVERS COLLEGE
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6300 Classroom Management	
Title: IR 6310 Classroom Attendance	Page 4 of 5
Primary Policy: IP 6310 Classroom Attendance	
Associated Regulations: SR 2310 Withdrawal Procedures; SR 2720 Return of Title IV	
References: Title IV Funds; Federal Student Aid Handbook 2019-20; 34 CFR 668.24; Title IX of the Education Amendments Act of 1972	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 05-18-2016	Last Revision: 11-20-2019

Use of the Gradebook in Self-Service:

For face to face and ITV courses, daily attendance shall be recorded for each class meeting for the entire semester for all courses. If a class is canceled, an attendance status of 'canceled' shall be entered for each student on the roster.

Online courses shall take weekly attendance.

Clinical courses, independent studies, internships, and other courses that do not have a set meeting day each week, shall take weekly attendance.

**THREE RIVERS COLLEGE
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6300 Classroom Management	
Title: IR 6310 Classroom Attendance	Page 5 of 5
Primary Policy: IP 6310 Classroom Attendance	
Associated Regulations: SR 2310 Withdrawal Procedures; SR 2720 Return of Title IV	
References: Title IV Funds; Federal Student Aid Handbook 2019-20; 34 CFR 668.24; Title IX of the Education Amendments Act of 1972	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 05-18-2016	Last Revision: 11-20-2019

DOCUMENT HISTORY:

- 05-18-2016:** Initial approval of regulation IR 6310 Classroom Attendance.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 04-19-2017:** Excused Absence due to temporary military duty and pregnancy.
- 09-29-2017:** Removed communicated absence and redundancy.
- 11-20-2019:** Added the Associated Regulation SR 2720 Return to Title IV; updated the reference to 2019-20 Federal Student Aid Handbook and revised the attendance terms to align with College operations.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 1 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
References: Missouri State Statute 174.130; 167.031 to 167.071; Missouri State Statute on Mandatory Testing (2013) 199.170 - 199.350; MO.HB.1606; Higher Learning Commission: Policy on Student Consumer Protection.	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

Three Rivers College subscribes to an open access institution in order to provide full educational opportunities, and it establishes the following regulation for admissions that encourages the enrollment of all persons able to benefit from the education programs of the college. The Board of Trustees authorizes the College President to establish policy and regulations for admission which encourages the enrollment of all persons who can benefit from the educational programs of the college. The college strictly adheres to all local, state, accreditation and federal policy and rules that may apply to college admissions. The college commits itself to the policy that there shall be no unlawful discrimination against any person because of race, color, religion, sexual orientation, disability, age, gender, or national origin.

Admission Requirements

All students must submit a completed application to the College. In compliance with the Higher Learning Commission, Student Protection Policy no College personnel may complete or sign an application for a student. The applicant’s Social Security Number is required to receive select services from the college.

High School/GED/HiSET transcripts from a state or regional accredited institution are required for curricular students. Curricular students are degree or certificate seeking students who have been admitted to the college and are enrolled in college-level or transitional studies courses.

- Approved regional accrediting bodies are located on the US Department of Education website at www.ed.gov and www.chea.org.
- Homeschool students are defined by state statutes, which vary by state. Statutes for the State of Missouri are specifically listed under special requirements.

Students attending high school outside of the U.S. must submit official records such as

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 2 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
References: Missouri State Statute 174.130; 167.031 to 167.071; Missouri State Statute on Mandatory Testing (2013) 199.170 - 199.350; MO.HB.1606; Higher Learning Commission: Policy on Student Consumer Protection.	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

transcripts, diplomas and/or standardized exam results equivalent to a U.S. high school diploma. High school records not issued in English must be accompanied by an official English translation.

Special Requirements

The College may require additional information for special student status as defined below:

- High school students 16 years of age or older who have completed “dual enrollment” requirements. Dual enrollment is a special program whereby high school and homeschool students may earn college course credit while still enrolled in high school.

- Students under 16 years of age who are enrolled in a gifted or accelerated learning program.
- Home-schooled students seeking a degree or certificate must provide a school transcript **“or”** provide evidence that a child is receiving regular instruction that the parent shall maintain as outlined in RSMo 167.031 to 167.071.
 - As used in sections 167.031 to 167.071, RSMo, a "home school" is a school, whether incorporated or unincorporated, that:
 - a) Has as its primary purpose the provision of private or religious-based instruction;
 - b) Enrolls pupils between the ages of seven years and the compulsory attendance age for the district, of which no more than four are unrelated by affinity or consanguinity in the third degree; and
 - c) Does not charge or receive consideration in the form of tuition, fees, or other remuneration in a genuine and fair exchange for provision of instruction.
 - Home-School Transcript requirements:
 - a) Home-schooling transcripts should include each course listed by academic year and graded (or listed as “in progress”). In addition, please list if each course is a half unit (half year) or full unit (full year).

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 3 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
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Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

- b) If a course title does not clearly reflect the subject content, home- schooled educators should include a description of the course.
 - c) Transcripts must have a cumulative GPA.
 - d) Transcripts may be typed or handwritten; however, if you are using a transcript service, have the service send an official transcript.
 - e) The home-school educator should sign the official transcript.
 - f) Transcripts must include an estimated completion or graduation date. A final transcript must be submitted showing graduation date and successful completion of all coursework.
- As evidence that a child is receiving regular instruction, the parent shall, except as otherwise provided in this subsection, maintain the following records:
 - a) A plan book, diary, or other written record indicating subjects taught and activities engaged in; and
 - b) A portfolio of samples of the child's academic work; and
 - c) A record of evaluations of the child's academic progress; or
 - d) Other written, or credible evidence equivalent to subparagraphs a., b. and c.; and
 - e) Offer at least one thousand hours of instruction, at least six hundred hours of which will be in reading, language arts, mathematics, social studies and science or academic courses that are related to the aforementioned subject areas and consonant with the pupil's age and ability. At least four hundred of the six hundred hours shall occur at the regular home school location.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 4 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
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Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

Tuberculosis Screening, Treatment, and Prevention

All new and returning students must answer the Tuberculosis Screening questionnaire included with the general college admissions application. The College must require this information as defined below:

Pursuant to Missouri State Statute 199.290, all institutions of higher education in Missouri shall implement a targeted testing program on their campuses for all on-campus students and faculty upon matriculation. If an institution does not have a student health center or similar facility, such person identified by the targeted testing program to be at high risk for latent tuberculosis infection or for developing tuberculosis disease shall be referred to a local public health agency for a course of action consistent with sections 199.170 to 199.350. Any new student applicant refusing to answer the questionnaire will not be admitted to the college. Refer to College Regulations, HSR 5110 Communicable Diseases and SR 2740 Student Rights and Responsibilities.

Initial ID Verification

Prior to enrolling in the first semester of courses at Three Rivers College, students must provide a valid photo ID at orientation or the initial registration appointment, in person or virtually:

- University/College issued Photo ID
- Official HS school-produced student identification card from the school currently attending
- Government issued driver's license or non-driver card
- Government issued photo work badges
- Government issued passport
- Government issued military or national identification card (Consulate, Permanent Resident Card, Immigrant Visa Card, Employment Authorization Card)
- Prison Photo ID (released with 45 days)

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 5 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
References: Missouri State Statute 174.130; 167.031 to 167.071; Missouri State Statute on Mandatory Testing (2013) 199.170 - 199.350; MO.HB.1606; Higher Learning Commission: Policy on Student Consumer Protection.	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

- Tribal Photo ID (no photocopies accepted)
- On-file photo in the student database - "Ellucian Colleague"

Students who complete the initial registration/orientation process will have their photo taken for input into the student database. Valid photo ID is required to have your picture taken for the student database.

Students unable to provide valid photo identification at the initial stage must have their identity validated by the Dean of Student Services.

Students may enroll in courses only when identity has been verified, prerequisites for the courses are met, and space is available in the courses.

Subsequent ID Validation

Proof of ID may be requested to register or receive information and/or services.

Admission to Specific Programs

Because of the necessity to limit the number of students who enroll in select academic programs, students applying to these programs will be accepted according to the approved selection process as outlined in each program's section. Students should check with their advisor to determine which programs are limited admission.

Accessibility to Prospective Students

The College complies with Missouri House Bill 1606 regarding accessibility to prospective students of all program information through the College Scorecard disclosure that includes the number of credit hours, program length, employment rate, wage data, and graduates employed in careers related to their program of study found on the [Consumer Information Page](#).

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 6 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
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Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

Curricular Students

Curricular students are degree or certificate seeking students who have been admitted to the college and are enrolled in college-level or transitional studies courses.

Non-Curricular Students

Non-curricular students are those who have been admitted to the College but are not seeking a degree or certificate. Non-curricular students are not eligible to receive federal financial aid. Non-curricular students are classified according to the following student goals or conditions:

- Upgrading employment skills for present job.
- Developing skills for new job.
- Career exploration - The College will provide counseling to help students make decisions concerning career goals. Students are expected to declare other educational goals prior to completing 30 credit hours of course work.
- Personal satisfaction and general knowledge.
- Visiting - Visiting students are those who, while enrolled at a community college, maintain primary enrollment with other post-secondary institutions.
- Non-degree transfer – Non-degree transfer students are those enrolled at the college with the intent to transfer to other post-secondary institutions prior to completing graduation requirements.
- General or curricular requirement pending (with college approval only) -This classification includes students who have not met all general or specific admission requirements as stated in the college catalog. Students should be enrolled in this category for one semester only.
- Dual Credit/Dual Enrollment – Students currently enrolled in high school or home school who have not completed the requirements of secondary school graduation.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 7 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
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Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

- Auditing a course (with college approval only) - Under this classification, students enroll in courses without taking exams or receiving credit. Audits are permitted only if there are a sufficient number of students taking the class for credit.

Freshman

A student is classified as a freshman until 30 credits of study in a designated curriculum are completed.

Sophomore

A student is considered a sophomore after 30 or more credits of course work in a curriculum are completed. Transferred credits are included providing they apply toward the requirements of the student's curriculum.

Full-Time Student

A full-time student is one enrolled in 12 or more credit hours in a designated financial aid term.

Part-Time Student

A part-time student is one enrolled in less than 12 credit hours in a designated financial aid term.

Unclassified Students

Students with advanced degrees may register for Three Rivers College classes and will be unclassified students. Three Rivers graduates enrolling in transfer courses will be unclassified students.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 8 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
References: Missouri State Statute 174.130; 167.031 to 167.071; Missouri State Statute on Mandatory Testing (2013) 199.170 - 199.350; MO.HB.1606; Higher Learning Commission: Policy on Student Consumer Protection.	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

Transfer Students

An official transcript from each college attended is expected to be on file in the Office of the Registrar. If a student plans to register for a course that requires a prerequisite, they must show evidence of successfully completing the prerequisite before enrolling in the course. Prerequisite and transfer credit are not guaranteed until all official transcripts are available for review. Students who wish to receive financial aid should submit official transcripts from all institutions attended.

International Students

In addition to meeting all admission requirements listed in this catalog, the following items are required for all non-immigrant international students seeking I-20 admission (An international student checklist may be obtained in the Advising Center):

- Be eligible for an F-1 Visa.
- Submit Affidavit of Support.
- Submit acceptable results of the TOEFL (Test of English as a Foreign Language) to establish proficiency in the English language.
- Submit Admissions Application.
- Proof of insurance.

* F-1 Visa is not required for International student from Canada.

A TOEFL test score of at least 500 on the paper-based test or 61 on the internet-based test is considered acceptable. Further information regarding international students can be obtained from the Advising Center.

International students who wish to transfer to Three Rivers College from other institutions of higher education must be students in good standing with a grade point average of at least 2.0 at the time of transfer. All international students will be charged out-of-state tuition.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 9 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
References: Missouri State Statute 174.130; 167.031 to 167.071; Missouri State Statute on Mandatory Testing (2013) 199.170 - 199.350; MO.HB.1606; Higher Learning Commission: Policy on Student Consumer Protection.	
Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

Denial of Access to Three Rivers College

Pursuant to Missouri State Statute 174.130, Three Rivers College will not knowingly admit any aliens unlawfully present in the United States. Proof of legal residency may be required at the time of application.

The College may restrict or deny admission to a prospective student, or continued attendance to an enrolled student, whose record of behavior indicates that his or her admission would disrupt the orderly process of the college's programs, would interfere with the rights and privileges of other students, creates a threat or potential danger to the college community, is statutorily barred from the college, or if such denial of access is considered to be in the best interest of the college. Refer to SR 2211 Admission of Students with Criminal Histories.

The College may restrict or deny admission to a prospective student, or continued attendance to an enrolled student, if it reasonably appears that the student would not be competent to profit from the curriculum offerings of the college as evidenced by a score on the TABE Reading exam of 5.9 or less. Students denied admission or continued admission shall be referred to Adult Basic Education services in the community.

Denial of access decisions may be appealed as outlined in SR 2140 Student Appeals.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2200 Admissions	
Title: SR 2210 Admission Requirements	Page 10 of 10
Primary Policy: SP 2210 Admission Requirements	
Associated Policies: SP 2140 Student Appeals; IP 6101 Academic Fresh Start; GAP 1320 Consumer Protection; GAP 1200 Equal Opportunity	
Associated Regulations: SR 2740 Student Rights and Responsibilities; SR 2140 Student Appeals; SR 2211 Admission of Students with Criminal Histories; HSR 5110 Communicable Diseases	
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Supersedes: NA	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 09-25-2013	Last Revision: 11-20-2019

DOCUMENT HISTORY:

- 09-25-2013:** Initial approval of regulation SR 2210 Admission Requirements.
- 04-15-2015:** Legal References added to template and on page (3) our admissions process requires mandatory Tuberculosis Screening for all new students per Missouri State Statute 174.130; 167.031 to 167.071; 199.290; 199.350; 199.170.
- 09-16-2015:** Revision of position title Dean of Student Services to Chief Student Services Officer.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 06-21-2017:** Added student classifications and wording changes for clarity.
- 12-05-2017:** Revision for clarification of admission procedure.
- 11-28-2018:** Revision to change name of Enrollment Services Office to Advising Center and to remove redundancy in the process.
- 11-20-2019** Inclusion of information regarding compliance with Missouri House Bill 1606; the Higher Learning Commission: Policy on Student Consumer Protection and the non-discrimination Policy and statement to reinforce the College's commitment equal opportunity.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 1 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

The Three Rivers College Board of Trustees reserves the right to take necessary and appropriate action to protect the safety and wellbeing of the College community and shall address all violations of the Student Code that occur on College property, while attending a College sanctioned event, as a representative of the College or property controlled by the College. The purpose of this regulation is to establish disciplinary procedures to guide the fair and uniform enforcement of the responsibilities outlined in the Three Rivers College, Student Code of Conduct found in College Regulation, SR 2610 Student Code of Conduct (to be referred as Student Code within this Regulation).

The following procedures are applicable to any student or student organization when charged with a violation of the responsibilities. This regulation allows for fact-finding and decision-making in the context of the educational community and encourages students to accept responsibility for their own actions. The intent is to provide adequate procedural safeguards to protect the rights of the individual student, and the legitimate interests of the College.

Jurisdiction

All students are members of Three Rivers College community. The term “student” includes all persons taking courses at the College, either full-time or part- time. Persons who withdraw after allegedly violating the Student Code, who are not officially enrolled for a particular term but who have a continuing relationship with the College or who have been notified of their acceptance for admission are considered “students.” The Student Code applies at all locations of the College.

The College reserves the right to take necessary and appropriate action to protect the safety and wellbeing of the College community and will address all violations of the Student Code that occur on College property, while attending a College sanctioned event as a representative of the College or property controlled by the College. Students, faculty, staff, and individuals not associated with the College may submit complaints regarding alleged violations that may have

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 2 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
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Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

occurred on campus or off campus for review and action by the College. Complaints of alleged violation of the Student Code may be made through the Student Complaint Form found on our website www.trcc.edu or in writing to the Chief Student Services Officer.

The term “College premises” includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the College (including adjacent streets and sidewalks).

The College may initiate judicial proceedings for off-campus incidents when:

1. Hazing is involved. Hazing is defined as an act which endangers the mental or physical health or safety of a person, subjects a person to public humiliation or ridicule, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership; or
2. The violation is committed while participating in a College sanctioned or sponsored activity; or
3. The victim of the violation is a member of the College community; or
4. The violation constitutes a felony under State or Federal Law; or
5. The violation adversely affects the function of the College.

The Chief Student Services Officer is authorized by the College President to be responsible for the administration of the Student Code and shall decide whether the Student Code is applied to conduct occurring off campus, on a case- by-case basis, at their discretion. When appropriate, the College President may, at their discretion, appoint a designee to fulfill student conduct responsibilities

The Chief Student Services Officer is authorized by the College President to impose sanctions upon

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 3 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

any student(s) found to have violated the Student Code. The Chief Student Services Officer may appoint a designee to fulfill student conduct responsibilities when necessary.

Failure to Comply

Failure to comply/respond as directed by the Chief Student Services Officer on any matter including, but not limited to, a request to meet concerning an issue or a notice concerning or alleging a violation of the Student Code may result in the immediate placement of a hold on the involved student's records. Further, sanctions up to and including expulsion may be imposed in the student's absence. Failure to comply with sanctions imposed by the Chief Student Services Officer will be a further violation of the Student Code.

Initiation of Complaint of Alleged Violations

1. Complaint of alleged violations may be submitted through the Student Complaint Form found on our website www.trcc.edu or in writing to the Office of Student Services.
2. Complaints must be submitted within twenty College business days after the occurrence of an alleged violation unless special conditions for delay can be documented.
3. The Complaint Form must include sufficient facts: specific names(s), date(s), locations, and descriptions of the alleged act(s) of misconduct to enable the Chief Student Services Officer to make a determination as to whether further investigation is necessary.
4. Where the alleged misconduct is related to sexual misconduct, the Chief Student Services Officer will refer to SR 2120 Title IX for Students and shall determine whether further investigation is warranted.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 4 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

5. Where the complaint is related to academic misconduct SR 2140 Addendum (A) must be followed.

Follow-up of report of Alleged Violations

- 1) Following receipt of the report, the Chief Student Services Officer will:
 - a. Review initial report to determine if a violation of the Student Code has occurred and further investigation is warranted, or
 - b. Determine if violation of the Student Code has or has not occurred but extenuating circumstances, may warrant no action, or
 - c. Declare the matter closed if determined there is insufficient information of a violation of the Student Code.
- 2) Any interview the Chief Student Services Officer decides to conduct includes:
 - a. All parties have the right to be interviewed.
 - b. All parties may have an advocate present.
 - c. All parties may submit a list of witnesses/evidence directly involved with the reported incident.
- 3) During the interview process the Chief Student Services Officer may:
 - a. Find sufficient evidence the Student Code has been violated;
 - b. Terminate the meeting, exonerating the responding party(s)

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 5 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

- c. Dismiss the case after providing counseling and any advice which may be appropriate
- 4) If it is determined sufficient evidence produced from the interview exists to warrant violations of Student Code with sanctions, the Chief Student Services Officer will provide a notification of the violation(s) and arrange a meeting with the responding party. Responding student may be accompanied by an advocate. The role of the advocate is passive and limited. *In the case of a charge(s) potentially criminal in nature, the charged student must notify the Chief Student Services Officer three (3) College business days in advance of the consultation if he/she plans to have an attorney present as his/her advocate. Failure to notify the Chief Student Services Officer will result in the consultation being rescheduled.*
 - At this meeting, the responding student is informed of all due process rights and disciplinary procedures.
 - i. Provided with a written copy of the violation(s);
 - ii. Given an opportunity to review charges and evidence and to respond to the violations.
 - iii. During meeting with the responding party, the Chief Student Services officer may:
 - 1. Impose a disciplinary warning, which is an official written reprimand not subject to student’s right to appeal;
 - 2. Advise the responding party of the nature of any sanctions to be invoked, which are subject to student’s right to appeal.
- 5) The responding party must advise the Chief Student Services Officer either at the meeting

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 6 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

or within one (1) College business day of the meeting of their acceptance of violation.

- 6) If responding party does not accept decision of violating the Student Code, they may file an appeal as described in the college regulation SR 2140 Student Appeals within three (3) business days of the decision.
- 7) If the responding party fails to appear at the scheduled meeting without prior notification or evidence of extenuating circumstances, the Chief Student Services Officer may impose any sanctions authorized and the responding party shall be bound by the findings.

Student complaints alleged against the Chief Student Services Officer may be filed with the Chief Student Services Officer's Supervisor.

Special Procedures for Adjudicating Cases Involving Recognized Student Organizations (RSO)

Should a complaint be filed against an RSO, the Chief Student Services Officer will conduct an investigation, and the Chief Student Services Officer may impose the following sanctions, if necessary:

1. Cancellation of recognized status,
2. Imposition of monetary fines, withholding or withdrawal of allocated funds
3. Imposition of restitution for damages,
4. Removal of any of the RSO's officers or members from the RSO or its activities,
5. Restriction of any of the privileges or rights enjoyed by the RSO.

An RSO may file an appeal to any finding and/or sanction imposed provided relevant grounds for appeal are cited as described in College Regulation SR 2140 Student Appeals. The right of provisional organizations to operate may be revoked upon an adverse finding by the Chief Student

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 7 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

Services Officer. In cases of revocation of provisional status, an institutional appeal is not permitted.

Notification

In all cases relative to written notification to students, such notification will be considered complete upon sending communication via U.S. Postal Service, Three Rivers College student email, or hand delivered by either the Chief Student Services Officer or their designee.

Sanctions

The following disciplinary sanctions may be imposed upon the student. This list is not exhaustive, and the College reserves the right to modify or enlarge the list at any time depending on the nature of the violation(s).

Upon imposition of a sanction, the student is notified either by the U.S. Post Office to the student’s mailing address contained at Three Rivers College, sent to student’s Three Rivers College email or the notification is hand delivered by either the Chief Student Services Officer or their designee. In cases of suspension or expulsion, the parents of a minor will be notified by mail.

1. Disciplinary Warning

A disciplinary warning is an official written reprimand.

2. Disciplinary Probation

Disciplinary probation is a period of time during which further violations of the rules and regulations of the College may result in suspension or expulsion. Probation may be imposed for a period of time ranging from the remainder of the semester in which the violation occurred to the remainder of the student's matriculation at the College. Restrictions may be imposed in conjunction with probation and may include:

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 8 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

- a. *A Fee Assessment* – \$100 Fee payable immediately at the Student Accounts office (no checks) and receipt of payment must be returned to the Chief Student Services Officer.
- b. *Community Service Hours* – Students may be required to complete work at a designated location for a specified number of hours or may pay a fine.
- c. *Educational Programs* – Students may be required to attend programs on special topics related to the offense. This does not include academic courses for credit.
- d. *Restricted presence on campus* – Students may be restricted on campus except to attend classes or complete coursework.
- e. *Special Projects* – Students may be required to write papers and/or present programs on topics related to the offense.
- f. *Substance Abuse Assessment* – Students may be required to submit to an assessment for substance abuse. Periodic drug testing, not to exceed two (2) random tests per semester for a minimum of three (3) semesters, may be required.
- g. *Restitution* – Students may be required to reimburse the College or other persons, groups, or organizations for damages incurred as a result of a violation of the Student Code.
- h. *Confiscation* – The College reserves the right to confiscate goods used or possessed in violation of the Student Code.

3. Loss of Student Office/Leadership Position

Students in elected/appointed positions may lose the position as a result of a violation of the Student Code.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 9 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

4. Forced Withdrawal

Students may be withdrawn from the academic course(s) within which the violation of the Student Code occurred without receiving academic credit for the course(s) or refund.

5. Change of Grade

Students found in violation of the Student Code may receive a change in grade for the course, test, paper, and/or work in which an academic irregularity occurred.

6. Interim Suspension

- a. At any time following the submission of a written complaint, the Chief Student Services Officer may suspend a student for an interim period prior to resolution of the disciplinary proceeding if the Chief Student Services Officer believes the information supports the allegations of misconduct is reliable and determines the continued presence of the student on the College campus poses a threat to any individual, property, or College function.
- b. The decision to suspend a student for an interim period shall be communicated in writing to the student and shall become effective immediately upon sending the notice.
- c. The interim suspension shall remain in effect until a final decision has been made on the pending charges or until the Chief Student Services Officer determines the reasons for imposing the interim suspension no longer exist.
- d. A student who is suspended for an interim period will be provided an opportunity to respond to the allegations of misconduct no later than five (5) College business days following the effective date of the interim suspension.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 10 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

- e. The student will be granted a hearing opportunity, if warranted, as soon as possible following such response but no later than five (5) College business days.

7. Suspension

A decision of suspension terminates the student's status as an enrolled student for a specific period of time and prohibits the student from attending classes. A suspended student may not participate in College sponsored activities or be present on campus without specific authorization from the Chief Student Services Officer. The Chief Student Services Officer may further impose a summary suspension in cases where a suspended student chooses to violate the terms of his/her suspension. Suspended students may not receive any academic credit from another institution if earned during their period of suspension from the College. Students will not receive a refund of fees.

8. Expulsion

A decision of expulsion constitutes a permanent severance of the student's relationship with the College. An expelled student may not enter any part of the campus without specific authorization from the Chief Student Services Officer. Students will not receive a refund of fees.

9. Revocation of Admission and/or Degree

Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violation of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

10. Withholding Degree

The College may withhold awarding a degree otherwise earned until the completion of the

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 11 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

process set forth in this Student Code, including the completion of any sanctions imposed.

A student responsible for any type of violation of the Student Code will not be permitted to avoid sanction by withdrawing from a class or the College.

Other than expulsion or revocation or withholding of a degree, disciplinary sanctions shall not be made part of the student’s permanent academic record, but shall become part of the student’s disciplinary record, maintained by the Chief Student Services Officer.

The Appeal Process

If the responding party does not accept the disciplinary decision of the Chief Student Services Officer, they may file an appeal as described in College Regulation SR 2140 Student Appeals. When using the College appeal process in this case, the student has three (3) business days to file the appeal. The findings and sanctions of the Student Appeals Committee are final.

Administrative Withdrawal

Students may be administratively withdrawn from classes and/or the College when, in the judgment of the Chief Academic Officer or the Chief Student Services Officer, after consultation with appropriate College personnel, it is determined because of physical, mental, emotional, or psychological health conditions, the student:

- a. poses a significant danger or threat of physical harm to the student or to the person or property of others, or
- b. the student interferes with the rights of other members of the College community or with the exercise of any proper activities or functions of the College or its personnel, or

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 12 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

- c. the student is unable to meet institutional requirements for continued enrollment as defined in this Student Code or other publications of the College.

Students may make a request “in writing” for an appropriate hearing prior to the final decision concerning continued enrollment through the Chief Academic Officer and/or the Chief Student Services Officer as appropriate.

Records Management

Student disciplinary records, except those pertaining to suspension or expulsion, will be maintained for five (5) years after the student’s date of graduation or last date of attendance. Records involving suspension or expulsion will be retained permanently (GAP/GAR 1410 Record Retention and Destruction).

Interpretation and Revision

Any question of interpretation or application of the Student Code shall be referred to the Chief Student Services Officer or their designee for final determination, unless otherwise determined by the College President or the Board of Trustees.

The Student Code shall be reviewed every three (3) years under the direction of the Chief Student Services Officer. Any revisions shall be subject to the approval of the faculty, the Board of Trustees and the College President.

**THREE RIVERS COLLEGE
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2600 Student Discipline	
Title: SR 2620 Disciplinary Proceedings	Page 13 of 13
Primary Policy: SP 2620 Disciplinary Proceedings	
Associated Policies: SP 2610 Student Code of Conduct; SP 2415 Confidentiality of Student Records; GAP 1206 Alcohol/Drug-Free Work/Learning Place; GAP 1410 Record Retention and Destruction	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records.	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 11-20-2019

DOCUMENT HISTORY:

- 07-21-2010:** Initial approval of regulation SR 2620 Disciplinary Proceedings.
- 09-16-2015:** Revision of position title Vice President of Student Success to Chief Student Services Officer.
- 09-21-2016:** The College Board of Trustees approved the name change of the College from Three Rivers Community College to Three Rivers College.
- 08-23-2017:** Updated for clarification of Student Services processes.
- 11-20-2019:** Revised to align with College operations specific to student disciplinary proceedings.

**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; Federal US Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 09-22-2010	Last Revision: 11-20-2019

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 a 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,

**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; Federal US Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 09-22-2010	Last Revision: 11-20-2019

please refer to SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination and GAP 1205 Code of Ethics.

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 all members of its community adhere to these laws and regulations both on and off campus.
3. College funds may not be used to purchase alcohol.
4. 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.
5. 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 handbook, 2) the GNST 090 Course Curriculum, 3) the staff handbook, 4) the housing orientation, 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.

**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	
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; Federal US Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 09-22-2010	Last Revision: 11-20-2019

6. 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 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 compliance 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.

7. Cannabidiol (CBD) products or oils are sold in an unregulated market. To be legal, the amount of THC must be less than 0.3 percent. Because there are not federal or Missouri laws regarding the enforcement of labeling, you could be taking an unknown substance which may result in impairment. In addition, there is no way to separate the use of cannabis oils/products and the abuse of marijuana. If employees are subject to drug testing, a positive test will result in disciplinary action, up to and including termination.

**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; Federal US Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 09-22-2010	Last Revision: 11-20-2019

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.
- 11-20-2019:** The inclusion of item #7, regarding Cannabidiol (CBD) products or oils as an unregulated market in the State of Missouri and added references: US Federal Department of Transportation regulation, and Motor Carrier Safety Administration.

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 1 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

Three Rivers College is committed to creating an atmosphere of collaboration, collegiality, success, and excellence by embracing its climate and traditions. The College values other cultures and provides equal opportunity in all areas of education, recruiting, hiring, retention, promotion, and contracted service.

All applicants for employment are treated with respect and given fair and equitable consideration for employment in compliance with GAP 1200 Equal Opportunity. All new employees are selected on the basis of experience, education, ability, training, and other job-related factors.

In compliance with Missouri Statute, Three Rivers College has implemented a targeted testing program for all new full-time faculty deemed to be at high risk for latent tuberculosis infection or for developing tuberculosis disease. The process for new full-time faculty to be in compliance is part of the College “on-boarding” process. Those deemed at risk shall be referred to a local public health agency for a course of action consistent with this act upon matriculation. TB screening for new full-time faculty must be completed within seven days per the process established by the Office of Human Resources.

Full-time Staff Hiring Procedure

1. Complete a Position Request Form to fill position. (Job description should be attached.)
 - a. Initiator (original) → Supervisor Chain → Human Resources → President
 2. Once approved by the President, the form will be sent to Human Resources for action.
 3. Human Resources action:
 - a. Human Resources informs originator of approval.
 - b. Position is advertised. Human Resources will prepare the position announcement and work in collaboration with the supervisor and Cabinet member for final draft.
 - Internal – minimum posting of 1 week.
- and/or

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 2 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

- External – minimum posting of 2 weeks.
 - c. Applications are received by the Office of Human Resources and are checked in for review. Incomplete files are not acknowledged or reviewed; therefore, no applicant with an incomplete file shall move forward in the process.
 - d. Human Resources will prepare the shared folder with all applicants for committee review.
 - e. Search Committee Formed: Human Resources works in collaboration with the supervisor and Cabinet member for potential committee members to serve. The committee will include the direct supervisor. Human Resources will notify the committee.
 - f. Human Resources provides a timeline for the search process.
- 4. Committee Action
 - a. Eliminates applicants not meeting minimum qualifications.
 - b. Evaluates remaining packets to determine candidates to be interviewed.
- 5. Interview Process
 - a. Arranging of interviews
 - The committee chair creates a roster of candidates for interview.
 - Human Resources notifies applicants and schedules interviews.
 - b. Committee Interview
 - Committee interviews qualified candidates.
 - At the conclusion of the committee interviews, the committee chair prepares a list of pros and cons for each candidate interviewed. The summary list of pros and cons is to be submitted to Human Resources. The Director of Human Resources will summarize the process and candidates and submit to the President for review.

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 3 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
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Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

- c. Cabinet Interview (At the discretion of the President)
 - Human Resources works with the appropriate Cabinet member to schedule a second round of interviews for the top candidates.
 - Cabinet member and Human Resources shall coordinate with the appropriate department for each candidate visit during the interview process.
 - Cabinet member will recommend a final candidate to interview with the President.
- d. President Interview
 - The President and/or designee may interview final candidate(s) at his/her discretion.
 - References are checked on all candidates prior to being invited to final interview.
 - At the discretion of the President, a recommendation will be made to the Board of Trustees or search process will start over.
6. Human Resources makes contact with a verbal offer and receives a verbal decision (offer is conditional upon Board of Trustees approval and acceptable background check).
7. Human Resources prepares the formal offer letter for signature.
8. President submits recommendation to the Board.
9. Board votes.
10. Welcome letter.
11. Candidates interviewed but not selected will be notified of the decision as soon as possible after the final interview. All remaining applicants will be notified via letter after Board of Trustee approval of the recommended candidate.

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 4 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

Full-time Faculty Hiring Procedure

1. Complete a Position Request Form to fill position. (Job description should be attached.)
 - a. Initiator (original) → Supervisor Chain → Human Resources → President
2. Once approved by the President, the form will be sent to Human Resources for action.
3. Human Resources action
 - a. Human Resources informs originator of approval.
 - b. Position is advertised. Human Resources will prepare the position announcement and work in collaboration with the Department Chair, Chief Academic Officer for final draft.
 - Internal – minimum posting of 1 week.
and/or
 - External – minimum posting of 2 weeks.
 - c. Applications are received by the Office of Human Resources and are checked in for review. Incomplete files are not acknowledged or reviewed; therefore, no applicant with an incomplete file shall move forward in the process.
 - d. Human Resources will prepare the shared folder with all applicants for committee review.
 - e. Search Committee Formed: The Chief Academic Officer will select members to form the search committee for all full-time faculty hires. Faculty hiring committees shall be composed to ensure the majority of the committee are voting members of the faculty body and shall have at least one representative from either the same teaching discipline or from the department in which the faculty member will serve. Human Resources will notify the committee.
 - f. Human Resources provides a timeline for the search process.
4. Committee Action
 - a. Eliminates applicants not meeting minimum qualifications.

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 5 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

- b. Evaluates remaining packets to determine candidates to be interviewed.
5. Interview Process
 - a. Arranging of interviews
 - Prior to interview, candidates must be credentialed to ensure they meet the minimum academic qualifications necessary for each discipline area. Credential review is completed as outlined in IP 6120 Faculty Credentialing.
 - The committee chair creates a roster of candidates for interview.
 - Human Resources notifies applicants and schedules interviews.
 - b. Committee Interview
 - Committee interviews qualified candidates.
 - Candidates for faculty positions must provide a teaching demonstration as part of the interview process unless an exception is granted by the Chief Academic Officer.
 - At the conclusion of the committee interviews, the committee chair prepares a list of pros and cons for each candidate interviewed. The summary list of pros and cons is submitted to the Chief Academic Officer and to Human Resources. The Chief Academic Officer and/or the Director of Human Resources will summarize the process and candidates and submit to the President for review.
 - c. President Interview
 - The President and/or designee may interview final candidate(s) at his/her discretion.
 - References are checked on all candidates prior to being invited to final interview.

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 6 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
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Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

- At the discretion of the President, a recommendation will be made to the Board of Trustees or search process will start over.
6. Human Resources or the Chief Academic Officer makes contact with a verbal offer and receives a verbal decision (offer is conditional upon Board of Trustees approval and acceptable reference and background check).
 7. Human Resources prepares the formal offer letter for signature.
 8. President submits recommendation to the Board.
 9. Board votes.
 10. Faculty contract is prepared.
 11. TB Testing for new full-time faculty if deemed to be high risk for latent Tuberculosis (TB).
 12. Candidates interviewed but not selected will be notified of the decision as soon as possible after the final interview. All remaining applicants will be notified via letter after Board of Trustee approval of the recommended candidate.

Reimbursement

Reimbursement may be allowed up to \$500 standard for travel that includes two nights in hotel booked and provided by the College. If the candidate is offered the position and declines, reimbursement will not be provided.

Part-time Staff Hiring Procedure

1. Complete a Position Request Form to fill position. (Job description should be attached.)
 - a. Applies to all part-time staff, excluding grant program tutors and student employees. Part time (adjunct) faculty is also excluded.
 - b. Initiator (original) → Supervisor Chain → Human Resources → President
2. Once approved by President, the form will be sent to Human Resources for action.

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 7 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

3. Human Resources action

- a. Human Resources informs originator of approval.
- b. Position is advertised. Human Resources will prepare the position announcement and work in collaboration with the supervisor and Cabinet member for final draft.
 - Internal – minimum of 1 week
and/or
 - External – minimum of 2 weeks
- c. Applications are received by the Office of Human Resources and are checked in for review. Incomplete files will not be acknowledged or reviewed; therefore, no applicant without a complete file will be allowed to move forward in the process.
- d. Search Committee formed. Human Resources works in collaboration with the supervisor and Cabinet member for potential committee members to serve. The committee will include the direct supervisor. Human Resources will notify the committee.
- e. Human Resources will prepare the shared folder with all applicants for committee review.
- f. Human Resources will provide a timeline for the search process.

4. Committee Action

- a. Eliminates applicants not meeting minimum qualifications.
- b. Evaluates remaining packets to determine candidates to be interviewed.

5. Interview Process

- a. Arranging of Interviews
 - The committee chair creates a roster of candidates for interview.
 - Human Resources will notify applicants and schedule interviews.
- b. Committee Interview

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 8 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

- Committee interviews qualified candidates.
 - At the conclusion of the committee interviews, the committee chair prepares a list of pros and cons for each candidate interviewed. The summary list of pros and cons is to be submitted to Human Resources. The Director of Human Resources will summarize the process and candidates and submit to the President for review.
- c. President Interview (as requested)
- The President and/or designee may interview final candidates at his/her discretion.
 - References are checked on all candidates prior to being invited to final interview.
 - At the discretion of the President, approval is given or search process will start over. Formal part-time positions will be submitted for Board approval.

Part-Time Faculty (Adjunct Faculty)

Applications for adjunct faculty positions are accepted on a continual basis through the Office of Human Resources. Human Resources will advertise for specific needs and/or locations as requested by the department chair. Adjunct applications are maintained by Human Resources for review by the Department Chair, and Chief Academic Officer.

The department chair or designee is responsible for recommending the employment of adjunct faculty to the Chief Academic Officer. Adjunct faculty members must be officially credentialed as outlined in IP 6120 Faculty Credentialing prior to formal approval. A Personnel Action Form and Academic Affairs Faculty Qualifications Form must be completed for all new adjunct faculty and be maintained on file in the Office of Human Resources along with the appropriate application materials and official transcripts. The forms must be signed by the department chair and approved by the Chief Academic Officer and the President before the adjunct faculty

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 9 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

member can be listed as the instructor of record for any course.

Adjunct faculty are hired on a semester by semester basis as needed to ensure all course offerings are staffed.

Part-time Event Staff

Event staff are seasonal in nature and hired as needed. The application and review process is conducted with the immediate supervisor with approval by the Cabinet member and President. A Personnel Action Form must be completed for all new Event Staff and submitted along with the appropriate application materials. All material is housed in the Office of Human Resources.

Part-time Tutors with the TRiO Grant Programs

The application and review process for tutors is conducted with the immediate supervisor with approval by the Cabinet member and President.

A Personnel Action Form must be completed for all new tutors and submitted along with the appropriate application materials. All material is housed in the Office of Human Resources.

Tutors are hired on a semester by semester basis as needed.

Bus Drivers

College employees that are Bus Drivers are seasonal in nature; however, the need may change throughout the year. The employment application and review process is conducted by the Office of Human Resources and the Director of Public Safety with approval by the Cabinet member and College President. A Personnel Action Form must be completed for all new Bus Drivers and submitted with the appropriate application materials. All hiring materials are housed in the Office of Human Resources.

After an offer of employment has been made to a prospective Bus Driver, a mandatory criminal

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 10 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

records check, driving records check, and pre-employment drug screening must be conducted. Random checks will be completed as necessary and/or required throughout the course of employment.

Student Employment

College Work-Study personnel are considered student employees with eligibility determined by Financial Aid. Upon approval of eligibility with Financial Aid, student candidates for employment may seek available positions by reviewing the list of vacancies posted with Financial Aid. The application and review process is conducted by the immediate supervisor. The Federal Work Student Eligibility/Hiring Form must be completed for each student employee and signed by a representative from Financial Aid, the student, and the immediate supervisor. Once complete, the student employee will contact Human Resources to complete all new hire paperwork. Human Resources will notify the immediate supervisor once the student worker is ready to begin work.

Emergency Hiring

At times, the College may conduct an internal search. The position may not be posted externally but announced internally for a minimum of one week, as noted in the process above. Human Resources will work in conjunction with the supervisor and Cabinet member. The hiring may/may not require a full search committee. Internal appointments can be made in accordance with GAR 1120 College Reorganization. All offers will be subject to the President's and Board's approval. The College President has the authority to authorize emergency or temporary hires for positions not to exceed 12 months. At the discretion of the President, emergency/temporary hires may be formally appointed to a position during the 12-month period, pending Board of Trustee approval.

Volunteers

Volunteers make an important contribution to the success of the College. Judgment and care must be exercised in the use of volunteers. In accordance with the Fair Labor Standards Act

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 11 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

(FLSA), the College considers a volunteer to be an individual who performs hours of service for the College for civic, charitable, or humanitarian reasons, without promise, expectation or receipt of compensation for services rendered. Any person volunteering services to the College must complete a Volunteer Statement form signed by the departmental supervisor and forwarded to the Director of Human Resources, before volunteer services can be performed. Volunteers must not be used in place of employees and may not displace an employee who would ordinarily be paid to do the same work. Please contact the Office of Human Resources to obtain the Volunteer Statement form. A volunteer's service may be terminated at any time and without prior notice.

Information will be submitted to the President for approval prior to beginning service on campus. Upon approval, a background check will be completed through the Office of Human Resources for all volunteers, as well as a review of policies and procedures.

Verification of Employment Eligibility

As a condition of employment, all job applicants must successfully complete a criminal background check, reference checks, and verification of previous employment. In some cases a driver's license check and/or additional screening may be required.

Individuals hired are reported as part of the Missouri New Hire Reporting process. The College only employs those individuals authorized to work in the United States. Employment eligibility is documented using the Federal Employment Eligibility Verification Form I-9 for every employee. In addition, the College participates in the E-Verify employment verification program, following the procedures specified by the Department of Homeland Security and the Social Security Administration and as required by HB1549 state regulation.

Approval to Hire

All full- and formal part-time hires are contingent upon the President's and Board's approval.

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 12 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
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Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

Adjunct faculty hires, Event Staff, TRiO Grant Tutors, and other part-time staff are contingent upon the President’s approval. No offer of employment shall be made to any candidate until approval has been granted.

Benefits

Unless otherwise approved by the President or required by law, only full-time employees are eligible for employment benefits. Please refer to policy PP 4510 Benefits and regulation PR 4510 Benefits.

**THREE RIVERS COLLEGE
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 13 of 13
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines; US Federal Department of Transportation 49 CFR Part 40; Federal Motor Carrier Safety Administration 49 CFR Part 382	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 11-20-2019

DOCUMENT HISTORY:

- 02-15-2017:** Initial approval of regulation PR 4170 College Hiring Procedure.
- 11-28-2017:** Addition of Addendum A-Search Committees Guidelines
- 03-27-2019:** Inclusion of a statement regarding the Office of Human Resources targeted testing program through the “on-boarding” process whenever hiring all new full-time faculty that are considered high-risk for tuberculosis infection or for developing tuberculosis disease.
- 11-20-2019** Added references: US Federal Department of Transportation regulation, Motor Carrier Safety Administration, and the related procedural language for the College hiring bus drivers.

UPCOMING EVENTS

Surface of Desire art exhibit by Byron Knight featuring contemporary ceramics, November 8 - December 13 in the Tinnin Gallery.

Thanksgiving Break: No classes November 27-29; College closed November 28-29.

Happiness is Holiday Celebrations, 7 p.m. December 3, Tinnin Theater; free. A Fall concert with TRC and community vocalists and instrumentalists to celebrate the joy of the season.

A Christmas Carol, a Live Radio Play, 7 p.m. December 6 and 7 and 2 p.m. December 7 and 8, Tinnin Theater; tickets \$5. Experience this Christmas classic as an old-fashioned radio broadcast.

Final Day of Classes for Fall 2019, December 12.

TRC Employee Holiday Breakfast, 8:30 a.m. December 13, Bess Activity Center

Winter Session begins December 16.

11th Hour, an award-winning southern gospel group, 7 p.m. December 16, Tinnin Theater; \$15.

Winter Break, December 23 – January 3.

Spring Convocation, January 6.

Spring Semester begins January 13.

Alumni Reunion 2020: Save the Date! Mark your calendars now for Saturday, February 1, 2020. Check trcc.edu/development/events to order your T-shirt or for more updates as details are finalized.

Women's Basketball @Libla Family Sports Complex

Lady Raiders vs. John A. Logan College, 5 p.m. Dec. 3

2019 Region 16 Showdown

Lady Raiders vs. Moberly Area Community College, 7 p.m. Dec. 6

Lady Raiders vs. Jefferson College, 5 p.m. Dec. 7

Lady Raiders vs. State Fair Community College, 5 p.m. Dec. 8

Lady Raiders vs. Lindenwood-Belleville JV, 5 p.m. Dec. 12

Rodeo

Murray State University, Nov. 21-23

Men's Basketball @Libla Family Sports Complex

2019 Thanksgiving Classic

Raiders vs. Roane State Community College, 7 p.m. Nov. 28

Raiders vs. Southern Arkansas University Tech, 7 p.m. Nov. 29

Raiders vs. Northeastern Oklahoma A&M College, 7 p.m. Nov. 30

Raiders vs. Missouri State University-West Plains, 7 p.m. Dec. 7

Raiders vs. North Arkansas College, 7 p.m. Dec. 12

Raiders vs. John A. Logan College, 7 p.m. Dec. 16

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



THREE RIVERS COLLEGE

97 of 122

11/14/2019

October 17, 2019

Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

TRC Board hears update on construction work

Dirt work is moving along for the Crisp Industrial Technology Center and metal work is getting started.

The Three Rivers College Board of Trustees received an update at its monthly meeting Wednesday afternoon about the work being done.

Dr. Wesley Payne, president, said the work is "at a minimum" on schedule. About 50-60% of the dirt work is complete, he said, and steel is starting to go up on the expansion.

"Because of the progress with the dirt work," he said. "They have moved the phase of the new construction up. As soon as the dirt work is finished, they'll begin the building that will replace the maintenance shed and serve as the fire training location."

The main goal of the project, which has about \$2.4 million from the

capital fund allocated to it, is to connect the Crisp Industrial Technology Center and the Education Building. This will create a larger and updated complex for the industrial technology and workforce development center.

The building is located near the Baptist Student Union next to PP Highway.

The board also received an update on the Welcome Center canopy, which is being installed on the outside of the Westover Building. Payne said the canopy itself is complete. The college is now working on "appropriate signage and lighting" to go above the canopy, he said.

The goal of that project is to create a new focus point on campus. It will be visible from Raiders Way coming off of Shelby Road when cars are coming onto campus as well as from the main parking lot. With the sign and lighting, it will mark the place for visitors to go when arriving on campus.

October 26, 2019

Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

NJCAA BASKETBALL

Raiders perfect in preseason

By **SCOTT BORKGREN**
Sports Writer

The Three Rivers women's basketball team capped an undefeated regular season with a 71-68 win over Williams Baptist.

"That's probably the best Williams Baptist team they've had for a while," Three Rivers co-head coach Jeff Walk said. "The kids handled it all. They continue to play hard and make plays."

The Raiders played five games this preseason, home against Dyersburg State and Williams Baptist, and the set of three games on Oct. 19 in Lawrence, Kansas, against Laramie County, Casper and Northwest Kansas. Perhaps more important than the preseason record, in that the No. 19 ranked Raiders didn't suffer any serious injuries during the preseason.

"We're ready to start and get the ball rolling, and see what happens this year," said Walk, who is retiring following the season with co-head coach Alex Wiggs expected to replace him.

Three Rivers added significant size in the post this season with three freshmen 6-foot-2 or taller. There's also 6-1 sophomore Hannah Thurmon, who plays on the wing and competed in the 3-point contest during "Raider Madness" in early October.

With the added size, the Raiders have hopefully turned a weakness into a strength.

Last year, as Three Rivers went to the national tournament, Thurmon was the only Raider taller than 5-10.

"We're still figuring out that we need to throw it to them," Walk said. "We're all learning how to throw the ball into the post. I think

at the end of the year, it is going to be a tremendous benefit for us."

And yet, Walk says this team is faster than last year's squad, and the bigger, stronger, faster Raiders took 36 3-pointers against Williams Baptist, as the freshmen class also includes heralded guards like three-time All-State selection Chaylea Mosby of Dexter, and MSHSAA 2A state champion Autumn Dodd of Neelyville.

Three Rivers kicks off the regular season against Olney Central at 3 p.m. Nov. 2 at the Libla Family Sports Complex.

Its first four games will be at home, followed by two weeks on the road.

The Raiders will get an early test on Nov. 9 against Wabash Valley, which is one spot behind Three Rivers in the preseason poll at No. 20.

Three Rivers, the only Region XVI women's team in the preseason rankings, also plays No. 24 Wallace State on Dec. 28 in Memphis.

November 5, 2019

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Lady Raiders roll in opening weekend

Three Rivers went on a 14-point run in the first quarter.

The starters racked up the first nine points. By the 6-minute mark, they were all on the bench, and the subs didn't miss a beat.

The Raider roster held Southeastern (Ill.) scoreless for more than 3 minutes during the run.

With 10 players getting at least 14 minutes of playing time, Three Rivers rolled to a 93-40 win over Southeastern in the Lady Raiders Classic on Sunday at the Libla Family Sports Complex.

WOMEN
Raiders 101
Olney 67
Raiders 93
SE Ill. 40
"I would line our 11 kids up with anybody else's 11 within 200 miles, and I think we will have the best 11. I think they're that talented," Three Rivers coach Jeff Walk said. "The kids have got to realize they are possibly that good."

The No. 19 ranked Raiders (2-0) held Southeastern to 10 or fewer points in each of the first three quarters. The Raiders won the first quarter 32-9 and were up by 32 points by halftime.

"Coming out, we beat them so bad because we were hungry and ready to play."

Deanay Watson led Three Rivers with 16 points as five players finished in double figures and all 11 scored.

"The first couple of weeks were hard on us," Three Rivers freshman Jamiyah Thomas said. "We came out and played today and yesterday and we put on a show."

Watson scored eight of Three Rivers' first 10 points, including a pair of layups off steals.

Hannah Thurmon had 15 points, nine rebounds and three blocks after going 4 for 7 on 3-pointers, and Jordan Little finished with 14 points. Autumn Dodd and Katelyn



Three Rivers' Katelyn South (12) dribbles past Southeastern's Iwiyisi Osaghae on Sunday at the Libla Family Sports Complex.

South came off the bench to get 12 and 10 points, respectively.

Chaylea Mosby came off the bench to lead the team with four steals over 17 minutes of playing time.

Three Rivers 101, Olney Central 67

South scored 20 points, one of eight players that chipped in eight or more points. Watson added 14 points, Little had 13 points and a team-high eight rebounds while Yelder and Thurmon each added 10 points.

South knocked down 7 of 8 shots from the field, including all three of her 3-point attempts as the Raiders were a combined 11 of 18 from behind the arc.

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Competition picks up for 3R

In its season-opening two games last weekend, Three Rivers scored a combined 194 points and won each by at least 34 points.

WOMEN
Friday,
8:30 p.m.
Raiders vs.
Rend Lake

Things should get more difficult this weekend.

The 19th ranked Raiders host a pair of Region 24 teams in Rend Lake at 8:30 p.m. Friday and 20th-ranked Wabash Valley at 3 p.m. Saturday in the Three Rivers Classic at the Libla Family Sports Complex.

"We're going to have to play both games. It is definitely not going to be an easy weekend for sure," Three Rivers coach Jeff Walk said.

Katelyn South and Deanay Watson are co-leading the Raiders in scoring at 15 points per game, with Jordan Little (13.5), Hannah Thurrmon (12.5) and Autumn Dodd (10.0) all averaging in double figures, as well.



Independent news coverage of the TRC Lady Raiders made possible thanks to support from Quality Air Heating & Cooling.

In the blowout wins to start the season, 10 different Raiders averaged more than 15 minutes, giving the roster balanced stats to start the season.

Wabash Valley finished the regular season last year 31-0 and went into the national tournament as the overall top seed before losing in the quarterfinals to eventual runner-up New Mexico.

One of those 32 wins was 88-67 against the Raiders, who were the bottom seed in the tournament.

After losing four of their top six scorers to graduation, Wabash Valley has dropped to one spot behind the Raiders, who return more of their roster, in the preseason rankings.

However, only one freshman has even gotten minutes for Wabash Valley through two games in 6-2 forward Jazmyn Turner, who is second on the team scoring at 13.5 points to go with eight rebounds and is shooting 53 percent from the floor.

Breanna Beck leads the team with 16 points per game while Keya Patton and Michaela White are both averaging about 10.

Wabash Valley opened its season with a 66-65 win over Pensacola State, and an 86-63 loss to fifth-ranked Northwest Florida State.

On tape, Wabash Valley ran a 2-2-1 press that falls back into a 2-3 zone.

However, Walk said the press doesn't apply a lot of pressure and is kind of there just in case you want to give the basketball away.

Three Rivers' only other scheduled game against a currently ranked opponent is Dec. 28 against 24th-ranked Wallace State in Memphis, Tenn.

The Raiders beat Rend

November 8, 2019

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Lake 92-57 last year after shooting 45 percent for the game and 29 percent on 3-pointers while forcing 36 turnovers.

Rend Lake struggled through last season, finishing 4-23, but has opened this season 1-1 with an 89-86 win over Independence and a 79-55 loss to Moberly Area.

Rend Lake shot 35 percent in those games and 27 percent on 3-pointers.

The top six scoring players on the team are freshmen, and Rend Lake has two sophomores as it brings a revamped roster to Poplar Bluff.

“Rend Lake is a whole lot better than what they were last year,” Walk said.

Freshman 5-foot-9 guard Madison Buford is leading Rend Lake with 22.5 points per game but is shooting 32 percent from the field.

Burford has taken 15 3-pointers through two games, but has also consistently gotten to the foul line and is 13 for 18 so far.

Fellow guard Makayla Marshall, who is 5-3, is also in double figures with 13 points per game and is shooting 50 percent from the field.

Rend Lake has just one 6-footer on the team in 6-3 forward Kymberly Schmitt, who has played one minute through two games.

Rend Lake includes a pair of local recruits in freshmen Jalynn Morgan of Van Buren and Timberly Masching of Doniphan.

Masching is averaging about 10 minutes and 2.5 points per game while Morgan has played sparingly off the bench.

On tape, Rend Lake has run a 2-1-2 zone press that Walk said few teams run anymore, meaning the Raiders will need to rethink how they attack it.

“Just throwing the ball and looking in different locations that what they are looking,” Walk said of how should play against a press they aren’t used to seeing.

With most of the minutes going to guards and an offense that likes to score of its defense, Walk expects Rend Lake to run.

“It is going to be up and down. I don’t know if there are going to be any half-court sets in that game,” Walk said.

October 18, 2019

Daily American Republic

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Application deadline approaches for LPN-RN Bridge programs at TRC

By Three Rivers College

opportunities than LPNs, said Dr. Staci Foster, Chair of Nursing and Allied Health at Three Rivers College. The occupational outlook for registered nurses can be found here: www.bls.gov/ooh/healthcare/registered-nurses.htm.

Three Rivers nursing programs offer challenging course work, close interaction with faculty, and diverse clinical experiences. The programs have proven pass rates for licensure exams and high job placement rates. These rates can be found on the Nursing Program application.

“These programs offer our students career advancement possibilities, and we want to give every opportunity for students wanting to join the programs to apply,” said Foster.

Students must complete an application and meet certain criteria to be admitted into Three Rivers’ nursing programs.

Applicants for the LPN-RN Bridge programs must have a minimum 2.0 GPA and an NLN PAX-RN score of 110 or higher. Information on NLN PAX-RN testing is in the application packet. No specific classes must be completed to apply to

the program. LPN-to-RN Bridge applicants must have a valid LPN license.

Foster advises that all admissions materials, including official copies of transcripts from high school and other colleges, must be received by the appropriate deadline. Application forms for the Nursing programs can be found online at trcc.edu/admissions/application. Prospective students must also complete a free Three Rivers application.

For more information, contact Staci Foster at 573-840-9672.

The application deadline for the Three Rivers College Day LPN-RN Bridge Program in Poplar Bluff and LPN-RN Bridge Program at TRC-Sikeston is December 1.

The Three Rivers LPN-to-RN Bridge program is a career-enhancement program designed to allow Missouri LPNs to earn an associate degree and prepare to apply for licensure by examination as a registered nurse.

On average, registered nurses earn higher salaries, perform at higher skill levels, and enjoy more advancement

October 30, 2019

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PATRONS OF ARTS
PRESENTS MOSCOW BALLET

'The Nutcracker' to be performed at TRC

By Three Rivers College

Patrons of the Arts will present a Moscow Ballet performance of "The Nutcracker" at 7 p.m. Nov. 11, at the Tinnin Fine Arts Center on the Three Rivers College campus.

The performance is sponsored by Kissinger and Kirkman Investment Centre.

The troupe's performance of the holiday classic will remind the audience of a simpler time filled with sweet dreams and Christmas magic as Masha and her Nutcracker Prince journey through the Snow Forest.

"The Moscow Ballet al-

ways puts on an incredible show, and 'The Nutcracker' is one of their best with world-class dancers, more than 200 costumes, and stunning sets," said Robert Abney, director of the Tinnin Fine Arts Center. "This is the perfect performance to kick off the holiday season, and you can experience it for an affordable price."

Tickets are \$15 each and are available online at trcc.edu/tinnin (online fee may be charged) and in person at the Three Rivers Student Accounts Office and the Tinnin Center Art Gallery. Tickets will be sold at the door, if any remain. All seats reserved.

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NJCAA BASKETBALL

Raiders host free preseason jamboree today

Fans will get a chance to see the Three Rivers men's basketball in action today as the Raiders host Evangel and Southern Arkansas Tech in a preseason jamboree at the Libla Family Sports Complex.

Tipoff is 10 a.m. as the Raiders play Evangel for the second time in a week. Three Rivers will play Southern Arkansas Tech at 2 p.m. with the two visiting teams playing at noon. Admission is free.

On Sunday, Three Rivers travels to Carbondale, Illinois for a jamboree that features Vincennes (Ind.), Lincoln Trail (Ill.) and Lake Land (Ill.).

Turnovers and rebounds gave opponents more opportunities as the Three Rivers won only one half of a scrimmage last Saturday at Evangel University.

The Raiders had five more turnovers than the host and gave up 14 offensive rebounds in a split with Evangel. Three Rivers took the first half 35-33 and lost the second 40-37.

Three Rivers lost 39-35 and 46-36 to College of the Ozarks as the Raiders turned the ball over 17 times and gave up 12 offensive rebounds as their opponent had 15 more shots from the field.

Brahm Harris led Three Rivers with 17 points and seven rebounds against Evangel. He sank 6 of 9 shots from the field and both of his

free throws. Lydell Geffrard and Kevin Jones each added 12 points while Tallon Fonda and Willie Lucas each scored nine points.

Hayden Sprenkel's 15 points led the Raiders against College of the Ozarks as he sank 3 of 4 shots from 3-point range and 6 of 8 at the foul line. Fonda added 14 points, Harris chipped in 12 and Jones had 10. Lucas led with six rebounds.

The Raiders matched their opponents shooting percentage in both games and shot a combined 72.7% from the free-throw line but were plus-1 in rebounding against Evangel and minus-3 against College of the Ozarks.

Evangel sank 21 of 33 foul shots while College of the Ozarks knocked down 13 of 37 shots from 3-point range.

The Raiders will open the season Nov. 1 at home against Link Year Prep.

October 30, 2019

Daily American Republic

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NJCAA BASKETBALL

Raiders hope to reap rewards for Bess as he enters his 50th season

By **SCOTT BORKGREN**
Sports Writer

A few years back Gene Bess won his 1,200th college basketball game. He was the first and is still the only college basketball coach at any level to win 1,200 games.

After the game and eventual celebrations were done, Bess said win No. 1,201 was the most important win.

This will be Bess' 50th season as the Three Rivers men's basketball coach. So how do you celebrate half a century of success, including two national championships, for a man who believes the next game is always the most important one? Maybe with some patience.

"I've seen the kind of job he does around here and how good a coach he

is. This should be a season of rewards for him," Raider freshman Mathias Ochai said. "As a team, I think we have to double up and try to, if possible, win the national championship for him and give him a befitting 50 years celebration."

When Bess first got the Three Rivers job, he told his wife, Nelda, that junior college coaches only last about five years, so don't unpack the bags.

"When I first came over here, it was an answer to prayer. It was what I had wanted to do ever since I was 10, was to coach at a college and this was just ideal. I woke up like a kid in a candy store every day," Bess said.

That first year the Raiders, back when Three Rivers didn't have a gym, fin-

ished fourth in the national tournament. They finished fourth again two years later and didn't lose more than 10 games in Bess' first five seasons.

"We had some good basketball players around here and after a few years, the four-year schools started coming in here and taking some of our talent away from me. So we had to go a little further out after our players," Bess said. "It has been an experience, but every year I look forward to the challenge."

And there have been challenges. Mental, physical, other schools have shown interest in hiring Bess away. Had it not been for his son, he might have hung it all up halfway into his career.

Bess won a second national championship in 1992

October 30, 2019

Daily American Republic

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POPLAR BLUFF, MISSOURI

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but considered retiring in the mid-90s.

"I was kind of burned out, I guess is what you would have to call it," Bess said. "I was going to go another 2-4 years and (assistant coach Brian Bess) got in here and I kind of got a renewed outlook on life."

This will be the 27th season at Three Rivers for Brian, Gene's son, who himself has a career record of 621-241, giving him more wins than Kelvin Sampson, Tubby Smith or Tom Izzo.

Bess recalls coaching in the Bob Sechrest All-Star game at Mineral Area College and didn't have an assistant. Brian helped out and afterward, Sechrest said to Bess it was the best coaching job he'd ever seen.

"He wasn't one of those guys who threw accolades around," Bess said. "Brian was really good at recognizing when kids were winded or couldn't guard somebody. He had a knack for that early on and still does. He can keep stats on the bench, does substituting, makes a lot of decisions during the game and doesn't think anything about it. He has great focus and he has really been an

asset to me ... I felt from almost day one that I can kind of sit back and evaluate things. I just have a lot of respect for him and the way he works and his decision making."

Bryan Sherrer is also entering his sixth season with the team.

"I've had a lot of trials and tribulations, and it's been pretty tough. But I like this bunch and I've got the two best assistant coaches in the country," Bess said. "I'm trying to do my part and give them a chance to really do their thing on this team. I know they're there if I am unable to finish this year, but I'm convinced I'm going to be healed and I get up every morning feeling like it is going to be the best day of my life. So this is just another day."

Three Rivers, which opens its season against Link Year Prep on Friday at 7 p.m. and against Wabash Valley at 7 p.m. Saturday at the Libla Family Sports Complex, finished with a .500 record in the preseason, including a 1-point loss to defending national champion Vincennes.

"That should tell our players that they doing something right," Bess said of the loss to Vincennes. "We've got a way to go. But I was telling them the other day, I want them to be at their best the last game of the year. That's when it counts."

In that game, Three Rivers got strong play from its point guards and in the post.

Kinyon Hodges, a 6-2 point guard from Cape Girardeau, is showing the ability to play in both areas. Bess said he might be the best athlete on the team.

"He might be as good of a rebounder as we've got," Bess said. "He can do a lot of things and he is just now starting to get a feel for the point guard spot because he hadn't played the point guard in high school."

Sikeston's Kevin Jones is expected to play point guard, as well.

"He is kind of a natural leader," Bess said. "(Jones and Hodges) give us a good future as far as the point is concerned."

October 30, 2019

Daily American Republic

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POPLAR BLUFF, MISSOURI

50c

Another 6-2 Raider that's helping rebound is Poplar Bluff alum Dominique Hardimon, who is shifting further outside at the college level.

"He plays so hard and rebounds so good that most coaches will find a place for him," Bess said. "We almost always have to have him out there. He is a great person, works hard, very coachable. He's just one of those guys that you're glad you got him. He was good here at the high school for (Poplar Bluff coach William Durden) and he's been really good for us. He has some good qualities and I love the way he goes to the boards, and he works hard."

Added Hardimon, "We want to make the season great for (coach Bess) and try to make it to the championship and win it for him. Just do our best for him."

Centers Lydell Geffrard and Ochai have shown potential, as well.

Centers Lydell Geffrard and Ochai have shown potential, as well.

"When (Geffrard is) going full speed, he is pretty skilled around the basket and can handle physical play," Bess said. "(Ochai is) a great kid. He's working hard ... If you're 7-1 and you work hard and you've got a good attitude, he's got a future. But so far he hasn't played much."

Hayden Sprenkel and Willie Lucas are expected to be Three Rivers' top outside shooters this season. Lucas won the 3-point contest at Raider Madness the past two years.

But as Bess has said many times at this point of the season, it's a process and you have to go through it.

"Our talent is good enough to compete. It is not going to be an overnight thing, but I think our freshmen crop is pretty talented," Bess said. "I like this bunch. They seem to be focused."

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NJCAA BASKETBALL

Raiders ready to start season

By **SCOTT BORKGREN**
Sports Writer

Three Rivers will get a chance right away to avenge losses from last season.

The Raiders open their season against Link Year Prep at 7 p.m. Friday at the

MEN
Tonight,
7 p.m.
Raiders vs.
Link Year

Saturday,
7 p.m.
Raiders vs.
Wabash Valley

Libla Family Sports Complex and follow that with a 7 p.m. Saturday game against Wabash Valley (Ill.). Mineral Area will also compete, but will not play against the Raiders.

“We’ve seen them both from a distance and have a little video. But it’s too early

to know much about them,” Three Rivers coach Gene Bess said. “This should be a really good tournament.”

Bess added before practice Thursday that four of the five starters have been decided. Lydell Geffard, who had been starting at center in the preseason, is currently questionable with a knee injury.

Both teams beat Three Rivers last season. Link Year Prep won 91-85 in a mid-January contest and Wabash Valley won 70-65 during last year’s opening weekend games.

Link Year Prep has run a matchup zone, making 3-point shooting a key.

“They’re really good again, they’re well coached and run good stuff,” Bess said. “They’ll be tough to play against.”

Last Year, Three Rivers was 7 for 26 on 3-pointers. The Raiders’ Willie Lucas, who won the 3-point shooting contest at Raider Madness, did not play in the game and Hayden Sprenkel, another returning outside shooter for the Raiders, was 0 for 2 on 3-pointers.

Along with Sprenkel, the only returning Raider to play in the game was Tallon Fonda, who was 3 for 13 shooting with seven rebounds.

“A lot of our guys are new, but we need to start playing,” Bess said.

Link Year Prep made 51% of its shots and 42% of its 3-pointers to make up for 27 turnovers.

Wabash Valley last year rallied from being down by eight at halftime and nearly doubled its scoring in the second half to win by five.

“They’re loaded. They’re really good,” Bess said. “Those Illinois teams ... they all seem to be getting better every year.”

Among the players back is point guard Marcus Garrett, who tore his ACL last year against Three Rivers.

The Warriors, who went 25-8 last year, also bring back guard Tony Burks, who averaged 6.1 points, three rebounds and 1.7 assists. Forwards Justin Boyd and Amir Yusuf also return after scoring 109 of 122 seven points a game

November 2, 2019

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NJCAA BASKETBALL

Raiders defensive in opener

By **BRIAN ROSENER**
Sports Editor

The Three Rivers College men's basketball team opened the 50th season under coach Gene Bess with a defensive gem Friday night.

The Raiders allowed just one field goal over the first 8 minutes, 42 seconds to build a double-digit lead, then didn't give up a point in the first 4 1/2 minutes of the second half.

Eight different players had steals, led by four from Kevin Jones and Hayden Sprengel's three, as the Raiders beat Link Year Prep 92-61 at the Libla Family Sports Complex.

Jay Hines and Tallon Fonda led the Raiders offense with 16 points each while Brahm Harris chipped in 13. Willie Lucas had eight points and a team-high seven

rebounds while Dominique Hardimon and Kinyon Hodges also scored eight points.

Three Rivers held the Lions to 32% shooting from the field, including 5 of 19 from 3-point range. Link Year scored 20 points at the foul line.

Harris opened the scoring on the second possession of the season for the Raiders, knocking down a pull-up jumper.



DAR/Brian Rosener

Three Rivers sophomore Austin Parker dunks during the first half Friday night in the Raiders' season opener at the Libla Family Sports Complex.

Biggie Bergerson's 3-point put the Lions ahead but Harris knocked down a 3-pointer at the 16:49 mark to put the Raiders ahead for good at 7-5. Hardimon drew a charge then got an offensive rebound leading to a basket by Hines to start a 13-2 run.

Lucas knocked down a 3-pointer for a 10-point lead with 13:05 left in the opening half and Fonda later sank one of his own for a 20-9 advantage.

A steal and layin by Cametre Chambers ended a span of seven minutes between field goals for the Lions.

Three Rivers led by as much as 16 in the first half and went into the locker room up 39-27.

Link Year shot 25.9% from the field in the first half and committed 17 turnovers before finishing with 26.

The Raiders scored 20

November 2, 2019

Daily American Republic

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POPLAR BLUFF, MISSOURI

50c

points off turnovers and 20 second-chance points. They allowed just six offensive rebounds and won the battle under the glass 52-41.

Last season Link Year beat the Raiders 91-85, holding Three Rivers to 7 of 26 shooting from 3-point range and finishing plus-11 on rebounds.

In the first half Friday, Three Rivers sank 7 of 23 3-point attempts and took just four free throws. The Raiders scored 48 points in the paint and finished shooting 41.9% from the field and 9 of 12 at the foul line.

The Raiders, who improved to 3-2 at their new home as Bess earned win No. 1,282, will host Wabash Valley (Ill.) at 7 p.m. Saturday. The Warriors lost to Mineral Area 73-50 as coach Luke Stege earned his 100th win.

The Three Rivers women's team opens the season at 3 p.m. Saturday against Olney Central (Ill.).

NJCAA MEN'S REGION XVI

Friday's Games

Three Rivers 92, Link Year Prep-Blue 61
 Mineral Area 72, Wabash Valley (Ill.) 50
 Ranger (Texas) 100, MSU-West Plains 84
 Moberly Area 124, William Penn JV 75
 State Fair 70, John Wood (Ill.) 69

Saturday's Games

MSU-West Plains vs. South Plains, 4 p.m.
 Mineral Area vs. Link Year Prep-Blue, 5 p.m.
 Wabash Valley (Ill.) at Three Rivers, 7 p.m.
 Marshalltown (Iowa) at Moberly Area, 7 p.m.
 North Central at State Fair, 7:30 p.m.

Link Year Prep	27	34	—	61
Three Rivers	39	53	—	92

THREE RIVERS.....	MIN	FG-A	3FG-A	FT-A	REB	A	PTS
Hardimon, f...	14	4-6	0-0	0-3	3	3	8
Hines, f.....	20	6-9	0-0	4-5	6	2	16
Sprenkel, g...	23	2-10	2-10	0-0	2	1	6
Hodges, g.....	20	3-6	0-1	2-2	5	2	8
Harris, g.....	23	4-16	2-7	3-4	2	2	13
Briscoe.....	10	0-1	0-0	0-0	2	0	0
Showmaker..	15	1-2	1-2	0-0	3	1	3
Fonda.....	13	6-11	2-2	2-2	5	1	16
Ochai.....	8	3-5	0-0	0-0	4	1	6
Geffrard.....	11	1-4	0-0	0-0	3	0	2
Jones.....	14	0-4	0-3	0-0	2	1	0
Lucas.....	15	3-7	2-6	0-0	7	0	8
Parker.....	12	3-5	0-1	0-0	2	2	6
Totals.....	200	41.9	28.1	68.8	52	16	92

Offensive rebounds: 15 (Hines 4.) **20** second-chance points. **Blocks:** 4 (Hardimon. Hines. Fonda. Ochai). **Turnovers:** 11. **Steals:** 15 (Jones 4). **20** points off turnovers. **Total fouls:** 19. (Fouled out: none.)

LINK YEAR.....	MIN	FG-A	3FG-A	FT-A	REB	A	PTS
Veen, f.....	33	3-8	0-0	0-2	5	1	6
Walters, f.....	24	0-2	0-0	0-1	4	0	0
Winfrey, g.....	24	1-5	0-3	0-1	6	2	2
Bergerson, g.	34	2-11	2-7	6-6	3	3	12
Uszynski, g...	39	4-7	0-2	2-4	6	0	10
Chambers.....	24	5-17	3-7	7-10	8	2	20
Trujillo.....	20	3-6	0-0	5-6	4	0	11
Totals.....	200	32.1	26.3	66.7	41	8	61

Offensive rebounds: 6. **8** second-chance points. **Blocks:** 2. **Turnovers:** 26. **Steals:** 7 (Veen 2. Bergerson 2.) **8** points off turnovers. **Total fouls:** 14. (Fouled out: Walters.)

November 5, 2019

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50c

Harris leads Raiders in win

By **BRIAN ROSENER**
Sports Editor

The Three Rivers men's basketball team was in the midst of a five-minute scoring drought in the second half when Wabash Valley sank its first 3-point shot of the night.

The Raiders' 18-point lead was down to five.

"It's real easy to settle down if you have a good first half," Three Rivers sophomore Jay Hines said.

MEN
Raiders 83
Wabash 65

"But later on in the half we just picked up hard, starting moving the ball and started playing harder."

Three Rivers put together a 20-8 run over the next eight minutes to regain control and beat the Warriors 83-65 Saturday in the First Midwest Bank Classic at the Libla Family Sports Complex.

Brahm Harris sank 7 of 12 shots to lead the Raiders with 16 points while Kinyon Hodges added 11 points. Dominique Hardimon and Hines each chipped in nine points as Three Rivers opened the season 2-0.

The Warriors (0-2) missed their first 15 shots

from 3-point range and finished 2 for 21.

"We tell them try to make the 3-point shooter shoot something other than a 3-point shot," Raiders coach Gene Bess said. "Maybe we did that better than I thought."

The Raiders held an opponent to under 40% shooting for a second straight night, holding both under 66 points.



Three Rivers freshman Brahm Harris (11) shoots during the first half Saturday at the Libla Family Sports Complex.

"We just close down, do what Coach Gene tells us, close out on hot hands make things uncomfortable," Harris said.

The Warriors outscored Three Rivers by 20 in the paint and got 15 second-chance points, finishing with a plus-11 advantage rebounding.

Last year the Raiders ranked 165th in rebound margin per game.

November 8, 2019

Daily American Republic

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POPLAR BLUFF, MISSOURI

50c

NJCAA BASKETBALL

Raiders face top 10 team

By **SCOTT BORKGREN**
Sports Writer

The Raiders face their first big challenge of the season Friday.

After beating Link Year Prep by 31 and Wabash Valley by 18 last weekend to open the season, Three Rivers will take on sixth-ranked Indian Hills (Iowa) at 6 p.m. Friday, followed by Southeastern (Iowa) in the Missouri/Iowa Challenge at State Fair Community College.

Tyon Grant-Foster is likely to be the focal point of the Indian Hills offense. The 6-foot-7, 185-pound sophomore committed to Kansas in October and is currently averaging 25 points on 51 percent shooting. He's also making 42 percent of his 3-pointers to go with 6.5 rebounds, 1.5 steals and 1.0 blocks through two games.

He is Indian Hills' only player scoring in double figures, though Chris Childs, Drake Jeffries, Tyrese Nick-

MEN
Friday,
6 p.m.
Raiders vs.
Indian Hills
at State Fair

elson and Malique Jacobs are all a basket shy of averaging 10 points.

Last season, Grant-Foster averaged 8.2 points and 4.2 rebounds as the Indians finished 27-7 and lost to Florida Southwestern in the second round of the national tournament.

Three Rivers last faced Indian Hills in 2014 at the Bess Activity Center. Then ranked first in the country, Indian Hills held on for a 109-104 win, but later had to forfeit the game. Jared White led the Raiders in that game with 28 points after going 16 for 19 on free throws.

Three Rivers does have some experience this season against a ranked opponent. The Raiders lost to defending national champion and top-ranked Vincennes by one point in the preseason.

Three Rivers will also face currently ranked opponents on Nov. 30 against 24th ranked Northeastern Oklahoma A&M, and Region XVI rival Moberly Area is ranked ninth.

Like Indian Hills, South-

eastern also opened its season with a pair of wins, beating Rock Valley 78-54 and Kirkwood 74-69, and present a more balanced attack than Indians hills.

Miganeh Abdi and Carlos Lemus Jr. are both averaging 14 points through two games. Boubacar Kamissoko is scoring 3.5 points and Elias Ezenekwe is scoring 10, with 10 two more players just shy of double figures.

While Lemus Jr., Kamissoko and Ezenekwe are starters, Abdi came off the bench against Rock Valley and went 6 for 13 on 3-pointers for 21 points to lead the team in scoring for the game.

Freshman guard Brahm Harris is currently leading the Raiders with 14.5 points per game and Jay Hines is averaging 12.5 with another six Raiders averaging more than 5 points through two games, including Poplar Bluff alums Dominique Hardimon and Willie Lucas.

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POPLAR BLUFF, MISSOURI

50c

Raiders push No. 6 Indian Hills early

By **SCOTT BORKGREN**
Sports Writer

SEDALIA, Mo. — Double technical fouls took any momentum away from the Raiders and handed it to Indian Hills ... for good.

The sixth-ranked Warriors sank seven free throws on the same possession with 18 seconds left in the first half and went on to beat Three Rivers 87-58 during the Missouri/Iowa Challenge on Friday in Sedalia, Mo. Three Rivers will play Southeastern Iowa at 1 p.m. Saturday to finish their schedule in the challenge.

“Indian Hills is a good team. These are the kind of teams we have to beat to get where we want to go, and I feel like our guys feel like they can do that. We just didn’t play very well,” Three Rivers coach Gene Bess said. “We can play with Indian Hills, but more important, we have to play with (Southeastern Iowa) on Saturday.”

MEN
Raiders 58
Indian Hills 87

Three Rivers (2-1) fought back from being down double digits early in the first half to get within a point with under four minutes left in the first half.

The Raiders were still down by five with 18 seconds left when Indian Hills drew a hand check foul.

In the bonus, the Warriors (3-0) stepped to the line and the Raiders were then issued two technical fouls against the bench, including coach Gene Bess’ first of the season.

By the time Indian Hills was done shooting the bonus and technical foul free throws, the five-point lead swelled to 12 without a second running off the clock.

“We had a couple flops in the post and I questioned that and they were offended that I would say anything to them,” Bess said.

Three Rivers’ Lydell Geffard picked up a quick charge at the other end, giving the ball back to Indian Hills, and the Warriors sank a jumper at the buzzer to take a 43-29 lead into half-time.

Tyon Grant-Foster, averaging 25 points through two games for the Warriors, went to the bench with three

fouls early in the second half with Indian Hills ahead by 17 points.

Indian Hills, though, still built the lead to 23 over the next several minutes and Three Rivers was unable to make a late run.

“I think we took something from that game. We’re going to be all right before it is over,” Bess said. “We know that we are going to get better playing an opponent like this.”

Three Rivers shot 36 percent from the field and Geffard led the Raiders with 10 points.

Kevin Jones was 3 for 5 on 3-pointers for nine points and 3 for 6 shooting overall to go with two rebounds, two assists and a steal.

Dominique Hardimon and Brahm Harris each had four rebounds to lead Three Rivers. Harris and Geffard both grabbed two offensive rebounds.

Hayden Sprengel led the team with three assists as the team finished with 16 assists.

Grant-Foster, who is committed to Kanas, was held to eight points for 8 shooting over 14 minutes.

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Chris Childs led Indian Hills with 13 points after going 7 for 7 at the free-throw line.

Three Rivers was out-rebounded 40-20, but was plus-1 on offensive rebounds.

Friday's games was the first time Three Rivers has played Indian Hills since 2014, when the Warriors were the top-ranked team in the country and narrowly beat the Raiders at Three Rivers, but later had to forfeit the game.

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50c

Ranked Raiders face Ill. teams

By **SCOTT BORKGREN**
Sports Writer

After an undefeated pre-season and a strong week of practice, Three Rivers kicks off coach Jeff Walk's final season this weekend.

The Raiders host Olney Central (Ill.) at 3 p.m. Saturday and Southeastern Illinois at 3 p.m. Sunday at the Libla Family Sports Complex.

The Raiders, ranked No. 19 in the NJCAA pre-season rankings,

have largely focused on their own preparations and watched a little tape from last season of their opponents.

Both schools bring back the same coaches and played man defense. Walk added

the Raiders didn't press as much last year as they probably will this weekend.

"Just going to do what we do and make those gametime adjustments," Walk said.

Offensively, Walk is looking for the Raiders to take care of the basketball and execute the offense. They set a standard on defense during the preseason, and Walk is looking for the team to maintain that standard while working on other things.

"So far it has been a good week (of practice)," Walk said Thursday.

The Raiders beat Olney Central 87-67 last season while one of their four losses all year was 90-88 against Southeastern Illinois. Both Region XXIV teams came to Poplar Bluff the first weekend of November last year, as well.

Against Olney Central, Katelyn South came off the bench to lead Three Rivers with 16 points. Deanay Watson added 14 points and eight rebobunds.

Both return for Three Rivers, as do Hannah Thurmon (eight points, four re-

bounds) and Jordan Little (five points, two rebounds). Three Rivers' fifth returning sophomore An'Nyah Pettus did not play until Dec. 28 last year.

Against Southeastern Illinois, it was Little who came off the bench to lead the Raiders with 20 points to go with five rebounds and five steals. Thurmon added 17 points and nine rebounds. Watson had eight points and eight rebounds while South added five points, five rebounds and three steals.

Walk said he had determined his starting lineup for Saturday, but declined to say who would be in it.

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TRC registration open for winter and spring semesters

Registration will open Nov. 4 for winter and spring classes at Three Rivers College for new and returning students at all of the college's locations.

Online and on-site registration will continue through Dec. 13 for winter session and Jan. 10 for spring semester at the Poplar Bluff campus and the locations in Sikeston, Dexter, Kennett and Cape Girardeau. The winter session begins Dec. 16, and spring semester begins Jan. 13.

"If you're wanting to start your education journey at Three Rivers, it's important to apply for admission as soon as possible," said Chris Adams, director of enrollment services at Three Rivers College. "The sooner students can complete the application, financial aid and registration processes, the easier getting started becomes, and the easier it will be to create a class schedule that works for them."

Registering early is especially important for working adults according to Adams.

"We know our students

have busy lives. Registering early is the best way to ensure their class schedules work well with their other obligations," he said.

For those students looking to pursue bachelor's degrees at four-year universities, Three Rivers offers a pathway to transferring to colleges throughout the state and into programs offered by its University Center partners on the Three Rivers campus and external locations, officials said. In addition, Three Rivers has worked with Arkansas State University to ensure transition into more than 20 of its programs.

"We want to help our students achieve their goals, whether it's to move up where they work now, start a new career, learn a trade, or continue their journey in higher education," said Dr. Leslie Gragg, department chair of science, math, social sciences and HPER.

Those interested in enrolling can browse available courses by clicking "Search for Classes" under "Admissions" at trcc.edu. Current students, with advisor approval, can register online

through the myTRCC system. Prospective students must fill out a free application and attend a "ROCS" orientation session to be eligible to register for classes. The Getting Started Checklist is a step-by-step guide through the admissions process, and is available at trcc.edu/admissions. Faculty and staff advisors are available in person, by phone, or through email to assist students with career planning and progression. For assistance or to schedule an orientation session, contact the Welcome Center at 573-840-9605.

Three Rivers has recently added a new associate of applied science degree program in behavioral health support for careers in the behavioral and mental health fields. The application deadline for this program is Dec. 1, with classes starting in January.

For more information about this new program, contact Lori Hoggard, LMSW, Coordinator of the Behavioral Health Support Program, at lhoggard@trcc.edu or 573-840-9612 ext. 8361. 11/14/2019

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POPLAR BLUFF, MISSOURI

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TRC students will hold recital Nov. 5

By Three Rivers College

The Three Rivers College Music Department will present "Happiness Is Sharing Music," a student recital at 7 p.m. Nov. 5, at the Tinnin Fine Arts Center. In this recital, students will be sharing the gift of music with friends and family. Admission is free.

"This recital is a great opportunity for family, friends and the community to experience the talents and hard work of our instrumentalists and vocalists," said William White, professor of Music at Three Rivers.

Three Rivers offers an Associate of Arts degree in Music for students who

plan to transfer to a four-year college or university to major in Music and an Associate of Arts in Teaching — Music Education degree for students who want to transfer into Central Methodist University's completion program, offered at the Three Rivers College Poplar Bluff campus, to earn a Bachelor of

Music Education Degree. Students can specialize in choir or instrumental music. There are courses for ensembles and private instruction. There also are music scholarship opportunities.

For more information about the Three Rivers College Music Department, call 573-840-9639.

October 31, 2019

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POPLAR BLUFF, MISSOURI

50c

NJCAA WOMEN'S BASKETBALL

In Walk's final year, Raiders seek title

Three years ago when Jeff Walk signed Deanay Watson to Three Rivers College, he told her they were both going to leave Three Rivers as national champions.

Watson paused, so Walk said it again.

It was a bold statement at the time. Watson, who redshirted her freshman season, was the only player committed for that swan song season. As the Raiders prep for their season opener, winning a championship is more hope than dream.

When Watson signed, Walk had already decided and told the powers that be that he was going to retire following the 2019-20 season, culminating 32 years of coaching — 21 years at Twin Rivers High School and the past 11 at Three Rivers.

As Watson redshirted, the Raiders won 20 games. Last season, they won 27 and reached the national tournament. Three Rivers was handed the No. 24 seed, the last seed in the tournament,

and lost by four points in the first round to No. 9 Jones. As it turned out, Jones lost by 11 points in the next round to eventual runner-up and No. 8 seed New Mexico.

"I just want to get revenge. We went into the tournament as the last seed in the whole tournament, played one of the best teams and only lost to them by four. So hopefully that made a statement for us," sophomore Katelyn South said. "Hopefully we'll get a higher seed and an easier route to hopefully the championship."

Three sophomores exited — Erickson, Kim Shaw and Casey Douglas.

Five freshmen returned — Watson, South, Jordan Little, Hannah Thurmon and An'Nyah Pettus. There were

five of the top seven scorers on last year's team. The only piece missing is J'Kayla Fowler, who averaged 9.1 points and 5.3 rebounds in

20 minutes game off the bench, but has since left the program and moved away.

The five were among the team leaders in every stat category last year, if not the outright leaders. Watson averaged 13.2 points and 8.2 rebounds, Pettus and Thurmon were right behind her. Thurmon led with 2.3 blocks, more than triple anyone else.

They're a big reason why Three Rivers is ranked 19th heading into this season. One spot ahead of Wabash Valley, which didn't lose a game last year until the national quarterfinals and travels to the Libla Family Sports Complex on Nov. 9.

"We just want to prove everyone wrong that doubted us, and still doubt us to this day," Watson said.

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DAD/Scott Davidson

Walk has already told the Raiders that Wabash Valley is mad. It thinks it should be ahead of Three Rivers.

“We’re going to get everyone’s best game, every game,” Walk said. “We’re not going to go undefeated. The schedule is set up to be taxing, so I know that isn’t going to happen.”

Three Rivers hopes its freshman class will help it to climb the rankings. Thurmon, at 6-foot-2, was the team’s only true post defender last season. It was a weakness at the national tournament.

This year’s freshmen class adds three players who are as tall or taller than Thurmon, freeing her up to play more on the wing.

“Last year I felt like that was my job, was to protect the post. I knew I had to work harder because I was the main post,” said Thurmon, who averaged 9.2 points and 6.7 rebounds to go with her 2.3 blocks. “I knew this year coming in, I had girls that were going to be behind me to help.”

The seven-player class also adds strong guards, including three-time Missouri All-State selection Chaylea Mosby and Neelyville state champion Autumn Dodd.

“With five sophomores instead of three last year and

all the incoming freshman, I feel like we’re stronger than we were last year and we can do better than last year,” Little said.

With the post flipping from weakness to strength, guards the are freed up to shoot more on the outside, run the fast break, making Three Rivers both bigger and faster than it was last season.

“I threw a lob pass for the first time ever this year just because I’ve never played with a post player,” said South, who averaged 11.8 points, 3.6 rebounds, 1.8 assists and 1.7 steals last season.

Walk hired then assistant coach Alex Wiggs during the summer before the 2016-17 season.

After winning 15 games the season before Wiggs, Three Rivers has won 69 in three seasons since. Watson’s class was the first full recruiting class with Wiggs, who has since been named co-head coach and will take over the program after Walk retires.

120 of 122

11/14/2019

October 31, 2019

Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

“His tenacity, love of the game and how well he gets along with the kids (make him qualified). He’s willing to adapt and make changes when things aren’t going the right way,” said Walk, who is working with Wiggs on things like purchasing, transportation and scheduling to get him prepared for next year. “He knows how to setup practice and we’ve always worked well on that. It’s all the behind-the-scenes stuff that no one knows, it just gets done.”

Walk hasn’t had a winter free since 1986. When this season is said and done, he’s steadfast on keeping his winter’s free. He’ll plans to spend his time with his two grandsons, traveling, fishing, hunting, and basically doing what he wants, when he wants. His swimming pool business will keep him busy, as well.

“Thirty-two years of being tied, and enjoyed every single last second of it, and I’ll enjoy every single second of this year, but a lot of things got put on the back burner,” Walk said. “If I need a basketball fix, I know I can go talk to (nephew Nathan Walk) at Greenville, or (daughter Jordanna Walk) at Ste. Genevieve. But 32 years of being at everybody else’s whim and mercy, I’ve been a little fortunate. I hope the next six months will be good, too.”

October 29, 2019

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POPLAR BLUFF, MISSOURI

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Center Stage holds auditions for “The Wizard of Oz” show

By Three Rivers College

Center Stage, the Three Rivers College community theater group, will hold auditions for its upcoming production of “The Wizard of Oz” from 5:30 to 8 p.m. on Nov. 12 and 14 at the Tinnin Fine Arts Center. Cast members will be notified by Nov. 16.

Carlie Dillinger, director of last year’s Alice in Wonderland, will direct this classic musical.

“We’re looking for a variety of actors to play a wide range of characters,”

said Dillinger. “We encourage people with all levels of experience to come and audition.”

Anyone age 10 and older can audition. Anyone younger than 10 who is interested in performing will need to contact Dillinger before the auditions.

Auditions will consist of cold reads, group readings, and vocal performances. Those auditioning will need to bring an accompaniment track to sing with during the audition. A karaoke track found on YouTube, iTunes, etc. can be used. Equipment

will be provided to play the music.

“The Wizard of Oz” will be performed at 7 p.m. March 6, 7, 13, and 14, and 2 p.m. March 7, 8, 14, and 15. Cast members will need to be available for rehearsals leading up to the performances. Rehearsals will be held on Monday, Tuesday, and Thursday nights, and a couple of workshops will be also scheduled.

For any questions regarding “The Wizard of Oz” auditions, please contact Carlie Dillinger at carliedillinger@gmail.com.