

11:00 a.m. Three Rivers Board of Trustees Luncheon, Employee Lounge, Westover Admin Building  
12:00 p.m. Three Rivers Board of Trustees Meeting, Board Room, Westover Admin Building

**A G E N D A**  
**REGULAR SESSION**  
**Wednesday, November 18, 2020**  
**12:00 p.m.**

- I. Invocation and Pledge of Allegiance**
- II. Approval of Agenda and Minutes**
  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
    1. Monthly Financial Statements
    2. Budget to Actual Financial Statements
  2. Cash in Bank
  3. Certificates of Deposits
  4. Checks Issued
  5. Bid Report
- IV. President's Report**
- V. Executive Session** (Permissible under guidelines of MO Rev. Statute Section 610.021.1 Legal – Legal actions, causes of action or litigation involving a public governmental body and confidential and privileged communications between a public governmental body and its attorney; Section 610.021.2 – Real Estate – Leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefore; section 610.021.3 – Personnel – Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded.)
- VI. Items for Consideration, Discussion, and Vote**
  1. Consideration, Discussion, and Vote on the FY2020 Audit
  2. Consideration, Discussion, and Vote on revisions to GAP 1205-Code of Ethics
- VII. Consideration and Approval of all Personnel Actions and Associated Documents**
  1. Acceptance of Employment
    1. Braelin Aldridge – Admissions Recruiter

\*Representatives of the news media may obtain copies of this Agenda by contacting Janine Heath, Executive Assistant to the President, 573-840-9698

2. Jocelyn Cooper – Assistant Director, Human Resources
3. Dr. John LaDue – Director of Library Services
4. Karen Holman – Program Academic Advisor/ACHIEVE
5. Nicki Lutes – Part-time Professional Tutor
6. Lauren Vincent – Instructor of Nursing

**VIII. Appendix**

1. Information Items
  1. GAR 1208 – Workplace Violence
2. Upcoming Events
3. Recent Newspaper Articles

**IX. FY21 Board of Trustees Meeting Dates**

- Wednesday, January 20, 2021
- Wednesday, February 17, 2021
- Tuesday, March 16, 2021
- Wednesday, April 21, 2021
- Wednesday, May 19, 2021
- Wednesday, June 23, 2021

**X. Adjournment**

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**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
October 21, 2020**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Westover Administration Building on Wednesday, October 21, 2020.

**CALL TO ORDER**

Those present included: Trustees: Dr. Amber Richardson, chair; Gary Featherston, vice-chair; Chris Williams, secretary (absent); Eric Schalk, treasurer; Darren Garrison, member, absent; Dr. Tim Hager, member; and college administrators: Dr. Wesley Payne, president; Janine Heath, recording secretary.

**ATTENDANCE**

Trustee Hager delivered the invocation.

**INVOCATION**

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

**APPROVAL OF BOARD  
MEETING AGENDA**

Trustee Featherston made the motion to approve the September Board Meeting Minutes. With a second by Trustee Schalk, the motion passed unanimously.

**APPROVAL OF THE  
SEPTEMBER BOARD  
MEETING MINUTES**

Charlotte reviewed the financials as of September 30, 2020. At 25% into the year we have recognized 36% of budgeted revenues and have obligated 23% of our budgeted expenses.

**FINANCIAL REPORT AND  
BID REPORT**

Trustee Garrison made the motion to accept the report as presented. With a second by Trustee Hager, the motion passed unanimously.

Dr. Payne presented:

**PRESIDENT'S REPORT**

Dean Matthews discussed the recent Club Rush. Several clubs had booths with information for students on ways of becoming involved in the College community. 250 to 300 students participated. The National Guard came and cooked hot dogs for the students.

**CLUB RUSH**

Dr. Bixby and Judith Davis gave a recap of the events during constitution day. It was a 4-hour program with discussion of the Bill of Rights, Electoral College, National Archives and a reading of the constitution.

**CONSTITUTION DAY**

There were 40 students that attended.

Lt. Governor Kehoe visited the college on October 1. Dr. Payne gave him a tour of the campus. He was very impressed with what we are doing on the campus and offering to our students.

The Patrons of the Arts Kickoff was a very different event. We honored all donors from the previous year. Due to COVID 19, we will not have a season this year, so Dr. Payne presented the alternative to the donors present of supporting the renovations to the theater.

The College hosted the Highway Patrol for their Badge of Honor run.

Coach Phipps discussed the success of the rodeo. The costs were covered by sponsors with an approximate \$6,000 profit. The entries were up this year with 425 athletes in the event. Attendance was up. Continuing to work to make the rodeo better each year.

Diane Patterson received the National College Testing Association President's Award.

Carrie Franklin announced that our communications team and Amanda Vasquez specifically, received the Silver award for Video Shorts Series and Gold for Original Photography Unmanipulated from the National Council for Marketing and Public Relations.

- Explore TRC, Virtually – Psychology, October 27 and Med Lab Tech, November 9
- American Red Cross Blood Drive – November 3 & 4
- Sing on! Play on! Music returns! – November 10
- Kennett Trivia Night – November 12
- Musical Gifts – November 24
- LPN Pinning Ceremony – December 11
- RN Pinning Ceremony – December 11

Trustee Featherston made the motion to enter executive session at 12:26 p.m. With a second by Trustee Garrison the board was polled as follows: Trustee Hager, yes; Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, absent; Trustee Featherston, yes; Trustee Richardson, yes.

## **LT. GOVERNOR MIKE KEHOE VISIT**

## **PATRONS OF THE ARTS KICKOFF**

## **BADGE OF HONOR RUN**

## **THREE RIVERS COLLEGE RODEO**

## **NCTA PRESIDENT'S AWARD**

## **NCMPR 2020 MEDALLION AWARDS**

## **UPCOMING EVENTS:**

## **EXECUTIVE SESSION**

**ITEMS FOR  
CONSIDERATION,  
DISCUSSION, AND VOTE**

A reference was added to the existing policy to include Missouri Community College Record Retention Schedule; General Record Retention Schedule' CFR 382.307.

**COLLEGE POLICY GAP 1410  
– RECORD RETENTION AND  
DESTRUCTION**

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

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

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

There being no further business, Trustee Featherston made the motion to adjourn the meeting at 1:22 p.m. and with a second by Trustee Hager, the motion passed unanimously.

**ADJOURNMENT**

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CHAIRMAN

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APPROVAL DATE

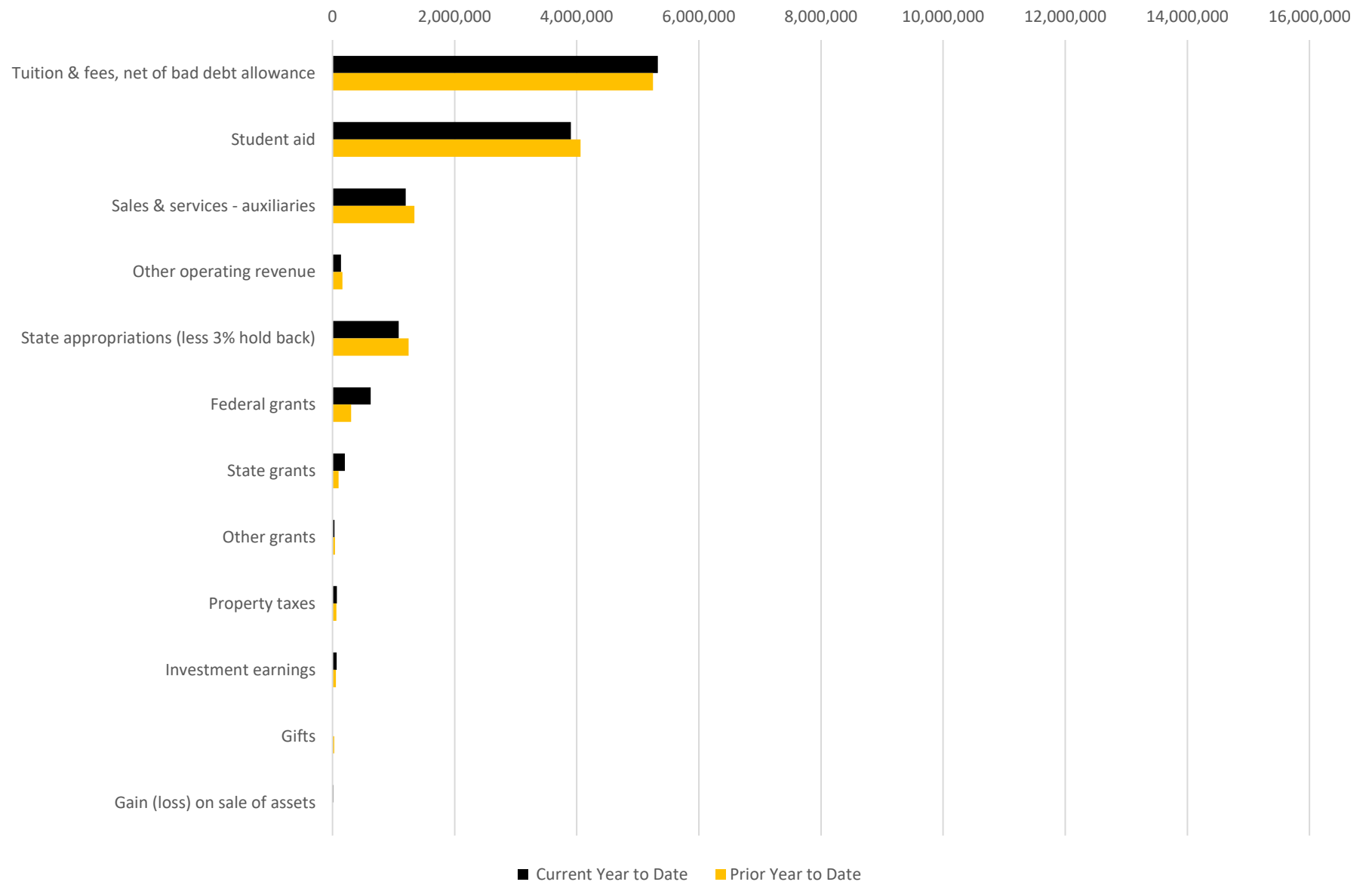
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SECRETARY

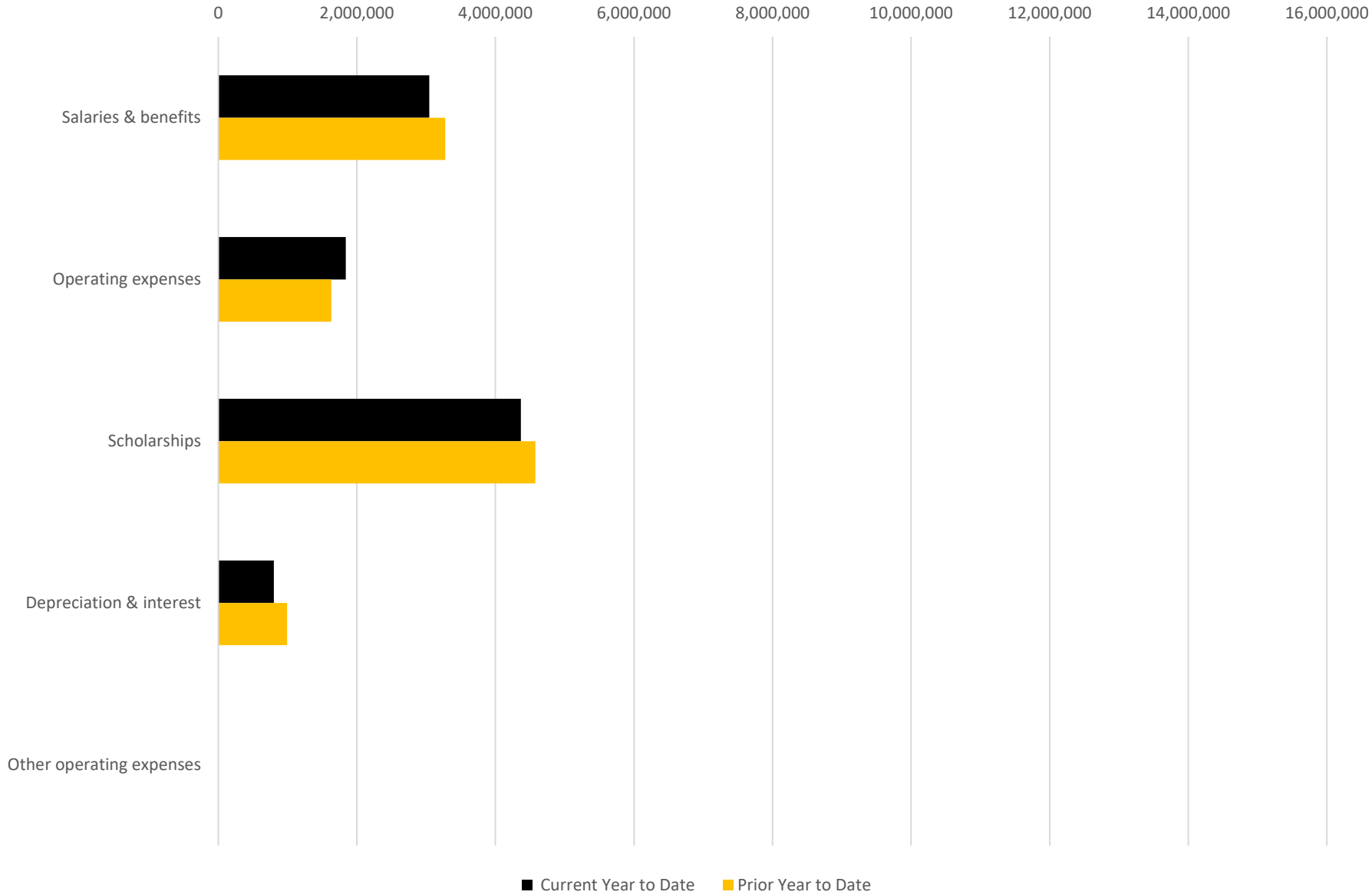
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APPROVAL DATE

### YTD Comparison to Previous Year 09/30/2020



YTD Comparison to Previous Year  
09/30/2020



YTD Comparison to Previous Year  
09/30/2020

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



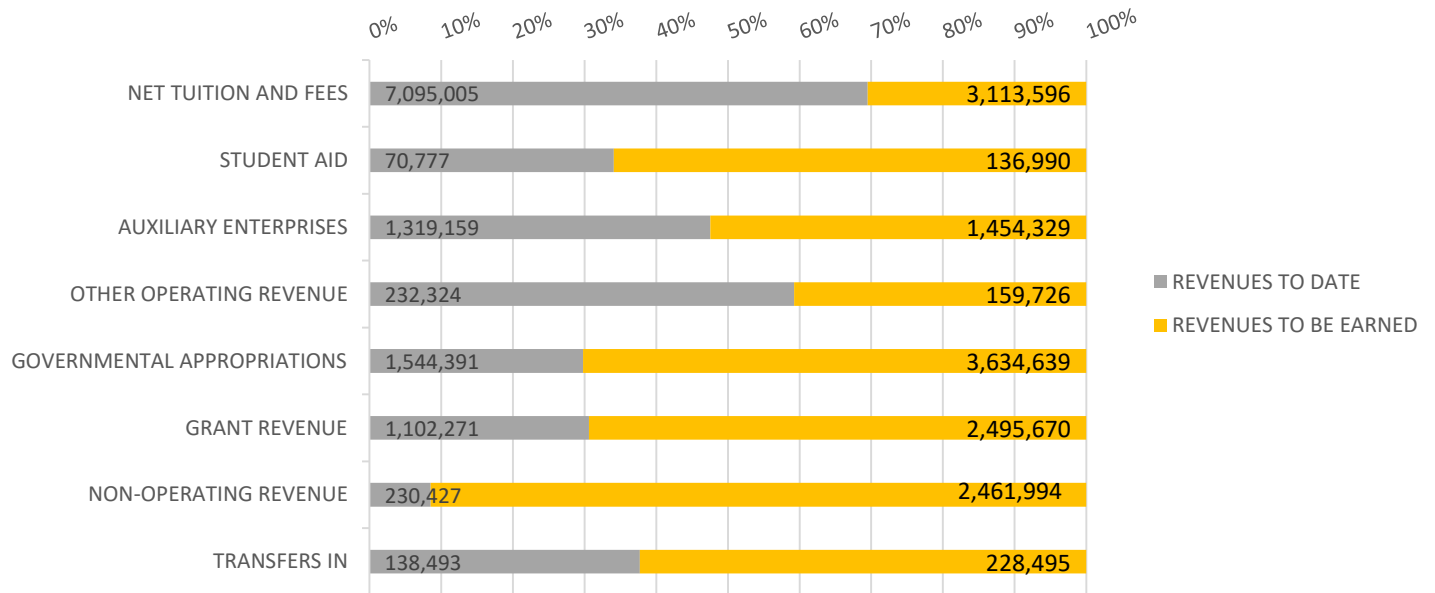
Three Rivers College  
Statement of Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
September 30, 2020

<b>ASSETS AND DEFERRED OUTFLOWS</b>		<b>LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	
<b>CURRENT ASSETS</b>		<b>CURRENT LIABILITIES</b>	
Cash & Cash Equivalents	18,844,860	Accounts Payable	634,775
Student Account Receivables, net	3,560,914	Accrued Vacation	331,847
Property Tax Receivable	106,310	Student Deposits	2,383,259
Other Receivables	7,007,830	Deferred Tuition & Fees	(934)
Investments	0	Scholarships	(422,417)
Inventory	172,105	<b>Total Current Liabilities</b>	<b>2,926,529</b>
Prepaid Expenses	216,864		
<b>Total Current Assets</b>	<b>29,908,884</b>	<b>NON-CURRENT LIABILITIES</b>	
<b>NON-CURRENT ASSETS</b>		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	13,977,277
Capital assets	73,054,214	Bonds, Notes and Leases Payable	19,440,510
Plus: Current year additions to capital assets	50,525	Accrued Interest	161,084
Accumulated Depreciation	(32,088,180)	Agency	344,981
Unamortized Bond Issue Costs	0	<b>Total Non-Current Liabilities</b>	<b>33,923,853</b>
<b>Total Non-Current Assets</b>	<b>46,507,346</b>	<b>Total Liabilities</b>	<b>36,850,382</b>
<b>DEFERRED OUTFLOWS</b>	<b>4,897,234</b>	<b>DEFERRED INFLOWS</b>	<b>10,126,397</b>
		<b>NET POSITION</b>	
		Beginning Balance	31,724,612
		Changes in Net Position	2,612,072
		<b>Total Net Position</b>	<b>34,336,684</b>
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS</b>	<b>81,313,463</b>	<b>TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	<b>81,313,463</b>

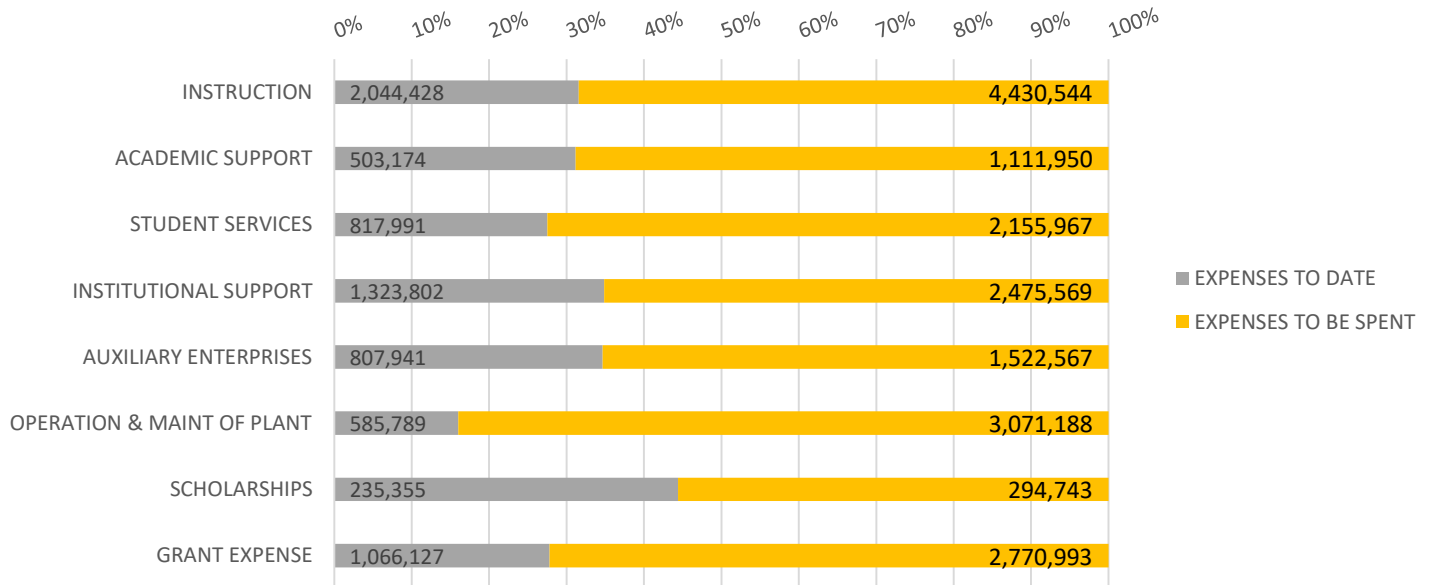
Three Rivers College  
Statement of Revenues, Expenses and Changes in Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
September 30, 2020

	July	August	September	Current Year to Date	Prior Year to Date	\$ Change	% Change
<b>OPERATING REVENUE</b>							
Tuition & fees, net of bad debt allowance	5,361,490	461,912	(496,727)	5,326,675	5,249,428	77,248	1.47%
Student aid	152,416	19,159	3,733,065	3,904,640	4,062,117	(157,477)	(3.88)%
Sales & services - auxiliaries	732,802	166,742	297,627	1,197,171	1,339,785	(142,614)	(10.64)%
Other operating revenue	4,904	131,911	3,414	140,229	164,561	(24,333)	(14.79)%
Total Operating Revenue	6,251,611	779,724	3,537,379	10,568,714	10,815,891	(247,177)	(2.29)%
<b>OPERATING EXPENSES</b>							
Salaries & benefits	915,788	1,095,961	1,033,005	3,044,754	3,273,985	(229,231)	(7.00)%
Operating expenses	624,572	811,518	403,033	1,839,123	1,632,572	206,551	12.65%
Capital equipment	11,068	32,590	6,867	50,525	114,986	(64,461)	0.00%
Less: Transfer to capital assets	(11,068)	(32,590)	(6,867)	(50,525)	(114,986)	64,461	0.00%
Scholarships	213,255	44,232	4,109,038	4,366,525	4,576,959	(210,435)	(4.60)%
Depreciation & interest	155,870	485,539	160,712	802,121	992,447	(190,326)	(19.18)%
Other operating expenses	0	(349)	(55)	(404)	0	(404)	0.00%
Total Operating Expenses	1,909,485	2,436,901	5,705,732	10,052,118	10,475,963	(423,844)	(4.05)%
<b>NON-OPERATING REVENUE (EXPENSES)</b>							
State appropriations (less 3% hold back)	362,046	362,046	362,046	1,086,138	1,245,761	(159,623)	(12.81)%
Federal grants	65,783	29,923	528,899	624,605	306,724	317,881	103.64%
State grants	78,279	77,337	44,803	200,419	101,296	99,123	97.85%
Other grants	0	25,325	6,665	31,990	41,098	(9,108)	(22.16)%
Property taxes	29,580	22,548	19,464	71,592	62,041	9,552	15.40%
Investment earnings	14,388	34,431	17,762	66,582	55,113	11,469	20.81%
Gifts	1,680	(180)	1,000	2,500	29,148	(26,648)	(91.42)%
Gain (loss) on sale of assets	11,650	0	0	11,650	3,598	8,052	223.83%
Total Non-Operating Revenues (Expenses)	563,406	551,431	980,639	2,095,476	1,844,778	250,698	13.59%
<b>CHANGES IN NET POSITION</b>	4,905,532	(1,105,746)	(1,187,714)	2,612,072	2,184,707	427,366	19.56%

### Budget to Actual Revenues 10/31/2020 (33%)



### Budget to Actual Expenses 10/31/2020 (33%)



Three Rivers College  
Statement of Revenues, Expenses and Changes In Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
October 31, 2020  
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 &amp; Scholarship Allowances</i>	10,208,601	7,095,005	70%	3,113,596
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	207,767	70,777	34%	136,990
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing &amp; Assessment, Tinnin Center Operations, License Bureau Rental</i>	2,773,488	1,319,159	48%	1,454,329
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	392,050	232,324	59%	159,726
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. &amp; Repair</i>	5,179,030	1,544,391	30%	3,634,639
GRANT REVENUE <i>State Grants, Federal Grants</i>	3,597,941	1,102,271	31%	2,495,670
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	2,692,421	230,427	9%	2,461,994
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	366,988	138,493	38%	228,495
<b>TOTAL REVENUES</b>	<b>25,418,286</b>	<b>11,732,848</b>	<b>46%</b>	<b>13,685,439</b>

NOTE: We have recognized a total of 46% of budgeted revenues. We have recognized 70% of our budgeted revenues from tuition and fees, comprised of portions of spring 2021, fall 2020 and portions of summer 2020, 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 &amp; Human Services</i>	6,474,972	2,044,428	32%	4,430,544
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,615,124	503,174	31%	1,111,950
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	2,973,958	817,991	28%	2,155,967
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	3,799,371	1,323,802	35%	2,475,569
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing &amp; Assessment, License Bureau Rental</i>	2,330,508	807,941	35%	1,522,567
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	3,656,977	585,789	16%	3,071,188
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	530,098	235,355	44%	294,743
GRANT EXPENSE <i>State Grants, Federal Grants</i>	3,837,120	1,066,127	28%	2,770,993
<b>TOTAL EXPENSES</b>	<b>25,218,128</b>	<b>7,384,606</b>	<b>29%</b>	<b>17,833,522</b>

NOTE: We have obligated 29% of our budgeted expenses at 33% into the fiscal year. October payroll is INCLUDED and 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.

<b>CHANGES IN NET POSITION</b>	<b>200,158</b>	<b>4,348,242</b>
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Three Rivers College  
 Capital Budget - Unaudited  
 October 31, 2020  
 Fiscal Year Benchmark: 33%

<b>FUNDING SOURCES</b>	BUDGET	SOURCES TO DATE	SOURCES TO DATE %	SOURCES TO BE EARNED
RESTRICTED				
<i>State appropriations (Crisp)</i>	0	0	#DIV/0!	0
UNRESTRICTED				
<i>General funds - prior year transfers in (Reserves)</i>	577,091	47,642	8%	529,449
<i>General funds - current year transfers in</i>			#DIV/0!	0
<b>TOTAL FUNDING SOURCES</b>	<b>577,091</b>	<b>47,642</b>	<b>8%</b>	<b>529,449</b>

<b>USES OF FUNDS</b>	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
<i>Libla Family Sports Complex</i>	60,000	0	0%	60,000
<i>Crisp Technology Center addition and remodel</i>	223,129	1,235	1%	221,894
<i>Westover Administration Building repairs</i>	125,000	7,900	6%	117,100
<i>Landscaping, Lighting and other land improvements</i>	54,000	0	0%	54,000
<i>Tinnin Fine Arts Center refurbish</i>	53,652	8,738	16%	44,914
<i>Ballfield improvements</i>	26,310	29,768	113%	(3,458)
<i>Fleet vehicles</i>	35,000	0	0%	35,000
<b>TOTAL EXPENSES</b>	<b>577,091</b>	<b>47,642</b>	<b>8%</b>	<b>529,449</b>

<b>NET SURPLUS (DEFICIT)</b>	<b>0</b>	<b>0</b>		
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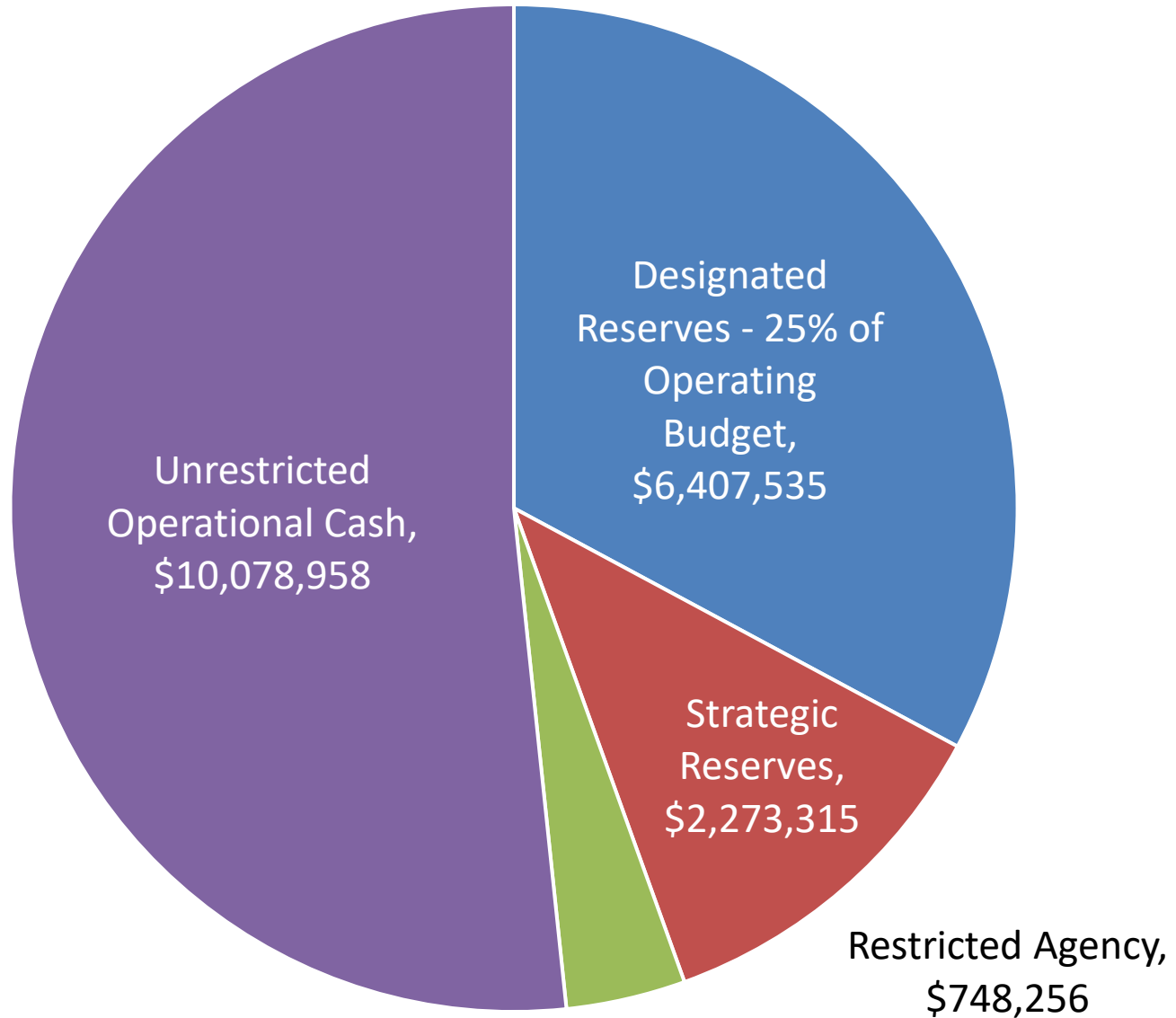
**THREE RIVERS COMMUNITY COLLEGE  
CASH IN BANKS**

November 2, 2020

	<u>10/01/20</u>	<u>11/02/20</u>
<b>CURRENT FUND</b>		
<i>Cash Funds</i>		
Bookstore	1,800.00	1,800.00
Petty Cash	200.00	200.00
Vending Machines	224.55	224.55
Business Office	1,888.00	8,788.00
<i>Total Cash Funds</i>	<u>4,112.55</u>	<u>11,012.55</u>
<i>General Accounts</i>		
Southern Bank - General Funds	9,494,423.23	9,294,844.42
Southern Bank - Credit Cards	128,470.80	172,163.47
<i>Total General Accounts</i>	<u>9,622,894.03</u>	<u>9,467,007.89</u>
<i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	10,906.80	13,115.22
Federal Clearing Account	-	-
Flexible Spending Account	10,012.07	10,012.67
<i>Total Restricted Accounts</i>	<u>20,918.87</u>	<u>23,127.89</u>
<b>TOTAL CURRENT FUND</b>	<u><u>9,647,925.45</u></u>	<u><u>9,501,148.33</u></u>
 <b>HOUSING FUND</b>		
<i>General Accounts</i>		
Rivers Ridge Account - Southern Bank	<u>299,036.59</u>	<u>288,904.80</u>
<i>Total General Accounts</i>	<u>299,036.59</u>	<u>288,904.80</u>
<b>TOTAL HOUSING FUND</b>	<u><u>598,073.18</u></u>	<u><u>577,809.60</u></u>

	<u>10/01/20</u>	<u>11/02/20</u>
<b>PLANT FUND</b>		
<i>General Accounts</i>		
Plant Fund - Southern Bank	5,305,324.68	5,312,087.17
<i>Total Bank Accounts</i>	<u>5,305,324.68</u>	<u>5,312,087.17</u>
<i>Certificates of Deposit</i>		
Bank of Grandin #16126	150,291.36	150,291.36
First Missouri State Bank #22132	107,376.90	107,376.90
Bank of Grandin #17101	1,543,936.28	1,555,547.53
Bank of Grandin #17103	1,543,936.28	1,555,547.53
<i>Total Certificates of Deposit</i>	<u>3,345,540.82</u>	<u>3,368,763.32</u>
<b>TOTAL PLANT FUND</b>	<u><u>8,650,865.50</u></u>	<u><u>8,680,850.49</u></u>
<b>AGENCY FUND</b>		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	393,328.02	417,546.87
<i>Certificates of Deposit</i>		
Restricted CD's & Savings	<u>330,709.56</u>	<u>330,709.56</u>
<b>TOTAL AGENCY FUND</b>	<u><u>724,037.58</u></u>	<u><u>748,256.43</u></u>

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT  
\$19,508,065 AS OF 11/02/2020**





**CERTIFICATES OF DEPOSIT AS OF October 31, 2020**

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
22132	First Missouri State Bank	2.35	11/01/20	12 mths	107,376.90	Contingency
16126	Bank of Grandin	2.00	02/22/21	12 mths	150,291.36	Contingency
17101	Bank of Grandin	1.50	04/01/21	12 mths	1,555,547.53	Contingency
17103	Bank of Grandin	1.50	04/01/21	12 mths	1,555,547.53	Contingency
Total Contingency Fund					<u><u>3,368,763.32</u></u>	

**SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF October 31, 2020**

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
423135367	Regions Bank	0.10	11/18/04	11/18/19	1,106.64	Betty Waldrop
23353	First Midwest Bank of P.B.	1.24	11/06/00	11/06/20	4,000.00	Coll. Achievement
21028354	US Bank of Poplar Bluff	0.40	12/03/91	12/03/20	2,310.00	C.T. McDaniel
10369	First Missouri State Bank	1.10	12/05/95	12/05/20	5,000.00	Helvey-Miller
451038849	US Bank of Poplar Bluff	0.40	12/08/99	12/08/20	1,110.00	C.T. McDaniel
2016012160	Commerce Bank	0.25	12/11/91	12/11/20	7,700.00	Bill Vinson
43712	First Midwest Bank of P.B.	0.85	04/27/09	12/14/20	67,447.79	Holder-Rowland
5016847453	Commerce Bank	0.25	12/22/97	12/22/20	10,000.00	Harold Prim
110239662	Southern Bank	1.00	01/05/91	01/05/21	1,412.53	Bulow Mem.
22134	First Midwest Bank of P.B.	0.85	01/08/98	01/08/21	10,000.00	Jerome Burford
352394707389	US Bank of Poplar Bluff	0.25	08/19/88	02/18/21	2,061.55	James Warren
63761112	US Bank of Poplar Bluff	0.25	02/23/89	02/22/21	2,500.00	A. Garner
22246	First Midwest Bank of P.B.	1.05	02/25/98	02/25/21	1,658.87	Missy Braden
21368	First Midwest Bank of P.B.	0.85	03/05/97	03/05/21	5,000.00	Thelma Jackson
63760768	US Bank of Poplar Bluff	1.24	03/06/89	03/05/21	6,468.04	Butler Co Co-op
423137249	Regions Bank	0.01	05/12/88	04/03/21	2,833.00	Combined Sch
423137256	Regions Bank	0.01	05/12/88	04/03/21	1,024.34	Fred Morrow
63760695	US Bank of Poplar Bluff	1.73	04/04/85	04/05/21	1,001.63	Lonnie Davis
9525	First Missouri State Bank	1.10	05/06/93	05/06/21	2,000.00	Carl Wiseman
2012008906	Commerce Bank	0.30	05/11/81	05/11/21	4,526.11	P.C. Hays, Sr.
2016007496	Commerce Bank	0.10	05/14/90	05/14/21	3,835.00	Bill Vinson
25103	First Midwest Bank of P.B.	1.74	05/14/99	05/14/21	5,000.00	Thelma Jackson
21031218	US Bank of Poplar Bluff	0.25	05/15/94	05/15/21	2,192.00	Greg Starnes
21028105	US Bank of Poplar Bluff	0.25	05/22/91	05/22/21	29,782.32	Myrtle Rutland
21028106	US Bank of Poplar Bluff	0.25	05/22/91	05/22/21	20,000.00	Myrtle Rutland
7236	First Missouri State Bank	1.10	05/26/89	05/26/21	16,350.00	Jackie Watson
2016012267	Commerce Bank	0.25	06/04/92	06/04/21	2,350.00	Bill Vinson
5016848212	Commerce Bank	0.25	06/23/98	06/23/21	7,843.17	Louise Spradling
63760632	US Bank of Poplar Bluff	1.54	07/02/89	07/01/21	1,226.80	A. Garner
21030291	US Bank of Poplar Bluff	0.25	07/07/93	07/07/21	1,405.00	Joshua Bowman
2170801	First Midwest Bank of P.B.	0.50	07/11/97	07/30/21	10,925.00	Mabel Swindel
21024477	US Bank of Poplar Bluff	0.25	08/22/89	08/22/21	10,000.00	Myrtle Rutland
8036	First Missouri State Bank	0.65	08/23/90	08/23/21	4,000.00	Jackie Watson
1721901	First Midwest Bank of P.B.	0.50	08/25/92	08/25/21	3,000.00	Odd Fellows

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
110270576	Southern Bank	0.60	08/27/85	08/27/21	5,000.00	Belle Hinrichs
14776	First Missouri State Bank	0.65	08/28/02	08/28/21	5,000.00	Helvey-Miller
21815	First Midwest Bank of P.B.	1.24	09/22/98	09/22/21	5,000.00	Jerome Burford
2197201	First Midwest Bank of P.B.	0.65	10/31/97	10/31/21	1,065.00	Gertrude Cox
24325	First Midwest Bank of P.B.	0.65	10/15/99	10/31/21	10,324.77	Norman Gamblin
2017004259	Commerce Bank	0.30	12/09/89	12/09/21	1,000.00	P.I. Church
423137173	Regions Bank	0.15	12/09/85	12/09/21	5,000.00	Mary Hinrichs
2017004363	Commerce Bank	0.30	03/30/88	03/30/22	10,000.00	Myrtle Corbett
10140	First Midwest Bank of P.B.	1.00	11/06/89	05/06/22	5,000.00	Charlotte Stone
5017843040	Commerce Bank	0.01	05/01/97	05/07/22	2,900.00	Miles Hays
2018004893	Commerce Bank	0.35	04/10/88	05/07/22	3,000.00	Myra C. Hays
2038701	First Midwest Bank of P.B.	0.65	05/16/96	05/16/22	5,000.00	Thelma Jackson
110260320	Southern Bank	0.85	06/02/86	06/02/22	1,000.00	Hulen Spencer
423135383	Regions Bank	1.49	12/04/04	06/04/22	1,650.00	R. Couperus
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.
423137157	Regions Bank	1.24	01/14/85	07/14/22	2,500.00	Dr. Miller
2012008112	Commerce Bank	0.30	08/11/92	08/11/22	1,000.00	Myra C. Hays

Total Agency Fund CD's

\$ 330,709.56

Three Rivers College  
CD Report  
As of October 31, 2020

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**

<b>Bank</b>					
<b>Contact</b>					
<b>Comment</b>					
<b>Amount</b>					
<b>3 months</b>					
<b>6 months</b>					
<b>9 months</b>					
<b>1 year</b>					

**CDs Transferred**

Endowment CDs Transferred to Endowment Trust
--

**CDs Maturing**

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

**THREE RIVERS COMMUNITY COLLEGE**  
**Summary of Checks Issued**  
**Month of OCTOBER 2020**

Current Fund:	General Fund - Southern Bank	\$ 1,480,579.98
	Electronic Student Refunds - Higher One	<u>-</u>
	Total Current Fund	1,480,579.98
Housing Fund:	Rivers Ridge - Southern Bank	4,000.67
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>26,048.00</u>
	Grand Total	<u><u>\$ 1,510,628.65</u></u>

This is to certify that the above is supported by invoices, purchase orders, and other pertinent data on file in the College Business Office. Approved by the Board of Trustees, this 18th day of November 2020.

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

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

**THREE RIVERS COLLEGE  
BID REPORT  
AS OF NOVEMBER 11, 2020**

**High-Power Hot Water Pressure Washer System**

Status:	Closed		
Open Date:	10/5/2020		
Close Date:	10/20/2020		
Funding Source:	Enhancement Grant		
Bids Submitted:	<table border="1"><tr><td>Boatner Enterprises, Inc.</td><td>Poplar Bluff, MO</td></tr></table>	Boatner Enterprises, Inc.	Poplar Bluff, MO
Boatner Enterprises, Inc.	Poplar Bluff, MO		
Bid Awarded:	Boatner Enterprises, Inc. \$16,404.42		

**UTV**

Status:	Closed		
Open Date:	10/5/2020		
Close Date:	10/20/2020		
Funding Source:	Enhancement Grant		
Bids Submitted:	<table border="1"><tr><td>Midwest Sports Center</td><td>Poplar Bluff, MO</td></tr></table>	Midwest Sports Center	Poplar Bluff, MO
Midwest Sports Center	Poplar Bluff, MO		
Bid Awarded:	Midwest Sports Center \$14,819.00		

## **November 2020 President's Report**

- Music Department: Sing on! Play on! Music returns! (streaming concert on FB) 11/10
- “Deer Day” at Qulin Elementary – Women’s Basketball Virtual Reading for the students – November 13
- Kennett Trivia Night – November 12
- Upcoming Events
  - Music Department: Musical Gifts Concert (streaming on FB) 11/24
  - LPN Pinning Facebook Streaming – December 11
  - RN Pinning Facebook Streaming – December 11
  - Christmas Break – December 14 – January 4

**A G E N D A**  
**Executive Session**  
**Wednesday, November 18, 2020**

**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 Annual FY2020 Audit**

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

Each year, the college engages the professional services of an accounting firm to conduct the required annual independent audit. Beussink, Hey, Roe & Stroder, LLC was selected to perform the audit for FY2020.

### **POSSIBLE ALTERNATIVES**

### **FINANCIAL IMPLICATIONS**

### **ADMINISTRATIVE RECOMMENDATIONS**

Accept the independent audit as recommended by the Audit Committee.



**V1. Consideration and approval of Revisions to GAP 1205 – Code of Ethics**

**BACKGROUND INFORMATION--HISTORY**

Revisions to add information regarding the prohibition of workplace violence.

**POSSIBLE ALTERNATIVES**

None

**FINANCIAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATIONS**

Approve the revisions as presented.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAP 1205 Code of Ethics	Page 1 of 3
Associated Regulation: GAR 1208 Workplace Violence	
References:	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 09-22-2010	Last Revision: 11-18-2020

The Three Rivers College Code of Ethics establishes standards of professional conduct for all individuals employed by the college, as well as volunteers and representatives acting as agents of the college, and students. The college president is the official spokesperson for Three Rivers College therefore no person shall represent themselves as speaking on behalf of the college without authority.

As additional statements of our responsibilities and standards, we further specifically adopt the *AAUP Statement of Professional Ethics* (adopted 1966 and 1987) and the definition and discussion of academic freedom found in the *AAUP 1940 Statement of Principles on Academic Freedom and Tenure* and 1970 Interpretive Comments. The faculty, staff, and administration of Three Rivers College believes in academic freedom; respect for our students and colleagues; maintaining a safe work environment; excellence in teaching, scholarship and service; intellectual and personal honesty; fairness, non-discrimination and diversity; respect for our institution and traditions; and high standards of integrity as role models for our students and our community. In order to maintain these standards, we:

1. Respect, support and defend the principles of academic freedom.
2. Respect principles of shared governance and accept mutual responsibility for the governance of the college.
3. Maintain the highest standards of personal and intellectual honesty in professional matters.
4. Respect, support and defend our professional and institutional standards.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAP 1205 Code of Ethics	Page 2 of 3
Associated Regulation: GAR 1208 Workplace Violence	
References:	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 09-22-2010	Last Revision: 11-18-2020

5. Seek and share knowledge in our discipline and state the truth as informed by current research.
6. Strive to use effective teaching practices and teach our students with rigor and compassion.
7. Develop and improve our scholarly and creative competence and conduct our work with integrity.
8. Treat colleagues and students fairly, with respect, civility, and decency, valuing personal boundaries without exploitation, and without discrimination.
9. Allocate resources fairly and equitably, consistent with institutional goals and objectives without discrimination or favoritism.
10. Maintain confidentiality, objectivity, fairness, and impartiality in all evaluative activities involving students and colleagues.
11. Exercise good stewardship and responsibility for college property and resources.
12. Comply with college policies and regulations.
13. Comply with all Local, State, and Federal laws and regulations.
14. Maintain a high level of decorum and bearing in all actions, so to be a role model of professionalism.
15. Avoid all types of personal and professional conflicts.
16. Abstain from participating in all forms of workplace violence.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAP 1205 Code of Ethics	Page 3 of 3
Associated Regulation: GAR 1208 Workplace Violence	
References:	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 09-22-2010	Last Revision: 11-18-2020

**DOCUMENT HISTORY:**

- 09-22-2010:** Initial approval of policy GAP 1205 Code of Ethics.
  
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
  
- 11-18-2020:** Added information regarding the prohibition of workplace violence.

Consideration of Personnel Action  
Employment of Personnel  
Admissions Recruiter

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X Support Staff – Replacement for Hattie Shepherd- resignation approved 08/19/20

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

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

NAME: Braelin Aldridge

POSITION TITLE: Admission Recruiter

SALARY: \$11.43 per hour

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

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

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

STARTING DATE: October 26, 2020

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AAS (12/20)	Three Rivers College Poplar Bluff, MO	Criminal Justice

EXPERIENCE

<u>10/2019 - present</u>	<u>Three Rivers College Poplar Bluff, MO</u>	<u>Student Worker - Welcome Center</u>
<u>07/2019 – 10/2019</u>	<u>Factory Connection Poplar Bluff, MO</u>	<u>Sales Associate</u>

(11/18/2020)

Consideration of Personnel Action  
Employment of Personnel  
Assistant Director, Human Resources

**PERSONNEL DATA SHEET**

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

X  Professional Staff - Replacement for Jennifer Inman – transfer to faculty approved 04/15/20

\_\_\_\_\_ Faculty

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

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

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

NAME:  Jocelyn Cooper

POSITION TITLE:  Assistant Director, Human Resources

SALARY:  \$36,400

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

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

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

STARTING DATE:  November 30, 2020

QUALIFICATIONS:

Degree   Ed. Institution   Major

EXPERIENCE

<u> 11/2010 - present </u>	<u> TAG Truck Center </u>	<u> Service Advisor; Warranty; </u>
	<u> Poplar Bluff, MO </u>	<u> HR Administrator </u>
<u> 04/2005 – 08/2009 </u>	<u> Universal Safety Response </u>	<u> Purchasing Administrator </u>
	<u> Franklin, TN </u>	
<u> 07/2001 – 11/2004 </u>	<u> Clear Channel Outdoor </u>	<u> Operations Assistant </u>
	<u> Memphis, TN </u>	

(11/18/2020)

Consideration of Personnel Action  
Employment of Personnel  
Director of Library Services

**PERSONNEL DATA SHEET**

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

X  Professional Staff

\_\_\_\_\_ Faculty

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

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

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

NAME:  Dr. John LaDue

POSITION TITLE:  Director of Library Services

SALARY:  \$51,000

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

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

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

STARTING DATE:  January 4, 2021

**QUALIFICATIONS:**

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
Ed.D.	University of Pittsburgh	Higher Education Management
MLIS	Pittsburgh, PA	Library & Information Science
BA	Grove City College	Communication
	Grove City, PA	
AA	Monroe Community College	Communications & Media Art
	Rochester, NY	

**EXPERIENCE**

<u>05/2005 - present</u>	<u>University of Pittsburgh</u>	<u>Executive Director; Interim Exec Dir</u>
	<u>Pittsburgh, PA</u>	<u>Head of Knowledge Integration/Lead</u>
		<u>Developer; Adjunct Faculty; Visiting</u>
		<u>Lecturer</u>

(11/18/2020)

Consideration of Personnel Action  
Employment of Personnel  
Program Academic Advisor/Achieve

**PERSONNEL DATA SHEET**

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

X  Professional Staff – replacement for Kelsey Williams – resignation approved 08/19/2020

\_\_\_\_\_ Faculty

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

X  Federal Program:  Achieve (TRiO)

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

NAME:  Karen Holman

POSITION TITLE:  Program Academic Advisor/Achieve

SALARY:  \$33,400

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

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

Other:  Grant funded program through the U.S. Department of Education

STARTING DATE:  November 16, 2020

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
MA	Southeast Missouri State University	Professional Writing
BA	Cape Girardeau, MO	English: Writing

EXPERIENCE

11/14/2019 - present	University of Missouri – St. Louis St. Louis, MO	Public Relations Writer
10/03/16 – 09/05/119	BOLD Marketing Cape Girardeau, MO	Copywriter/Proofreader
08/2014 – 05/2016	Southeast Missouri State University Cape Girardeau, MO	Graduate Assistant
09/2013 – 08/2014	Three Rivers College Poplar Bluff, MO	English and Math Tutor/TLC

(11/18/2020)



Consideration of Personnel Action  
Employment of Personnel  
Part-time Professional Tutor

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X Support Staff

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

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

NAME: Nicki Lutes

POSITION TITLE: Part-time Professional Tutor

SALARY: \$10.30 per hour

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

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

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

STARTING DATE: January 11, 2021

QUALIFICATIONS:

Degree

AA

Certificate

Ed. Institution

Three Rivers College

Poplar Bluff, MO

Major

Forensic Science

General Education

EXPERIENCE

<u>02/2019 – 05/2019</u>	<u>Three Rivers College</u>	<u>Learning Coach (PT)</u>
	<u>Poplar Bluff, MO</u>	<u>Achieve</u>

(11/18/2020)

Consideration of Personnel Action  
Employment of Personnel  
Instructor of Nursing

**PERSONNEL DATA SHEET**

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

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

X  Faculty

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

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

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

NAME:  Lauren Vincent

POSITION TITLE:  Instructor of Nursing

SALARY:  \$44,068

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

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

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

STARTING DATE:  January 11, 2021

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BHS	University of Missouri-Columbia	Health Sciences
BSN	Columbia, MO	Nursing
MSN (in progress)		

EXPERIENCE

<u>01/2020 – 12/2020</u>	<u>University of Missouri Columbia, MO</u>	<u>Adjunct Clinical Instructor</u>
<u>09/2017 – 06/2020</u>	<u>MU Healthcare Columbia, MO</u>	<u>Staff nurse; Charge nurse; Main new nurse preceptor</u>

(11/18/2020)

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION REGULATION**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAR 1208 Workplace Violence	Page 1 of 3
Primary Policy: GAP 1205 Code of Ethics	
Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination; IP 6710 Faculty Rights and Responsibilities; HSP 5120 Firearms and Weapons; GAP 1207 Depression and Suicide Prevention	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2620 Disciplinary Proceedings; PR 4730 Suspension or Termination	
References: U.S. Department of Labor Occupational Safety and Health Administration (OSHA)	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 11-18-2020	Last Revision:

Three Rivers College is committed to the safety and security of its students, faculty, staff, and visitors. To support this effort, the College has adopted the following workplace violence regulation. The College will not tolerate violent or threatening behavior directed at students, faculty, staff, visitors, or property. This includes any acts of violence, harassment, or threats made on College property, or at College sponsored events; and refers to acts or threats of violence made directly or indirectly, by words or gestures or symbols. Workplace violence is any action that threatens the physical safety and/or psychological well-being of others or oneself. There are three levels of workplace violence: verbal aggression, unreasonable behavior, and physical acts. Examples of the three levels of workplace violence are as follows:

Verbal aggression: constantly refusing to cooperate, spreading rumors to harm others, being aggressively argumentative, and exhibiting belligerent behavior toward others.

Unreasonable behavior: refusing to obey policies and procedures, sabotaging equipment and/or stealing property for revenge, and sending sexual or violent notes to coworkers or managers.

Physical acts: suicidal or homicidal threats, physical fights, destruction of property, or commission of a murder, rape, or arson.

**Prohibited Behavior**

The following non exhaustive list of workplace violence prohibited under the terms of this regulation:

- The use of physical force with the intent to cause harm;
- Threats of physical force or violence, which can be reasonably expected to intimidate, coerce, or cause fear of harm;
- Acts or threats of violence made directly or indirectly by words, gestures or symbols;
- Property crimes that would reasonably be anticipated to have the effect of intimidating or causing fear of harm.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION REGULATION**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAR 1208 Workplace Violence	Page 2 of 3
Primary Policy: GAP 1205 Code of Ethics	
Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination; IP 6710 Faculty Rights and Responsibilities; HSP 5120 Firearms and Weapons; GAP 1207 Depression and Suicide Prevention	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2620 Disciplinary Proceedings; PR 4730 Suspension or Termination	
References: U.S. Department of Labor Occupational Safety and Health Administration (OSHA)	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 11-18-2020	Last Revision:

**Procedures**

Violators of this regulation who are employees or students may be referred to counseling services, subject to disciplinary action which may include termination, and may also be subject to arrest and/or prosecution. If this regulation is violated by a member of the general public, the College may bar that individual from College owned or controlled property, terminate any business relationship (or the company they represent), and further prosecute the individual to the extent that the law permits.

Students and employees of the College are encouraged to report any acts of workplace violence as described in this regulation. The local police should be notified immediately to report a violent incident at any of the Three Rivers College properties or College sponsored events. If face to face reporting is not possible, another method of reporting a workplace violence incident is through the college website on an Incident Report Form.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION REGULATION**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAR 1208 Workplace Violence	Page 3 of 3
Primary Policy: GAP 1205 Code of Ethics	
Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination; IP 6710 Faculty Rights and Responsibilities; HSP 5120 Firearms and Weapons; GAP 1207 Depression and Suicide Prevention	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2620 Disciplinary Proceedings; PR 4730 Suspension or Termination	
References: U.S. Department of Labor Occupational Safety and Health Administration (OSHA)	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 11-18-2020	Last Revision:

**DOCUMENT HISTORY:**

**11-18-2020:** Initial approval of regulation GAR 1208 Workplace Violence.

# UPCOMING EVENTS

**Musical Gifts:** Join us for a virtual concert featuring timeless musical classics at 7 p.m., November 24. Performance will be streamed at [facebook.com/TinninCenter](https://facebook.com/TinninCenter).

**LPN Pinning Ceremony:** The virtual pinning ceremony for the Practical Nurse students will be held at 2 p.m. December 11. Ceremony will be streamed at [facebook.com/threeriverscollege](https://facebook.com/threeriverscollege).

**RN Pinning Ceremony:** Students in the RN program will receive their pins at the RN Pinning Ceremony at 5 p.m. December 11. Ceremony will be streamed at [facebook.com/threeriverscollege](https://facebook.com/threeriverscollege).

**Christmas Break:** The College will be closed for Christmas Break December 14 through January 3.

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



**THREE RIVERS COLLEGE**

38 of 39  
11/13/2020

## **DAR Headlines: October 12 – November 11**

October 15: Raiders Rodeo: TRC Championship College Rodeo event starting Thursday in Sikeston

October 16: TRC rodeo kicks off

October 17: Raiders building on home event success (rodeo)

October 21: Raiders open preseason with home sweep (men's basketball)

October 22: Three Rivers earns national recognition (testing and communication awards)

October 23: Application deadline for practical nursing programs at TRC is Oct. 30

October 24: Three Rivers College offers free routes to commercial driving training

November 6: Registration opens for upcoming semesters at Three Rivers College