

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
JANUARY 15, 2020**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, January 15, 2020.

**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; Ann Matthews, dean of student services; Janine Heath, recording secretary.

**ATTENDANCE**

Coach Gene Bess delivered the invocation.

**INVOCATION**

Trustee Schalk made a motion to amend the agenda and move the 2025 Strategic Plan presentation to before the Executive Session and approve the amended agenda. On a second by Trustee Williams, the motion passed unanimously.

**APPROVAL OF BOARD  
MEETING AGENDA**

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

**APPROVAL OF NOVEMBER  
MEETING MINUTES**

Charlotte reviewed the November financials and December Budget to Actuals. As of the end of December we are 50% into the fiscal year and have recognized 66% of revenues and obligated 42% of the budgeted expenses. The Capital Budget was reviewed with Ms. Eubank outlining the projects currently underway.

**FINANCIAL REPORT AND  
BID REPORT**

The Athletic Insurance bids were reviewed. Recommendation from Administration is to accept the bid from Gallagher for both the Student Health and Catastrophic Sports Accident coverage.

Trustee Schalk made the motion with a second by Trustee Richardson to accept the financial report and recommended Gallagher bid for Athletic Insurance. The motion passed unanimously.

Dr. Payne presented the President's Report

**PRESIDENT'S REPORT**

Crisp construction is moving along. The estimated completion date of the project is June 1, 2020.

The Maintenance Building and Fire Science structures are being constructed.

The welcome center sign should be installed by the next board meeting.

The Westwood Sign is being replaced with the updated electronic sign giving the college a presence on Westwood Blvd. The Westwood sign will be renovated and placed at the end of the bridge on campus.

There were 25 graduates, and all have secured employment.

There were 19 graduates. The students did well in the program and are now preparing for their testing process.

The Employee Christmas Breakfast is a celebration of the holidays. Trustee Schalk assisted with the judging of the Hat contest. Mike Willis was the winner.

Faculty and staff enjoyed a lunch to start the spring semester

The program directors work with business and industry leaders to get guidance as to what the programs should offer for the students to be successful.

Students were here in strength. The college had budgeted 5% down in enrollment and ended at only 3.9% down.

- Strategic Planning Retreat – January 24
- Studies in Oil, an exhibit by Steve Whitworth – January 24 – February 14
- FBLA District Conference – January 30 – 31
- Athletic Hall of Fame Banquet – January 31
- Alumni Reunion Pancake Breakfast – February 1
- Alumni Star reception – February 1
- Alumni Reunion Basketball Games – February 1
- POTA – Sleeping Beauty – February 3
- ETS Stem Day – February 7
- 29<sup>th</sup> Annual Jazz Festival – February 13 and 15
- POTA – Gospel Jazz Band – February 14

## **CONSTRUCTION UPDATE**

## **PRACTICAL NURSING PINNING CEREMONY**

## **RN PINNING CEREMONY**

## **CHRISTMAS BREAKFAST**

## **SPRING 2020 CONVOCATION**

## **PROGRAM ADVISORY COMMITTEE**

## **1<sup>ST</sup> DAY OF SPRING SEMESTER**

## **UPCOMING EVENTS**

The current strategic plan, Vision 2020 will end this year. Under the guidance of the IE office, the new five-year plan was designed. The 50 member committee comprised of faculty, staff and community members met every Friday through the fall reviewing data, getting student feedback and program input to put together the "Aspire 2025" which will guide the college for the next five years.

## **STRATEGIC PLAN 2025**

Dr. Maribeth Payne, Jason Cowen, Gail Tinsley and Missy Marshal presented the process followed as well as the plan to the board.

Dr. Wesley Payne thanked the committee for all the work that went into the creation of the new plan.

Trustee Schalk made the motion to approve Aspire 2025. With a second by Trustee Featherston, 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 Richardson made the motion to enter executive session at 12:43 p.m. With a second by Trustee Williams the board was polled as follows: Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

## **EXECUTIVE SESSION**

There were minor changes to GAP 1320 – Consumer Protection. The revision is the addition of Student Complaint Processes, including information regarding the NC-SARA Complaint Process

## **APPROVAL OF COLLEGE POLICIES**

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

## **PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS**

There being no further business, Trustee Featherston made the motion to adjourn at 1:28 p.m. and with a second by Trustee Schalk, the motion passed.

ADJOURNMENT

  
\_\_\_\_\_  
CHAIRMAN

2/19/2020  
\_\_\_\_\_  
APPROVAL DATE

  
\_\_\_\_\_  
SECRETARY

2/19/2020  
\_\_\_\_\_  
APPROVAL DATE

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
FEBRUARY 19, 2020**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, February 19, 2020.

**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(absent); Darren Garrison, member; and college administrators: Dr. Wesley Payne, president; Charlotte Eubank, chief financial officer; Ann Matthews, dean of student services; Janine Heath, recording secretary.

**ATTENDANCE**

Trustee Hager delivered the invocation.

**INVOCATION**

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

**APPROVAL OF BOARD  
MEETING AGENDA**

Trustee Garrison made the motion to approve the January 2020 minutes. With a second by Trustee Richardson, the motion passed unanimously.

**APPROVAL OF NOVEMBER  
MEETING MINUTES**

Charlotte reviewed the December financials. As of the end of December we are 50% into the fiscal year and have recognized 66% of revenues and obligated 42% of the budgeted expenses. The Capital Budget was reviewed with Ms. Eubank outlining the projects currently underway.

**FINANCIAL REPORT AND  
BID REPORT**

Trustee Featherston 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 moving along. The estimated completion date of the project is June 1, 2020.

**CONSTRUCTION UPDATE**

The Westover remodel is going well. The Chemistry Lab is the next piece of this project and will begin after the end of the semester.

Kickoff of the planning and budgeting cycle for FY21.

**STRATEGIC PLANNING**

Discussion of Aspire 2025. There will be additional training provided to the budget manager by Charlotte Eubank and Dr. Maribeth Payne.

## RETREAT

Dr. Tim Hager was the master of ceremonies at the Hall of Fame banquet. All attendees enjoyed the banquet. Trustee Hager congratulated the college on a great job.

## HALL OF FAME BANQUET

The Alumni Reunion started with the first Pancake Breakfast which was a success with 150 attendees. Followed in the afternoon by the first Alumni Star Reception. Congratulations to Christy Frazier-Moore. The games began at 5pm with great attendance at both the Lady Raiders game and the Raiders game.

## ALUMNI REUNION

This is the last Russian Ballet that will be performed as a part of the Patrons of the Arts lineup. The Nutcracker will replace the ballet selections.

## SLEEPING BEAUTY

Organized by Buddy and Cindy White, this is the second longest running Jazz Festival in the state.

## 29<sup>TH</sup> ANNUAL JAZZ FESTIVAL

Jubilation Jazz was the professional show as part of the Jazz Festival.

## JUBILATION JAZZ

- Countdown to 1300 wins for Coach Gene Bess.
- Earthquake Summit – February 20 and 21
- Construction Job Fair – February 26 – 27
- TRET Trivia Night – February 27
- POTA/Rodgers Theater presents Gene Watson – February 27
- Brick Oven Pizza fund raiser – March 5
- Center Stage – Wizard of Oz – March 6 – 8 and March 13 – 15
- Spring Break – College Closed March 11 – 13
- POTA – Alvin Youngblood Hart – March 19

## UPCOMING EVENTS

Trustee Garrison made the motion to enter executive session at 12:30 p.m. With a second by Trustee Richardson the board was polled as follows: Trustee Garrison, yes; Trustee Schalk, (absent); Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

## EXECUTIVE SESSION

There were minor changes to IP 6111 – Alternative College Credit. Reference to the application fee has been removed.

## APPROVAL OF COLLEGE POLICIES

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

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

There being no further business, Trustee Featherston made the motion to adjourn at 1:20 p.m. and with a second by Trustee Garrison, the motion passed.

  
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CHAIRMAN

  
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SECRETARY

**PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS**

**ADJOURNMENT**

4/15/2020  
APPROVAL DATE

4/15/2020  
APPROVAL DATE

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
March 16, 2020**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, March 16, 2020.

**CALL TO ORDER**

Those present included: Trustees: Dr. Tim Hager, chairman; Dr. Amber Richardson, vice-chairman; Gary Featherston, secretary; Chris Williams, treasurer, (absent); Eric Schalk, member; Darren Garrison, member; and college administrators: Dr. Wesley Payne, president; Charlotte Eubank, chief financial officer; 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. On a second by Trustee Richardson, the motion passed unanimously.

**APPROVAL OF BOARD  
MEETING AGENDA**

Charlotte reviewed the current financial picture providing the board as much information as possible due to the limitations as a result of the ransomware attack.

**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**

Dr. Payne led the discussion regarding the recent RYUK Ransomware attack. These individuals are highly organized criminals, normally international and generally supported by the political entities in their countries. We did not have any data stolen or used. The IT department has begun the restoration of the data from our backups

**RYUK RANSOMWARE**

Steve Atwood discussed the steps that have been or are being taken in the restoration process.

As of March 23, all instruction will be remote or online through the end of the semester. We are currently working with instructors and adjuncts to ensure quality

**COVID 19**



of instruction for the students. The campus will remain open with the Tutoring and Learning Center, Library, and Welcome Center on extended hours to provide support to our students. We will offer registration virtually to all students.

Trustee Featherston made the motion to enter executive session at 12:30 p.m. With a second by Trustee Schalk the board was polled as follows: Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, absent; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

There being no further business, Trustee Garrison made the motion to close the executive session and adjourn the meeting at 1:15 p.m. and with a second by Trustee Schalk. The board was polled as follows: Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, absent; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.



CHAIRMAN



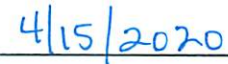
SECRETARY

EXECUTIVE SESSION

ADJOURNMENT



APPROVAL DATE



APPROVAL DATE

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
April 15, 2020**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, April 15, 2020.

**CALL TO ORDER**

Due to the Governor's Stay at Home Order, the meeting was held using Zoom, Conference Call and in person attendance. Those present included: Trustees: Dr. Tim Hager, chairman, (in person); Dr. Amber Richardson, vice-chairman (zoom); Gary Featherston, secretary (zoom); Chris Williams, treasurer (conference call); Eric Schalk, member (zoom); Darren Garrison, member (conference call); and college administrators: Dr. Wesley Payne, president (in person); Charlotte Eubank, chief financial officer (in person); Janine Heath, recording secretary, (in person).

**ATTENDANCE**

Trustee Hager delivered the invocation.

**INVOCATION**

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

**APPROVAL OF BOARD  
MEETING AGENDA**

Trustee Schalk made a motion to nominate Dr. Wesley Payne as temporary Chair and Janine Heath as temporary Secretary to the Board of Trustees. With a second by Trustees Featherston, the motion passed unanimously.

**OATH OF OFFICE AND  
REORGANIZATION OF THE  
BOARD**

In accordance with the Public School Laws of Missouri, Dr. Payne administered orally the oath of office to

- Trustee Eric Schalk, Sub-District (1-C)
- Trustee Chris Williams, Sub-District (1-B)
- Trustee Tim Hager, Sub-District (2)

Trustee Schalk made the motion to reorganize the board as outlined on page 8 of the April Board Book. With a second by Trustee Richardson, the motion passed unanimously.

Trustee Schalk made the motion to accept the slate of officers as outlined on page 9 of the April Board Book.

With a second by Trustee Hager, the motion passed unanimously. The new slate is as follows:

Chair – Trustee Richardson  
Vice Chair – Trustee Featherston  
Secretary – Trustee Williams  
Treasurer – Trustee Schalk  
Member – Trustee Garrison  
Member – Trustee Hager

Trustee Richardson assumed the Chair position.

Trustee Featherston made the motion to approve the February and March Board Meeting Minutes. With a second by Trustee Hager, the motion passed unanimously.

**APPROVAL OF THE  
FEBRUARY AND MARCH  
BOARD MEETING MINUTES**

Charlotte reviewed the financials as of March 21, 2020. We are 75% into the fiscal year and have recognized 86% of budgeted revenues and obligated 68% of our budgeted expenses.

**FINANCIAL REPORT AND  
BID REPORT**

Trustee Featherston 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**

The Welcome Center Sign has been installed on the west wall of the Westover Administration. It is a very large sign designed to be seen from the top of the hill.

**WELCOME CENTER SIGN**

The Crisp project is going well. We are currently finalizing some of the program areas outside of the building and adding 140 parking spaces. The maintenance building is finished, and the department is moving back in. Over budget due to the surprise of the rock and relocation some underground utilities.

**CRISP TECHNOLOGY  
CENTER EXPANSION**

All instruction for the rest of this semester and the summer will be on-line only. Very pleased with the faculty and their continued interaction with the students to ensure they are ok and are continuing to learn. Registration for new students will begin within two weeks utilizing the virtual registration.

**CURRENT VIRTUAL  
SEMESTER**

There were no items that would require an Executive Session.

**EXECUTIVE SESSION**

**ITEMS FOR  
CONSIDERATION AND  
VOTE**

There are no changes in the plan however in order to meet the new IRS ruling, it is required that we vote to codify the plan.

**CONSIDERATION AND  
VOTE OF THE 403(B)  
AMENDMENTS**

Trustee Schalk made the motion to accept the plan as presented. With a second by Trustee Featherston the board was polled as follows: Trustee Hager, yes; Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

Dr. Payne explained the increase to the plan and the recommendation to approve the plan with an increase in the deductible. All other benefits will remain the same as FY20.

**CONSIDERATION AND  
VOTE OF BENEFITS FOR  
FISCAL YEAR 2021**

Trustee Featherston made the motion to accept the plan as presented. With a second by Trustee Hager the board was polled as follows: Trustee Hager, yes; Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

The FY21 Board Meeting Dates were presented for approval. Trustee Featherston requested that we explore the possibility of having some of the meetings in the various sub-districts.

**CONSIDERATION AND  
VOTE FOR THE F21 BOARD  
OF TRUSTEES MEETING  
DATES**

Trustee Featherston made the motion to accept the dates as presented. With a second by Trustee Schalk the board was polled as follows: Trustee Hager, yes; Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

The FY21 College Holiday Schedule was presented for approval. This schedule follows the Master Calendar for the College.

**CONSIDERATION AND  
VOTE FOR THE FY21  
HOLIDAY SCHEUCLE**

Trustee Schalk made the motion to accept the schedule as presented. With a second by Trustee Featherston the board was polled as follows: Trustee Hager, yes; Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

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

There being no further business, Trustee Featherston made the motion to close the executive session and adjourn the meeting at 12:33 p.m. and with a second by Trustee Hager. The board was polled as follows: Trustee Hager, yes; Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

  
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CHAIRMAN

  
\_\_\_\_\_  
SECRETARY

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

**ADJOURNMENT**

5/20/2020  
APPROVAL DATE

5/20/2020  
APPROVAL DATE

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
May 20, 2020**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, May 20, 2020.

**CALL TO ORDER**

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

**ATTENDANCE**

Trustee Richardson delivered the invocation.

**INVOCATION**

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

**APPROVAL OF BOARD  
MEETING AGENDA**

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

**APPROVAL OF THE APRIL  
BOARD MEETING MINUTES**

Charlotte reviewed the financials as of April 30, 2020. We are 83% into the fiscal year and have recognized 90% of budgeted revenues and obligated 75% of our budgeted expenses.

**FINANCIAL REPORT AND  
BID REPORT**

Discussion of the Governor's withhold from May and expected June withhold.

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

Dr. Payne presented

**PRESIDENT'S REPORT**

The project is quickly coming to an end. We have received occupancy permits for the Maintenance and Fire Science building. The outside work is now being done and expect completion within the next 30 days.

**CRISP TECHNOLOGY  
CENTER EXPANSION**

Summer enrollment is flat with last year at this point. We expect to see an increase over the next two weeks. Congratulations to the Student Services staff and Academic unit for working with the students and making sure classes are available.

## **SUMMER ENROLLMENT**

We will have 10 Associate transfer pathways in the fall.

- Administration of Justice
- Business Administration
- Communication
- Education
- English
- General Education
- History
- Political Science
- Pre-Law
- Psychology
- Social Work
- Sociology
- Teaching

## **ONLINE PROGRAMS**

Dr. Foster and Dr. Davis presented the steps that the faculty and staff took in order to bring these pathways on-line. Prior to March 2020 this was driven by the faculty preparing the classes for on-line delivery, after March this is being driven by need. Placement testing, tutoring, orientation, and advising are now all on-line. Currently working on getting a proctoring program in order to satisfy faculty concerns and make sure the student is doing the course work. According to the survey sent to the students in the spring, and by all indication the students were very satisfied with the results of the on-line solutions.

Thanks to our communications department for the work that they have done working on all social media venues to keep everyone informed during the past few months. We have doubled our Facebook engagements since March.

## **FACEBOOK ENGAGEMENT**

Enrollment is currently lagging, but we are improving every day. Classes are being monitored to ensure that there is availability for students to take the classes needed and wanted.

## **FALL CLASSES**

Dr. Payne and the board recognized Coach Gene Bess on his retirement from an incredible career at the college. He will be missed.

Trustee Featherston made the motion to enter executive session at 12:51 p.m. With a second by Trustee Schalk the board was polled as follows: Trustee Hager, yes; Trustee Garrison, absent; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

## EXECUTIVE SESSION

### ITEMS FOR CONSIDERATION AND VOTE

Revision to the following policies:

### APPROVAL OF COLLEGE POLICIES

- GAP 1107 – Disruption in Normal College Operations
  - Rename of GAP 1105 Inclement Weather to include different classifications of disruption to normal college operations, as well as college closures and event cancellations.
- BP 0341- Confidentiality of Student Records
  - Minor revision of directory information list and revision of operational procedures that align with College operations.
- SP 2415 – Confidentiality of Student Records
  - Minor revision of directory information list and revision of operational procedures that align with College operations
- HSP 5110 Communicable Diseases
  - Clarification regarding state and local health department guidance.

Approval of new Policy

- ITP 8204 – Website Privacy
  - Initial approval of the policy.

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

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

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

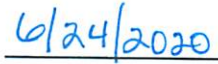


There being no further business, Trustee Featherston made the motion to close the executive session and adjourn the meeting at 12:33 p.m. and with a second by Trustee Williams the board was polled as follows: Trustee Hager, yes; Trustee Garrison, absent; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

ADJOURNMENT



CHAIRMAN



APPROVAL DATE



SECRETARY



APPROVAL DATE

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
June 24, 2020**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, June 24, 2020.

**CALL TO ORDER**

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

**ATTENDANCE**

Trustee Featherston delivered the invocation.

**INVOCATION**

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

**APPROVAL OF BOARD  
MEETING AGENDA**

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

**APPROVAL OF THE MAY  
BOARD MEETING MINUTES**

Charlotte reviewed the financials as of May 31, 2020. We are 92% into the fiscal year and have recognized 93% of budgeted revenues and obligated 81% of our budgeted expenses. Ms. Eubank stated that the expectation for year end is a break even with budget.

**FINANCIAL REPORT AND  
BID REPORT**

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

Dr. Payne presented:

**PRESIDENT'S REPORT**

Maintenance is to be congratulated on the outstanding job done on the board room and administration remodel. The old board room will return to academics for fine arts instruction.

**BOARD ROOM IN  
WESTOVER**

Moving to the end of the project. Parking lot is being prepared. The buildings are fundamentally completed.

**CRISP TECHNOLOGY  
CENTER EXPANSION**

Jackson Bostic with AGCMO and Will Cooper, Director of Workforce Development discussed the program with the board. It is a six-week course supported by various contractors in the area providing both classroom and hands on experience. The contractors and legislators have been very supportive of the course. All graduates have jobs as soon as they are finished with the courses.

## **HEAVY HIGHWAY CONSTRUCTION**

Will Cooper explained that the CDL Program started in partnership with the Probation and Parole Division in February 2020. The College expects to expand the program for anyone that would like to get their Class A, CDL License.

## **CDL PROGRAM**

Chuck Stratton presented the results of the new bus program providing transportation for the athletic travel as well as other College needs. The last contract that we were in cost us \$3.07 per mile. Based on our expenses for the current year we are able to lower this cost to \$1.51 per mile.

## **BUS PROGRAM**

Summer enrollment is up 10% from last summer. Due to the amount of effort put in by the staff to continue to keep up with the students we have been successful in increasing enrollment.

## **SUMMER ENROLLMENT**

The College is planning on resuming face to face classes in the fall with plans to go all on-line should we need to. Based on the current numbers, it appears that we will possibly be flat to last year in enrollment.

## **FALL ENROLLMENT**

The coaches have done an extraordinary job in keeping the athletes focused on academic responsibilities. 43 of our athletes made the Dean's list for the fall semester.

## **DEAN'S LIST – RAIDERS**

- Drama Camp – July 20-24
- Fall Convocation – August 10

## **UPCOMING EVENTS:**

Trustee Schalk made a motion to move Item 6 to before Item 5 on the agenda. With a second by Trustee Featherston, the motion was passed.

## **AMENDMENT TO AGENDA**

Charlotte Eubank presented the proposed FY21 budget. Revenues were based on an estimated 3% reduction in enrollment somewhat offset by the increase in tuition. The budget does not include any state reduction in appropriations. Salaries and benefits include a salary

## **ITEMS FOR DISCUSSION**

## **DISCUSSION AND APPROVAL OF FY21 BUDGET**


increase in January along with the increased health insurance costs.

Trustee Schalk made the motion to accept and approve the budget 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, yes; Trustee Featherston, yes; Trustee Richardson, yes.

Trustee Featherston made the motion to enter executive session at 1:15 p.m. With a second by Trustee Schalk the board was polled as follows: Trustee Hager, yes; Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

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

There being no further business, Trustee Featherston made the motion to close the executive session and adjourn the meeting at 3:40 p.m. and with a second by Trustee Williams the board was polled as follows: Trustee Hager, yes; Trustee Garrison, absent; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes.

  
\_\_\_\_\_  
CHAIRMAN

  
\_\_\_\_\_  
SECRETARY

EXECUTIVE SESSION

CONSIDERATION AND  
APPROVAL OF ALL  
PERSONNEL ACTION AND  
ASSOCIATED DOCUMENTS

ADJOURNMENT

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

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

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
August 19, 2020**

The regular meeting of the Board of Trustees began at 12:05 p.m. at the Board Room in Westover Administration Building on Wednesday, August 19, 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; Dr. Tim Hager, member; and college administrators: Dr. Wesley Payne, president; Janine Heath, recording secretary.

**ATTENDANCE**

Trustee Hager delivered the invocation.

**INVOCATION**

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

**APPROVAL OF BOARD  
MEETING AGENDA**

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

**APPROVAL OF THE JUNE  
BOARD MEETING MINUTES**

Charlotte reviewed the financials as of June 30, 2020. The unaudited year end totals currently reflect the college has recognized 95% of the budgeted revenues and have spent 87% of our budgeted expenses. Final FY20 numbers will be presented with the Audit presentation in the fall.

**FINANCIAL REPORT AND  
BID REPORT**

July financials were reviewed showing that we are 8% into the year and have recognized 28% of our budgeted revenues and have obligated 6% of our budgeted expenses.

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**

The construction is basically complete. Crisp is now fully connected to the rest of the campus with added high-quality instruction space. After the remaining roadways and parking lots are resurfaced, there will be

**CRISP TECHNOLOGY  
CENTER EXPANSION**

a grand opening event.

The bridge at the end of Raider Way has been fixed to remove the dip between the bridge and road. The dumpster pad by housing has been replaced with reinforced concrete. The exit at the bottom of the hill for Libla has been reworked which will provide for better vehicle and foot traffic flow.

## **ROADWAY REPAIR**

Jo Nell Seifert updated the board on the recent Children's Drama Camp. Her number one objective was for the kids to have a good time. This was accomplished. There were 33 children that attended with resulted in \$2,475 in registration fees. The activities included Improv, theater games, and dance numbers which were choreographed by Mary Libla.

## **CHILDREN'S DRAMA CAMP**

Dr. Leslie Gragg explained the Adjunct Faculty training that took place over the summer. There were face to face training as well as several Zoom meetings. Dr. Melissa Davis coordinated the meetings which included

## **ADJUNCT FACULTY TRAINING**

- Overview of Strategic Plan
- Assessment training
- Title IX Updates
- IT Training
- Enrollment and Student Development
- Campus Safety
- Academic changes which were presented by each of the department chairs

Convocation day was different this year with the focus being on the COVID 19 plan and instruction. Dr. Montgomery and Dr. Dye were in attendance to answer any of the faculty or staff questions.

## **CONVOCATION**

Fall started as smooth or smoother than any other fall. There were very few issues with the requirement of masks and adherence to the COVID 19 plan.

## **FIRST DAY OF FALL CLASSES**

Our plan is posted on-line and basically includes

- Enhanced sanitization
- Face Covering Requirements
- Social Distancing
- Requirements in the classrooms

As we monitor the changes in the public, the plan is written where we can easily adjust if necessary.

## **COVID 19 PLAN**

- Red Cross/KFVS Blood Drive – August 20 – 21

## **UPCOMING EVENTS:**

- Shrek the Musical – Face Covering is required for the audience
  - September 4, 5, 11, and 12 – 7:00pm
  - September 5, 6, 12, and 13 – 2pm
- 5<sup>th</sup> Annual Run 4 The Arts – September 12 at 9:00am

Trustee Hager made the motion to enter executive session at 12:28 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.

Trustee Richardson left the meeting. Trustee Featherston assumed the role of chair.

Dr. Payne explained that the revisions to the policies were a result in the change to Title IX Rules.

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

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

**EXECUTIVE SESSION**

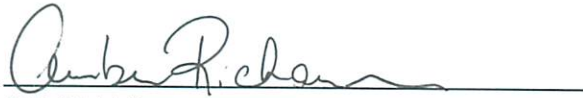
**ITEMS FOR DISCUSSION**

**CONSIDERATION, DISCUSSION, AND VOTE ON REVISIONS TO COLLEGE POLICIES**

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

There being no further business, Trustee Schalk made the motion to adjourn the meeting at 2:10 p.m. and with a second by Trustee Hager the board was polled as follows: Trustee Hager, yes; Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, absent; Trustee Featherston, yes; Trustee Richardson, absent.

ADJOURNMENT



CHAIRMAN

9/16/2020

APPROVAL DATE



SECRETARY

9/16/2020

APPROVAL DATE



**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
September 16, 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, September 16, 2020.

**CALL TO ORDER**

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

**ATTENDANCE**

Trustee Featherston delivered the invocation.

**INVOCATION**

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

**APPROVAL OF BOARD  
MEETING AGENDA**

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

**APPROVAL OF THE AUGUST  
BOARD MEETING MINUTES**

Trustee Schalk made the motion to approve the Tax Levy meeting held in August. With a second by Trustee Hager, the motion passed unanimously.

**APPROVAL OF THE AUGUST  
TAX LEVY MEETING**

Charlotte reviewed the financials as of August 31, 2020. At 17% into the year we have recognized 33% of budgeted revenues and have obligated 11% of our budgeted expenses.

**FINANCIAL REPORT AND  
BID REPORT**

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

Dr. Payne presented:

**PRESIDENT'S REPORT**

During Governor Parson's recent visit to the college several administrators and faculty met with him to discuss the College COVID 19 plans and discussed the fall semester start. Dr. Payne complimented faculty and staff on their responses to the students during the startup.

**GOVERNOR PARSON VISIT**

Shrek will be the only Center Stage production for the year. It was very well received by those that chose to attend however attendance was down due to COVID.

## **SHREK THE MUSICAL**

The 5<sup>th</sup> annual 4-mile run was a success. 100% of the proceeds goes to supporting our fine arts scholarships. 75 participants this year enjoyed the morning run. A big thanks to Gary Croy who assists with setting the course and running the event.

## **RUN 4 THE ARTS**

Dr. Staci Foster presented the recent pass rates for the Nursing program. The rate was 90.65% which was remarkable given the spring events and lack of clinicals that were available. Congratulations to the Nursing faculty and the students.

## **NURSING PROGRAM PASS RATES**

Will Cooper discussed the new CHW program. It was started in partnership with some of the pharmacies in town. These workers are the advocate for the patients and assists them in getting additional needed services within healthcare.

## **COMMUNITY HEALTH WORKER PROGRAM**

The college has created open zoom sessions for students to explore various programs offered at the college.

## **EXPLORE TRC, VIRTUALLY**

- TRC Championship College Rodeo – Sikeston Rodeo Grounds
  - 7p.m. October 15
  - 7p.m. October 16
  - 3p.m. October 17

## **UPCOMING EVENTS:**

Trustee Williams made the motion to enter executive session at 12:23 p.m. With a second by Trustee Schalk the board was polled as follows: Trustee Hager, yes; Trustee Garrison, absent; Trustee Schalk, yes; Trustee Williams, absent; Trustee Featherston, yes; Trustee Richardson, yes.

## **EXECUTIVE SESSION**

Trustee Hager made the motion to accept the personnel actions and associated documents as presented. With a second by Trustee Williams the board was polled as follows: Trustee Hager, yes; Trustee Garrison, absent; 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 Schalk made the motion to adjourn the meeting at 1:37 p.m. and with a second by Trustee Featherston, the motion passed unanimously.

ADJOURNMENT



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CHAIRMAN



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SECRETARY

10/21/2020

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APPROVAL DATE

10/21/2020

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APPROVAL DATE

**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; 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.

**LT. GOVERNOR MIKE  
KEHOE VISIT**

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.

**PATRONS OF THE ARTS  
KICKOFF**

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

**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.

**THREE RIVERS COLLEGE  
RODEO**

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

**NCTA 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.

**NCMPR 2020 MEDALLION  
AWARDS**

- 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

**UPCOMING EVENTS:**

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.

**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



\_\_\_\_\_  
CHAIRMAN

11/18/2020  
APPROVAL DATE



\_\_\_\_\_  
SECRETARY

11/18/2020  
APPROVAL DATE

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
November 18, 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, November 18, 2020.

**CALL TO ORDER**

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

**ATTENDANCE**

Trustee Garrison 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 Schalk made the motion to approve the October Board Meeting Minutes. With a second by Trustee Hager, the motion passed unanimously.

**APPROVAL OF THE  
OCTOBER BOARD MEETING  
MINUTES**

Charlotte reviewed the financials as of October 31, 2020. At 33% into the year we have recognized 46% of budgeted revenues and have obligated 29% of our budgeted expenses.

**FINANCIAL REPORT AND  
BID REPORT**

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

Dr. Payne presented:

**PRESIDENT'S REPORT**

The Music Department hosted their first ever virtual concert on November 10. Cindy White and Sheri Mitchell explained that the students scripted, filmed, and edited the entire production. Dr. Payne congratulated them and the music department on a job well done.

**SING ON! PLAY ON! MUSIC  
RETURNS**

The Trivia night was a success and netted \$2,000 for the gap scholarship funds in Kennett to cover student needs.

**KENNETT TRIVIA NIGHT**

Coach Wiggs explained that the Lady Raiders have been going to the Qulin elementary school for years however, this year that was not possible. Four of the team members were videoed reading their favorite children's books which was then shared with the school. This is part of the Cutlass program in the service area.

**"DEER DAY" AT QULIN  
ELEMENTARY**

Dr. Payne updated the board on the team's stats at the end of the fall rodeo competition.

**TRC RODEO TEAM  
STANDINGS**

- Overall
  - Men's team – 6<sup>th</sup>
  - Women's team – 10<sup>th</sup>
- Team Roping (Header) – Blaine Maxwell is 5<sup>th</sup>
- Bull riding
  - Cole Skender – 1<sup>st</sup>
  - Casey Roberts – 3<sup>rd</sup>
  - David Moss – 4<sup>th</sup>
  - Blake Fenton – 5<sup>th</sup>

- Music Department: Musical Gifts Concert – Facebook Live – November 24 at 7pm
- LPN Pinning Ceremony – Facebook Live – December 11 at 2pm
- RN Pinning Ceremony – Facebook Live – December 11 at 5pm
- Christmas Break – December 14 – January 4

**UPCOMING EVENTS:**

Trustee Featherston made the motion to enter executive session at 12:22 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, yes; Trustee Featherston, yes; Trustee Richardson, yes.

**EXECUTIVE SESSION**

Ms. Eubank presented the clean and unmodified option from the Audit.

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

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

**FY2020 AUDIT**



Dr. Payne explained that the policy was revised to make adjustments in the wording to address workplace violence.

COLLEGE POLICY GAP 1205-  
CODE OF ETHICS

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

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

CONSIDERATION AND  
APPROVAL OF ALL  
PERSONNEL ACTION AND  
ASSOCIATED DOCUMENTS

There being no further business, Trustee Schalk made the motion to adjourn the meeting at 1:35 p.m. and with a second by Trustee Garrison, the motion passed unanimously.

ADJOURNMENT



CHAIRMAN

1/20/2021

APPROVAL DATE



SECRETARY

1/20/2021

APPROVAL DATE