

**MINUTES OF BOARD WORK SESSION  
BOARD OF TRUSTEES  
ST. LOUIS COMMUNITY COLLEGE  
Thursday, December 8, 2016**

A work session of the Board of Trustees of St. Louis Community College was held on Thursday, December 8, 2016 at the Cosand Center, 300 S. Broadway, St. Louis, Missouri, pursuant to notice and in accordance with R.S. MO 610.020 as amended.

Attending the work session were Ms. Joan McGivney, Board Chair; Dr. Doris Graham, Board Vice Chair; Ms. Libby Fitzgerald, Trustee; (arrived at 5:29 p.m.), Mr. Rodney Gee, Trustee; Trustee; Dr. Craig Larson, Trustee, and Mr. Derek Novel, Trustee, (arrived at 5:57 p.m.). Trustee Hattie Jackson was absent.

Also present were Dr. Jeff Pittman, Chancellor, Ms. Mary Nelson, Legal Counsel, and Ms. Becky Garrison, Associate for Board Relations.

The meeting was called to order at 5:02 p.m.

**I. Trustee Self-Evaluation**

Ms. McGivney noted for the record that there were problems with the return mail of the evaluation forms that Board members submitted and that some Board members read their ratings over the phone to Ms. Garrison who tabulated the results and that one evaluation form was not received so that this discussion is based on six Board member responses.

Ms. McGivney introduced Ms. Elizabeth Grimm-Howell, who facilitated a Board Self-Evaluation discussion based on the results of a survey completed by the Board.

Ms. Grimm-Howell ranked the survey items in order from in order from the highest score to the lowest. She noted that the Board ratings were in the “good” to “very good” ratings and that none of the areas were rated “areas of concern” or “not meeting”. She led a dialogue regarding some areas Board members wanted to discuss.

There was a discussion that the Board review its policy on conflict of interest, trust and confidentially and continue this discussion when all members are present.

The Board discussed communication between the Chancellor and the Board. It was determined that only one Board member thought there was an issue and was not there to share concerns. The Board members said the communication level is great and the Chancellor's newsletters are helping them do their job and keeping them informed. They also suggested continuing work sessions as necessary prior to Board meetings.

The Board then discussed the Board's own internal processes and performance regarding governance and evaluation. It was noted that two Board members rated this as an area of concern. It was suggested that the Board's self-governance analysis has not been discussed in the past few years due to urgent matters regarding the Chancellor search and public safety issues. The Board members expressed a desire to continue this process of a dialogue of self-evaluation and communication among ourselves as a Board and to be transparent to the community.

One Board member suggested that the Board could have an open issues section with a list of topics for follow up. This process would keep issues on the agenda and in the forefront before they reach a crisis/breaking point. He used the compensation structure and the completion agenda as examples. He added that tracking these issues shows visible Board support.

It was pointed out that these types of topics would be held in open session as to not violate the Missouri Sunshine Law. This could provide an open dialogue and, while no official vote would be taken, the Board could possibly reach a consensus about how to move forward on various matters.

Ms. McGivney thanked Ms. Grimm-Howell for facilitating the discussion. Ms. Grimm-Howell left the meeting at 5:58 p.m.

## **II. Employee Benefits**

Mr. John Pahl, Employee Benefits, and Ms. Kristy Arciszewski of Gallagher Benefit Services entered the meeting.

Mr. Pahl advised the Board that he was seeking guidance regarding projected increases in health insurance premiums.

He reviewed the premium increase history, cost of insurance and claims and the forecast of a 9.5 percent increase in each of the next three years.

He shared information on district strategies toward consumerism, the wellness program and self-funding.

Mr. Pahl then asked the Board to consider a change to Board Policy C.27, Group Insurance Plan. Specifically, a change in the cost share percentages.

The Board asked to see alternative models for cost sharing ratios and benefits. Mr. Pahl agreed to bring this information back to the Board.

### **III. Adjournment**

On motion duly made and seconded, the Board voted unanimously to adjourn the Work Session at 6:40 p.m.

Respectfully submitted,

Becky Garrison, Secretary  
Board of Trustees