

University of Central Missouri
Board of Governors
Work Session
August 13, 2019

The University of Central Missouri (UCM) Board of Governors convened in Work Session at 1:00 p.m. in Elliott Student Union, Room 237A on UCM's main campus, Warrensburg, Missouri. Presiding over the meeting was Board President John Collier. Other Board members present included Governors Mary Long, Stephen Abney, Walter Hicklin, and Casey Short. Governor Mary Dandurand was able to participate intermittently by phone. Governor Gus Wetzel II and Marvin E. Wright were unable to attend the meeting and were excused. UCM administrators in attendance included University President Roger Best and Phil Bridgmon, Lindsay Chapman, Bill Hawley, Robert Lee, Vici Hughes, Ranea Taylor, and Monica Huffman.

Call to Order – Agenda Item No. 1

Mr. Collier determined a quorum was present to conduct business.

Charter Schools – Agenda Item No. 2

Mr. Collier asked Provost Bridgmon to give the report. Provost Bridgmon introduced Dean Robert Lee and Director of Charter Schools Vici Hughes to present information on the following items.

- **Performance Dashboard** – Dean Lee referred the Board to information included under Tab 2 of the meeting materials (Attachment 1). Information included dashboards for each of the UCM sponsored charter schools. He also distributed a handout that included “Oversight” metrics (see Attachment 1) for the four areas UCM monitors as a sponsor -- academic performance, governance, financial operations, and administration and school operations. Dean Lee explained the red, yellow, and green colors used in the metrics to reflect the performance status for each area:
 - Red – improvement is needed;
 - Yellow – progress is being made; and
 - Green -- all is going well

Dr. Long asked about the process for implementing this tool and what determines when it's necessary to consider actions such as school closure. Dr. Hughes responded there are a number of contributing factors to be considered with academic performance being the greatest. She offered some examples of how the process would work.

Mr. Abney asked if schools in jeopardy of losing their charter would be given a timeframe to remediate concern areas. Dr. Hughes answered yes, timelines would be included with the implementation of a remedial plan. Mr. Collier asked if parents of students in a Charter School with a remedial plan would be aware of this. Dr. Hughes responded parents would not likely know about the implementation of a remedial plan.

Mr. Abney noted the teacher-student ratio is low in many of the Charter Schools and asked if this is common. Dr. Hughes stated it is common; each school establishes a limit for the number of students it accepts based on current enrollment. Dr. Long noted the dashboards

included with the Board packet did not include historical data for attendance. Dr. Hughes will add historical attendance data to the dashboards. Mr. Abney requested a profit and loss update for the Charter Schools. Information will be gathered and provided.

- Legislation – Dean Lee informed the Board that Missouri Governor Parson signed HB 604 in July. The bill includes provisions related to Missouri Charter Schools. Dean Lee reviewed a list of the provisions included in a briefing paper under Tab 2 (Attachment 2) of the meeting materials. It was noted a copy of the full bill could be found at <https://www.house.mo.gov/billtracking/bills191/hlrbillspdf/1373S.10T.pdf>.

President Best asked when the appropriate time is for Charter School sponsors to engage with a review committee (internal and external stakeholders appointed by the school board to guide the school through an improvement process or a turnaround model for school improvement.) Dr. Hughes responded once the school board determines a turnaround model is needed. Dr. Long asked if Charter School sponsors are penalized for a school's poor performance. Dr. Hughes answered currently sponsors are not penalized; however, if UCM fails to ensure the school is taking appropriate steps for improvement, the State could penalize UCM. Dr. Long also inquired about the Missouri Charter Public School Commission's role. Dr. Hughes stated the position of the Commission's Executive Director Robbyn Wahby is that a Charter School sponsor's sole responsibility is oversight.

Mr. Abney asked if obstacles or issues are anticipated as a result of the changes in legislation. Dr. Hughes does not anticipate any issues. Dr. Long said there was previous discussion about engaging Charter Schools as a lab for UCM student teachers and asked for the status of doing so. Dean Lee responded faculty were advised they could redesign teacher education coursework to connect UCM pre-service teachers with Charter Schools. Four of UCM's faculty will engage with Guadalupe schools for their clinical experience. Additionally, Guadalupe Centers Inc. is transforming one of its dormitories into living quarters for student teachers.

2020 Health Insurance Renewal Rates – Agenda Item No. 3

Mr. Hawley reviewed the briefing paper under Tab 17 of the meeting materials related to health insurance renewal rates for 2020. In summary, rates for the 2020 calendar year remain fixed for the Exclusive Provider Option (EPO) and increase 5.7% for the Preferred Provider Option (PPO). Mr. Hawley noted enrollment for the third option – the Qualified High Deductible Plan -- is minimal compared to the other plans and consumes a lot of administrative time to manage. As a result, management is recommending elimination of the QHDP. Mr. Abney asked if insurance renewal rates and possible elimination of the QHDP has been discussed with employees. Mr. Hawley said notification to employees regarding renewal rates and the elimination of the QHDP would not occur until there was board approval. Mr. Hawley added that the potential elimination of the QHDP was included in last year's briefing paper. Mr. Abney also asked if approved by the Board, when the QHDP would be eliminated. Ms. Taylor answered employees enrolled in the QHDP would be notified of its elimination effective January 1, 2020, once the Board approves doing so.

Mr. Hawley said based on current enrollment – EPO -442; PPO – 436; and QHDP – 30 -- the total projected 2020 premium cost is \$10,094,058. The 5.7% increase for PPO includes a 2.6% ACA tax. Should Congress place a moratorium on the ACA tax, the PPO increase would reduce to 3.1%.

Mr. Abney asked if the number of employees enrolled in the EPO was expected to increase again this year. Ms. Taylor answered yes, and BCBS has been pleased with the progress and is working closely with UCM to further increase the number of employees enrolled in the plan. Other questions included Mr. Collier's inquiry about more health care providers being included as part the EPO plan. BCBS has increased the number and proximity of healthcare providers available to UCM employees.

A question was asked concerning the impact of the increase on lower paid employees. It was noted UCM is continuing to use a three-tiered plan approach based on wage rate to assess the employee's portion of the premium. President Best added this is not a matter to be taken lightly, and it remains very important for the University to continue working with employees towards healthier outcomes to help keep claims costs down.

Mr. Hicklin expressed concern about the Board not receiving information sooner. President Best explained BCBS works to provide UCM the most current and up-to-date information as early as possible so that plans can be designed before open enrollment begins in October. The Board could postpone making a decision until the October Board meeting, but it would reduce the amount of time available to distribute information to employees and to complete open enrollment.

Strategic Planning Measures – Agenda Item No. 4

Dr. Koch reviewed the Strategic Plan's six overarching themes included as part of the briefing paper under Tab 16 of the meeting materials. Internal and external stakeholders have expressed support for the six themes, which include student access and success; academic excellence; organizational excellence; inclusive and diverse community; external relations and development; and, institutional excellence and reputation. Management is seeking the Board's endorsement of the Strategic Plan's goals and objectives, as well as a charge to UCM's administration to develop appropriate action plans, measures, and key performance indicators for ensuring progress towards attainment of the specified goals.

Dr. Koch commended the good work of the committee, and President Best added his appreciation to the committee and to Dr. Koch for his leadership. In closing, President Best shared with the Board that Dr. Koch, who came to UCM from Southeast Missouri State University (SEMO), will return to SEMO to work in a position much like the one at UCM. His last day at UCM is August 23.

Other – Agenda Item No 5

There was no other business to discuss.

Request for Closed Session – August 13, 2019 – Agenda Item No. 6

Dr. Long moved pursuant to the Missouri Revised Statutes, Section 610.021, that the UCM Board of Governors meet in closed meeting, with closed record and closed vote, for the purpose of considering real estate matters, legal actions, contractual matters, personnel matters, and other matters included under Section 610.021 of the Missouri Revised Statutes. The motion was seconded by Mr. Hicklin and carried with the following roll call vote:

<i>Walter Hicklin</i>	<i>aye</i>	<i>Steven Abney</i>	<i>aye</i>
<i>Mary Long</i>	<i>aye</i>	<i>John Collier</i>	<i>aye</i>

Note: Ms. Dandurand was not available for the vote for Closed Session.

The Work Session concluded at 2:10 p.m.

**University of Central Missouri
Board of Governors
Work Session
August 13, 2019
Attachment Listing**

<u>Attachment No.</u>	<u>Attachment Description</u>
1	Charter Schools – Performance Dashboards
2	Charter Schools – Legislation