

## THE OFFICIAL MINUTES

The Big Bend Community College Board of Trustees held a Special Board meeting (Retreat) Tuesday, September 20, 2022, at 9:00 a.m. in person.

Present: Anna Franz  
Gary Chandler  
Amy Parris  
Juanita Richards  
Thomas Stredwick

### **Action on 2022-24 Negotiated Agreement**

VP of Human Resources and Labor joined the meeting via Zoom. The board packet included a summary of the differences between the 2021-22 agreement and the 2022-24 agreement. The language was crafted to meet the interests of both parties for this two-year agreement.

Motion 22-28 Trustee Anna Franz moved to approve the 2022-24 Negotiated Agreement as presented. Trustee Juanita Richards seconded and the motion passed.

Trustee Juanita Richards commended VP Kim Garza for her thorough negotiating skills.

### **President's Evaluation**

At 9:25 a.m. Board Chair Thomas Stredwick announced that the Board would adjourn to executive session for approximately 30 minutes to discuss items provided for in RCW 42.30.110 (1): (g) to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. The executive session was continued for 20 minutes at 9:55, then continued for 10 minutes at 10:15, then continued for 5 minutes at 10:25 a.m. No action was taken during the executive session. There was a 10 minute break at 10:25 a.m.

### **Board Self-Evaluation**

#### Board Goal #1

Develop and implement an improved system for monitoring Board effectiveness by establishing an annual checklist for monitoring the overall performance of Big Bend Community College and providing training and other educational opportunities for Trustees.

Trustees discussed that they are developing an improved system and need to focus on implementation. This goal will be continued for the next year.

#### Board Goal #2

Advance equity, diversity, and inclusion by establishing policies and institutional goals supporting operational equity, diversity, and inclusion programs.

Trustees discussed that more is needed in this area. A calendar of events will be a helpful resource. Trustee Franz will identify learning opportunities for discussion and setting of Study Sessions.

### Board Goal #3

Ensure effective onboarding and support of new trustees.

Trustees discussed the need for additional trustee trainings including policy governance and diversity, equity, and inclusion. The Trustee Tuesday events are helpful. The Trustees requested more information on how to support the president.

The Trustees agreed that all three goals will be rolled over for the 2022-23 academic year. They may also create a new goal about board engagement. Also discussed Trustee mentorship by someone other than the Board Chair. The Trustees requested more invitations to college activity and events and a formalized calendar for the Trustees.

The green line was discussed emphasizing the line between policy governance and operational details, i.e. the Strategic Plan is an operational document.

The trustees discussed study session topics regarding the disciplinary action process at the college to provide appropriate responses in the case an employee contacts them. The Trustees will refer the employee to Human Resources. Receiving feedback about the president is appropriate. Information about the Open Public Meeting Act is another topic of interest.

President Sara Thompson Tweedy stated it is appropriate to know when a Trustee is on campus.

The draft dashboard was presented by Board Chair Thomas Stredwick and Trustee Juanita Richards.

The meeting was adjourned for lunch at 11:20 a.m.

Meeting was resumed at 1:06 p.m.

### **Ends Statements**

Trustee Anna Franz shared an overview of the current Ends Statements and Policy Governance including board job descriptions, monitoring and respecting the green line, and staying above the operational level. Carver Policy Governance model is very rigid and does not include board responsibilities such as awarding tenure and hiring the president which is required by RCW.

The Board works at the Ends level and the President operationalizes the Ends through the strategic plan and mission fulfillment, which in turn informs the President's evaluation.

Trustee Franz's presentation will be added to the new trustee packet.

Suggest removing the Mission Statement from the Ends because it is operational, also removing goals and characteristics.

Realigning Student Success as it is primary (E-1) and the additional Ends are subordinate to it. President Thompson Tweedy and Trustees agreed to the importance of adding workforce development wording to E-2.

Next steps include discussing the revisions at the October 13 board meeting.

Adjourned 2:00 p.m.

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Thomas Stredwick, Chair

ATTEST:

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Sara Thompson Tweedy, Secretary