

**STUDENT UNION, INC. BOARD OF DIRECTORS**

**Meeting Minutes**

**February 19, 2026 @ 1:15 PM - 2:45 PM**

**In-person: Student Union Building, Conference Room 6**

**Voting Members Present:** Kathryn Blackmer Reyes, Aniya Dogra, Justin Duong, Katelyn Gambarin, Glerys Gonzalez, Maureen Pasag, Aditya Vishwakarma  
**Voting Members Absent:** Mari Fuentes-Martin, Ed.D., Tabitha Hart, Ph.D., Siya Johal, Jayeesh Tarachandani  
**Updated Attendance:** Tabitha Hart, Ph.D. was updated to present at 1:18 PM  
Siya Johal was updated to present at 1:31 PM  
Jayeesh Tarachandani was updated to present at 1:37 PM  
**Non-Voting Member Present:** Jon Tucker, Seth Heller- Board Trainee  
**Guests:** Alan Gouig, ChiChai Mateo

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**I. CALL TO ORDER**

Director Duong called the meeting to order at 1:16 p.m.

**II. ROLL CALL**

A verbal roll call was completed. Quorum met.

**III. APPROVAL OF FEBRUARY 19, 2026, AGENDA**

Director Duong asked for any changes to the agenda.

Recommendation made to remove item VI.B. Approve SRAC Membership Pricing Updates

Director Duong asked for a motion to approve the agenda with the recommended change.

**Motion:** Director Dogra motioned to approve the agenda with the change.

**Second:** Director Gonzalez

**Vote:** 7-0-0. Motion Passed.

**IV. APPROVAL OF JANUARY 22, 2026, REGULAR MEETING MINUTES**

Director Duong asked for any changes to the minutes.

Director Duong asked for a motion to approve the minutes as presented.

**Motion:** Director Duong motioned to approve the minutes as presented.

**Second:** Director Gonzalez

**Vote:** 7 -0-0. Motion Passed.

**V. PUBLIC FORUM**

No public comments.

**VI. DISCUSSION/ACTION**

**A. Approve Filipinx Mural**

**1. Design Presentation (15 minutes)**

Mr. Gouig, Volunteer Lead for the Filipino-American History Mural project, and ChiChai Mateo, Artist, presented the proposed mural. The presentation included

an overview of the mural's design, which consists of four panels highlighting Filipino-American labor history, San José and Bay Area history, contemporary activism, and recognition of students, alumni, and community advocates. Cultural design elements and the proposed placement near the south entrance of the Student Union were reviewed. It was noted that the mural had previously been presented to the Facilities and Programs Committee and that artist selection followed a statewide procurement process.

The Board asked for clarification regarding the purpose of the Board's approval. It was explained that approval was being sought due to the mural's placement within the Student Union footprint and as part of the formal campus review process prior to submission to the Campus Planning Board. Board members discussed prior conversations related to the project and the Board's role in supporting the proposal.

Director Duong asked for a motion to approve the Filipinx Mural design.  
**Motion:** Director Blackmer Reyes motioned to approve the Filipinx Mural design  
**Second:** Director Gambarin  
**Vote:** 9-0-0. Motion Passed

**B. Approve SRAC Membership Pricing Updates**

Item removed during the approval of the agenda.

**C. Approve Student Union Reserves Policy Updates**

Mr. Tucker presented the updated Student Union Reserve Policy and provided an overview of current reserve balances and compliance thresholds.

As of the end of January, reserve balances totaled approximately \$6.3 million. The adjusted operating budget is approximately \$15.8 million. Under the policy requiring reserves equal to 25% of the operating budget, approximately \$3.9 million must be maintained. As of last fall, the Student Union's carryover and reserve amount was \$54.8 million. Mr. Tucker confirmed the current balance exceeds the 25% minimum requirement but is in compliance.

It was noted that the policy establishes a maximum reserve threshold of 50 percent. Discussion occurred regarding potential actions if reserves exceeded the maximum; staff indicated funds would likely be allocated to the trust or addressed through an operating adjustment. It was clarified that the current reserves do not exceed the 50 percent threshold.

Director Duong asked for a motion to approve the Student Union Reserves Policy updates.  
**Motion:** Director Dogra motioned to approve the Student Union Reserves Policy updates.  
**Second:** Director Gonzalez  
**Vote:** 10-0-0. Motion Passed

**D. Approve Student Union Compensation Structure**

Mr. Tucker presented the proposed Student Union Compensation Structure, noting that the current salary structure had not been updated since 2022 and was no longer aligned with comparable CSU positions or university personnel practices. He stated that the proposal was developed through multiple iterations in consultation with University Personnel to ensure alignment with CSU auxiliary compensation guidelines.

The proposed structure establishes standardized salary grades with a consistent 26 percent range between minimum and maximum compensation levels. Salary benchmarks were developed using comparable CSU classifications, cost-of-living data, auxiliary association data, and external salary research. Staff noted that the updated framework addresses prior inconsistencies in grade ranges, resolves equity concerns, and maintains appropriate separation between student wage caps and full-time salary levels.

The structure includes an annual cost-of-living adjustment mechanism tied to the Higher Education Price Index, subject to approval by the Board of Directors and the University President, as well as a merit-based component allowing movement within salary ranges based on documented performance evaluations and available budgeted merit funding. Mr. Tucker indicated that a formal performance evaluation process, including an appeal mechanism, will be developed and presented to the Board at a future date.

Guidelines for initial salary placement based on education, experience, certifications, and qualifications were also outlined. Employees who reach the maximum of their salary range would remain at that level and, if eligible for merit, receive a one-time bonus rather than a base salary increase. Promotion adjustments are included to support appropriate placement within new salary grades.

Staff noted that longevity adjustments will be applied during implementation to recognize years of service in the absence of prior evaluation records. It was clarified that the current action pertains only to approval of the compensation structure framework, and that merit funding amounts will be addressed through the annual budget process.

Director Duong asked for a motion to approve the Student Union Compensation Structure.

**Motion:** Director Gonzalez motioned to approve the Student Union Compensation Structure.

**Second:** Director Duong

**Vote:** 9-0-1. Motion Passed

**Abstain:** Director Pasag

**E. Approve Student Union Employee Handbook Revisions**

Mr. Tucker presented the revised Student Union Employee Handbook, noting that the previous version was outdated and not fully compliant with current state and federal guidelines. The updated handbook is comprehensive and organized by section, addressing

required policies, leave provisions, compliance standards, and employment practices applicable to staff. Mr. Tucker acknowledged the significant review and revision process undertaken to ensure alignment with applicable regulations and institutional standards.

It was stated that all employees will have the opportunity to review the updated handbook. Mr. Tucker also noted that a revised Student Employee Handbook is currently in development and will be presented to the Board at a future date. A discussion occurred regarding accessibility compliance requirements under the Accessible Technology Initiative, and Mr. Tucker confirmed that the handbook will be reviewed to ensure it meets formatting and accessibility standards.

Director Duong asked for a motion to approve the Student Union Employee Handbook revisions.

**Motion:** Director Gonzalez motioned to approve the Student Union Employee Handbook revisions.

**Second:** Director Duong

**Vote:** 10-0-0. Motion Passed

## VII. DISCUSSION

### A. Student Union, Inc. Board of Directors Remuneration

Mr. Tucker presented multiple options for potential Board of Directors remuneration structures, including a stipend-based model, an hourly compensation model, and a hybrid combination model. Each option included projected budgetary impacts and structural considerations. The stipend model proposed fixed amounts for specific roles, such as Chairs, and Vice Chairs, with defined-term commitments. The hourly model proposed compensation up to a specified number of hours per pay period, with oversight and approval mechanisms in place. The hybrid model combined a guaranteed stipend component with additional hourly compensation for duties performed beyond standard expectations.

Discussion occurred regarding limits on hours, role overlap, supervision and tracking of hours, administrative burden, and comparisons to Associated Students and other CSU auxiliary models. Questions were raised about the financial aid implications, the tax treatment differences between scholarship and compensation models, and whether adjustments would be needed to account for cost-of-living increases. It was noted that stipend or compensation changes would require Board approval and may have budgetary implications for the upcoming fiscal year.

Board members discussed operational logistics, evaluation of responsibilities, and potential equity considerations. Due to time constraints and the need for further review, the item was tabled for continued discussion at a future meeting.

### B. UPD Community Service Officer & FD&O Trades Position Support Proposals

Mr. Tucker presented two proposals for Board awareness and discussion. The first proposal, submitted by University Police Department (UPD), would assign a non-uniformed

Community Service Officer to provide assistance and security support in Student Union facilities, potentially serving the Student Union and/or the SRAC. Mr. Tucker reported the estimated annual cost would be approximately \$159,000 if fully assigned to the Student Union, with the possibility of a shared-cost arrangement if the position served multiple facilities. He further noted that UPD indicated a portion of the cost could potentially be offset through adjustments to UPD cost allocation if the dedicated officer reduces calls for service attributed to Student Union facilities; however, additional information is needed to determine the methodology and projected impact. Board members requested that staff return with data comparing the projected cost of the Community Service Officer model with historical call volume and related cost allocations. No action was taken on this item.

Mr. Tucker also presented a proposal developed in coordination with Facilities Development & Operations to fund a dedicated electrician and plumber assigned to support Student Union, Inc. facilities. Under the proposal, salaries and benefits would be funded by the Student Union while the positions would remain within the university employment structure. Mr. Tucker explained that Student Union maintenance staff are not authorized to perform licensed electrical or plumbing work under applicable union agreements, requiring reliance on university trade services and related chargebacks. Current annual trade-related chargebacks are approximately \$1.3 million. A preliminary review suggests that dedicated trades support could reduce costs, improve response times, and enhance preventive maintenance and project support. Staff indicated that a formal Memorandum of Understanding would be developed to define responsibilities, funding, and procedures in the event Student Union-funded personnel are temporarily redirected to campus emergency needs. Board discussion expressed general support for the concept and emphasized the importance of ensuring that Student Union-funded resources remain dedicated to Student Union facilities except as outlined in the agreement.

During discussion, it was noted that students should be included as intended users of the Community Service Officer resource for reporting concerns. Mr. Tucker also clarified that incident communications would continue to follow existing campus notification protocols.

## **VIII. INFORMATION**

### **A. Mid-Year Budget Report**

Mr. Tucker presented the mid-year budget report and stated that operations are tracking within the approved budget. It was reported that year-to-date financial performance reflects expenditures and revenues progressing as projected. Mr. Tucker indicated that the current operating position remains on schedule and within expected parameters.

### **B. UBS Financial Summary**

Mr. Tucker presented the UBS Financial Summary and provided an overview of the Student Union's investment holdings and performance. The report outlined current reserve investments and overall portfolio performance in accordance with the Board-approved Investment Policy. It was noted that this information is typically reviewed by the Finance Committee and is being shared with the full Board for informational purposes.

**IX. EXECUTIVE DIRECTOR REPORT**

Mr. Tucker provided updates on facilities, operations, and programming. Renovations in the Event Center were reported as substantially completed, including flooring, ceilings, walls, and graphics installations, with additional safety improvements planned. A feasibility study update was provided, with a final report anticipated by the end of April, and initial conversations have begun with the university regarding funding strategies and applicable CSU processes.

Facilities updates included ongoing management of roof leaks during recent rain and the implementation of a new internal work order routing system to improve service tracking and coordination with Facilities Development & Operations. Budget preparation is underway for the upcoming fiscal year.

Operational updates included implementing new HR recruitment software. The Student Union also served as a staging area for Super Bowl halftime production activities.

Programmatic updates included recent and upcoming events, intramural sports participation, club sports activity, outdoor adventure trips, and other scheduled programs.

**X. COMMITTEE REPORTS (1 minutes)****A. Audit Committee**

No report.

**B. Facilities & Programs Committee**

Director Duong reported updates on ongoing projects and facility improvements. Updates included continued enhancements to the Event Center and evaluation of access control key systems. The esports and gaming space design concepts are being explored, including potential additions such as a golf simulator and a broadcasting studio. Turnstile systems at SRAC are currently under review by a new vendor. An update was provided regarding Student Union water intrusion and HVAC repairs, with completion anticipated by June 2027. The committee also discussed capital projects and facility upgrades under consideration for Fiscal Year 2027.

**C. Finance Committee**

No report.

**D. Personnel Committee**

Director Johal reported that the Executive Director evaluation feedback is being collected from the Board. Additionally, interview dates for student board member recruitment are being finalized

**E. Ad Hoc Bylaws Committee**

Director Gonzalez reported that the first meeting has been scheduled for March 5, 2026, from 3:00 pm to 4:00 pm.

**XI. BOARD OF DIRECTOR ANNOUNCEMENTS**

A Board member inquired about the process for a cultural student group to propose a mural or cultural installation in response to a recent campus incident. Discussion occurred regarding the appropriate

procedure for initiating such a proposal. It was stated that mural projects require a formal review process and that an initial conversation with the Executive Director would be an appropriate starting point.

Director Duong moved to Closed Session

**XII. CLOSED SESSION**

**A. Personnel Matters**

**XIII. REPORT OUT OF CLOSED SESSION**

Director Duong reported that there was no action taken by the Committee in Closed Session.

**XIV. MEETING ADJOURNMENT**

Director Duong asked for a motion to adjourn the meeting.

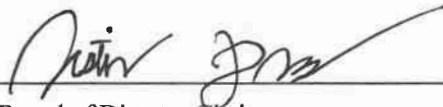
**Motion:** Director Gambarin motioned to adjourn the meeting.

**Second:** Director Dogra

**Vote:** 10-0-0. Motion Passed.

The meeting adjourned at 2:55 p.m.

Signature: \_\_\_\_\_



Date: 03.19.2026

Justin Duong, Board of Director Chair