

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

**Meeting Minutes**

**March 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, Tabitha Hart, Ph.D., Maureen Pasag,  
**Voting Members Absent:** Mari Fuentes-Martin, Ed.D., Siya Johal, Jayeesh Tarachandani, Aditya Vishwakarma  
**Non-Voting Member Present:** Jon Tucker  
**Guests:** None

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**I. CALL TO ORDER**

Director Duong called the meeting to order at 1:30 p.m.

**II. ROLL CALL**

A verbal roll call was completed. Quorum met.

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

Director Duong asked for any changes to the agenda.

Director Duong asked for a motion to approve the agenda.

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

**Second:** Director Gambarin

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

**IV. APPROVAL OF FEBRUARY 19, 2026, 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 Gonzalez motioned to approve the minutes as presented.

**Second:** Director Duong

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

**V. PUBLIC FORUM**

No public comments.

**VI. DISCUSSION/ACTION**

**A. Approve Classification of Executive and Managerial Positions per Auxiliary Guidelines as Recommended by the Personnel Committee**

Mr. Tucker explained that in accordance with CSU auxiliary guidelines and Title V of the Education Code, the Student Union is required to establish definitions identifying personnel classified at the executive and managerial level. Following review and recommendation by the Personnel Committee, the following positions were designated as executive and managerial:

- Associate Director, Human Resources
- Director, Programs, Marketing and Assessment
- Director, Provident Credit Union Event Center
- Director, Spartan Recreation & Aquatic Center

- Director, Accounting and Finance
- Director, Facilities and IT
- Associate Executive Director
- Executive Director

Director Duong asked for a motion.

**Motion:** Director Gonzalez motioned to approve the classification of executive and managerial positions per auxiliary guidelines.

**Second:** Director Duong

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

**B. Adopt the Executive Director Annual Evaluation and Compensation Review Policy as Recommended by the Personnel Committee**

Director Dogra provided an overview of the policy, noting that it was developed to establish a standardized governance framework for the annual performance evaluation and compensation review of the Executive Director, as previously, there had been no formal policy in place.

Key provisions discussed included:

- Compensation Review (Section 3): Compensation recommendations are guided by overall performance achievement relative to adopted goals, organizational and fiscal health, and internal equity considerations. Any compensation recommendation is subject to Board review and approval.
- Annual Evaluation Process: An annual evaluation will be conducted each year using a consistent format and process.
- 360-Degree Feedback Component: A comprehensive 360-degree feedback review will be conducted every three years as part of the evaluation cycle, in line with best practices for this type of assessment.

Board members raised questions about the Executive Director's reporting relationship to the university and sought clarification on the frequency of the 360-degree feedback component. It was clarified that the annual evaluation occurs yearly, with the 360-degree review incorporated every third year.

The policy was presented to ensure the Executive Director's role and performance remain aligned with the Board's goals and CSU auxiliary requirements.

Director Duong asked for a motion.

**Motion:** Director Gambarin motioned to adopt the Executive Director Annual Evaluation and Compensation Review Policy.

**Second:** Director Duong

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

**C. Approve SRAC Membership Pricing Changes as Recommended by the Finance Committee**

Director Gonzalez presented proposed changes to simplify the SRAC membership structure and refocus the facility's priority on serving students, consistent with the organization's mission statement. Community access will be limited to summer day passes, allowing the SRAC to maintain a welcoming environment for students during the academic year while still engaging the broader San Jose community in the summer.

**Revised Membership Offerings:**

- Non-Matriculated Students: Monthly, Semester, Summer Monthly, and All-Summer
- Alumni: Monthly, Annual, and Summer Special (must be both an SJSU graduate and an active Alumni Association member)
- Faculty/Staff: Monthly, Annual, and Summer Special
- Community: Summer Day Passes only

**Proposed Pricing Adjustments:**

- Non-Matriculated Students semester membership: increase of \$13
- Non-Matriculated Students, Faculty/Staff guest passes: decrease of \$10
- Faculty/Staff annual membership: decrease of \$60
- Alumni monthly membership: increase of \$10
- Community guest passes: increase of \$5

It was clarified that alumni must be both SJSU graduates and an active Alumni Association member. The semester membership option for faculty/staff was removed due to minimal usage. Only one or two memberships sold per semester, compared to significantly higher monthly membership sales. A promotional campaign is underway in collaboration with campus departments, and the February promotion was redeemed 59 times. Overall revenue impact is projected to remain flat.

Director Duong asked for a motion.

**Motion:** Director Gonzalez motioned to approve the SRAC membership pricing changes.

**Second:** Director Duong

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

**D. Approve Student Union, Inc. Board of Directors Remuneration**

Director Duong resumed discussion on remuneration options, focusing on two approaches: a stipend model (Option 1) or a combination of stipend and hourly pay (Option 2). The Board reached general consensus against hourly compensation, noting it would classify members as employees in conflict with current bylaws and would reduce accessibility for a broader student population.

Discussion turned to stipend eligibility for undocumented students, with the Board noting that greater flexibility in distribution may be possible. Dr. French, Dean of Students, noted that stipends structured as scholarships and processed through Financial Aid have been permitted at other California institutions, including UC campuses, though eligibility may be constrained by available room within a student's financial aid package up to the total cost of attendance. Director Blackmer Reyes added that recent policy changes now require all scholarships to be routed through Financial Aid, which may affect individual eligibility.

The Board agreed that consultation with the Financial Aid office was recommended prior to finalizing any policy. It was also recommended that any current Board members who stand to personally benefit from the remuneration policy abstain from voting.

Director Duong asked for a motion.

**Motion:** Director Gambarin moved to approve Option 1 of the Student Union, Inc. Board of Directors Remuneration Policy for stipends, with the stipulation that the Board consults with the Financial Aid office to determine any potential impact on student financial aid packages. Should the findings indicate a negative impact on students, the

board will revisit alternative compensation structures for the board members.

**Second:** Director Duong

**Vote:** 6-0-1. Motion Passed

**Abstain:** Director Gonzalez

## VII. INFORMATION

### A. Tax Return for the Year Ended June 30, 2025

Director Gonzalez presented the tax return for the fiscal year ended June 30, 2025, which was previously reviewed by the Finance Committee. The filing consists of five returns, two federal and three state, all of which are informational. The returns address governance questions, disclose officer and director compensation, and include the organization's financial statements. Prepared by CohnReznick LLP and thoroughly reviewed by the Finance Committee, the returns are ready to be filed.

### B. Media, Web & Governance Support Student Assistant Position

Mr. Tucker reported that a new student assistant was hired to help update and upgrade the Board's web presence and social media content. Board members may be contacted to provide photos and written statements to support this effort. The student assistant will also contribute to the organization's Instagram content.

## VIII. EXECUTIVE DIRECTOR REPORT

Mr. Tucker reported that the final Event Center feasibility study report is expected by mid-to-late April, pending receipt of lifecycle cost and structural information. Upon completion, staff will initiate financial conversations with the campus. In the interim, Facilities Development and Operations (FD&O) is addressing baseline safety and security improvements in the basement, including lighting, stairs, doors, and locks, which are required regardless of future remodel decisions. Graphic work for the space remains under revision with the vendor, and planning for the esports and gaming space continues, with preliminary mockups in development and outstanding design questions regarding the existing lower-level stairway. Spartan Fest is scheduled in April, with marketing details to be announced.

Mr. Tucker and Director Fuentes-Martin are participating in a university-level committee reviewing the university's methodology for charging back auxiliaries for services, with the goal of establishing a data-driven and equitable cost-allocation framework. With annual utility costs across the three facilities approaching \$3.5 million and rates projected to increase, Mr. Tucker proposed dedicating a graduate student position to energy mitigation and sustainability, and will explore available grants through Silicon Valley Power, Peninsula Clean Energy, and Valley Water for potential solar and water conservation improvements.

The pool is temporarily closed due to a malfunctioning chlorine mixing valve, and staff are actively working to resolve the issue. Two trust-level staffing proposals covering funding for UPD Community Service Officers and dedicated facilities trades positions exclusively serving Student Union, Inc., will be presented to the Finance Committee before coming to the Board for a decision at a future meeting. APPA will conduct an external review of custodial operations on the following Wednesday and Thursday. Mr. Tucker is working with individuals and collaborating with campus partners on a centralized events services initiative to streamline scheduling and space-use processes for student organizations and external groups.

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

No report. However, there will be an audit committee meeting on April 6, 2026.

**B. Facilities & Programs Committee**

Director Duong reported that due to a lack of quorum, the committee did not meet. He also noted the following upcoming events: an esports event in the ballroom, a pool party, a film screening with food service, Spartan Fest on April 24th, and Grad Fest.

**C. Finance Committee**

No report

**D. Personnel Committee**

Director Dogra reported challenges with the current Board recruitment cycle. A technical issue with the recruitment form caused it to be overfilled, requiring reopening this semester. Of the three applicants who submitted applications, two did not respond to interview outreach, and one did not appear for a scheduled interview, leaving no active candidates. It was noted that five board members are graduating this semester, making immediate recruitment critical to ensure continuity on the board in the fall. The committee is actively scheduling interviews as applications are received. The committee also noted that the Executive Director's annual review process is underway.

**E. Ad Hoc Bylaws Review Committee**

Director Dogra reported that the committee met to discuss meeting structure and establish areas of focus for the Bylaws review. It was noted that the committee is seeking feedback from the full Board on bylaw provisions that have been limiting or problematic to the Board's work, as clear priorities have not yet been established. One example raised was the current policy restricting student employees from serving on the Board. Director Dogra requested that Board members submit feedback by March 24th so the committee can determine priorities before the end of the semester. A form will be distributed to collect input on which bylaw sections members would like reviewed and what changes they would like to see considered.

**X. BOARD OF DIRECTOR ANNOUNCEMENTS**

Director Gonzalez reported that the Associated Students elections reveal is scheduled for Tuesday, March 31, 2026. Director Duong reported that a few committee and board meetings remain for the semester and encouraged attendance.

**XI. MEETING ADJOURNMENT**

Director Duong asked for a motion to adjourn the meeting.

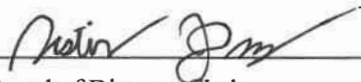
**Motion:** Director Gonzalez motioned to adjourn the meeting.

**Second:** Director Gambarin

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

The meeting adjourned at 2:31 p.m.

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



Date: 04.16.2026

Justin Duong, Board of Director Chair