

**STUDENT UNION BOARD OF DIRECTORS
PERSONNEL COMMITTEE**

**Meeting Minutes
April 21, 2023
11:00 AM - 12:00 PM**

This is a hybrid meeting.

**In-person: Student Union Inc. Building, Conference Room 6
Telecommute meeting by Zoom Video Conference.**

This meeting is being facilitated in person and through an online Zoom format.

Voting Members Present: Kathryn Blackmer Reyes, Andrea Cabrera-Sanchez, Dr. G. Sonja Daniels, James Figueroa, Logan Meline, Krishna Sai Mangalarapu
Non-Voting Member Present: Timothy J. Banks, Tamsen Burke, Ryan Fetzer, Dipa Mondal
Guest: Rishabh Pandey, Jeet Parekh, Aarushi Sharma, Richard Pham, SRAC Fitness and Wellness Supervisor

I. CALL TO ORDER

Director Meline called the meeting to order at 11:05 p.m.

II. ROLL CALL

Director Meline asked Kelly Goldsmith to take roll. Kelly Goldsmith completed a verbal roll call.

III. APPROVE APRIL 21, 2023 AGENDA

Director Meline asked for any changes to the agenda.

Request made to table item VI.B. Approve Student Assistant Required Certifications and Expenses, and VI.D. Approve Travel and Relocation Policy, and move item VI.C. Approve Student Board of Directors Compensation, to the last item under Discussion/Action.

Director Meline asked for a motion to approve the agenda with the recommended changes.

Director Figueroa motioned to approve the agenda with the recommended changes;

Director Meline seconded the motion.

Vote on the Motion:

6-0-0

Motion Passed

IV. APPROVE MARCH 13, 2023 REGULAR MEETING MINUTES

Director Meline asked for any changes to the minutes.

Director Meline asked for a motion to approve the minutes.

Director Figueroa motioned to approve the meeting minutes as presented; Director Daniels seconded the motion.

Vote on the Motion:

6-0-0

Motion Passed

V. APPROVE APRIL 11, 2023 AND APRIL 19, 2023 SPECIAL MEETING MINUTES

Director Meline asked for any changes to the minutes.

Director Meline asked for a motion to approve the minutes.

Director Daniels motioned to approve the meeting minutes as presented; Director Cabrera-Sanchez seconded the motion.

Vote on the Motion: 6-0-0 Motion Passed

VI. DISCUSSION AND ACTION ITEMS

A. Approve Compensation Schedule Fitness Program

Richard Pham, SRAC Fitness and Wellness Supervisor, presented a student and part-time staff wage schedule proposal to the committee. The presentation included roles and expectations of fitness staff, current wage schedule, and results of a survey that was sent to Recreation/Fitness departments in NIRSA Region VI along with some professional businesses in the Bay Area. The pay range would utilize a point system to determine pay increases. There were discussions on the pay rate and if administrative roles would be within the scope of what the fitness staff would be teaching or would it be a different pay rate. Concerns were raised about equity and bringing forth one group when there are multiple groups in different classifications working at SRAC. Need to make sure that leadership is discussing equity based on the particular classification and the role in SRAC.

Director Figueora asked for a motion to approve the compensation schedule fitness program.

Director Cabrera-Sanchez motioned to approve the compensation schedule fitness program; Director Figueora seconded the motion.

Vote on the Motion: 0-5-0 Motion Failed
Director Sai Mangalarapu lost his connection and was not in the meeting during the vote.

Director Meline asked for a motion to table this item.

Director Meline motioned to table the compensation schedule fitness program; Director Figueora seconded the motion.

Vote on the Motion: 5-0-0 Motion Passed
Director Sai Mangalarapu lost his connection and was not in the meeting during the vote.

B. Approve Student Assistant Required Certifications and Expenses

Item was tabled during the approval of the agenda.

C. Approve Student Board of Directors Compensation

The committee was presented with a proposal for an Educational Support Expenses Policy as a way to provide some compensation for the student board members. Discussion included per the Operating Agreement with the University, the Student Union is not able to provide scholarships. The roles and responsibilities of the Associated Students (AS) board members are different from the roles and responsibilities of the Student Union board. Suggestions from the student board members included reimbursement for housing and aligning a payment structure with AS to provide a type of monthly stipend.

Director Meline asked for a motion to table the item.

Director Figueora motioned to table the proposed student BOD incentives; Director Cabrera-Sanchez seconded the motion.

Vote on the Motion: 6-0-0 Motion Passed

D. Approve Travel and Relocation Policy

Item was tabled during the approval of the agenda.

E. Approve Revised Student Union 2023 Holiday Calendar: Juneteenth

On March 22, 2023, the California State University Board of Trustees adopted a resolution designating June 19 (Juneteenth), as a paid holiday for CSU employees, effective calendar year 2023. The Student Union holiday calendar was revised to include the June 19 holiday.

Director Meline asked for a motion to approve the revised Student Union 2023 holiday calendar.

Director Daniels motioned to approve the revised Student Union 2023 holiday calendar; Director Meline seconded the motion.

Vote on the Motion: 6-0-0 Motion Passed

Director Meline recessed to Closed Session at 12:28 p.m.

VII. CLOSED SESSION

A. Human Resource Matters

VIII. REPORT OUT OF CLOSED SESSION

Director Meline reported that no action was taken in Closed Session.

IX. MEETING ADJOURNMENT

Director Meline asked if there were any objections to adjourning the meeting. Hearing no objections, the meeting was adjourned at 12:52 p.m.