

STUDENT UNION, INC. BOARD OF DIRECTORS

**Meeting Minutes
January 22, 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, Mari Fuentes-Martin, Ed.D., Katelyn Gambarin, Glerys Gonzalez, Maureen Pasag, Aditya Vishwakarma
Voting Members Absent: Tabitha Hart, Ph.D., Siya Johal, Jayeesh Tarachandani
Non-Voting Member Present: Jon Tucker, Seth Heller, Board Trainee

I. CALL TO ORDER

Director Duong called the meeting to order at 1:20 p.m.

II. ROLL CALL

A verbal roll call was completed. Quorum met.

III. APPROVAL OF JANUARY 22, 2026, AGENDA

Director Duong asked for any changes to the agenda.

Director Duong asked for a motion to approve the agenda.

Motion: Director Duong motioned to approve the agenda.

Second: Director Gambarin

Vote: 8-0-0. Motion Passed.

IV. APPROVAL OF NOVEMBER 20, 2025, REGULAR MEETING MINUTES

Director Duong asked for any changes to the minutes.

Request made to add that the community rates will increase “from \$5” to \$6 per game during the weekday, “from \$5” to \$7 on weekends, and to also add that this will be effective July 2026.

Director Duong asked for a motion to approve the minutes with the changes.

Motion: Director Fuentes-Martin motioned to approve the minutes with the changes.

Second: Director Duong

Vote: 7-0-1. Motion Passed.

Abstain: Director Vishwakarma

V. PUBLIC FORUM

No public comments.

VI. DISCUSSION/ACTION

A. Approve Authorization of the Executive Director as Authorized Signatory for Articles of Incorporation

Director Duong asked for a motion to approve the authorization of the Executive Director as authorized signatory for the Articles of Incorporation.

Motion: Director Gambarin motioned to approve the authorization of the Executive Director as authorized signatory for the Articles of Incorporation.

Second: Director Fuentes-Martin

Vote: 8-0-0. Motion Passed.

B. Approve Vice Chair of the Facilities & Programs Committee

Director Duong asked for nominations for Vice Chair of the Facilities & Programs Committee

Director Duong nominated Director Vishwakarma for Vice Chair. Director Vishwakarma accepted the nomination.

Director Duong asked for a motion to approve Director Vishwakarma as Vice Chair of the **Facilities & Programs Committee**

Motion: Director Dogra motioned to approve the nomination of Director Vishwakarma as Vice Chair of the Facilities & Programs Committee

Second: Director Duong

Vote: 8-0-0. Motion Passed.

VII. DISCUSSION

A. Student Union, Inc. Board of Directors Remuneration

The Board engaged in a discussion regarding potential compensation for Student Union Board of Directors members, reviewing research and legal guidance presented by the Executive Director. Two primary options were considered: a scholarship/stipend model and an hourly wage model. Legal counsel confirmed that remuneration is permissible but noted important distinctions: scholarships cannot include work requirements beyond eligibility criteria without triggering employment classification and tax implications, whereas hourly compensation would be taxable, require time tracking, supervision, and potentially bylaw revisions due to the organization's nonprofit status. Board members expressed general interest in a scholarship model, citing equity, affordability, and accessibility particularly for students who must work or for international students limited in employment hours. Discussion included whether eligibility conditions (such as attendance or participation expectations) could be attached, how accountability would be managed through bylaws or internal systems, whether tiered compensation by role should be considered, and how compensation levels would impact the budget for fiscal year 2026–27. Comparisons were made to other CSU campuses, including CSU Northridge, and members emphasized the need to avoid loopholes, stacking of roles, or inequities. Questions were also raised regarding financial aid implications, tax consequences, and governance considerations. The Board provided direction for the Executive Director to return with structured proposal options including scholarship and hourly models, potentially with tiers and projected budget impacts for further review and continued discussion at a future meeting.

B. IRA Fee Creation & Club Sports/Intramurals

The Board received an overview of a proposed new Instructionally Related Activities (IRA) fee as part of the campus consultative process. The proposed fee would fund several areas, including athletics, club and intramural sports, student engagement and leadership programs, the marching band, academic support services, and transportation initiatives. Athletics would receive the largest allocation (approximately \$5 million), while club sports and intramurals would see increased funding to reduce out-of-pocket costs for participating students and support program growth. Director Fuentes-Martin emphasized that San José State is currently the only CSU without this IRA fee and outlined how similar fees at other campuses support co-curricular programs. Board members raised questions regarding fee allocation equity, return on investment for students, the financial burden amid rising tuition and living costs, and the balance between NCAA athletics and broader student participation programs. Concerns were expressed about affordability and ensuring that any new fee demonstrably benefits the wider student body. The consultation process will include surveys, open forums, and tabling. It will also include a focus group with the Board to gather feedback, which will be compiled and submitted to the President for consideration.

VIII. INFORMATION**A. 2024-2025 Student Union Inc. Annual Report**

The Board received the 2024–2025 Student Union, Inc. Annual Report as an informational item. The Executive Director shared that the report is substantially complete, with only minor formatting and graphic updates pending, and will be finalized and posted to the website in accordance with reporting requirements. The report includes financial statements, departmental highlights, key metrics, staffing data, and major events from the fiscal year. Additionally, the Executive Director provided an update on plans to implement a Board of Directors display across three Student Union facilities, potentially incorporating digital screens to showcase board member bios, photos, initiatives, and engagement efforts. Members discussed gathering feedback via email to finalize design direction and content. The Board also explored enhancing outreach through improved digital presence, including creating or gaining access to social media accounts and establishing a dedicated contact method to increase visibility and accessibility to students.

IX. EXECUTIVE DIRECTOR REPORT

The Executive Director provided updates on facility improvements and strategic initiatives. Renovations at the Event Center are progressing, including new paint, ceiling tiles, updated flooring with logos, leak repairs, and upcoming resurfacing of the aerobics room. Weight room improvements have been postponed until May to accommodate athletics' scheduling needs. Additional enhancements include new Spartan graphics, partial lighting adjustments, and ongoing AV upgrades in meeting rooms, which will soon feature built-in cameras, ceiling microphones, and full Zoom capability. Following completion of meeting room upgrades, attention will shift to ballroom technology improvements.

The feasibility study for the Event Center continues, with detailed seismic, mechanical, electrical, and fire safety assessments underway. By late April, the Board will receive cost estimates and options, including remodel and expansion, phased renovation, minimal infrastructure upgrades, or full demolition and rebuild. Preliminary discussions suggest the cost difference between renovation and rebuilding may be narrower than anticipated, pending seismic requirements. Additional updates included ongoing esports facility planning, implementation of upgraded HR and recruitment software, preparation of the upcoming fiscal year budget draft, revisions to the organization's compensation structure to improve equity and alignment with campus standards, and development of a new employee handbook for Board review and approval.

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

Director Dogra had no report.

B. Facilities & Programs Committee

Director Duong had no report.

C. Finance Committee

Director Gonzalez reported that the next meeting will be in 2 weeks.

D. Personnel Committee

Director Dogra reported that the application period will be closing soon. Following the deadline, the submitted applications will be reviewed, and interviews will be scheduled in coordination with the Personnel Committee. Further updates will be provided as the recruitment process moves into the interview and selection phase.

XI. BOARD OF DIRECTOR ANNOUNCEMENTS

A clarification was made regarding Audit Committee membership. A board member currently serving in a trainee capacity and employed by the Student Union raised a concern about being listed as a voting member on the Audit Committee. It was clarified that, in trainee status, the member may participate in committee discussions but does not hold voting privileges. The committee roster document will be updated to accurately reflect this designation.

XII. MEETING ADJOURNMENT

Director Duong asked for a motion to adjourn the meeting.

Motion: Director Gambarin motioned to adjourn the meeting.

Second: Director Gonzalez

Vote: 8-0-0. Motion Passed.

The meeting adjourned at 2:39 p.m.

Signature: _____

Justin Duong, Board of Director Chair

Date: 02.19.2026