

## **BOARD OF DIRECTORS**

*This meeting was facilitated both in-person and via an online Zoom format*

**Monday, September 11, 2023**

**2:30 p.m.**

**BMU 205**

**Members Present:** Johnathan Montes, Vincent Sy, Christian Sullivan, Dr. Tracy Butts, Mia Arisman, Jamie Clyde

**Members Absent:** Autumn Alaniz-Wiggins (excused), Dr. Isaac Brundage

**Others Present:** Curtis Sicheneder, Karen Bang (recording), Kyle Alsberry, Kendra Wright, Leah Mercer, Katrina Robertson, Thang Ho, Jon Slaughter, Tom Rider, Lexi Extein, Eliza Miller, Keith Crawford, Anna Paladini, Windy Van Dam, Shar Krater, Amanda Dubner, Sarah Wilson, Owen Boggeln, Brooke McCall, Ember Funk, Kristin Chelotti, Charlie Foor, Janice Stryker

- I. **CALL TO ORDER** – A moment of silence was held in recognition of 9/11. The Vice President of Business and Finance, Montes, called the meeting to order at 2:35 p.m.
- II. **MECHOOPDA LAND RECOGNITION** – The meeting was started with the reading of the Mechoopda Land Recognition Statement.
- III. **AGENDA** – Approval of the 9/11/23 regular meeting agenda. **Motion to approve the 9/11/23 regular meeting agenda (Sullivan/Arisman) 6-0-0 MSC.**
- IV. **APPROVAL OF MINUTES** – Minutes of the 8/28/23 regular meeting. **Motion to approve the minutes of the 8/28/23 regular meeting, as presented (Arisman/Sy) 6-0-0 MSC.**
- V. **ANNOUNCEMENTS** – None
- VI. **PUBLIC OPINION** – Limited to items on the agenda, three minutes per speaker, five minutes for entire topic – None
- VII. **STANDING COMMITTEE REPORTS** – Action Items forwarded to the Board of Directors from the standing committees stand approved unless overturned by a 2/3 + 1 Board action.
  - A. Government Affairs Committee – Montes noted the approved items.
    1. GAC Actions of 9/8/23
      - a. Approved the 9/8/23 regular meeting agenda.
      - b. Approved Minutes of the 8/25/23 regular meeting, as presented..
  - B. Associated Students Facilities Committee – Sy said no meetings were held.
  - C. Associated Students Businesses Committee – Montes said no meetings were held. He said he's interviewing potential student members and hopes to start meetings soon.
- VIII. **BUSINESS**
  - A. Consent Agenda – *All items listed under the Consent Agenda are considered to be routine and are enacted by one motion without discussion. A member of the committee who desires a separate discussion of any item may pull that item from the Consent Agenda.*

**Revisions to Associated Students Corporate Codes**

    1. Restated Bylaws of Associated Students of California State University, Chico
    2. Conflict of Interest Policy
    3. Appointment Policy

Approval of the Consent Agenda – **Motion to approve the Consent Agenda, as presented (Arisman/Sullivan) 6-0-0 MSC.**

- B. Discussion Item: 2024 health insurance – Mercer said this presentation is to explain what the AS pays for their employees' health insurance. She explained that the AS goes through a broker, Alliant Employee Benefits, which is comprised of a large pool of people that have health/dental/vision insurance. She said because we're part of a larger group, the costs are spread more amongst a bigger group; better than standing alone. Mercer said the AS joined the group on 1/1/21, saving over \$600,000; employee costs went down as well. She noted that for 2024 there is a 13% increase in our premium. She explained that for the past three years the AS has been paying 85% of the premium – employees pay 15%. Mercer reviewed the premiums for each of the three plans through Anthem Blue Cross which are: Exclusive Provider Organization (EPO), Preferred Provider Organization (PPO) and High Deductible Health Plan (HDHP). Regarding the HDHP, she explained that this is provided at an affordable rate using the Federal Poverty Line of \$101.93, which is what we are required to offer. She said we also have to provide comparable benefits to the stateside employees, which is hard because they're a much larger pool of people and they can negotiate better rates for their plans. She reviewed the various rates for 2024 as well as the other benefits available to employees.
- C. Discussion Item: Compensation Study status – Mercer said the AS philosophy on compensation is to try and pay our employees within 90% to 110% of the market rate. She said Richard Lane of HR Strategies, a third party, is hired to do a Compensation Study. She noted he is very familiar with auxiliaries and gathers information to determine the market rate for our various jobs. Mercer said 98 employees/positions were evaluated in the spring. She said Lane noted that six employees were less than 90% of market, and they received an adjustment effective 4/1/23. She explained that 8 employees are "red circled," meaning their pay rate is at or above the maximum range assigned to their job grade. Mercer said employees who are "red circled" are usually not eligible for additional pay increases until the range maximums are increased above the individual pay rate or the employee transfers to a job with a higher pay range. She said they're now looking at pay ranges with Lane and trying to determine if those ranges should be shifted or adjusted. Mercer said there are a number of people close to the top of their pay range; however, they need to be careful to not adjust ranges to make room for someone to have a salary increase. She also noted that minimum wage is going up from \$15.50 to \$16 effective 1/1/24, which also puts pressure on career employee wages. Mercer said she anticipates that they'll come back to the Board for some type of revision to the pay grades, explaining that it has been over three years since the pay grades have been adjusted.
- D. Discussion Item: 3/31/23 and 6/30/23 Activity Fee, Student Union, Auxiliary Activities and Corporate Services Fund Capital Expenditure Reports – Robertson explained what a capital expenditure is and reviewed the reports for each area with the Board. She said the Activity Fee Fund had no capital expenditures last year. She noted the Student Union area had the most expenditures, for the BMU and the WREC and reviewed the purchases for each quarter. Robertson noted that the Auxiliary Activities Fund and Corporate Services Fund had no expenditures for the third and fourth quarters.
- E. Director of Academic Affairs Report – Arisman said she is working on finding a time for Student Academic Senate, and the meetings will probably be held for 30 minutes on Monday evenings.
- F. Director of Social Justice and Equity Report – Sullivan said no meetings of the Social Justice and Equity Committee have been held yet; he's still working on their schedule. He said that Hispanic Heritage Month is 9/15 to 10/15 and there will be tabling in the BMU atrium, with flyers and other items available. He explained that there will be reoccurring heritage/awareness tabling in the atrium throughout the year. He also noted that a Tribal Relations Cultural Class will be held on 9/14/23 and their Orange Shirt Day will be held on 9/29. Sullivan said the Black Student Union is selling t-shirts to help with their funding. He advised that GSEC had a closed-door situation as a safety precaution due to a non-student stirring up some conflicts. He said GSEC will be holding a clothing swap event the last week of October, and are also in talks with the CCLC regarding collaborating for a cultural fashion show, probably the week before the Multicultural Showcase. Sullivan said he is looking for a MC to partner with him for the Multicultural Showcase. He advised that the University Diversity Committee meeting is 9/27 and they will be discussing Core Values.
- G. University Vice Presidents' Reports – Clyde said conversations are still being held regarding labor negotiations but are still not finalized. She said the Board of Trustees (BOT) meeting officially starts today in closed session, and they will be voting this week regarding a possible tuition increase. She explained that the tuition increase being discussed is expected to be highly contentious, with lots of conversation being expected. • Regarding campus safety, Clyde said Depot Park, which is close to campus, was cleared out within the last couple of weeks. She said due to this, a lot of the unhoused population is now coming on to campus so UPD has decided to increase policing on campus. She noted there are usually two police officers on campus; there are now three. She said UPD also continues to partner with the Chico Police Department regarding the surrounding one-mile area of campus. Clyde said how different doors are locking during lockdown procedures is being looked at, also

noting that FMS and Housing are looking at how they can lock down their areas quicker. She said they're looking at how UPD can shut down the campus in an emergency. • Clyde said Title IX, the Cozen Report, is still being worked on and the implementation team is still moving on this project. She said the co-lead of the implementation team is the AVP for Title IX and this position has not yet been filled.

- H. Faculty Representative Report – Dr. Butts said she met with HFA Senator Boggeln and what they're hearing from a lot of first year and transfer students is their need for connection and making friends. She reminded of the importance of taking some time out to check on our peers. She said she talked with a first-year student in the HFA Connections Program regarding opportunities for students to meet and help people to connect.
- I. Interim Executive Director Report – Sicheneder said that he and Rider have talked previously with the Board about the Request for Proposal (RFP) for Dining Services. He explained that two years ago the CSU had a Master Agreement with Chartwells, a third-party dining provider that works at many university institutions, including the CSU. He said this exclusive contract allows universities to partner with Chartwells without going through a RFP process. Sicheneder said it was decided to do a RFP because we wanted to include Sodexo and Aramark in the process. He said within the RFP there was some language that Chartwells said made it sound as though we had somehow opened to allow a vendor to put in their best proposal but not only would it have the potential to be something that Chico State could accept, but also another CSU. He said this would be in violation of the Master Agreement with Chartwells. Sicheneder said last Friday the RFP process was stopped in order to review this document, including having Sara Rumiano of University Procurement and Distribution Services review it before next steps are taken.
- J. President Report – Montes said that Autumn Alaniz-Wiggins will be at the Board of Trustees meeting representing the campus but also fighting for the students regarding tuition.

**IX. ANNOUNCEMENTS** – Montes said, “We’re in the fourth week, don’t forget to breathe, we’ll get through it.”

**X. PUBLIC OPINION** – Limited to three minutes per speaker, five minutes for entire topic – Krater said Katey Von Mosch accepted the CAVE Program Director position. She also noted that for students to hopefully become involved on campus, that The Well has events, and free movie nights are also coming up soon.

**XI. ADJOURNMENT** – The Vice President of Business and Finance, Montes, adjourned the meeting at 3:16 p.m.