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**ASSOCIATED STUDENTS OF CALIFORNIA STATE UNIVERSITY, CHICO
BOARD OF DIRECTORS MEETING MINUTES**

Thursday, September 2, 2020

2:30 p.m.

Via Zoom

Members Present: Bre Holbert, Jennifer Mendoza, Anthony Ruiz, Ella Snyder, Austin Lopic, Kaylee Biedermann, Tracy Butts, Ann Sherman

Members Absent: Sandy Parsons-Ellis

Others Present: Jamie Clyde, Karen Bang (recording), Susan Jennings, Jon Slaughter, Tom Rider, Shar Krater, Sarah Fenton, Hugh Hammond, Katrina Robertson, Katie Peterson, Leah Railey, Curtis Sicheneder, Thang Ho, Rachel McBride-Praetorius, Amber Noel-Camacho, Anna Paladini, Stacie Corona, Keith Crawford, Lauren Lathrop

- I. **CALL TO ORDER** – The Chair, Holbert, called the meeting to order at 2:33 p.m.
- II. **AGENDA** – Approval of the 9/2/20 regular meeting agenda. **Motion to approve the 9/2/20 regular meeting agenda, as presented (Biedermann/Lopic) 8/0/0 MSC.**
- III. **APPROVAL OF MINUTES** – Minutes of the 6/4/20 and 6/11/20 Special Board meetings. **Motion to approve minutes of the 6/4/20 and 6/11/20 Special Board meetings, as presented (Biedermann/Lopic) 8/0/0 MSC.**
- IV. **ANNOUNCEMENTS** - None
- V. **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 – Holbert reviewed the GAC agenda items with the Board. Student recruitment to committees/councils was discussed.
 1. GAC Actions of 8/26/20
 - a. Approved the 8/26/20 revised agenda
 - b. Approved Minutes of the 4/20/20 regular meeting.
 - c. Approved Consent Agenda
 - 2020-21 University Committee Appointments**
Confirmation of appointment to Campus Fee Advisory Committee (CFAC)
- AS President Appointment: Duncan Young.
 - 2020-21 Associated Students Committee/Council Appointments**
Confirmation of appointment to Associated Students Businesses Committee (ASBC)
- Government Affairs Committee Appointment: Mattea Bertain
 - Confirmation of appointments to Legislative Affairs Committee (LAC)
- Director of Legislative Affairs Appointments: Jacqueline Alvarez, Chase McDaniel
 - Commissioner of Community Affairs Appointment: Tatiana Ybarra
 - Commissioner of Sustainability Affairs Appointment: Michelle Davis
 - Commissioner of Diversity Affairs Appointment: Kendall Block
 - Confirmation of appointments to Community Affairs Council (CAC)
- Commissioner of Community Affairs Appointments: Grace Hastings and Tyrell Simmons
 - Confirmation of appointments to Sustainability Affairs Council (SAC)
- Commissioner of Sustainability Affairs Appointment: Leilani Alva
 - Confirmation of appointments to Diversity Affairs Council (DAC)
- Commissioner of Diversity Affairs Appointments: Mireya Garcia, Joseph Ezeli and Nirvana Almada
 - Commissioner of Sustainability Affairs Appointment: Stephanie Cruz Ortiz
 - Commissioner of Community Affairs Appointment: Aiyana Diya Singh
 - d. Approved Resolution for Establishing Time and Location for Government Affairs Committee Meetings for the academic year 2020-21, as presented.
 - B. Bell Memorial Union Committee – No meetings held.
 - C. Associated Students Businesses Committee – No meetings held. Lopic said training was held Monday.
- VI. **BUSINESS**

- A. Action Item: Approval of Resolution for Establishing Time and Location for Associated Students Board of Directors Meetings for Academic Year 2020-21. **Motion to approve Resolution for Establishing Time and Location for Associated Students Board of Directors Meetings for Academic Year 2020-21, as presented (Biedermann/Snyder).** Holbert said BOD and GAC will offset for the Wednesday meetings. **8/0/0 MSC.**
- B. Action Item: Approval of John Thomas Barron, III as the joint appointee to the Associated Students Businesses Committee (ASBC) and the Bell Memorial Union Committee (BMUC) as nominated by the Associated Students Vice President of Business and Finance and the Associated Students Vice President of Facilities and Services. **Motion to approve John Thomas Barron, III as the joint appointee to the Associated Students Businesses Committee (ASBC) and the Bell Memorial Union Committee (BMUC) as nominated by the Associated Students Vice President of Business and Finance and the Associated Students Vice President of Facilities and Services, as presented (Lapic/Biedermann).** Lapic said Barron will provide valuable input to both committees. **8/0/0 MSC.**
- C. Discussion Item: Health Insurance – Clyde provided an overview regarding the annual health insurance approval process. She noted the AS provides medical, dental and vision health benefits for all full-time employees. Currently, three Blue Shield plans are offered: HMO, PPO and PPO high deductible and Clyde explained each plan. Clyde next provided historical background regarding annual medical premiums and said premiums increased by 39% for 2020. She explained that per the Education Code, auxiliaries must provide salaries, working conditions and benefits for its full-time employees which are comparable to those provided campus employees performing substantially similar services. Clyde explained that our broker works with Blue Shield regarding premium costs, HR will work with the AOA group for possible pooled services, staff directors will review the cost increase and a recommendation will be provided to the Board regarding splitting of premium costs between the AS and career employees, and the Board will approve an option. She said Blue Shield has come back with a standard 12.9% increase for 2021 and our broker will negotiate with them to try and obtain a lesser increase. In addition, the broker will look at a partial self-insured option as well as obtaining quotes from the general market. They are also looking at possibly joining a pooled group. Biedermann asked if employees would be given the option to choose between HMO and PPO and Jamie said yes. She also asked if the AS has looked at indemnity fee for service. Railey said the AS has stayed with a fully insured program; however, she is expecting to hear back from the broker with some creative options as he is aware that creativity is a must right now. Clyde said that with the unknowns of COVID-19 they budgeted for a larger premium, so the Blue Shield increase is budgeted for at this point. Biedermann asked if it would be possible to provide only one medical plan option. Clyde said we have to stay similar to campus and they have three options, and this also keeps us aligned with the Education Code. She also noted that staff are fairly equally distributed amongst the three plans.

Holbert said she meant to amend the agenda at the beginning of this meeting to add a statement written by Anna Paladini and a few folks of the AS to address what is going on with COVID-19. Slaughter explained that the statement doesn't necessarily need to be voted on by the Board as long members agree that the statement can be posted on behalf of the Board (Sherman left the meeting at 2:54 p.m.). Holbert shared the statement with the Board, noting the student Board members want to film the statement after today's Board meeting. There were no objections by the Board regarding the video of this statement being made on behalf of the Associated Students.

- D. Discussion Item: Revisions to Associated Students Human Resources Policies #720 – Holidays and Scheduling, and #1150 – Termination – Railey said as we have transitioned to our new HR and payroll software system, this oftentimes drives the need to change and update policies. She said the Holiday and Scheduling Policy needs to be revised so that someone who is required to work on an observed holiday will be paid for the holiday, plus be paid for their hours worked on that day. She explained that currently if an employee has to work on a holiday, the manager keeps track of that manually and the employee would be provided the paid holiday on another day of the year. This revision will eliminate that tracking process. Railey said per legal counsel's recommendation, they would also like to modify the Personal Holiday to be eight hours of vacation granted annually, added to the employee's vacation accrual. Employees would be paid out for their Personal Holiday when someone terminates their employment, same as with vacation pay. Railey said regarding the Termination Policy, they consulted legal counsel earlier this summer after furloughing and laying off employees. He recommended eliminating the entire Recall section as a result of a layoff as it's not required under the law.
- E. Discussion Item: Mechoopda Land Recognition – Holbert explained that Rachel McBride-Praetorius was invited to today's meeting to explain the origin of the statement that is sometimes announced at campus meetings. McBride acknowledged that we're on Mechoopda's land and that it's important that we know where we're at. She said she is the Director of Tribal Relations on campus and also a Yurok Tribal member located in

Humboldt, along the Klamath river. She also introduced Amber Noel-Camacho, Tribal Relations Specialist. Noel-Camacho said she is an enrolled member at Mooretown Rancheria and is Maidu, which is the tribe located south of Chico. McBride-Praetorius said the land acknowledgment came to be because California is basically all unceded land, so regardless where you're located, you are on tribal lands; it's just a matter of whose tribal lands you're on. She said Chico State sits on Mechoopda's land, which was acquired through Bidwell, but the land was taken from Mechoopda. She said the land acknowledgment is very important, as the land was never given but it is technically still their land as we don't have ratified treaties, which were lost or misplaced. She noted that all of California is still tribal lands. The land acknowledgement was written and approved by Mechoopda's Tribal Counsel. She said it is considered an official statement so that's why when they talk about the land acknowledgment they want people to understand that if they change this, they're changing an official statement that was approved by Mechoopda's governing body as well as in collaboration with Chico State's Tribal Relations Office and President Hutchinson. She said they understand that people may want to shorten it or sometimes use different words, but to honor the government to government relationship that is being built, they do not want any changes made to this statement. They want to make sure people understand where Chico State sits and that we're acknowledging the first people of the land. She said for meetings they could acknowledge the land they're on; however, for various events they should do the approved statement. Holbert said it's important to acknowledge the land we're on and for students that attend our meetings it's important for them to learn this. She said this will be an action item at the next Board meeting. Once approved, the statement will be said when meetings begin at all AS Board, committee and council meetings.

- F. Discussion item: Juneteenth paid holiday – Holbert said this item was also discussed at last week's Government Affairs Committee meeting. She said she, and other student leaders from other campuses prepared the presented CSSA Resolution in Support of Juneteenth as a CSU Wide Recognized Holiday. She said that with everything that has been going on this summer, and continues to go on, she believes that holidays like Juneteenth (June 19) need to be recognized because it helps celebrate the history of the Black community and all the previous and continuing struggles of Black people. She said it is hoped that the AS can recognize June 19 as a paid holiday. Mendoza said this is a great initiative and that passing this Resolution would encourage further resolutions for awareness, recognition and accountability. Holbert said the statement recommends that the CSU system recognize Juneteenth as a paid holiday, not specifically Associated Students of CSU, Chico. She said the statement would need to be revised to say Associated Students of CSU, Chico would go forward with Juneteenth as a paid holiday, or take the wording from this Resolution and create our own. Ruiz said he's in full support of this Resolution and noted we have the opportunity to be one of the first Associated Students to incorporate this holiday into their organization. He said this could also motivate other campuses and local businesses to do the same thing. Clyde said she was also in full support of the Resolution and noted the Holiday Policy would need to be revised if this item passes. Railey said the revised Holidays and Scheduling Policy will be coming back as an action item at the next Board meeting and Clyde said it could be revised at the meeting to include this holiday if approved. Snyder said she believes this resolution is necessary, especially when there are other holidays like President's Day which are in support of a white holiday. Holbert said because this holiday would be celebrated during the summer, it would be for AS staff that work during June.
- G. Information Item: Review of Investments – Quarter ending 6/30/20 – Jennings reviewed and explained the reports to the Board, noting that each quarter this information will be shared with them.
1. Local Agency Investment Fund and Certificates of Deposit
 2. Board Designated Fund
- H. Information Item: 6/30/20 Activity Fee, Student Union, Auxiliary Activities and Corporate Services Fund Capital Expenditure Reports – Jennings provided an overview of these quarterly reports, noting items that were purchased during the last two quarters of 2019-20. She explained that Activity Fee reports small equipment purchases as well that are under \$5,000. Other areas report items that are \$5,000 or more.
- I. Director of University Affairs Report – Snyder said this past week and a half has been busy due to the transition to online learning. She said the first SAS meeting was held last Friday and they specifically focused on appointments to Academic Senate, EPPC and FASP. SAS will be meeting again this Friday. Snyder said she and Holbert will be attending Academic Senate tomorrow.
- J. Director of Legislative Affairs Report – Ruiz said Legislative Affairs now has quorum for meetings. He noted that Ann Schulte is the staff member on the committee and they've been working a lot. He said the AS Census

video has been sent out and campus is also participating in the Ballot Bowl put on by Secretary of State Alex Padilla – a competition between California colleges. Currently Chico State is in second place.

- K. University Vice Presidents' Reports – Corona said Sherman had to leave for another meeting and will be back for Closed Session. On behalf of Sherman she said a lot of campus cleaning and sanitization has been done as well as prepping and cleaning of outdoor study spaces. Most of the work this week has revolved around reimbursements to students for housing, dining and parking. Corona said they hope to have everything resolved by Tuesday and give refunds by the end of next week. She noted the new UPD Chief starts on September 9 and also noted that it was decided that all buildings will be locked now that the campus is virtual.
- L. Executive Director's Report – Clyde provided an update of where we are throughout the organization. She said the area most affected by the campus closure is Dining because the residence halls had to close. She said the CDL is still up and running and all four classrooms are operating with a lesser head count. Clyde said the WREC pool is still continuing to operate and they are getting more full-time career staff certified as life guards to stay up with operational needs. The outdoor workout space for the WREC is still in the works. The Follett Wildcat Bookstore is still open, although with limited hours due to campus closure. Clyde said the AO equipment rental center is open and still available for students. She said Conference Services has been greatly impacted by the gathering policies but they are able to make an exception for the Voting Center which will be allowed to come into the building for 10 days at no cost. The Recycling Program transition to FMS has been completed and at the end of this month Rainbo Warehouse will be vacated. Clyde said CAVE in-person internships were originally approved by the Chancellor's Office and President Hutchinson for face-to-face internships. She noted that as of right now we still have permission but is not sure if that will move forward or not. The BMU Student Services Center (Equity Group) is on hold. Clyde said if we can get off the wait list, this still might be possible, and the same with the WREC study space on the basketball courts. Clyde said all areas of the organization are offering virtual services (AO, Sustainability, WREC, OPS, FLO, CAVE and AS Government) (Ruiz left the meeting at 3:40 p.m). • Regarding costs, Clyde said the AS is 99% reliant on student fees, with some other income that is generated throughout the AS. She noted that head count is the number one piece of that. She said they prepared a low budget with no real idea of what this year was going to look like and said as of right now, it's looking better than our conservative estimates, which is positive. She noted; however, that what was budgeted for included going into the reserves. She said the Union has a healthy reserve. Clyde explained that if we continue with enrollment the way budgeted and throughout the next several years, swift modifications will need to be made, even with a healthy reserve. She said the only way we could get more money would be to increase student fees, which is especially not popular, and noted there are currently four civil suits regarding mandatory fees. She said they've been acting quickly to make modifications, but still provide services to students. Clyde said layoffs and furloughs were done this summer and they are continuing to have those types of talks in many areas. She said with the impact of head counts, they're really looking at right-sizing the organization from 17,000 students to approximately 15,000 students, which is a \$2 million difference per year. Clyde said the AS Recycling program has now been taken over by FMS, the 3% raise for career staff was not given and they are looking at a 20% decrease in operating expenditures for each area, but specifically Activity Fee and Union. Clyde said they are also looking to renegotiate the contract with B-line due to fewer student riders. She said they also looked at all contract programs (CLIC, GSEC, CCLC and STAR Center) and have reduced by 50%. Clyde said with all of these changes and the increased head count, she feels pretty confident unless more conversations regarding fees continue to happen. She said there have been many challenges over the last six months and that the directors have been working night and day. Clyde acknowledged managers, employees, directors and the whole organization for having done amazing work. She said she is proud of the whole organization.
- M. President's Report – No report.

VII. CLOSED SESSION – Pursuant to Education Code Section 89307(c)(1) – Personnel matters/campus closure. The Board went in to Closed Session at 3:51 p.m. Quorum was lost at 4:03 p.m.