

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

**Meeting Agenda
April 10, 2025
1:15 PM - 2:15 PM**

In-person: Student Union Building, Conference Room 6

Zoom Link (Optional):

Join: <https://sjsu.zoom.us/j/86385950570?pwd=tW74EJDIZ1TNb1KaruWnENK6hiEVjD.1>

Meeting ID: 863 8595 0570

Password: 419976

Telephone: +1 669 444 9171 or +1 669 900 6833 or +1 346 248 7799 or +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 360 209 5623 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000 or +1 646 876 9923 or +1 646 931 3860 or +1 689 278 1000 or +1 301 715 8592 or +1 305 224 1968 or +1 309 205 3325 or +1 312 626 6799

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- I. CALL TO ORDER**
 - II. ROLL CALL**
 - III. APPROVAL OF APRIL 10, 2025 AGENDA**
 - IV. APPROVAL OF FEBRUARY 13, 2025 REGULAR MEETING MINUTES AND MARCH 6, 2025 SPECIAL MEETING MINUTES**
 - V. DISCUSSION AND ACTION ITEMS**
 - A. Approve Student Union Travel Policy Updates**
 - B. Approve a 1% Increase in Employer Discretionary Contribution**
 - The committee will discuss a proposed increase to the employer's discretionary contribution from 3% to 4% and its potential impact on employee benefits and recruitment. A decision may be made regarding the feasibility and timing of this adjustment.
 - C. Approve Transition of 403(b) Fees from Employee Cost to Employer Cost**
 - The committee will review a proposal to shift the cost of 403(b) plan fees from employees to the employer. This discussion will consider the financial impact and potential benefits for both employees and the organization.
 - D. Approval of the Recommendation of the Faculty Member Candidate**
 - Consideration of the reappointment of Kathryn Blackmer Reyes for an additional two-year term on the Student Union Board. Per Board Bylaws, one faculty director is appointed by the President, while the other requires Personnel Committee approval before being forwarded to the President for final decision.
 - VI. DISCUSSION ITEMS**
 - A. Personnel Updates: Vacant Full-Time Positions**

The Student Union Board of Directors is a public body, and members of the public have a right to attend and participate in its meetings. This schedule is established as a best approximation of how long each scheduled meeting will take to complete its business. Depending on the length of the discussions, which are not possible to predict with precision in advance, the scheduled meeting times indicated may vary widely. The public is advised to take this uncertainty into account in planning to attend any meeting listed on this schedule.

B. Discussion to Consider the Development of a Remote Work Policy for Full-Time Employees

- The committee will discuss the possibility of creating a remote work policy for full-time employees. This discussion will explore potential guidelines, benefits, and challenges of implementing such a policy.

C. Determine the Appropriateness of Conducting an Annual Review for the Newly Hired Executive Director

- The committee will discuss whether it is appropriate to conduct an annual review for the newly hired Executive Director, who started on March 7. The conversation will consider the timing, purpose, and potential benefits of an early performance evaluation.

VII. CLOSED SESSION

A. Personnel Matters

VIII. REPORT OUT OF CLOSED SESSION

IX. MEETING ADJOURNMENT