

Isaiah Andrews, Kathryn Blackmer Reyes, Dr. Sonja G. Daniels,

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The Board discussed the study and that across the whole CSU, salary studies are being done by the Board of Trustees on staff and faculty. They are anticipating going to the Board of Trustees in March or April. Most of the work that the Board of Trustees does is union based. Director Faas is anticipating the study will come back that SJSU is 15-20 percent under market due to the high cost of living in the area. Limited funding is provided for employee increases so he is anticipating that there is not going to be an adjustment at that rate.

Ms. Burke will be looking at the CSU study for jobs alike even though the Student Union (SU) positions are not unionized. Director Daniels stated that the SU positions have been discussed over the past two or three years. The discussions started due to some of the positions needing to be reclassified. She suggested not only looking at professional associations and what is happening in the state and Bay Area, but also consider the historical context. Ms. Burke briefly explained that some of the current positions currently will

Closed Session at a future meeting.

Director Reyes asked Director Daniels for her assistance in the review process. Director Daniels agreed to help and stated that it was important to also have a faculty member assist in the process. Director Blackmer-Reyes agreed to assist.

Director Reyes reviewed the process which included that the board members