

California State University, Dominguez Hills  
 Donald P. and Katherine B. Loker University Student Union, Inc. (LSU) Board of  
 Directors Meeting Minutes ♦ Friday, January 23<sup>rd</sup>, 2025

**1) Call to Order and Attendance**

Chairperson Laraine Perez called the meeting to order at 10:06am. The meeting was conducted in LSU Meeting Room 322, but Board members had the option of attending In-Person or via Zoom. Board Members who attended In-Person are indicated with an (I) and Board Members who attended via Zoom are indicated with a (Z).

<u>Present</u>	<u>Absent</u>	<u>Staff</u>	<u>Guests</u>
Laraine Perez(I)	Tamala Lewis	Mario Ibarra(I)	Damesha McKnight
Jessica Scott (I)	Elliot Gonzales	Natalie Tapia (Z)	
Bryan Picart (I)	Edgar Mejia-Alezano	Melissa Bancroft (Z)	
Rodrigo Arenas (I)	Richard Tetrick		
Kyrsten Tyler (I)	Johnathan Mejia		
Mayra Soriano (Z)			
John Menary (Z)			
Bridgette Johnson(Z)			
Jaime Leal (I)			
Erick Garcia (Z)			
Susan Sanders (Z)			
Ryan Heredia (Z)			
Megan Tagle Adams (Z)			
Tiffany Herbert (Z)			

**2) Approval of Agenda**

Chairperson Laraine Perez reported that there was no new business to be added to the agenda and if the need to reorder the agenda was requested. There was no discussion regarding the minutes report; therefore, the minutes were adopted as presented and did not require a separate vote.

**3) Chairperson’s Report**

Chairperson Laraine Perez recognized that the majority of Students-at-Large will be completing their last semester and will be graduating in May.

4) **Interim Executive Directors Report**

Interim Executive Director, Jaime Leal, welcomed Bridgette Johnson, Executive Director, serving as the Vice President of D.E.I.J. Designee representative. Interim Executive Director Leal also introduced Elizabeht Haynes as Parliamentarian, who will provide guidance and support to the Board on parliamentary procedures. Additionally, Interim Executive Director Jaime Leal expressed appreciation to Alumni Representative Eri k Garcia for his assistance and shared knowledge in supporting the Chairperson prior to the appointment of the Parliamentarian. In closing, Interim Executive Director Jaime Leal reported on their recent visit to Oakland to attend the AOA Conference.

5) **Public Comment – Agenda Items**

No Public Comment was made

6) **New Business**

a. **Workforce Stability Benefit – Personnel Committee**

Interim Executive Director Jaime Leal presented for the Board consideration a one-time benefit of \$2,000 for each Professional Staff member of the Loker Student Union, intended to support staff retention, organizational stabilization, and recognition of employee contributions. Interim Executive Director Jaime Leal noted that similar benefits have been supported previously by the Board and reported that the cost would be covered by savings from the current vacant position salaries, with approximately two months of savings sufficient to fund the benefit.

Alumni Representative Erick Garcia noted that the award date referenced the prior tax year of 2025 and inquired whether it should be corrected to reflect distribution in the current year, 2026.

Chairperson Laraine Perez called the board to stand at ease to consult with the Parliamentarian.

Parliamentarian Beth Haynes advised that, by unanimous consent, the Board could amend the award date to January 31, 2026, without proceeding through the formal amendment process.

Chairperson Laraine Perez asked if there were any objections to changing the distribution date to January 31, 2026. Hearing none, the date was amended by unanimous consent

A motion was made to approve a one-time workforce benefit in the amount of \$2,000 for eligible full-time professional staff, to be distributed on or before January 31, 2026.

*Motion Passed 9-0-1*

b. **Health Insurance Premiums - Personnel Committee**

Interim Executive Director Jaime Leal presented a recommendation from the Personnel Committee for Board consideration to update employer-paid health insurance premiums to fully cover the cost of employee health insurance. Interim Executive Director Jaime Leal reviewed the 2026 Health Benefit Rates, noting a slight variance between the current employer contribution and the total monthly premium paid by the employees. The proposed update would align with the employer contribution with the full monthly premium in order to support staff who did not have the opportunity to remain on prior benefit structures. The total fiscal year cost of the adjustment was reported as \$1,921.68.

Chairperson Laraine Perez asked if there were any objections or discussion. Upon no objections, a motion was made to approve updating healthcare insurance premiums to fully cover the 2026 annual rate for the full-time employees, effective January 1, 2026.

***Motion Passed 9-0-1***

**c. Organizational Reset Leadership Team – Ad Hoc Committee**

Interim Executive Director Jaime Leal presented a recommendation for the Board consideration to adopt an organizational reset, transitioning the current 4-person leadership team to a 3-person leadership model, as reviewed by the Ad Hoc Committee. The recommendation was presented as a strategy to promote organizational stability, retain talent within the existing workforce and support long-term financial sustainability.

Chairperson Laraine Perez opened the item for discussion.

ASI Representative Kyrsten Tyler requested additional clarification regarding whether the proposed structure represents the most sustainable and beneficial option for the organization.

Interim Executive Director Jaime Leal responded that the recommendation was developed by Brailsford and Dunley and identified as the most fiscally sustainable leadership structure

Hearing no further discussion or objections, a motion was made to adopt the 3-person leadership structure.

***Motion Passed 9-0-1***

**d. Interim Staffing Update – Ad hoc Committee – CLOSED SESSION**

Chairperson Laraine Perez announced that the Board would move into Closed Session to discuss the agenda item. The meeting entered Closed Session at **10:56AM**.

The meeting reconvened in Open Session at **11:15AM**.

Upon return to the Open Session, a motion was made to recommend to the Vice President of Student Affairs the appointment of Interim Executive Director Jaime Leal as the permanent Executive Director of the Loker Student Union, effective January 22, 2026, at the current rate of pay, and the removal of the temporary designation for Melissa Bancroft, appointing her as permanent Associate Director of the Loker Student Union, effective January 22, 2026 or sooner.

***Motion Passed 9-0-0***

**e. Student Leadership Conference – Students at Large**

The Students-at-Large presented a report on their participation in the Student Leadership Conference held at California State University, Los Angeles, in November 2025. The Students-at-Large also shared reflections on attending Cal State LA's Student Union Board of Directors meeting and engaging with Board members during their visit.

## 7) Advisory Committee Reports

### a. Ad Hoc Committee

No report was made

### b. Personnel Committee

No report was made

### c. Facility Use Committee –

Student-at-Large Rodrigo Arenas Loma presented that the committee met on December 11<sup>th</sup>, 2025. Rodrigo also announced the next steps in the Facility Use Committee would be to conduct a survey revolving the LSU restrooms.

### d. Finance Committee

No report was made

### e. D.E.I.J. Committee

Executive Secretary Natalie Tapia reported that the D.E.I.J. Committee discussed the development of Aspirational Goals and will be waiting for feedback.

## 8) Comments

### a. Public Comment

No Public Comment was made.

### b. Board of Director's Comment

Interim Executive Director Jaime Leal expressed his appreciation to the Board and shared his enthusiasm for continued collaboration, noting his commitment to working together to move the organization toward a more stable future.

### c. Announcements

Associate Vice President of Success and Belonging Dr. Mayra Soriano announced upcoming forums for the recruitment of the new Program Director of La Casita, scheduled January 27-29, 2026, from 10:30 AM to 11:30 AM. Dr. Soriano also announced that the Immigration and Justice Center will host a student forum on January 29, 2026, from 12:00 PM to 1:00 PM in LSU 326.

Vice President of Student Affairs Dr. Tiffany Herbert announced the upcoming presentation of the mock bull statue to be used in the Health and Wellness Center, scheduled for January 26, 2026, on the 5th floor of the library.

Alumni Representative Erick Garcia invited Board members to attend the Alumni Association meeting mid-February for the election of the new Trustee.

Chairperson Laraine Perez shared reflections on the current world climate and emphasized the importance of proactively reaching out to students to remind them of the valuable campus resources available to provide support.

9) **Adjournment**

Chairperson Laraine Perez, adjourned the meeting at 11:26 AM

Approval of minutes:

Or

  
Laraine Perez (Feb 6, 2026 15:28:42 PST)

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Secretary, Bryan Picart

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Chairperson, Laraine Perez

Date of approval: 02/06/2026