

## **Student Government Assembly**

### **Framework Agreement and Shared Commitments Between SGA and the District**

#### **Regarding SGA Staffing, Support, and Long-Term Financial Sustainability**

##### **Purpose**

This document outlines the shared understandings, commitments, and long-term goals discussed between Student Government Assembly (SGA) leadership and District representatives regarding:

1. SGA staffing support,
2. Coordinator oversight,
3. Financial sustainability,
4. Student leadership support structures,
5. And the long-term transition of staffing costs from SGA operational funding toward institutional District support.

This framework is intended to guide continued collaboration between SGA and the District while recognizing that some items remain subject to District budgeting processes, Human Resources procedures, labor agreements, and administrative approval.

#### **Section 1 – Long-Term Sustainability Commitment**

Beginning in the 2026–2027 academic year, SGA and the District commit to collaboratively pursuing a multi-year financial transition strategy intended to gradually reduce the burden of staffing-related expenses placed on SGA operational funds.

Both parties recognize that:

1. Student fee revenue should remain focused on direct student services, programming, advocacy, leadership development, and student engagement opportunities;
2. Long-term staffing sustainability requires increased institutional partnership and strategic District support;
3. And institutionalizing student leadership support positions strengthens continuity, operational stability, and long-term student success.

The District acknowledged that transitioning variable staffing costs may represent the most realistic and sustainable first phase of this transition effort.

While exact future percentages, funding allocations, and timelines remain subject to District budget processes, administrative approval, labor agreements, and fiscal conditions, both parties affirm a shared commitment to continue working toward a sustainable long-term funding structure over approximately five (5) years.

## Section 2 – Financial Context and Existing Cost Structure

SGA and the District acknowledge that staffing support for Student Government operations has historically included a combination of SGA funding and partial District financial contribution.

According to the approved 2025–2026 SGA Budget:

- The “Coordinator, Student Government Programs – 1 FTE” position was funded through a combination of approximately 94% SGA funding and 6% District contribution;
- The “Advisor, Student Accounts & Marketing Programs – 0.50 FTE” position was also included as part of SGA staffing support allocations.

District representatives further shared staffing projection estimates using the District Salary and Benefit Cost Projection model available through the District Accounting Office.

The District forecasting reference tool is:

- Salary and Benefit Cost Projections | Accounting
- 2025–2026 Position Request Costs Forecasting Tool

Projected staffing costs discussed during planning conversations include:

### **Coordinator Position – Classification C11**

- Salary Cost: \$118,536
- Mandatory Benefits: \$42,602
- Health Benefits: \$23,956
- Total Estimated Cost: \$185,094

### **Accountant/Advisor Position – Classification C14 (.50 FTE)**

- Salary Cost: \$127,650
- Mandatory Benefits: \$45,878
- Health Benefits: \$23,956
- Full-Time Estimated Cost: \$197,484
- Estimated Cost at 0.50 FTE: \$98,742

District representatives clarified that the proposed transition discussions specifically focus on variable personnel costs, including:

- Mandatory benefits,
- Health benefits,
- Insurance-related expenses,
- Retirement contributions,
- And other fluctuating employment-related costs.

For the current projected staffing structure, the estimated variable cost request being discussed for District support includes:

- \$66,558 associated with the Coordinator position;

- Approximately \$34,917 associated with the 0.50 FTE Accountant/Advisor position.

Combined projected variable personnel costs total approximately:

**\$101,475 annually.**

District representatives further clarified that actual annual expenditures may vary depending on:

- Time-base assignments,
- Benefit elections,
- Insurance rate changes,
- Negotiated employment costs,
- And other fiscal variables.

Because these variable costs create significant unpredictability within SGA operational planning, both parties acknowledged that transitioning variable personnel costs toward institutional District support may provide a more sustainable and realistic starting point for long-term financial restructuring.

### **Section 3 – Variable Cost Transition Strategy**

As part of the long-term sustainability discussions, the District expressed support for exploring the gradual transition of variable staffing costs away from SGA operational funding.

The proposed transition discussions focus specifically on:

- Mandatory benefits,
- Health benefits,
- Insurance-related costs,
- And other variable employment expenses associated with staffing support positions.

District representatives identified variable cost coverage as a more feasible and sustainable starting point for institutional support because these costs fluctuate annually and create financial unpredictability for SGA.

Beginning in the 2026–2027 academic year, the District and SGA commit to collaboratively exploring pathways for increased District support of these variable staffing costs through:

- Strategic planning processes,
- District reorganization discussions,
- Budget development conversations,
- And long-term financial sustainability planning.

While exact future allocations and timelines remain subject to District budget approval processes and fiscal conditions, both parties acknowledged a shared commitment to continue working toward a sustainable funding structure over approximately five (5) years.

### **Section 4 – Full-Time SGA Coordinator Support**

SGA agrees to move forward with approval of the proposed staffing-related budget item with the expectation that SGA will continue to receive dedicated professional support through a qualified full-time Coordinator position.

The Coordinator position should:

- Meet the approved job description;
- Maintain experience and knowledge related to student government operations, leadership development, and shared governance;
- Provide consistent support, advising, and continuity for SGA;
- And maintain the capacity necessary to appropriately support student leadership operations and governance processes.

### **Section 5 – Continuity of Staffing and Equivalent Support**

In the event that the assigned SGA Coordinator:

1. Takes leave,
2. Accepts another assignment,
3. Transfers positions,
4. Or becomes temporarily unavailable,

The District commits to working toward providing equivalent qualified support for SGA operations.

Equivalent support means staffing support that includes:

1. Experience with student leadership and SGA processes,
2. Understanding of governance procedures,
3. Ability to advise and support student leaders effectively,
4. And sufficient time allocation to appropriately support SGA responsibilities.

The District acknowledged that simply reallocating limited percentages of staff time may not provide the same level of support as a fully dedicated Coordinator position.

Potential temporary staffing solutions may include:

1. Hiring a Short-Term Non-Continuing (STNC) employee,
2. Increasing hours for qualified existing staff,
3. Working Out of Class processes,
4. Or other District-approved staffing solutions.

Whenever applicable under District procedures, SGA should be informed and included in conversations regarding temporary staffing support affecting SGA operations.

### **Section 6 – Student Participation and Transparency**

SGA shall continue to be included in conversations related to:

1. SGA staffing structure,

2. Coordinator expectations,
3. Advising support models,
4. Job description discussions,
5. Strategic planning efforts,
6. And future operational planning affecting SGA.

District representatives acknowledged the importance of transparency and collaborative communication between administration and student leadership regarding these processes.

### **Section 7 – Strategic Planning and Advisor Expectations**

District representatives acknowledged the importance of developing clearer expectations regarding SGA advising and support structures.

Future planning discussions may include:

- Defining advisor expectations,
- Establishing regular one-on-one support structures for student leaders,
- Creating clearer communication pathways between students and advisors,
- Strengthening advisor accountability and continuity,
- Improving onboarding processes for future SGA members,
- And improving long-term strategic planning processes within Student Life and SGA operations.

District representatives also acknowledged that student leadership support may involve collaboration across multiple departments and support professionals.

Director of Student Life Corrina Wells committed to supporting and overseeing future SGA restructuring efforts, including the development of stronger onboarding processes, clearer operational structures, and improved continuity systems for future SGA bodies and student leaders.

### **Section 8 – Commitment to Regular Leadership Meetings**

District leadership committed to reestablishing regular meetings with SGA leadership, including the Student Body President and Student Trustee.

Specifically, Senior Dean of Students Robert Ethington committed to meeting biweekly with the Student Body President and Student Trustee in order to:

- Strengthen communication,
- Improve collaboration,
- Address concerns proactively,
- Support continuity between student leadership and administration,
- And maintain stronger working relationships between student leaders and District administration.

## **Section 9 – Student Mental Health and Wellness Support**

The District acknowledged the increasing emotional and leadership pressures experienced by student leaders serving in SGA.

District representatives expressed willingness to explore additional support systems for SGA students, which may include:

- Mental health support resources,
- Individual support opportunities,
- Wellness-based check-ins,
- Support groups,
- Or specialized support structures developed collaboratively with Student Health Services leadership.

Senior Dean of Students Robert Ethington also committed to working collaboratively with the Director of Mental Health Services to explore and provide appropriate assistance and support resources for SGA students.

Further discussions regarding these services are expected following the completion of the hiring process for the Director of Mental Health Services position and the onboarding of the individual selected for that role.

## **Section 10 – Shared Commitment**

Both SGA and the District affirm their shared commitment to:

- Student leadership development,
- Institutional transparency,
- Long-term sustainability,
- Collaborative governance,
- Shared problem-solving,
- And maintaining a healthy and supportive environment for student leaders.

This framework reflects a shared understanding that strong student governance requires both student advocacy and institutional partnership.