

## 1. CALL TO ORDER

Call to Order – 4:33 PM

## 2. TERRITORIALACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x<sup>w</sup>məθk<sup>w</sup>əy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), k<sup>w</sup>ik<sup>w</sup>əłəm (Kwíkwetlem) and q̓ic̓əy̓ (Katzie) Nations. Unceded means that these territories have never been handed over, sold, or given up by these nations, and we are currently situated on occupied territories.

## 3. ROLL CALL OF ATTENDANCE

### 3.1 Council Composition

#### Student Union Representatives

Archeology .....	Clara Wilmot
Art, Performance, and Cinema Studies .....	
Bachelor of Environment.....	Bradley Sarandi
Behavioral Neuroscience .....	Aarthi Srinivasan
Biology .....	Nicolas Bonilla
Biomedical Physiology & Kinesiology.....	Joshua Ham
Business.....	Mohnish Farswani
Chemistry .....	Gwen Bui
Cognitive Science .....	
Communications .....	
Computing Science .....	Ryan Vansickle
Criminology .....	Charlotte Taylor-Baer
Dance.....	
Data Science Student Union.....	Warren Ho Kin
Earth Science.....	Alex Kristinsson
Economics .....	Sandra Pal
Education.....	Adrienne Blas
Engineering Science .....	Alvin David
English.....	Liz Giardin
Environmental Resource.....	
Environmental Science .....	Chloe Homenuke
Film Student Union.....	
French.....	Kylee Pocrnich
Gender, Sexuality, and Women’s Studies.....	Devynn Butterworth
Geography .....	Winnie Wu
Gerontology Student Union.....	
Global Asia Studies Student Union.....	
Health Science.....	
History .....	Alan Saunderson
Humanities .....	Sara Wong
Indigenous Studies Student Union (ISSU).....	Estephanie Henriquez
Interactive Arts and Technology .....	Jeremy Felix
International Studies .....	Alea Mohamed

Labour Studies .....	Justin Chen
Linguistics .....	Brianne Limb
Mathematics .....	Nosa Efemwonkieke
Mechatronics System Engineering .....	Kimia Rezaeian
Molecular Biology & Biochemistry .....	Kyle Newcomb
Music Student Union .....	
Operations Research .....	Ashutosh Dubal
Philosophy .....	Tony Yu
Physics .....	Manuel Rojas
Political Science ( <i>Vice-Chair</i> ) .....	Helen Pahou
Psychology .....	Tiffany Liu
Science Undergraduate Society (SUS) ( <i>Chair</i> ) .....	Zaid Lari
Society of Arts and Social Sciences (SASS) .....	Akum Sidhu
Sociology and Anthropology .....	Kayla Chow
Software Systems .....	Mahek Khan
Statistics and Actuarial Science (SASSA) .....	Stephanie Chung
Sustainable Community Development.....	
Sustainable Energy Engineering Student Society .....	Maven Sera
Theatre Student Union .....	
Visual Arts .....	
World Literature.....	Sara Aristizabal Castaneda

**Constituency Group Representatives**

Disability and Neurodiversity Alliance (DNA) .....	Serena Bains
First Nations Students Association (FNSEA) .....	Lauren Robson
Out on Campus Collective (OOC) .....	
Residence Hall's Association (RHA).....	
Student Athlete Advisory Committee (SAAC) .....	Ryan Stolys
Students of Caribbean & African Ancestry (SOCA) .....	Juanita Julius Ndyamukama
Women Centre Collective (WCC) .....	Nisha Manhas

**Board of Directors**

**SFSS Directors (*non-voting*)**

President.....	Osob Mohamed
VP External Relations .....	Samad Raza
VP Finance .....	Corbett Gildersleve
VP Student Services .....	Matthew Provost
VP Student Life .....	Jennifer Chou
VP University Relations .....	Gabe Liosis
At-Large Representative.....	Balqees Jama
At-Large Representative.....	Phum Luckkid
Faculty Representative (Applied Sciences) .....	Harry Preet Singh
Faculty Representative (Arts & Social Sciences) .....	Sude Guvendik
Faculty Representative (Business).....	Mehtaab Gill
Faculty Representative (Communications, Art, & Technology) .....	Haider Masood
Faculty Representative (Education) .....	Emerly Liu
Faculty Representative (Environment) .....	Anuki Karunajeewa
Faculty Representative (Health Sciences) .....	Nafoni Modi
Faculty Representative (Science) .....	WeiChun Kua

### 3.2 Society Staff

Operations Organizer .....	Ayesha Khan
Board Organizer.....	Gabriel Goodman
Administrative Assistant.....	Joseph An

### 3.3 Regrets

Gender, Sexuality, and Women's Studies.....	Devynn Butterworth
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### 3.4 Absents

Business .....	Mohnish Farswani
Computing Science .....	Ryan Vansickle
Data Science Student Union.....	Warren Ho Kin
Physics .....	Manuel Rojas
Women Centre Collective (WCC) .....	Nisha Manhas

## 4. RATIFICATION OF REGRETS

### 4.1 MOTION COUNCIL 2021-03-31:01

**Kyle/Sandra**

*Be it resolved to ratify regrets from Devynn Butterworth.*

**CARRIED UNANIMOUSLY**

## 5. ADOPTION OF THE AGENDA

### 5.1 MOTION COUNCIL 2021-03-31:02

**Zaid/Alvin**

*Be it resolved to adopt the agenda as presented.*

**CARRIED AS AMENDED UNANIMOUSLY**

- Add section 4.0 Ratification of Regrets for Devynn Butterworth
- Add section 10.7 Discussion Item titled "Council Orientation Survey"
- Add section 9.1 New Business titled "SFSS Statement on Solidarity against Anti-Asian Racism"
- Suspend the normal rules and consider Discussion Item first 10.4 out of order.
- Add section 9.2 New Business titled "Extend meeting time until 6:30 PM", to continue discussion in item 10.4.

## 6. MATTERS ARISING FROM THE MINUTES

### 6.1 COUNCIL Minutes – MOTION COUNCIL 2021-03-31:03

**Kyle/Sara**

*Be it resolved to receive and file the following minute(s):*

- Council 2021-03-17

**CARRIED UNANIMOUSLY**

## 7. REPORTS FROM LIAISONS

### 7.1 Council Liaison

- Not present

## **7.2 Board Liaison**

- A new Emergency Covid-19 Funding Working Group was formed and passed a motion to have honorarium for it. Aiming to have seven members in the group and working for 20 hours at living wage of \$19.50, total will be \$2730.
- Updated Finance Policy, the Health and Dental Plan to include psycho-educational assessments which identify learning or developmental disabilities. This new deal would allow 80% of the fee for the assessment to be reimbursed. Assessment is also retroactive from January to August and do not need to be registered with CAL.
- There were discussions about what to do with core funds that weren't used that much and to maybe have it be carried over to next year.
- Another topic of discussion was around cheque requisitions as sometimes people don't submit cheque requisition for too long so there were discussions around taking it not within the semester but for the fiscal year so there's more time to submit them.

# **8. REPORTS FROM BOARD EXECUTIVE DIRECTORS**

## **8.1 President**

- President has been in dialogues with folks who are living in the Forest Grove who are opposed to the Gondola Project to understand each other's stances.
- Spoke at Burnaby City Council Meeting and discussed consultations gathered from students and engagement campaigns. Will update when an official date is decided for formal voting.
- Board is still bargaining collective agreement with CUPE 3338. Not much updates as of now but will update when there are more changes.
- Campaigns Policy and Research Coordinator has moved on from the organization and looking into rehiring for the position and potentially expanding the office to expand our campaigns mobilizing capacity.
- President is also sitting on hiring committee for Black Student Support Coordinator and working on finishing Student Advocacy Office.
- President is also sitting as SFSS Representative on the Vice President, People Equity and Inclusion search committee and currently reviewing candidate profiles.
- Planning to have SFSS sign with QUEST Food exchange to help students get foods and groceries at different locations with affordable price.
- In anticipation of returning to campus in September, President is trying to gather all the questions and data on the safety and necessities of returning and having proper safety plans for Student Union Building.

## **8.2 VP Finance**

- VP Finance has been working on budget developments third draft and was presented to FASC and there will be more changes in fourth draft.
- Also, been working with collective bargaining and has been analyzing monetary aspects of bargaining.
- Also, been working on participatory budgeting pilot projects with staff members and working group. Currently three quarters way through with goal of having official launch of opting of students to vote on what projects they would like to see funded by second week of April.
- Also, been working with Board Organizer on board management tool search and review.

### 8.3 VP External

- VP External has been working on Lobbying days for the last two weeks. Had many meetings with various MPs on topics such as TMX, 2% cap on international tuition fees, increasing operation grants, and eliminating interest on portion of student loans and touching base on immigration issues faced by international students after graduation and work permits.

### 8.4 VP Student Services

- VP Student Services has been working on having Co-curricular records for At-Large members to recognize their work.
- Also, been working on digital services revamp and digital campaign which is organizing online material on social media to remind membership to the service changes that has been made such as current health and dental plan doing retroactive payments for Fall anything related to COVID-19.
  - VP Student Services has been doing research on services that are already available from different organizations and non-profits on topics such as food security, housing, mental support to get it organized and updated on SFSS website so students can get access.
- Student Mental Wellness working group had first meeting last week and discussed what kinds of supports and counselling SFSS can allocate and prioritize for.
- VP Student Services has been attending First Peoples Gathering House and working with FNSA.
- Will be drafting issues policies for Indigenization and reconciliation and meeting with FNSA and ISS for consultation and recommendations.

## 9. NEW BUSINESS

### 9.1 SFSS Statement on Solidarity against Anti-Asian Racism – MOTION COUNCIL 2021-03-31:04 Kyle/Alan

*Whereas reported anti-Asian hate crimes have increased by 717% in the last year in Vancouver,*

*Whereas the March 16, 2021 Atlanta Spa Shooting comes amidst this rise in Anti-Asian hate crimes,*

*Whereas the board released a statement titled "SFSS in Solidarity Against Anti-Asian Racism" on March 19th 2021 in response to the Atlanta Spa Shooting,*

*Be it resolved that the SFSS Council supports the board's statement,*

*Be it further resolved that councillors that vote in favour of this motion commit to sharing the statement and it's included resources to their respective DSU/CG's.*

#### **CARRIED UNANIMOUSLY**

- DNA Representative wanted to discuss whether SFSS should release our own support statement and signify support for Asian councillors to speak on their ideas about the topic whether to release our own statement or have donations as a foundation to support Anti-Asian racism.

### 9.2 Extend meeting time until 6:30 PM

**Serena/Sandra**

*Be it resolved to extend the meeting until 6:30 PM*

**NOT CARRIED**

## 10. DISCUSSION ITEMS

### 10.1 SFSS Town Hall

- Postponed

### 10.2 Council Transparency and Marketing

- Postponed

### 10.3 Transition Steering Committee Lack of Updates

- Postponed

### 10.4 Budget Proposal

- VP Finance noted that because of governance changes this year such as merging Council and Executive, new board members in this group will have more responsibilities and work. Stipend from 2008 for board directors has not increased and it would be below BC minimum wage. VP Finance suggested to have a new financial model to increase stipend to the living wage.
- MBBSU mentioned that there are questions as to why the budget was increased by \$90,000. A net neutral model would bring the new Executive positions and the stipend up to \$105 per meeting. One discrepancy is that there's allocation for \$1200 per year per seat for phone and transportation bills which is inexplicable.
- SAAC gave general support for the new budget proposal and said that one concern of the new governance structure was relying on such a large group of councillors to do a lot more work and that this new wage model gives more incentive for members to participate.
- ESU questioned that student fees aren't increasing particularly for the stipends but since the board budget is increasing, would this mean that student fees will be increasing.
  - VP Finance responded that the administrative roles were shrunk from seven to three so collectively shrinking the team and saving up other areas of administrative budgets like lawyers and consulting costs have saved us \$400,000 a year. So a portion of this will be going into stipend.
- BPKSA had a question that if we adopted living wage model, would the councillors be paid on per meeting basis or based on the hours worked.
  - VP Finance responded that current model is paid per meeting and for the living wage model would be stipend based where you get the same amount listed in the proposal under the average expected amount of hours of 10 hours per two weeks for councillors and 60 hours for executives.
- ISSA mentioned that they are in favor of the motion and that that this is happening alongside Covid Emergency funding that will go to students, not just councillors, that this is a good idea. ISSA also had a question regarding penalties of cutting stipend and if there could be alternative way instead of using money as a way of punishment.
- ESSS mentioned that the Engineering's main concern was that the freed up budget intended for stipend increases weren't considered for other aspects such as services or grants for clubs. Engineering supports spirit of increase, they would still rather have it go to larger student body than individual councillors.
- DNA noted that they are in favor of the budget proposal in that it's an ethics issue to be paid appropriate amount for labor and to take barriers from students with disabilities, women and other marginalized groups. It was difficult to find representative for DNA in the academic year because of the number of hours and labor involved and think people should be paid appropriately. For accountability, that when you give people living wage, there'll be more incentive for members to be more active.

- MBBSU mentioned that the Council is a legal body with responsibilities and duties and if they are not doing their job, they should be held responsible with potential punishment such as pay deductions.
- President mentioned that previously there has been a lack of accountability within student societies and organizations that tend to have closed off boards and this was a big driving factor of this change. Within the new bigger Council, there is going to be a body that the executives are going to have to report to and to justify the decisions they make and have members hold up each other accountable.
- SAAC mentioned that councillor's accountability shouldn't change just because they can be paid less and agreed with Serena that holding councillors accountable is a different issue whether they are paid or not.
- Criminology showed support for the proposal as councillors having more responsibilities, having more incentive is good. And that accountability should be somewhat separate as being part of committee and attending meetings is evidence of how much they work they are putting in.
- WLLSU showed support for the proposal and mentioned that it's sometimes hold people accountable depending on circumstances but would like for reports to be more accurate and hours worked recorded and accounted for.
- VP Student Services showed support for the proposal and mentioned that the living wage will be important in making sure that Council members and students are getting proper compensation for the hard work they put in that can often be unrecognized. And putting trust that people are here to do good work and that the work is recognized.
- FNISA is support of the motion. Students are overworked and especially from marginalized communities need to be properly compensated for the work they put in.
- FSU showed support for the motion and mentioned that financial situations are difficult especially due to Covid-19 shutdowns and that it's important that people have proper payments.
- ASS showed support for the motion and mentioned that process about accountability will need to continue and be further discussed.
- CSS is all in support for appropriate compensation and questioned whether having a trial period for implementing increase during the year instead of at the beginning of the new year through bursary is being looked into.
  - VP Finance replied that the increase of stipend follows consultation with students and FASC and then to be brought in recommendation to Council and Board to be part of a motion or not. This is the current process but in the future, things like different bursary increase options can be looked into.
- ESS showed support for this proposal and suggested that councillors can participate in various events and campaigns to show that they are indeed working and there can be quarterly summaries and reports to create better incentive for councillors to put in effort.
- MBBSU noticed that executives are not working fully 60 hours per week and as well as faculty reps for their time and was wondering how to justify being paid fixed amount with living wage if those hours are not being fulfilled.
  - President responded that the work reports were not made to be timesheet necessarily and are often not correct but just as a way of communication. And also mentioned that a lot of the hours is conservative estimate of work. The work can often be spread out through the day and eventually adds up to a lot more time in the long run. So it would not be fair to assume members are not fulfilling their hours based on that.
- Chair recognizes that work reports are not perfect. Chair also had a meeting with Gabe to review the standing orders that are being looked at for oversight committee next year which included

empowering oversight committee with stipend reductions and there would be chance for executives to appeal. Chair will send out a draft regarding the empowering of the oversight committee for this. There will be more discussions in discord.

**10.5 Council Budget Remaining Funds**

- Postponed

**10.6 April Council Meeting Date**

- Postponed

**10.7 SFSS Statement in Solidarity Against Anti-Asian Racism**

- Postponed

**11. ANNOUNCEMENTS**

**11.1 Next Council meeting TBD**

**12. ATTACHMENTS**

**12.1 Budget Proposal BN**

**13. ADJOURNMENT**

**13.1 MOTION COUNCIL 2021-03-31:03**

**Kyle/Juanita**

*Be it resolved to adjourn the meeting at 6:09 PM*

**CARRIED UNANIMOUSLY**



# Briefing Note - SFSS Council Remuneration Proposal

Author: VP Finance Corbett Gildersleve

## ISSUE

The way the SFSS remunerates student leaders needs to be updated towards providing a stipend in-line with a living wage.

## BACKGROUND

With the bylaw changes approved by the membership at the October 26, 2020 Annual General Meeting, a new Board of Directors, now called Council, was created to start for May 1st, 2021.

This new Council is composed of:

- An executive committee of seven
- one representative from each recognized departmental and faculty student union
- one representative from each recognized constituency group
- one representative from each recognized affiliated student group.

Stipends are set in the bylaws for council, executive committee, and IEC members, however the amounts are set in policy. Currently, we also have stipend reduction policies that penalize board members who arrive late to meetings, submit incomplete work reports, and other matters.

An example of the current stipend reduction is that if an Executive is late to a board meeting by more than 10 minutes without previously alerting the chair, they are fined \$50. If they submit a late board report, they are fined \$100.

## Research

Previous research into Board stipends was conducted by the Campaigns, Research, and Policy Coordinator in 2015 as well as 2020. Their findings are linked in the appendix.

## Living Wage

A living wage is the minimum required full-time wage that covers living costs including housing, clothing, food, transportation, child care, medical expenses, and other related costs. A living wage is calculated by examining the costs of basic goods and services and deriving the lowest possible income one could earn to be able to afford those basic necessities. A living wage is the lowest possible wage that protects the wage-earner from material poverty. It does not cover things like home ownership, credit card debt, savings, caring for elderly family members, etc. It is also calculated for a family of 4 with two children renting a 3 bedroom apartment.

The living wage framework is linked to the end of this briefing note. Overall, a living wage is higher than a minimum wage and it varies from city to city, province to province, and year to year. The living wage in 2019 was set at \$19.50 an hour for Metro Vancouver.

The current stipends for board members works out to around \$14.50/hour (\$1750 month/120 hours) which was set in 2008. **This amount is now just below the minimum wage set in 2020 (\$14.60/hour).** The minimum wage will go up to \$15.20/hour in June 2021. If we were to correct for inflation from 2008 (the last time the Board stipends were increased), the current stipend amount would be \$17.96 for 2021, which is not too far from a living wage for Metro Vancouver.

Due to the Administrative Review and Restructuring conducted over the summer term, the SFSS has more flexibility in the SFSS budget to discuss financial changes to Council and Executive Committee stipends.

## KEY CONSIDERATIONS

This new governance model gives us an opportunity to review the way students elected to Council and the Executive Committee are remunerated.

This proposal, if passed by the Board, would not go into effect until May 1st, 2021. Future changes to stipends would not go into effect until the following fiscal year as per Bylaw 6-14.

## Governance Model

The new governance model has the Council acting as the Board of Directors for the SFSS to oversee larger items like the annual budget, long term contracts and agreements, etc. Within this Council exists an Executive Committee to work with administrators and staff to manage day-to-day issues. The work required to be effective in an Executive role is akin to a full-time job. Some weeks will be busier than others, but the current model is to work at least 60 hours biweekly. For Council members, the expected hours are around 10 hours biweekly. Therefore,

remuneration for both roles needs to be at an appropriate level so that those that need to work full-time for the Society can afford to do so.

## Research Findings

- The stipend amounts for members of the Board have not changed since 2008.
- Executive Officer stipends across multiple student societies in 2015 were higher than the SFSS's.
- Councillors have received a \$35 per diem since at least 2014-2015 year
- The Council Chair has received an additional per diem since at least 2017
- Faculty and At-Large Representatives stipends have changed considerably
  - Started out as a small per diem in the 2000s, then a fixed stipend that raised in value until 2008

Comparing executive officer remuneration across multiple student societies has issues, as each student society has different sizes and budgets. Their Executives might have different roles and responsibilities, as well as work expectations. It's better to start from some foundational ideas about remuneration and build from there than just comparing amounts across student societies.

## SFSS Demographics

Undergraduate students are highly diverse: racially, culturally, and also in terms of age, gender, socioeconomic status, etc. A living wage helps bridge the socioeconomic gap for students who would like to serve the SFSS community on Council but do not have the family or individual financial resources. Students should not be excluded from contributing their skills and experience because they can't volunteer their hours. Receiving fair remuneration ensures more equitable access so students can work to improve our time at SFU.

## Significant Budget Changes in 2020/2021

Due to COVID-19, the 2020/2021 budget had a number of significant updates over the year. Initially we were projected to have up to a \$500,000 deficit due lower estimated enrollments. Fortunately, this did not materialize outside of Fraser International College, who pay SFSS fees through a service agreement. We expect their enrollment numbers to increase once the students are back to in-person classes.

Additionally, we conducted an administrative review and restructuring in the early summer term, which resulted in a smaller administrative team, freeing up around \$400,000/year in future budgets.

Around \$200,000 has been set aside to increase student support and advocacy programming in the form of hiring a Campaign Mobilizer, Black Student Support Coordinator, and an

Accessibility Student Support Coordinator. Other funds have been set aside awaiting the results of the SFSS-CUPE Collective Bargaining which has already started. I would like to use around \$100,000-\$150,000 of these funds to increase the remuneration to a living wage for student leaders in Council and the Executive Committee.

## BUDGET ESTIMATES

Each model is designed around a maximum potential budget with full seats, all stipends claimed, and all benefits used. In practice, the amounts will be less due to turnover in Council seats, stipends being reduced, etc.

### Current Model

The current model breaks down below and costs the SFSS around \$300,000 a year in stipends, CPP and WCB payments, as well as benefits. It is based on Board members contributing between 60-120 hours a month (depending on position) at \$14.50/hour, and councillors contributing around 10 hours a month to attend Council meetings and sit on committees (if applicable). The Council chair also receives a higher stipend due to added responsibilities.

Fee breakdown:

This costs students around \$11.50/year in student fees.

<b>Current</b>						
<b>Positions</b>	<b>Seats</b>	<b>Per Meeting</b>	<b>Meetings</b>	<b>Subtotal</b>	<b>WCB+CPP</b>	<b>Total</b>
Reps	60	\$35.00	18	\$37,800.00	\$0.00	\$37,835.00
Chair	1	\$110.00	18	\$1,980.00	\$0.00	\$2,090.00
<b>Total</b>						\$39,925.00
<b>Positions</b>	<b>Seats</b>	<b>Stipend</b>	<b>Payments</b>	<b>Subtotal</b>	<b>WCB+CPP</b>	<b>Total</b>
Executives	6	\$875	24	\$126,000.00	\$6,854.40	\$133,729
FARM	10	\$437.50	24	\$105,000.00	\$5,712.00	\$111,150
Benefits						\$19,200.00
<b>Total</b>						\$264,079
<b>Grant Total</b>						<b>\$304,003.90</b>

## Redistribution Model

With the removal of Faculty and At-Large Representatives, their stipends can be redistributed to councillors. The main difference is cost is due to expanded board benefits like cellphone and transportation benefits to all council members. These benefits are:

- \$600/year in cell phone bills (up to \$50/month)
- \$600/year in transportation costs (UPass, parking passes, etc.)

Fee breakdown:

This model would cost students around \$15.20/year in student fees.

Redistribution						
Positions	Seats	Per Meeting	Meetings	Subtotal	WCB+CPP	Total
Reps	60	\$120.00	20	\$144,000.00	\$7,833.60	\$151,953.60
Vice Chair	1	\$240.00	20	\$4,800.00	\$261.12	\$5,301.12
						\$73,200.00
<b>Total</b>						\$230,454.72
Positions	Seats	Stipend	Payments	Subtotal	WCB+CPP	Total
Executives	7	\$875	24	\$147,000.00	\$7,996.80	\$155,872
Benefits						\$8,400.00
<b>Total</b>						\$164,272
<b>Grant Total</b>						<b>\$394,726.52</b>

This model would increase the costs by around \$90,000 compared to the current model.

## Living Wage Model

This model sets each Council member's stipend to a wage range that increases to a living wage over multiple years. The reason for this is due to some uncertainty with COVID-19 extending into part of the 2021/2022 fiscal year impacting FIC fee revenue. When FIC enrollments go back

to normal, SFSS annual revenue will increase between \$100,000-\$150,000/year. A living wage model includes basic phone and transportation costs, so I have removed them from this model.

Fee breakdown:

For 2021/2022 this model would cost students around \$15.20/year, and the 2022/2023 model would cost students around \$16.90/year.

Positions	Seats	Per Hour	Target Hours	Pay Periods	Monthly	Annual	CPP+WCB	Total
<b>2021/2022</b>								
Executives	7	\$17.50	60	24	\$2,100.00	\$25,200.00	\$1,370.88	\$177,770.88
Reps	50	\$17.50	10	24	\$350.00	\$4,200.00	\$228.48	\$210,228.48
Vice Chair	1	\$17.50	15	24	\$525.00	\$6,300.00	\$342.72	\$6,642.72
<b>Total</b>	<b>58</b>				<b>\$2,975.00</b>	<b>\$35,700.00</b>	<b>\$1,942.08</b>	<b>\$394,642.08</b>
<b>2022/2023</b>								
Executives	7	\$19.50	60	24	\$2,340.00	\$28,080.00	\$1,527.55	\$198,087.55
Reps	50	\$19.50	10	24	\$390.00	\$4,680.00	\$254.59	\$234,254.59
Vice Chair	1	\$19.50	15	24	\$585.00	\$7,020.00	\$381.89	\$7,401.89
<b>Total</b>	<b>58</b>				<b>\$3,315.00</b>	<b>\$39,780.00</b>	<b>\$2,164.03</b>	<b>\$439,744.03</b>

This model would cost around \$90,000/year more than the Current Model for the first year, and then an additional \$50,000/year for the second year.

To be clear, all remuneration models are affordable within the SFSS's budget and **will not** require a request to increase student fees.

## RECOMMENDATIONS

I recommend adopting the Living Wage Model for Council going forward. The costs compared to the Redistribution Model are similar and it is more straightforward and easier to budget. It sets everyone on the same level in relation to base costs and benefits, with the only difference being hours of commitment due to positional responsibilities.

The Living Wage Model also is in line with the strategic vision of the SFSS, and brings compensation in line with improving Student Financial Health. A living wage also encourages high-quality participation by SFSS leaders, and encourages the full participation of socio-economically marginalized community members. This new governance model requires a high degree of participation by elected SFSS officials to carry out the mission of the society. The elevation of Councillors to legal directors of the society requires compensation commensurate with responsibility. Members of Council are also the legal employers and managers of union-excluded SFSS staff and are legally responsible for oversight of SFSS Human Resources. Overall, the council is responsible not just for policy-setting, but operational oversight of the society.

# APPENDIX

[2015 Student Society Executive Officer Remuneration Review](#)

[2021 Board Remuneration Research](#)

[Board Policies \(R-12 Stipend Reduction Schedule\)](#)

[Budget calculations for each model](#)

[SFU Student Demographics](#)

[SFSS Demographics \(Age\)](#)

[Living Wage Information](#)

[Living Wage Framework](#)

[Inflation Calculator \(Canada\)](#)

[BC Minimum Wage](#)