

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^wməθk^wəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), k^wik^wəłəm (Kwíkwetlem) and qícəy̓ (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 (Myckland Matthew)
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
Administrative Assistant Joseph An

3.3 Absents

Biology Nicolas Bonilla
Business Mohnish Farswani
Computing Science Ryan Vansickle
Engineering Science Alvin David
Geography Winnie Wu
Humanities Sara Wong
Indigenous Studies Student Union (ISSU) Estephanie Henriquez
Labour Studies Justin Chen
Linguistics Brianne Limb
Mathematics Nosa Efemwonkieke
Physics Manuel Rojas
First Nations Students Association (FNOSA) Lauren Robson

3.4 Regrets

Statistics and Actuarial Science (SASSA)Stephanie Chung
Student Athlete Advisory Committee (SAAC)Ryan Stolys

3.5 Guests

Student Ben Tischler
Student Information Assistant Colin
Student Connor Nutley
Student Dustin Jorgensen
Student Jasper
Student Jess Dela Cruz
Student Marie Haddad
Student Sean An

4. ADOPTION OF THE AGENDA

4.1 MOTION COUNCIL 2021-04-21:01

Zaid/Tiffany

Be it resolved to adopt the agenda as amended.

CARRIED UNANIMOUSLY

- Include section 5 Ratification of Regrets for Stephanie Chung and Ryan Stolys

5. RATIFICATION OF REGRETS

5.1 MOTION COUNCIL 2021-04-21:02

Sandra /Kyle

Be it resolved to ratify regrets from Stephanie Chung and Ryan Stolys.

CARRIED UNANIMOUSLY

6. MATTERS ARISING FROM THE MINUTES

6.1 COUNCIL Minutes – MOTION COUNCIL 2021-04-21:03

Kyle/Sara

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

- Council 2021-03-31

CARRIED UNANIMOUSLY

7. REPORTS FROM LIAISONS

7.1 Council Liaison

- Was not present.

7.2 Board Liaison

- Jennifer shared updates:
 - Passed motion for SFU WUSC Scholarship Proposal that supports refugees. This will cover tuition and mandatory student fees.
 - Passed motion to allocate space for Prayer Room in the SUB as there was large demand from big proportion of student population of faith. Current prayer space is inadequate and inaccessible.

8. REPORTS FROM BOARD EXECUTIVE DIRECTORS

8.1 VP University

- Gabe shared updates:
 - On University Relations front:
 - Environment Representative and one of Student-At Large are working to bring a proposal to SFU Senate to bring more lenient sick notes.
 - VP University and President are making progress with Gondola Project and seeing up meetings and advocating with city council.
 - VP Student Services is leading a Student Wellness working group to bring accessible resource to students regarding mental, financial support.
 - VP University President and VP Student Services, incoming Equity and Sustainability are working to continue pushing for proper consultation and equity and diversity with team name process. Met twice with Director of Athletics department to push for consultation with SOCA and FNSA before any name change occurs.
 - Gabe as incoming President was invited by Chief Safety Officer of SFU to be a member of a new group called Community Engagement on Personal steering committee which looks at policies regarding campus safety. Marginalized community is forefront of these voices to be represented
 - President and VP University continue to attend the joint operations group to discuss around Fall return to campus and that it's done in a way that doesn't put students at unnecessary risk and also pushing for full release of MacKay report
 - On Governance front:
 - Board passed a motion to task the Governance Committee to create further SFSS issues policies, and Board members have been working to bring new policy and will go on vote

on Friday. Everyone is recommended to take a look at the policies.

- Transition steering committee has been meeting to iron out what training will look like for incoming councillors. Currently have a solid understanding of the format.
- Governance working group has completed review of Board policies in order to transform them into Council and administrative policies.
- VP University has been attending negotiations of Collective Agreement with our Union that represents staff. And also serving as a chair of a working group that's looking at ways to reopen SUB in Fall 2021 in a safe way.
- VP University is a chair of a hiring committee for the position of a Student Advocacy Coordinator position. Should be done within next week or two.
- VP University has been in close contact with incoming VP University and Academic Affairs and continue having discussions around transition.

8.2 VP Student Life

- Jennifer gave updates.
 - Accessibility Committee has been working with the Accessibility Assistant on having accessibility supplies in the SUB and working on Accessibility Audit survey.
 - Events has been working on various giveaways, available to be viewed on the Instagram page. Also Hosting a Disability Awareness Workshop with Creating Accessible Neighborhoods on Math 28th.
 - VP Student Life has been working on writing guides and post-event reports to ensure good transition of for the news successor
 - Working on Memorandum of Understanding with the Gamer's Lounge in the SUB and in discussions with SFU Esports.

9. NEW BUSINESS

9.1 MOTION COUNCIL 2021-04-21:04

Kyle/Alan

Whereas the SFSS VP Finance presented to Council a stipend proposal at it's March 17th meeting,

Whereas Councillors have released a document outlining concerns with the proposal titled "SFSS Stipend Increase - Points of Concern",

Whereas the document provides the following recommendations;

- (i) That the Board consider the stipend increases for Executives and Councilors in separate proposals and motions,*
- (ii) That the Board consider the Revised Living Wage Model for Executive stipends,*
- (iii) That Council consider the Living Wage & Redistribution Models for Council stipends,*
- (iv) That current Directors who have been re-elected to the Board immediately declare a conflict of interest and refrain from discussing or voting on the proposal,*
- (v) That the Board of Directors commit to designing a robust accountability system for both Councilors and Executives,*

Be it resolved that Council supports the recommendations detailed on pages 9 & 10 of the document "SFSS Stipend Increase - Points of Concern"

NOT CARRIED

Abstain (BESU, Chemistry, Education, EVSCSU, Interactive Arts, PSSU, SASS)

In Favor (BPK, History, Mechatronics, MBBSU, Sociology)

Against (ASS, BNSS, Criminology, DSSS, Earth Science, Economics, English, French, GSW, ISSA, ORSU, Psychology, WLLSU, DNA, WCC)

Motion Fails (16 against, 10 abstentions, 5 in favor)

- Document outlines concerns of stipend proposal from councillors and DSU executives. Alan mentioned concerns that there hasn't been enough time for revisions and recent survey results are not available. Remuneration for both executive and council should not be in single proposal and that both positions have different responsibilities. There's no evidence that Board members are actually working near 60-hour biweekly and working report suggests 33 hours' average. With Council becoming Board of Directors and work increasing, work needs to be distributed across larger body and there will be less commitment needed from executives. Board members have perceived conflict of interest according to their own policies as those re-elected will benefit from the pay increase.
- Devynn raised concern of the assumptions that the execs will work less hours. Distribution of work will be different to focus on other aspects of work, not necessarily decreasing amount of work needed. Work reports did not have much standing so using them as evidence is not fair.
- Alea mentioned that some points of the document are not factual. And the issue is not a clear cut issue. In addition, councillors have been given lots of opportunity to be involved on project, and to discuss more on accountability when the transition is about to already occur.
- Serena's main problem with the document Issue is that Council should be able to be considered for the living wage model when Board shouldn't be. This would be devaluing their labor and both group's labor should be recognized as equal.
 - Alan responded to saying that the recommendation is to keep the groups as separate entities, and would need separate motions, not saying that one group doesn't deserve living wage. There's been discrepancy when looking at Board reports.
- Weichun said that this work is based on work report and the report does not account for all the work. There's more general work outside reports such as replying to emails, planning for meetings etc.
 - Kyle responded saying that the work reports are not complete so there's no way to justify 60 hours exactly and hard to know how that number was specifically chosen.
 - Alan said that the problem is that it's ambiguous and work reports are not sufficient to justify living wage and to accept living wage, it has to be on basis of trust and not political fidelity. Lots of jobs are inspected intensely and reviewed this should not be different.
- Matt mentioned that Matt's recent report hours ended adding up to 76 hours, and if the work reports were filled out properly in general, they would also be much higher than even 60 hours. Emails, sitting in DSU groups, working groups, policies can add up to a lot. Next year, work reports can be filled out more in detail.
- Gabe responded to Kyle and said that most execs are doing consistent 60 hours. Work reports are not appropriate source to see if people have actually reached 60 hours. Work reports were never meant to be an hourly timesheet and there wasn't expectation to do so.
- Tony mentioned that Councillors and Executives should expect living wage but the problem is having a good system keeping people accountable and recording. Keeping everyone satisfied

will be having a proper accountability system in place.

- Osob responded to conflict of interest piece and said that Society's Act supersedes Board policies so there's no conflict in the Board policies with what the Society Act says. Conflict of interest can be when board of future councillors don't uniquely benefit from a contract and cannot be applied to director stipend proposal as there's no unique benefit to the individual. Perceived conflict of interest is not the same as real conflict of interest. Reference to Society's Act and Director's Conflict of Interest Piece at section 56.5.
- Corbett responded to the concern that Councillors and Executives are different. Council will be Board of Directors and Executives and non-Executives are part of Council as a whole. So they all have the same base legal responsibilities as Board of Directors. Point of the proposal is to have a new base level for everybody whether you are non-executive or an executive. It's broken down to per hour for budgetary reasons and level of expectation of average work.
- Kyle asked if work reports are not an accurate reflection of hours, how can the 60 hours be confirmed. If Work Reports are the only thing student body has to look at, how can the new hours be justified.
 - Osob responded that work reports are separate issue and it's used for student's general information. It's not fair to say executives are not working 60 hours but know that Executives are working outside normal hours, outdoors in phone checking email, etc. The hours reported are an under-representation of actual work that's going in.
- Nisha said that we have to take people's word for it that people are working proper amount of hours and the work reports are not accurate. There has to be some trust as people who are appointed.
- Balqees thanked Council for working n this piece. Balqees mentioned that Student Union work is very full and the Executives are very burnt out. It would be the in the best interest of Council to increase stipend for the labor that's being actually being put in. This would be a way to increase equity and accessibility of SFSS in a systemic way to help out low income and marginalized students also.
- Tiffany said the reason it's difficult to log every single bit of what they are doing is because they are members work on various platforms to accommodate and be able to communicate with other students and it would be very difficult to log everything.
- Devynn wanted to know where the decrease in hours for VPs to be 40 and President to be 48 and wanted to hear from other Executives where they see their hours are going to change with other jobs and roles in the new transition as there seems to be a lot of miscommunication.
 - Corbett's new role as new VP Internal and Organizational Development will be mixture of working with Council and other student unions to fill seats, looking at SFSS for improvements such as new software, new policies, processes. Some organizational development and projects.
 - Alan mentioned that the 40 and 48 hours are from the average from the work reports and the assumption that the hours will decrease as the duties for Councillors will increase to help take off the load of work.
- Kyle then mentioned how should be accountability system be developed. And why can't the money be diverted towards Student Union President who works a lot to provide services to student body. And that accountability measures should be set up before the new wage changes come in.
 - Gabe responded to say that there should be strong accountability mechanisms in place that proper work is done. Gabe mentioned that there's a standing order in place for a new oversight committee on Executive Officers that has powers to account for Executive accountability and reduce stipend if there was malpractice. There will also be

requirement for Council to give proper reports.

- Osob mentioned that a document put together and posted on Facebook SFU undergrads page that stated that Councillors, Student Union Executives and Current Board of Directors have compiled the current document outlining the concerns regarding the proposal, was never signed by the Board of Directors. It should be noted as individual if a Director did so. This would be manufacturing consent to people who did not agree to the analysis.
- Akum noted that SAS supports living wage model but decided to abstain from voting on living wage model as the survey that went out to people didn't mention redistribution model.
- Sara mentioned that accountability important and also to develop better systems. World Literature agreed that remunerating people appropriately is important and supports the remuneration proposal. Sara also mentioned that the wording work report was not appropriate for the graphs on the concerns report because there's no disclosure of information that work reports are not accurate reflection.
- Alan will not name anyone who helped to work on this motion document. The claim 60 hours has been critical for the concern and that's why the work reports were used as reference.

9.2 MOTION COUNCIL 2021-04-21:05

Serena/Tiffany

Be it resolved to move the speaking time of Motion 9.1 by 15 minutes.

PASSED VIA ZOOM POLL MAJORITY

9.3 MOTION COUNCIL 2021-04-21:06

Zaid/Devynn

Be it resolved to end discussion on Motion 9.1 and move on to voting.

CARRIED UNANIMOUSLY

9.4 MOTION COUNCIL 2021-04-21:07

Alea/Serena

Be it resolved to extend the meeting by 30 minutes.

CARRIED BY MAJORITY VOTE

9.5 MOTION COUNCIL 2021-04-21:08

Serena/Kayla

Whereas the new governance model requires greater labour and quality of labour from Council as the legal body of the SFSS,

Whereas all remuneration models do not require an increase to student fees,

Whereas VP Finance Corbett Gildersleve recommends the Living Wage Model as it best reflects compensation commensurate with responsibility,

Be it resolved that Council supports the Living Wage Model as the preferred SFSS Council Remuneration Proposal.

CARRIED

- **Vote to end discussion and move directly into voting passed via Zoom Poll procedure.**

Abstain (History, PSSU, SASS, Software Systems)

In Favor (ASS, BNSS, BPK, Chemistry, Criminology, DSSS, Earth Science, Economics, English, EVSCSU, French, GSW, Interactive Arts, ISSA, ORSU, Psychology, Sociology, WLLSU, DNA, WCC)

Against (MBBSU)

Vote Passes (20 Favor, 5 Abstentions, 1 Against)

9.6 MOTION COUNCIL 2021-04-21:09

Devynn/Kylee

Be it resolved to end the meeting and move the rest of discussion items for next meeting.

CARRIED UNANIMOUSLY

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 Council Budget Remaining Funds

- Postponed

10.5 Council Discord

- Postponed

11. ANNOUNCEMENTS

11.1 Next Council Meeting April 28th

12. ATTACHMENTS

12.1 SFSS Council Stipend Proposal - Points of Concern

~~13. ADJOURNMENT~~

~~13.1 MOTION COUNCIL 2021-04-21:10~~

~~†~~

~~*Be it resolved to adjourn the meeting at*~~

~~**CARRIED /NOT CARRIED/CARRIED AS AMENDED**~~

- A separate motion (9.6) was passed to adjourn the meeting.

SFSS Stipend Proposal – Points of Concern

Background

On March 17th, 2021, the SFSS VP Finance presented Council with a proposal to increase the stipends of both Councillors and Executive Committee members by a substantial amount. Alongside the new turnover of SFSS governing members, these stipend increases are due to be implemented starting May 1st, 2021. Councillors are due for an increase in pay being that the changes in the SFSS governance structure eliminate Faculty and At-Large Reps. In theory, the responsibilities of those eliminated positions will be distributed among Councillors. The proposal to increase next year's budget must be passed at a Board meeting before the end of the fiscal year*.

Starting on May 1st, 2021, the Council will become part of the Board of Directors. Their roles, duties and tasks should be increased to reflect this change. There has been a lack of transparency regarding what new duties Council and Executives will be taking on starting May 1st, 2021. Furthermore, the current Board of Directors has not provided any valid reasoning as to why they should be working 30 hours per week and why Councillors should work 10 hours bi-weekly. Councillors feel that the Transition Steering Committee (TSC) is redundant, as the TSC has been predicated upon the objective of helping Council transition to their new roles. The TSC is set up as an ad hoc** committee, however the committee has yet to update Council despite the urgency of the transition.

- With all this said, this document outlines some of Councillors' concerns with the new policy being pushed by the current Board for implementation.

**Next Fiscal Year is refers to May 1st, 2021*

***ad hoc means "when necessary1 or needed"*

Redistribution Model

The proposal includes two models (seen below). The Redistribution Model directly redistributes Faculty Rep and At-Large Reps' pay to Councillors. This would result in an increase in Councillor stipends from \$35 bi-weekly to \$120, leading to a budget increase of 20% (\$59,717).

Redistribution						
Positions	Seats	Per Meeting	Meetings	Subtotal	WCB+CPP	Total
Reps	50	\$120.00	20	\$120,000.00	\$6,528.00	\$126,648.00
Vice Chair	1	\$240.00	20	\$4,800.00	\$261.12	\$5,301.12
						\$61,200.00
Total						\$193,149.12
Positions	Seats	Stipend	Payments	Subtotal	WCB+CPP	Total
Executives	7	\$875	24	\$147,000.00	\$7,996.80	\$155,872
Benefits						\$8,400.00
Total						\$164,272
Grant Total						\$357,420.92

(Taken from the VP Finance SFSS Council Remuneration Proposal)

Living Wage Model

The Living Wage Model calls for an increase in pay for both Council and the Executive to achieve a “living wage” of 19.50/hr over two years. The increase in Councillor stipends with this model would be from \$35 bi-weekly to \$195 bi-weekly, based on work hours increasing from 2 to 10 hours bi-weekly. In addition, Executive stipends would increase from \$875 bi-weekly to \$1170 based on 60 hours completed bi-weekly. This model would present a Board budget increase of nearly 50% (\$142,041).

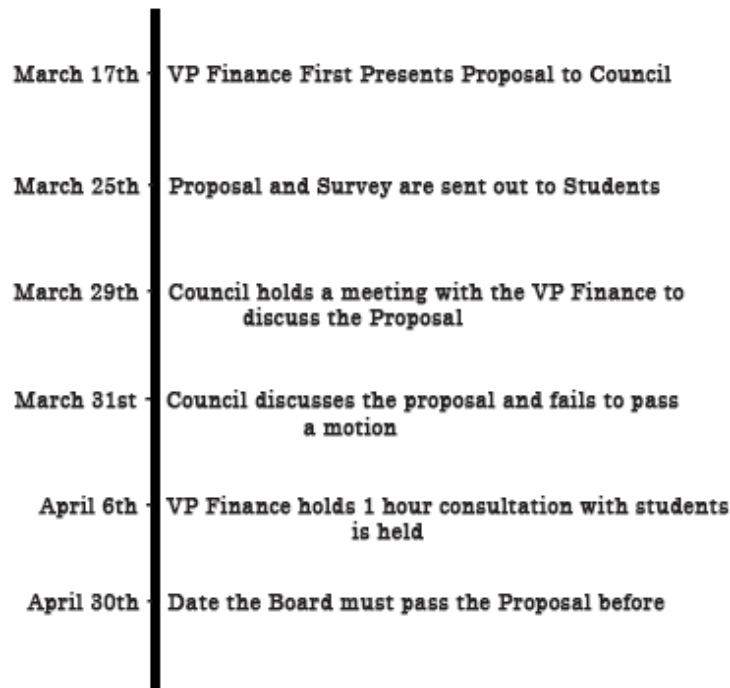
Positions	Seats	Per Hour	Target Hours	Pay Periods	Monthly	Annual	CPP+WCB	Total
2021/2022								
Executives	7	\$17.50	60	24	\$2,100.00	\$25,200.00	\$1,370.88	\$177,770.88
Reps	50	\$17.50	10	24	\$350.00	\$4,200.00	\$228.48	\$210,228.48
Vice Chair	1	\$17.50	15	24	\$525.00	\$6,300.00	\$342.72	\$6,642.72
Total	58				\$2,975.00	\$35,700.00	\$1,942.08	\$394,642.08
2022/2023								
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
Total	58				\$3,315.00	\$39,780.00	\$2,164.03	\$439,744.03

(Taken from the VP Finance SFSS Council Remuneration Proposal)

Points of Concern

The following outlines concerns raised by various Councilors, Student Union Executives, and Students at SFU:

1. There has not been enough time for thorough discussion and consultation with students regarding the proposed increase.
 - a. Proposal was first presented to Council on March 17th, and sent out to students for consideration on March 25th with an included survey.
 - b. Only a single consultation session has been held with the public on April 6th, during the end of the semester.



2. The duties, responsibilities, and time commitments of the Executive differ greatly from those of Councillors. It is inappropriate to address remuneration for both these positions in a single motion.
 - a. During both regularly scheduled and informal meetings, conversation has broadly been concerning particulars about the Executive, which has left the Council proposal unscrutinized.
 - b. Obfuscates the purpose of the relationship between Executive and Councillors as it treats both as a single party - it rewards both simultaneously despite the differences in responsibility and society structure.

3. Claims that the Executive workload is comparable to a 30-hour workweek are unfounded. Board positions are not full time jobs as executives make their own hours and are not expected to put in more than 30 hours a week.
 - a. Board work reports, reported on a bi-weekly basis, are the only documentation where executives are required to report their working hours and do not reflect this claim. (Breakdown on Page 7)
 - b. The merit of this claim is questionable in that some of the duties being logged are not listed as responsibilities for their roles, for example 40 hours spent on hosting events with Emerge SFU as a club executive.
4. There are no effective mechanisms for accountability of work or reporting hours within the SFSS.
 - a. The VP Finance has outlined how he has failed in his responsibilities to adhere to Board Policy and reduce stipends for the Executive, for where there have been no consequences.
 - b. The VP Finance was unable to monitor work reports nor efficiently enact stipend reductions on their fellow Board members.
 - c. Current work reports are not enforced, lack detail and are inconsistent in their contents.¹
5. A clear case of a conflict of interest accompanies the proposal:
 - a. Since the 2021 SFSS General Election, the VP Finance, who generated this proposal, two additional Board members, and the remaining 4 of the Progressives political party that were voted into office, will directly benefit from the proposed stipend increase.
 - b. Per Board Policies 7.2 (h) and (k) , the above executives must declare their conflict of interest at the next Board meeting when considering the Stipend Proposal and must abstain from participating in discussion on, and voting in regards to the proposal.
 - i. *7.2 (h) avoid any situations that could cause any person to believe that they may have brought bias or partiality, due to personal interest to a matter before the Board of Directors or its committees,*
 - ii. *7.2 (k) declare a conflict of interest to the Board of Directors at the first opportunity their personal interests real or perceived, or known interests of any close relatives, acquaintances, or business partners, in any enterprise which proposes to transact business with the Society,*

¹ [SFSS Board Policies](#)

(i) leave the meeting during any discussion or vote on a subject where such an interest exists,

c. Per Board Policies 7.2 (n), any executives who do not abide by the above will be subject to censure or removal initiated by Council.

i. 7.2 (n) Where a director is found to have breached their duty by violating this policy, that director may be:

(i) censured by the Board,

(ii) be requested to resign their position by the Board,

(iii) removed as a Director by the membership - with the Board or Council initiating the proceedings for removal

6. The change in the SFSS's structure next semester will result in Council becoming the Board of Directors and will redistribute the Society's workload across a larger body, reducing the commitment needed from Executives.

a. The 8 Faculty & At-Large representatives will be replaced by 50 Councillors who will have increased responsibilities.

b. Currently, the 8 Faculty Reps are expected to complete 30 hours bi-weekly, committing a total of 240 hours to Board activities over this period.

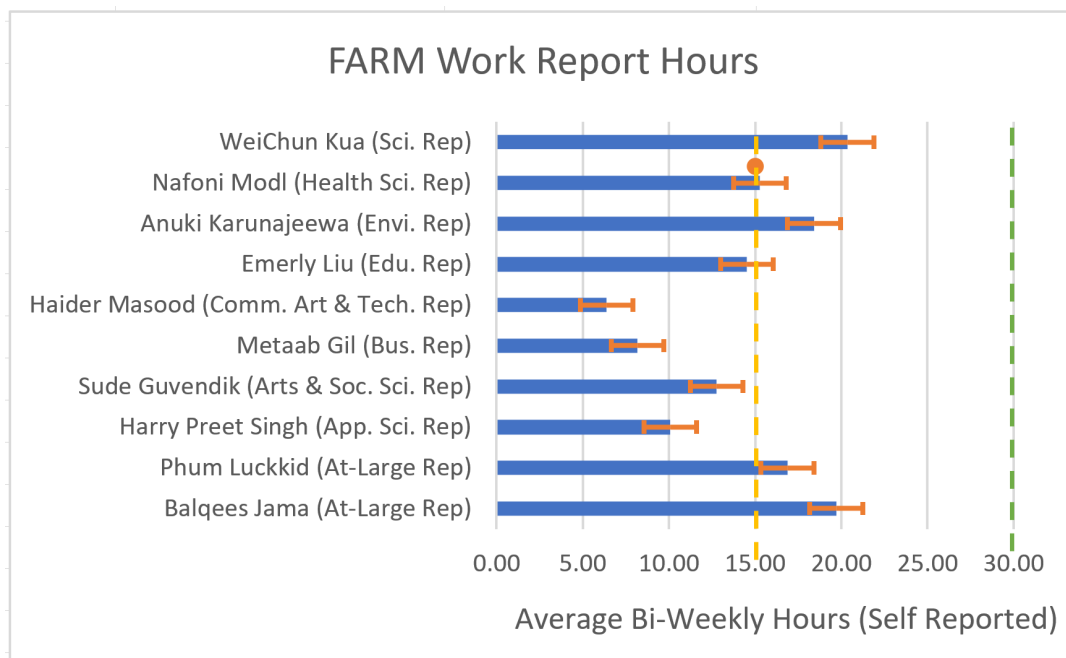
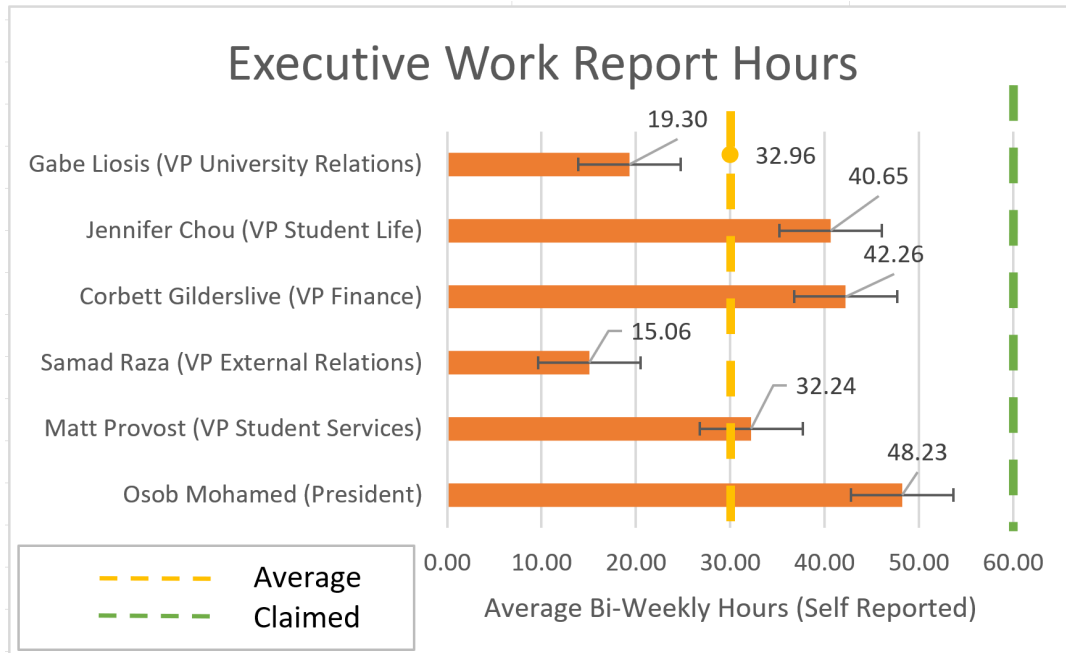
c. Council's 50 representatives are expected to commit an additional 8 hours bi-weekly, resulting in a total of 400 hours being committed to the activities of the Board.

d. The net increase due to the structural change will constitute an additional 160 hours of work being committed to Board projects bi-weekly.

e. With this redistribution of work, the quoted Executive workload would need to be reduced by 160 hours (27 hours per Executive) on a bi-weekly basis. (This is implemented in the Revised Living Wage Model below)

Board Work Reports

The following graphs were generated after compiling hours from the uploaded Board work reports. You can find the original spreadsheet with links to each report here. Executives reported an average of 32.96 hours, and Faculty & At-Large Representatives reported an average 14.26 hours. These averages are nearly half of the bi-weekly 60 hours claimed to be completed by the current Board. (You can find work the reports here: <https://sfss.ca/reports/>)



Revising the Living Wage Proposal

The "Reported Work Hours Model" depicted below contains the current hourly pay received by the Board of Directors based on the average hours listed in work reports. The "Revised Living Wage" model takes into account the reduced workload for Executives due to structural changes within the SFSS, while implementing a living wage standard of compensation. This model provides an alternative that will maintain the budget costs attributed to Executive stipends for next fiscal year.

Current Executive Pay Model

Position	Seats	Hourly	Bi-Weekly Hours	Bi-Weekly Pay	Monthly	Annual	Total
2008-2020							
Executives	6	\$14.60	60	\$875	\$1,750	\$21,000	\$126,000
FARM	10	\$14.60	30	\$437.50	\$875	\$10,500	\$105,000

Reported Executive Work Hours Model

Position	Seats	Hourly	Work Report Hours	Bi-Weekly Pay	Monthly	Annual	Total
2008-2020							
Executives	6	\$26.55	32.96	\$875	\$1,750	\$21,000	\$126,000
FARM	10	\$30.68	14.26	\$437.50	\$875	\$10,500	\$105,000

Revised Living Wage Model for Executives

Position	Seats	Hourly	Bi-Weekly Hours	Bi-Weekly Pay	Monthly	Annual	Total
2021/2022							
President	1	17.50	48	\$840	\$2,100	\$20,160	\$20,160
VPs	6	17.50	40	\$700	\$1,400	\$16,800	\$100,800
2022/2023							
President	1	19.50	48	\$936	\$1,872	\$22,464	\$22,464
VPs	6	19.50	40	\$780	\$1,560	\$18,720	\$112,320

Recommendations

1. That the Board consider the stipend increases for Executives and Councillors in separate proposals and motions
2. That the Board consider the Revised Living Wage Model for Executive stipends

Revised Living Wage Model for Executives

Position	Seats	Hourly	Bi-Weekly Hours	Bi-Weekly Pay	Monthly	Annual	Total
2021/2022							
President	1	17.50	48	\$840	\$2,100	\$20,160	\$20,160
VPs	6	17.50	40	\$700	\$1,400	\$16,800	\$100,800

3. That Council consider the Living Wage & Redistribution Models for Council stipends

Living Wage Model for Councillors

Position	Seats	Hourly	Bi-Weekly Hours	Bi-Weekly Pay	Monthly	Annual	Total
2021/2022							
Vice Chair	1	17.50	15	\$262.50	\$525	\$6,300	\$6,300
Councillors	50	17.50	10	\$175	\$350	\$4,200	\$210,000

OR

Redistribution Model for Councillors

Position	Seats	Hourly	Bi-Weekly Hours	Bi-Weekly Pay	Monthly	Annual	Total
2021/2022							
Vice Chair	1	16.00	15	\$240	\$480	\$5,760	\$5,760
Councillor	50	10.00	10	\$120	\$240	\$2,880	\$144,000

4. That current Directors who have been re-elected to the Board immediately declare a conflict of interest and refrain from discussing or voting on the proposal

5. That the Board of Directors commit to designing a robust accountability system for both Councilors and Executives

References

1. [SFSS Board Policies](#)
2. [Board Biweekly Reports.xlsx](#)
3. [Board Work Reports](#)
4. [SFSS VP Finance Stipend Proposal](#)