

SAMRU's Mission

We represent and serve students to help them succeed.

SAMRU's Vision

Where every student can discover themselves, build meaningful relationships and make a difference in the world.

MINUTES

Student Governing Board

Special Board Meeting

July 2, 2024

4:00PM – 5:00PM

Google Meets

Present:

Governors (voting):

Nancy Tran
Rafael Hernandez Alarcon
Jayden Baldonado
Angel Castillo
Reggie San Jose
Tristalyn GiVogue
Kyle Joseph

SAMRU Support (non-voting):

Maddox Nelles (Speaker)
Pat Cochrane (Governance Coach)
Brian Walters (Executive Director)
Read AI Support

Regrets:

Megan Borg (Governance Manager)
Abiola Famakinwa

Alexander Khan
Orion Tigley
Gordy Ha
Prairie Morgan
Alexander Khan
Tala Abu Hayyaneh (REC President)

The meeting was called to order with 7 voting members present, Speaker Nelles recited the land acknowledgement.

Agenda:

1.0 SAMRU Full-time Staff Salary Scale

Motion: To approve the agenda.

Hernandez Alarcon/Joseph
Carried

Motion: To approve the recommended salary scale for managers and coordinators and of half the recommended increase for the directors and executive directors salary scale effective July 1st, 2024.

Baldonado/San Jose

Defeated

In favour: 1

Governor Baldonado proposed an amendment to the motion, stating that he does not believe that anyone in the organization should be making a six-figure salary at a not-for-profit organization as their salaries are funded by student fees. He stated that he believes individuals choose to work at these types of organizations for job satisfaction over a salary alone.

There was further discussion on the amendment and it was noted by a governor that staff retention and staff satisfaction should be considerations when it comes to looking at the salary scale. Another governor argued that it is important that the board demonstrate that they value their staff, particularly the higher-up staff that have organizational knowledge and have a strong commitment to the organization.

ED Walters provided an overview of the salary scale, explaining the process for determining the scale and the methodology of the survey. He explained that SAMRU reviews the full-time staff salary scale every other year to ensure that our staff are being compensated within the benchmark that the board

has set for the organization. ED Walters also provided information on our hiring practices and education expectations for staff when we hire.

ED Walters also pointed out that since moving into the ED role, he has been able to restructure the senior management team from 5 directors to 3 directors, in addition to the Executive Director.

There was a question around salary increases and ED Walters provided information around how annual salary increases are completed for all staff. For the salary scale discussion, this is only related to the start and cap of salaries for each classification of full-time staff.

Governance Coach Cochrane also made note of the regular practice of salary review for all not-for-profit organizations, as well as the regular practice of salary increases based on a standard procedure, and explained the reasoning for having gaps between the classifications of staff.

Motion: To approve the recommended salary scale effective July 1st, 2024.

Hernandez Alarcon/Joseph

Carried

Opposed: 1 (Baldonado)

The meeting was adjourned at 5:35PM