

The Society of Graduate and Professional Students recognizes the traditional and ancestral territories of the Anishinaabe and Haudenosaunee Nations on whose lands we gather on today. This land acknowledgement reminds us that rich Indigenous governances still exist, and will go into the future. This should also serve as a reminder that we are benefitting by living on this land that is a traditional territory of indigenous people.

I. Announcements

II. Adoption of the Agenda

- A. Adoption of the Agenda** **MOTION 02/14/23:01**
BIRT SGPS Council adopts the agenda for the February 14th 2023 general meeting.

III. Minutes

- A. Approval of the Meeting Minutes** **MOTION 02/14/23:02**
BIRT SGPS adopts the minutes from the January 17th 2023 Council meeting.

IV. Executive & Speaker Reports

- A. Executive Reports**
- a. President – Beth Langdon (no report)
 - b. VP Graduate – Devin Fowlie (oral report)
 - c. VP Professional – Chloe Stone (report attached)
 - d. VP Finance and Services – Sandra Wright (no report)
 - e. VP Community – Emilia Ganslandt (no report)
- B. Speaker Report**
- a. Speaker – Aileen Editha (report attached)
- C. Approval** **MOTION 02/14/23:03**
BIRT SGPS Councils approve the Executive and Speaker Reports.

V. Senator, Trustee, Commissioner, Committee & Other Reports

- A. Senator Report** – Graduate Student Senator – Emils Matiss (no report)
- B. Trustee Report** – Graduate Student Trustee – Tony Hu (no report)
- C. Commissioner Reports**
- a. Athletics & Wellness Commissioner – Clare Gaherty (report attached)
 - b. Equity & Diversity Commissioner – Jane Mao (report attached)
 - c. Indigenous Graduate Liason – Noah Favel (no report)
 - d. International Students' Affairs Commissioner – Vina Li (no report)
 - e. Social Commissioner – Gabby Torretto (report attached)



D. Committee Reports

E. Department Reports

F. Other Reports

- a. University Rector – Owen Crawford-Lem (no report)

G. Approval

MOTION 02/14/23:04

BIRT SGPS Council approves the Senator, Trustee, Commissioner, Committee & Other Reports.

VI. Question Period and Departmental Issues

VII. Business Arising from the Minutes

VIII. Main Motions & Discussion

A. Approval of Salary Increases

MOTION 02/14/23:05

BIRT SGPS Council approves the increase of Executive, Student Advisor, and Commissioner salaries per the attached table, reflecting an increase of 27%, 15%, and 27%, respectively and consistent with the Bank of Canada’s Inflation calculator which calculates the CPI increase from 2011 – 2022 at 27% and 2018-2022 at 15%.

BIFRT that SGPS Council approve the salary increases effective February 1, 2023.

This is the second reading for a bylaw amendment. If approved, the change will be made effective retroactively to February 1, 2023.

Position	Current Salary	CPI Increase Since Last Change	Difference	Revised Salaries
President	\$15,500.00	27%	\$4,185	\$19,500.00
Vice Presidents	\$12,000.00	27%	\$3,240	\$15,500.00
Student Advisors	\$6,000.00	15% (2018)	\$900	\$6,900.00
Commissioners	\$6,000.00	27%	\$1,620	\$7,500.00



B. Approval of Proposed Modifications to Bylaws B.10 and B.7

MOTION 02/14/23:06

BIRT SGPS Council approves the following modifications to Bylaws B.10 and B.7.

B.10 Stipends and Honoraria

- a. SGPS Executive, Officers of Council and Commissioners, Liaisons, and Deputy Commissioners will receive stipends as stipulated in the Bylaws.
- b. This policy shall only be changed by a vote requiring Simple Majority at a General Meeting.
- c. Stipends as specified in B.10.1 shall be adjusted every two (2) years to reflect the average Consumer Price Index change over that period.
- d. This policy will be revised as necessary at each General Meeting to reflect changes in stipends occurring each year and any possible changes in honoraria.

B.10.1 Stipends

- a. Stipends are paid monthly, with the total amount paid over the term of responsibility being as follows:
 - (1) President ~~\$15,500.00~~ \$19,500.00
 - (2) Vice Presidents ~~\$12,000.00~~ \$15,500.00
 - (3) Student Advisors ~~\$6,000.00~~ \$6,900.00
 - (4) Commissioners ~~\$6,000.00~~ \$7,500.00
 - (5) Liaisons \$6,000.00
 - (6) Deputy Commissioners \$1,500.00
 - (7) Speaker \$4,000.00
 - (8) Deputy Speaker \$2,000.00
 - (9) Chief Returning Officer \$1,000.00

B.7 Permanent and Professional Support Staff

- a. The following positions constitute the Permanent Staff [Permanent Staff]:

- (1) the SGPS may employ an Executive Director who shall be a full-time permanent employee. The SGPS shall have a contract with the Executive Director, which shall be negotiated by the Executive and reviewed by a lawyer specializing in Human Resources.

- b. The following positions constitute Professional Support Staff [Professional Support Staff]:

- (1) the SGPS must employ financial professionals including a bookkeeper, a Chartered Professional Accountant, and an auditor in order to ensure the financial operations of the organization. These professionals will work with the Executive Director and the Vice-President Finance and Services.

- (2) the SGPS must employ human resources professionals including a Human Resources Consultant and a lawyer specializing in Human Resources in order to ensure that the SGPS is operating in a legal and appropriate manner towards its employees. These professionals will work with the Executive Director and the Vice-President Professional.

(3) the SGPS must seek advice from either general legal counsel or a lawyer specializing in a particular area when expertise must be sought dealing with issues under their purview.

c. The SGPS shall employ an adequate number of permanent full-time employees and professional support staff to ensure and safeguard the continuous operation of the SGPS.

[d. SGPS salaried permanent staff shall have their salaries adjusted every two \(2\) years to reflect the average Consumer Price Index change over that period.](#)

- C. Second Reading of Proposed Changes to SGPS Bylaws** **MOTION 12/13/22:07**
BIRT SGPS Council approves the second reading of the proposed changes to SGPS bylaws B.24.4 (a) and B.24.5 (a).

Please note that the proposed changes to several policy provisions related to this motion, have been approved in December 2022 Council meeting. Per SGPS Bylaws and Policy, only the former must be subject to two rounds of approval.

B.24.4 Hiring Process

a. The Student Advisor Hiring Committee members shall consist of:

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- (4) the University Ombudsperson (or **his or her** **their** delegate);
- (5) a representative from the Queen’s Human Rights Office or the Queen’s Equity Office (or **his or her** **their** delegate);

B.24.5 Student Advisor Program Review

a. Program review will assist the VP Graduate in exercising **his or her** **their** responsibility over the Student Advisor Program. The review shall be conducted by the SGPS in consultation with the VP Graduate. The review shall consist of...

- D. Ratification of 2023-2024 Election and Fee Referendum Results** **MOTION 02/14/23:05**

BIRT the 2022-23 SGPS Council ratify the certified results of the 2023-2024 SGPS Elections and Student Fee Referendum as provided in [Appendix A](#).

- E. Discussion on the format and conduct of SGPS Elections’ All Candidates Debate**

IX. Other Business

X. Notices of Motion & Announcements



XI. Adjournment

Adjournment

BIRT this SGPS General Meeting be adjourned.

MOTION 02/14/23:06