

Student Association of George Brown College

Board Meeting Minutes

Date: Monday, October 19th, 2020

Time: 6:00 PM – 8:00 PM

Location: MS Teams Meeting

Board of Directors – Voting Members	
Executive Members:	
Director of Communications and Internal	Manisha Punjabi
Director of Operations	Shemar Jordan
Director of Education & Equity	Taranjeet Singh Manchanda
Director of Student Experience	Sri Krishna Rajan
Educational Centre Representatives:	
Arts, Design and Information Technology Representative	Urvish Patel
Business Representative	Naman Bafna
Community Services and Early Childhood Representative	Vacant
Construction and Engineering Representative	Dishant Patel
Health Science Representative, including the school of Nursing	Vacant
Hospitality and Culinary Arts Representative	Purvin Patel
Preparatory and Liberal Studies Representative	Robby Thompson
Student Association Board Liaison and Resource:	
General Manager	Rosalyn Miller
Resources:	
Chair	Hildah Otieno
Equity & Advocacy Manager	Vacant
Operations Manager	Wafa Ulliyan
George Brown College Representative	Joe Stapleton
Minute Taker	Jessica Pasion
Guests:	
Publications & Communications Coordinator	William Brown

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1. Roll Call:

Board of Directors: Voting Members	Present	Absent	Regrets Sent
Executive Members:			
<i>Director of Communications and Internal</i>	✓		
<i>Director of Operations</i>	✓		
<i>Director of Education & Equity</i>	✓		
<i>Director of Student Experience</i>	✓		
Educational Centre Representatives:			
<i>Arts, Design and Information Technology Representative</i>	✓		
<i>Business Representative</i>	✓		
<i>Community Services and Early Childhood Representative</i>		Vacant	
<i>Construction and Engineering Representative</i>	✓		
<i>Health Science Representative</i>		Vacant	
<i>Hospitality and Culinary Arts Representative</i>	✓		
<i>Preparatory and Liberal Studies Representative</i>	✓		
Guests:			
<i>General Manager</i>	✓		
<i>Operations Manager</i>	✓		
<i>Internal Coordinator</i>	✓		
<i>George Brown College Representative</i>	✓		
<i>Publications & Communications Coordinator</i>	✓		
<i>CFS</i>	✓		

Land Recognition Statement:

I would like to take a moment before we continue to recognize that as many of us are settlers on this land, it is our collective responsibility to pay respect and recognize that this land is the traditional territory of the Mississauga's of the Credit First Nation and that we are here because this land was occupied. In recognition that this space occupies colonized First Nation territories, and out of respect for the rights of Indigenous people, it is our collective responsibility to honour, protect and sustain this land.

2. Call to Order:

Time: 6:00PM

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3. Approval of the Agenda

Be it resolved that the Board of Directors accepts the agenda as presented with the amendments if any.

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Shemar Jordan, Director of Operations

Discussion: *Any amendments to the meeting minutes should be made at this time.*

Motion to amend item 9 change to item 8 and item 11 to item 9 in order of discussion

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Shemar Jordan, Director of Operations

Vote: Carries

Vote: Carries

4. Limitation of Speakers

Be it resolved that all discussions and/or debates be limited to three (3) speakers for and three (3) speakers against each individual motion.

Moved by: Taranjeet Singh Manchanda, Director of Education & Equity

Seconded by: Manisha Punjabi, Director of Communications & Internal

Discussion: None

Vote: Carries

5. Speaking Time

Be it resolved that the Board of Directors, resource persons and guests respect Robert's Rules of Order and when invited to speak by the Chair, limit their speaking time to 3 minutes per item.

Moved by: Taranjeet Singh Manchanda, Director of Education & Equity

Seconded by: Urvish Patel, Arts Design and Information Technology Representative

Discussion: None

Vote: Carries

6. Approval of Minutes

Whereas the meeting minutes from the September 21st, 2020 Board meeting requires approval;

Whereas the meeting minutes from the October 1st, 2020 Emergency Board meeting requires approval;

Be it resolved that the Board of Directors accepts the meeting minutes of the

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September 21st, 2020 Board meeting and October 1st, 2020 Emergency Board meeting as presented with the amendments if any.

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Shemar Jordan, Director of Operations

Discussion: *Any amendments to the meeting minutes should be made at this time.*

Vote: Carries

7. **Declaration of Conflict**

At this time members are to come forward to disclose any conflicts of interest they may have, either work-related, personal relationships, etc.

No declaration at this time.

8. **GBC Updates**

Presented by George Brown College Representative, Joseph Stapleton and John Porter

GBC Update on:

- *Fall 2020 Enrollment Numbers*
- *Winter 2021 Enrollment Numbers*
- *GBC Winter 2021 Plans*
- *Other Updates*

9. **CFS Update**

CFS representative will provide an overview of the Year 2020 and information on major CFS campaigns

10. **GBC Foundation Update**

Student Association Awards – Update presented by Manisha Punjabi, Director of Communications & Internal and Taranjeet Singh Manchanda, Director of Education & Equity.

11. **GBC & Student Association COVID-19 Relief Fund**

Whereas the Coronavirus is still a pandemic and is affecting the lives of students mentally, emotionally and financially; and

Whereas the Student Association & George Brown College have worked together to provide financial support to students in Winter & Summer 2020.

Be it resolved that the Student Association will year-mark \$350,000 towards GBC & SA COVID-19 Relief fund for the academic year 2020-2021; and

Be it further resolved that the George Brown College will attempt to

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provide a significant amount to the GBC & SA COVID-19 Relief Fund

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Shemar Jordan, Director of Operations

Discussion:

Presentation by Joe Stapleton

Motion to amend Be it further resolve that only students who have not received funds in Winter 2020 and Spring 2020 will be the recipients of the Winter 2021 funds

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Shemar Jordan, Director of Operations

Vote: Carries

Vote: Carries

12. Operations Committee Report

Presented by the Chair of Operations Committee, Director of Operations.

Be it resolved that the Board of Directors accepts the Operations Committee Report as presented

Moved by: Shemar Jordan, Director of Operations

Seconded by: Manisha Punjabi, Director of Communications & Internal

Discussion:

Vote: Carries

13. Internal Policies & Procedures Committee

Presented by the Chair of Internal Policies & Procedures Committee, Director of Communications & Internal.

Be it resolved that the Board of Directors accepts the Internal Policies & Procedures Committee Report as presented

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Urwish Patel, Arts Design and Information Technology Representative

Discussion:

Motion to amend Be it further resolved that the board of Directors accept the proposed changes under VDAM Section 6.1, 6.2, 6.3, 6.4 and 6.5

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Shemar Jordan, Director of Operations

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Vote: Carries; Oppose – Naman and Dishant

Vote: Carries

14. Executive Committee Report

The report will be presented by Sri Krishna Rajan, Director of Student Experience.

**** Motion to extend meeting until 8:30PM**

Moved by: Taranjeet Singh Manchanda, Director of Education & Equity

Seconded by: Sri Krishna Rajan, Director of Student Experience

Vote: Carries

15. Board Report September 2020

The report will be presented by Manisha Punjabi, Director of Communications & Internal

16. HR Update – General Manager (in-camera)

Motion to go in Camera

Whereas, the HR Update is an internal discussion among the board members

Be it resolved that the Board of Directors go in-camera without the General Manager, Rosalyn Miller

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Urvish Patel, Arts Design and Information Technology Representative

Vote: Carries

Time: 8:21 PM

Motion to come out of Camera

Be it resolved that the Board of Directors Come out of Camera

Moved by: Shemar Jordan, Director of Operations

Seconded by: Urvish Patel, Arts Design and Information Technology Representative

Vote: Carries

Time: 8:30 PM

After coming out of camera

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Motion:

Whereas the current General Manager has, for several years, also held the position of Manager of Equity and Advocacy and has performed the full duties of both positions;

And Whereas the General Manager's current salary was calculated based on the salary for the Manager of Equity and Advocacy position on the old (pre-2018) salary grid, plus *half* of the salary for the General Manager under the old (pre-2018) salary grid;

And Whereas the General Manager has not received any raises to her salary since 2018, despite the implementation of a new salary grid, and despite the fact that she has been performing the full-time duties of two positions;

And Whereas the General Manager may have a substantial claim for unpaid, accrued wages under the current salary grid for both positions;

And Whereas the Student Association of George Brown College ("the SA") intends to hire a full time Manager of Equity and Advocacy so that the General Manager can focus on the duties of the latter position;

And Whereas the SA and the General Manager wish to amicably and fairly resolve any outstanding issues regarding the General Manager's compensation going forward;

Be it resolved that the SA's Board resolves and agrees as follows:

- 1) Effective **October 20th, 2020** the General Manager's salary shall be grandfathered as follows:
 - a. Her current annual salary;
 - b. Plus, her accrued CPI as calculated by the SA's payroll department.
- 2) The General Manager shall be entitled to an Annual CPI increase in accordance with the SA's standard payroll practices.
- 3) In the event that the General Manager's salary under the salary grid ever exceeds the grandfathered salary in paragraph 1, then the General Manager shall thereafter be entitled to the salary as set out in the salary grid.
- 4) Prior to the effective date, the General Manager shall sign a letter of agreement in which she accepts the above arrangement and releases the SA from any claims of any kind for accrued or unpaid compensation to date.
- 5) The grandfathered salary is intended to fairly and amicably resolve the unique circumstances regarding the current General Manager's compensation and the fact that she has been performing the duties of two full-time positions for several years. This Motion shall not otherwise modify the salary grid. For further clarity, the salary grid shall

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continue to apply to any future General Manager in the event that the current General Manager's employment ceases for any reason.

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Urvish Patel, Arts, Design & IT Representative

Vote: Carries

17. Other Business

- *Class Talk Update by Arts, Design & IT Representative*

18. Adjournment

Whereas the Board Meeting was scheduled until **8:00 PM**

Be it resolved that the Board Meeting is adjourned at **8:36 PM**

Moved by: Manisha Punjabi, Director of Communications & Internal

Seconded by: Taranjeet Singh Manchanda, Director of Education & Equity.

Vote: Carries