



Executive Compensation, Board and Volunteer Recognition and Position Classification Policy

Policy
#HR02

Number: HR002

Issues based policy category: HR

Responsibility: Human Resources

Date Approved by Executive: N/A

Date Approved by Board: N/A

Date Approved by the Members at the AGM: January 7, 2025

Review Period: November 13, 2024

Purpose:

The purpose of this policy is to outline the compensation framework for executive positions within the AUSU. This policy ensures transparency and fairness in compensating student executives who serve in leadership roles.

Scope:

This policy applies specifically to volunteer, director and executive positions listed in the AUSU Bylaws. It defines the types of compensation, classification, and pay ranges for these positions.

Preamble:

In recognition of the vital contributions made by volunteers, directors and student executives within the AUSU, this policy establishes clear guidelines for volunteer recognition and the compensation of executive positions. AUSU is committed to fostering a supportive environment where student leaders are fairly recognized and compensated for their dedication and responsibilities. This policy ensures transparency and equity in the recognition of volunteers and remuneration of executive roles, aligning with AUSU's mission to enhance student advocacy, support, and representation at AUSU. By adhering to these guidelines, AUSU aims to attract and retain capable student volunteers and leaders who can effectively serve the student body and uphold the values of the organization.

Policy Commitment Statement:

AUSU is committed to transformational efforts toward healing and learning in recognition of Truth and Reconciliation, while understanding and honouring our school's history and Chief Shingwauk's original vision of cross-cultural learning and teaching. AUSU takes into account, respects, and understands the diverse needs, identities, and experiences of AUSU's employees, and that these experiences and identities may have been or be marginalized, oppressed, or underrepresented in various fields. AUSU is committed to understanding, respecting, and affirming diverse communities, such as Queer and Trans folks, racialized individuals, people with different accessibility needs, and more.

At AUSU, we are dedicated to maintaining a robust and equitable compensation system that is closely aligned with market standards and supports our organizational objectives. We reserve the right and ability to design volunteer recognition, compensation and benefit packages for each volunteer or employee, ensuring that people performing the same level of job functions and duties receive comparable recognition, compensation and benefits packages. This approach reflects our commitment to equality and fosters a fair and equitable volunteer or employment environment for all. Wage rates for AUSU executives are determined based on various factors including job responsibilities, qualifications, and market standards, in compliance with the Employment Standards Act (ESA) of Ontario. Any adjustments

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or changes to executive wage structures will be communicated transparently and in accordance with applicable employment laws.

Policy:**1. Types of Compensation:****1.1 Volunteer Positions:**

- o **Position Type:** Volunteer
- o **Type of Pay:** Co-Curricular record & small thank you gift

1.2 Committee or another Volunteer Position with Honorarium:

- o **Position Type:** Volunteer
- o **Type of Pay:** Honorarium/Semester
- o **Minimum:** \$250.00 per semester
- o **Maximum:** \$500.00 per semester

1.3 Elected Board Member:

- o **Position Type:** Volunteer
- o **Type of Pay:** Honorarium/Semester
- o **Fixed:** \$600.00 per semester

1.4 Executive Committee Member - VP or Representative:

- o **Position Type:** Hourly
- o **Type of Pay:** Executive Employee
- o **Hourly:** \$24.50

1.5 Executive Committee Member - President:

- o **Position Type:** Hourly
- o **Type of Pay:** President Employee
- o **Hourly:** \$27.50

Implementation and Review:**2.1 Implementation:**

- The compensation for executive positions shall be implemented by AUSU in accordance with this policy.
- All payments and honorariums will be processed in compliance with applicable regulations and within the allocated budget.

2.2 Review and Updates:

- This Executive Compensation Policy shall be subject to periodic review by the Board of Directors to ensure alignment with organizational goals, bylaws and fiscal responsibility.
- Updates to the policy may be proposed as necessary and approved by the Board of Directors.



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Related policies:

Employee Compensation and Position Classification policy