

## Chapter 13 Policy on Compensation

### 13.1 Miscellaneous Stipend Policies

- A. By default, stipends shall be paid every other week for the stipulated number of academic weeks. Non-academic weeks will be paid for at the FC's discretion, If the stipulated number is greater than thirty weeks, the Financial Controller has discretion to determine which additional weeks should be paid for
- B. When a person is appointed that collects a stipend, the Financial Controller must sign the "Appointment Form" authorizing the allocation of the stipend from the appropriate pool of money.

### 13.2 A.S. Executive and A.S. Officer Stipend Structure

- A. The base stipend rate shall be \$100 per week.
  - a. The A.S. President shall receive a weekly stipend of three times the base rate. The A.S. President shall receive compensation for forty (40) weeks.
  - b. All other A.S. Executives shall receive a weekly stipend of two times the base rate. All other A.S. Executives shall receive compensation for thirty- five (35) weeks.
  - c. Senior Associate Vice presidents shall receive a weekly stipend of one and a half time the base rate. Senior Associate Vice Presidents shall receive compensation for thirty-five (35) weeks.
- B. Associate Vice Presidents shall receive a weekly stipend of the base rate. Associate Vice Presidents shall receive compensation for a (minimum of) thirty-two (32) weeks.

### 13.3 AS Senate Stipend Structure

- A. Senators will receive a weekly stipend of \$20. Senators shall receive compensation for a total of thirty (30) weeks.

### 13.4 A.S. Office Staff and Administrative Student Staff Stipends

- A. Student employees tasked with various duties within the AS Offices or Commissions, AVP's and Executive Officers can assign their office staff to the various stipend levels based on the following criteria:
  - a. Stipend Level 1
    - i. Compensation will be a weekly stipend of \$20
    - ii. Works approximately 5 hours per week
    - iii. May oversee unpaid staff
    - iv. Primarily serves with regards to internal office operations
  - b. Stipend Level 2
    - i. Compensation shall be a weekly stipend of \$30
    - ii. Works approximately 5 hours per week

- iii. Oversees unpaid staff and may oversee paid staff
- iv. Primarily serves with regards to internal office operations
- c. Stipend Level 3
  - i. Compensation will be a weekly stipend of \$40
  - ii. Works approximately 5-10 hours per week
  - iii. Oversees unpaid and paid staff
  - iv. Serves with regards to internal and external office operations
- d. Stipend Level 4
  - i. Compensation will be a weekly stipend of \$45
  - ii. Works approximately 10-12 hours per week
  - iii. Oversees unpaid and paid staff
  - iv. Serves with regards to internal and external office operations
- e. Stipend Level 5
  - i. Compensation will be a weekly stipend of \$50
  - ii. Works approximately 10-15 hours per week
  - iii. Oversees paid staff
  - iv. Serves with regards to internal and external office operations
- f. Stipend Level 6
  - i. Compensation will be a weekly stipend of \$55
  - ii. Works approximately 12-15 hours
  - iii. Oversees unpaid and paid staff
  - iv. Serves with regards to internal and external office operations
- g. Stipend Level 7
  - i. Compensation will be a weekly stipend of \$60
  - ii. Works approximately 15-20 hours per week
  - iii. Oversees unpaid and paid staff
  - iv. Serves with regards to internal and external office operations
  - v. Works in an office with an annual budget greater than \$1,000,000
- h. Stipend Level 8
  - i. Compensation will be a weekly stipend of \$70
  - ii. Works approximately 15-20 hours per week
  - iii. Oversees unpaid and paid staff
  - iv. Serves with regards to internal and external office operations
  - v. Works in an office with an annual budget greater than \$1,000,000
- i. Stipend Level 9
  - i. Compensation will be a weekly stipend of \$80
  - ii. Works approximately 15-20 hours per week
  - iii. Oversees unpaid and paid staff
  - iv. Serves with regards to internal and external office operations

- v. Works in an office with an annual budget greater than \$1,000,000
- j. Stipend Level 10
  - i. Compensation will be a weekly stipend of \$100
  - ii. Works approximately 15-20 hours per week
  - iii. Oversees unpaid and paid staff
  - iv. Serves with regards to internal and external office operations
  - v. Works in an office with an annual budget greater than \$1,000,000

### 13.5 Pay Reductions

- A. Any wage decreases shall not exceed the original stipend amount and will be in factors of 0.25, 0.50, 0.75, or 1.0 increments
- B. Any amendments to performance standards will be sent to Senate for approval
- C. Pay Reductions for Senators
  - a. Pay can be withheld at the discretion of the Advocate General, who will be responsible for reporting the deductions to the Clerk, for the following attendance based expectations off of the following criteria:
    - i. Pay will be reduced by a factor of 0.25 of the original amount for each of the following:
      - 1. Missed a Standing Committee meeting unexcused
      - 2. Missed Senate with an excused ½ absence
    - ii. Pay will be reduced by a factor of 0.5 of the original amount for each of the following:
      - 1. Missed Senate with an excused absence (both roll calls )
      - 2. Missed Senate with an unexcused absence (½ absence )
    - iii. Pay will be reduced by a factor of 0.75 of the original amount for each of the following:
      - 1. Missed Senate with an unexcused absence (both roll calls)
  - b. Pay can be withheld at the discretion of the VPCA, who will be responsible for reporting the deductions to the Clerk, for the following work related expectations based on the following criteria:
    - i. Pay will be reduced by a factor of 0.25 of the original amount for each of the following:
      - 1. Outreach hour not completed
      - 2. Weekly report not completed
- D. Pay Reductions for Associate Vice Presidents
  - a. Pay can be withheld at the discretion of their Executive Officer, who will be responsible for reporting the deductions to the Clerk
  - b. Executive Officers and AVP's will set performance standards together no later than three weeks after the respective AVP is appointed to office

- c. The performance standards will be sent to Senate for approval as a legislative item
- E. Pay Reductions for Executive Officers
- a. Executive Officers will set their own performance standards no later than three weeks into their term, Judicial Board will be responsible for reporting the reductions to the Clerk.
  - b. The performance standards will be sent to Senate for approval as a legislative item
  - c. If the performance of an executive officer does not appear to meet the performance standards, a grievance may be filed to the Judicial Board who would then convene and determine the appropriate deductions