

BYLAW 11

GOVERNING REMUNERATION and WAGES

11.1 In order to compensate members of the SBOD for their time and effort, to provide incentive to students to serve with the SAOC, and to provide a format for the evaluation of effectiveness of Executive Council and/or SBOD, remuneration shall be given as provided in this bylaw and/or as decided by vote of the SBOD.

11.2 Remunerations

11.2.1 The SBOD shall receive monthly remuneration as per SAOC's policies and procedures.

11.2.1.1 Remuneration shall be based on office hours and meetings attended, and duties performed from the first day of the month to the last day of the month.

(a) In the event of a resignation/removal/termination from office, the remuneration shall be prorated from the first day of the month to the last day in office.

11.2.2 Remuneration Reduction

11.2.2.1 The following shall be grounds to withhold or prorate remuneration:

(a) Non-performance of duties;

(b) Unexcused absences from mandated meetings as per Bylaw 6.

(c) Failure by a Director to abide by the terms of the commitment agreement.

11.2.2.2 The decision to withhold or prorate remuneration shall be implemented by the Office Manager at the authorization of the President and Internal Vice President.

(a) The authorization on Executive Council member's remuneration lies with the President;

(b) The authorization on the President's remuneration lies with the SBOD;

(c) The authorization on the School Representatives' remuneration lies with the Executive Council.

11.2.2.3 Written reasons for withholding remuneration shall be given to the member so affected by the President and the Internal Vice President and a copy shall be kept on file

11.3 Wages

11.3.1 Wage rates for SAOC employees shall be recommended, in accordance with SAOC guidelines, by the President & Internal Vice President at the time of preparation of the SAOC budget.

11.3.2 These recommendations shall be voted upon as part of the SAOC budget by the SBOD.