

Regina Public School Teachers' Association

11.2 Compensation Of Executives and Councillors

Area: Financial

Status:

Approving body: Assembly

Date of Approval: May 2nd, 2022 (AGM)

Resources: [CRA Guide on Special Payments](#)

Beliefs:

The RPSTA has a long history of recognizing people for their contributions to its members, in a variety of ways.

The RPSTA believes in rewarding Executive Council Members, STF Councillors and other members who make significant, regular contributions to the organization, some form of compensation.

The RPSTA believes that any compensation should reflect the costs associated with participating in the RPSTA as well as the time and expertise that those members contribute to the organization.

The RPSTA believes that having oversight and accountability on compensation is necessary for transparency, risk management and budgeting.

Principles:

- Reimbursements for expenses incurred under this policy should be for reasonably incurred, documented and budgeted items
- The rate(s) of compensation should be predetermined and be disclosed to members in a proactive and transparent manner
- The rate(s) of compensation should be reviewed on a regular basis, and should be calculated using a formula that is consistent and that recognizes differing levels of contribution when possible
- Any compensation provided by the organization under this policy must be disclosed at the Annual General Meeting

11.2 Procedures:

Compensation of Councillors

- 11.2.1. All Councillors who participate in STF Council are eligible to receive an honorarium in recognition of the additional time and expense required of Councillors when representing the members of the RPSTA.
 - 1.1. Rate
 - 1.1.1. Councillors will be paid the equivalent of a half-day sub rate for every 3 hour increment of sessions that take place outside of regular school hours
 - 1.2. Limitations
 - 1.2.1. A Councillor may receive a maximum of one full day's sub pay per Council Event in this manner
 - 1.2.2. Councillors must attend all sessions of Council to be eligible for the honorarium
 - 1.2.2.1. Councillors who attend some, but not all sessions, may be provided with a prorated honorarium based on the amount of Council attended at the President's discretion.
 - 1.3. Approval
 - 1.3.1. The payment of Councillor stipends should be approved by the Executive as soon as possible after Council. The Executive may opt to "pre-approve" payment, contingent on Councillor participation as described in this section.

Compensation of Executive

- 11.2.2. Executive Councillors shall receive stipends in recognition and support of the regular duties they do on behalf of the members of the RPSTA, above and beyond attending regular meetings of STF Council.
 - 2.1. This stipend is calculated in the following manner;
 - 2.1.1. President: the President shall receive a stipend in addition to their salary that is equal to 8% of the max of class VI on the salary grid
 - 2.1.2. Vice-President: The Vice-President of the RPSTA receives a stipend that is equal to 5% of the max of class VI on the salary grid
 - 2.1.3. Executive Councillors: Executive Councillors of the RPSTA receive a stipend equal to 4% of the max of class VI on the salary grid
 - 2.2. If any member of the Executive Council is absent from more than 10% of the Executive Council, REMAC and Assembly meetings during their term, they shall forfeit a prorated portion of their stipend equal to the amount (percentage) of meetings missed above the initial 10%.

President Salary

- 11.2.3. When the President is elected to the position of President, their salary becomes the responsibility of the RPSTA and is paid to the Division upon receipt of an invoice.
 - 3.1. The President receives their regular teaching salary plus one of the following;
 - 3.1.1. Any allowances (ie: Principal, Supervision, etc.) that are being received at the time, or;
 - 3.1.2. A 10% allowance over their annual gross salary
 - 3.2. After the initial election to the position of the President, the President may opt to change between these options once, annually by notifying HR

Other Compensation

- 11.2.4. Other compensation shall be approved on a case by case basis by the Executive.
 - 4.1. Executive may contract individuals to complete specific duties on behalf of the RPSTA