

FSA Compensation Policy

General Principles:

When performing duties for the FSA, members will receive equal pay for equal work. Members will not be disadvantaged by performing duties for the FSA.

To whom the policy applies:

The policy applies to members who have one hundred percent or partial release from their regular UFV position to perform FSA duties. Partially released Executives are expected to perform 217 hours of duty time annually per course release.

Salary:

A partially released member will receive pay determined by what they would be making at the time in their regular UFV position. The UFV pay takes into account increments the member would have received in their regular UFV position, as determined by UFV. The increment dates remain unchanged.

Fully released member will receive pay at faculty step 11 scale.

Vacation entitlement:

A partially released member's UFV vacation entitlement is determined by their vacation entitlement at the member's regular UFV position. A fully released member's vacation entitlement while at the FSA is 40 days. In the case where it is anticipated that an executive member will not be able to take their allotted vacation time due to work demands, this situation will be discussed and where possible, compensation approved by the Executive in advance.

When the policy applies:

The policy begins when the member's FSA term of office begins. If a member serves only a portion of the year with the FSA, the member's FSA pay and FSA vacation entitlement are pro-rated for their time served.

Amended by the Executive Committee on April 26, 2012

Approved by the Executive Committee on May 2, 2023