

# **FANSHAWE COLLEGE BOARD OF GOVERNORS' POLICY MANUAL**

## ***CATEGORY D - EXECUTIVE LIMITATIONS***

### ***TITLE: COMPENSATION AND TERMS AND CONDITIONS OF EMPLOYMENT FOR ALL NON-UNIONIZED STAFF***

POLICY NUMBER: D-65  
EFFECTIVE DATE: 2018 03 22  
REFERENCE: 42604, 48409, 49705, 56101

#### **THE POLICY:**

With respect to compensation and terms and conditions of employment for all Non-Unionized Staff, the President shall not cause nor allow jeopardy to fiscal integrity or public image.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. change his/her own compensation and terms and conditions of employment.
2. promise or imply permanent or guaranteed employment.
3. permit the use of any perquisites not in accordance with the Broader Public Sector Perquisites Directive.
4. establish, for Fanshawe College's Non-Unionized Staff, compensation or terms and conditions of employment which deviate materially from the geographic or professional market requirements for the skills employed.
5. fail, when considering exceptions in the areas allowed in Item 4 of this policy, to:
  - 5.1 balance the need for flexibility at the College level with system-wide integrity
  - 5.2 consider the input of groups affected by decisions
  - 5.3 consider the short- and long-term budget impact
  - 5.4 seek legal opinion where appropriate
6. fail to, for Administrative Staff only, give consideration to the compensation Guidelines and Terms and Conditions of Employment developed by the College Employer Council.

7. fail to administer for all Non-Unionized Staff, the terms and conditions of employment in a fiscally and publically responsible way which aligns with business requirements and available resources.
8. Fail to inform all Non-Unionized Staff of the Board's and College's policies relating to their compensation and terms and conditions of employment.
9. Fail to recommend salary increases for the Designated Executives (other than the President) that are consistent with recommendations provided from the College Employer Council, approved by the Board, and in compliance with applicable legislation.

**MONITORING:**

The President shall present to the Board, annually, a monitoring report that demonstrates compliance with this policy and highlight material deviations to the Board.

**DEFINITIONS:**

*Non-Unionized Staff* – all Administrative Staff, Part-Time and Sessional Academic Staff, Part-Time Support Staff and Student Staff.

*Designated Executives* – the President, Senior Vice-President, Vice Presidents, and Chief Human Resources Officer of the College.

*Perquisite* – a privilege that is provided to an individual or to a group of individuals, provides a personal benefit, and is not generally available to others.