



# Senate of the Associated Students of the University of Nevada

*91<sup>st</sup> Session, 2023-2024*

## **AN ACT TO CREATE AN ALTERNATIVE COMPENSATION METHOD FOR ASUN OFFICERS**

Bill Number: 04

Authored By: Senators Landazuri, Beaulac, Kuhl

Sponsored By: 2023-2024 Student Government Assembly

*Whereas*, The Statute of the Associated Students (SAS) states “The actions of officers shall not involve any discrimination nor prejudice against any fellow students based on, but not limited to, age, citizenship status, color, creed, culture, cultural expression, ethnicity, ethnic expression, gender, gender identity, gender expression, military obligation, national or social origin, neurodivergence, physical disability, race, religion, sex, sex characteristics, sexual orientation, socioeconomic status, spoken language, or veterans status”<sup>1</sup>

*Whereas*, the SAS fails to uphold the Association's commitment to non-discrimination in its current state by not providing an alternative compensation method that would allow students who do not meet employment requirements to be paid for their work;

*Whereas*, Officers who do not meet employment requirements must fulfill their roles without getting paid;

*Whereas*, this practice of denying compensation for officers solely because of their citizenship status reinforces exploitative and exclusionary systems found in society that take advantage of undocumented and international students;

*Whereas*, ensuring all officers, regardless of their citizenship status, are paid for the work they do demonstrates ASUN’s commitment to fairness and equity;

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<sup>1</sup> [https://de5u0yfu98nbk.cloudfront.net/wp-content/uploads/2023/04/Fixed\\_90\\_SAS\\_4-2-23DS.pdf](https://de5u0yfu98nbk.cloudfront.net/wp-content/uploads/2023/04/Fixed_90_SAS_4-2-23DS.pdf)

*Be it enacted*, effective immediately, that in alignment with ASUN’s stated values to promote diversity and equity, the Associated Students of the University of Nevada shall expand upon the current compensation policy to ensure fair and equitable compensation through the following amendments to the Statues of the Associated Students.

Adopted in Senate on October 4, 2023

Attest:

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Fayza Salah, Speaker of the Senate

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Boris Carpio Guerra, President of the Associated Students

I certify that this Act originated in the Senate.

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Ally Chavez, Senate Secretary

## Addendum A

# TITLE IV: COMPENSATION

## CHAPTER 401: ELECTED OFFICERS

**SECTION 01: ESTABLISHMENT**

There is hereby established a pay scale for elected ASUN Officers.

**SECTION 02: LEVELS OF COMPENSATION**

a) The three levels of pay shall be as follows:

- 1) Level I: \$8,800 distributed evenly over a 12-month period in a single term
- 2) Level II: \$7,000 distributed evenly over a 12-month period in a single term
- 3) Level III: ~~\$3,917.20~~ \$5,000 distributed evenly over a 12-month period in a single term

**SECTION 03: OFFICIALS COVERED BY PAY SCALE**

The following elected officials are included in the pay scale:

a) Level I: 1) President

b) Level II: 1) Vice President

c) Level III: 1) Senators

**SECTION 04: WORK HOURS AND PROCEDURES**

a) All Officers must follow University, NSHE state, and Federal regulations regarding student employment.

b) The payment of officers shall be input by ASUN Central Station utilizing the Workday system or through the Office of Financial Aid and Scholarships. This will be done by dividing their total compensation across the pay periods throughout the officer's term.

**SECTION 07: Alternative Compensation Method**

a) The Director of the Center for Student Engagement may compensate officers who do not meet employment requirements via scholarship to equal the amount of their compensation level. Their total compensation will be divided into two equal payments, with half the funds paid in the fall semester and the other half in the spring semester.

## Addendum B

**CHAPTER 402: APPOINTED OFFICERS****SECTION 01: ESTABLISHMENT**

There is hereby established a pay scale for appointed ASUN Officers.

**SECTION 02: LEVELS OF COMPENSATION**

- a) The three levels of pay shall be as follows:
  - 1) Level I: \$7,000 distributed evenly over a 12-month period in a single term
  - 2) Level II: \$5,000 distributed evenly over a 12-month period in a single term
  - 3) Level III: \$3,000 distributed evenly over a 12-month period in a single term
  - 4) Level IV: \$1,500 distributed evenly over a 12-month period in a single term

**SECTION 04: WORK HOURS AND PROCEDURES**

- a) All Officers must follow University, NSHE state, and Federal regulations regarding student employment.
- b) The payment of officers shall be input by Professional Staff utilizing the Workday system or through the Office of Financial Aid and Scholarships. This will be done by dividing their total compensation across the pay periods throughout the officer's term.

**SECTION 08: Alternative Compensation Method**

- a) The Director of the Center for Student Engagement may compensate officers who do not meet employment requirements via scholarship to equal the amount of their compensation level. Their total compensation will be divided into two equal payments, with half the funds paid in the fall semester and the other half in the spring semester.