

attached
minutes of March
2019

PROPOSAL FOR A REVISED HONORARIUM POLICY
(submitted by Agnes Pier, Libbie Merrow, Bob Ellis)

POLICY OBJECTIVE: To provide monetary awards to the Presenters of ALP courses as a token gift of appreciation for the time and effort required to prepare for and conduct the classes.

REVISION OBJECTIVE: To provide more appropriate and equitable awards.

CURRENT POLICY: \$100 flat fee for any class presented by a non-member, regardless whether single session or multiple sessions.
\$ 50 flat fee for any class presented by an ALP member regardless whether single session or multiple sessions.

PROPOSED POLICY \$100 for the first session of any class, whether presented by a non-member or member.
\$50 for each session thereafter (exception: \$25 for each session thereafter for hiking-related classes or for classes involving DVD's as the primary source of class content).

- PROPOSAL EXAMPLES**
1. All Presenters of single session classes would receive \$100.
 2. Jane Newpeck (Epics Anyone) would receive \$200 for her three session course (\$100 for the first session + \$50 x 2 extra sessions).
 3. Richard Woodring (Greek and Roman Technology) would receive \$225 for his 6 session DVD driven course (\$100 for the first session + \$25 x 5 extra sessions)

BUDGET IMPACT Using those courses scheduled during the 2018-2019 academic year, the following reflects a comparison between the current honorarium policy and this proposed change:

	<u>Current Policy</u>	<u>Proposed Policy</u>
Classes presented @ \$50	\$1,300 (26 members)	0
Classes presented @\$100	\$3,000 (30 non-members)	\$5,600 (56 total)
extra sessions @ \$50	0	\$2,800 (56 of 86 total)
extra sessions @\$25	0	\$ 750 (8 hikes + 22 DVDs)
TOTAL	\$4,300	\$9,150