



## **BP 7130 Compensation**

Salary schedules, compensation and benefits, including health and welfare benefits, for all classes of employees and each administrator employed pursuant to a contract under Education Code section 72411 shall be established by the Governing Board.

The Superintendent/President shall propose salary schedules, compensation, and benefits to the Governing Board that:

- include reasonable comparative data for the geographic or professional market for the skills employed;
- include rules for salary schedule placement;
- avoid obligations for which revenues cannot be safely projected or for which there are no adequate reserves (in no event longer than three years);
- avoid unfunded liabilities or unpredictable future costs without a plan to fund them.

### **Prohibition of Incentive Compensation**

The District shall not provide any commission, bonus, or other incentive payment based, directly or indirectly, on the success in securing enrollments or financial aid, to any person or entity engaged in any student recruiting or admission activities or in making decisions regarding the award of student financial assistance. Employees covered by this ban shall be referred to as “covered employees” for purposes of this policy.

Additionally, the District shall refrain from high-pressure recruitment tactics such as making multiple unsolicited contacts (3 or more), including contacts by phone, email, or in-person, and engaging in same-day recruitment and registration for the purpose of securing Service member enrollments.

References: Education Code Sections 70902(b)(4), 72411, 87801, and 88160;  
Government Code Section 53200;  
34 Code of Federal Regulations 668 (U.S. Department of Education regulations on the Integrity of Federal Student Financial Aid Programs under Title IV of the Higher Education Act of 1965, as amended);  
Department of Defense Voluntary Education MOU Partner Institutional Compliance Program (ICP)

Policy

Category: Executive Expectations



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