

Human Resources

1 **BP 7130 COMPENSATION**

2 **References:**

- 3 Education Code, Sections 70902(b)(4), 72411, 87801, and 88160;
- 4 Government Code, Section 53200;
- 5 U.S. Department of Education regulations on the Integrity of Federal Student
- 6 Financial Aid Programs under Title IV of the Higher Education Act of 1965, as
- 7 amended

8 The Board of Trustees shall establish salary schedules, compensation, and benefits
9 (including health and welfare benefits as applicable) for all classes of employees and
10 each administrator employed pursuant to a contract under Education Code Section
11 72411.

12 District salary schedules, compensation, and benefits shall be administered in
13 accordance with federal, state, local laws, and Board Policies and Administrative
14 Procedures and will be consistent with the terms of respective collective bargaining
15 agreements.

16 The Board of Trustees may defer the adoption of salary schedules to be paid, pending
17 adoption of the District's budget for the ensuing fiscal year.

18 **Prohibition on Incentive Compensation**

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

24 Foreign students residing in foreign countries who are not eligible to receive federal
25 student assistance are not subject to this prohibition.

26 Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: December 10, 2008
Date Revised: June 13, 2012, November 6, 2019
Date Reviewed: April 8, 2019
(Replaces former Cerritos CCD Policy 7006)