

**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 District may establish an employee insurance program for those employees who are  
17 employed on a 50% or more basis as a regular employee or other qualifying assignments  
18 as determined by the President/Superintendent or designee.

19 The President/Superintendent shall establish a District Insurance Committee for the  
20 purposes of participation in employees' insurance matters, and shall provide  
21 administrative rules and regulations that provide for membership from all Board  
22 recognized employee organizations when there is a need to re-evaluate insurance  
23 programs via an ad hoc group through the District's Planning and Budget Committee.

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

**26 Prohibition on Incentive Compensation**

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

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

34 Office of Primary Responsibility: Vice President, Human Resources

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**Date Adopted:** December 10, 2008

**Dates Revised:** June 13, 2012; April 8, 2019; June 3, 2020; July 16, 2025

**Date Reviewed:** May 15, 2019; February 10, 2020