BP 7130 COMPENSATION

References:
Education Code, Sections 70902(b)(4), 87801, and 88160;
Government Code, Section 53200;
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

The Board of Trustees shall establish salary schedules, compensation, and benefits
(including health and welfare benefits) for all classes of employees and each contract
employee.

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

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

Prohibition on 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.

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

Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: December 10, 2008
Date Revised: June 13, 2012
(Replaces former Cerritos CCD Policy 7006)