
**Allan Hancock Joint Community College District
Board Policy
Chapter 7 – Human Resources**

BP 7130 COMPENSATION

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 consistent with the laws of the state.

The Board of Trustees recognizes those employee groups with exclusive representation and agrees to negotiate through its appointed administrators with the recognized bargaining agents on matters within the scope of representation.

Non-represented employee groups may submit to the Superintendent/President proposals for any changes to compensation and benefits. The Superintendent/ President will meet with the representatives of the group to review the proposal and forward it to the Board of Trustees for review in closed session and action, if any, in open session.

Prohibition of Incentive Compensation

Except as applicable to foreign students residing in foreign countries who are not eligible to receive federal student assistance, 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.

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

Adopted: 1/20/04
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