

BP 7130 COMPENSATION**References:**

Education Code Sections 70902(b)(4), 72411, 87801, and 88160;
Government Code Section 53200;
34 Code of Federal Regulations Part 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)

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 Board of Trustees.

The Superintendent/President shall be responsible for the administration of the salary schedules. For unrepresented employees, exceptions to salary schedules and conditions contained therein may be made upon the recommendation of the Superintendent/President and with the approval of the Board.

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.

Pay Equity Study

The Superintendent/President shall provide the Board, when requested, with a pay equity report for all classes of employees and each administrator employed pursuant to a contract. This study must disaggregate employees by race, age, gender, religion, or any other characteristic identified by the Board.

Date Adopted: March 17, 2009 (*Replaced College of Marin Policy 5.0015*)

Dates Revised: September 18, 2012; May 17, 2016

Date Reviewed/Revised: June 21, 2022