

---

**Human Resources**

**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

Salary schedules, compensation and benefits, including health and welfare benefits, for all classes of employees and each contract employee shall be established by the Board of Trustees and in conjunction with collective bargaining agreements as legally applicable.

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.

---

**Date Adopted:**

*(This new policy replaces current CLPCCD Policies 3514, 4213, 4230, 4330, and 4440.)*