



## **Board Policy**

### **Chapter 7 – Human Resources**

#### **BP 7130 – COMPENSATION**

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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 following appropriate collective bargaining obligations as provided in Board Policy 7140 titled Collective Bargaining.

#### **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.

**References:** Education Code Sections 70902(b)(4), 72411, 87801, and 88160  
Education Code Sections 70902 subdivision (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)

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**Reviewed:** 07/17/25

*(Supersedes BP 7130)*