

# BOARD POLICY

7130

SOUTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES

## COMPENSATION

The Board shall negotiate salary schedules with each District bargaining unit, as defined by the Educational Employment Relations Act. The Board may establish a separate and specified salary or salary schedule for selected or designated administrators, classified management, non-bargaining (professional experts, short-term, and substitutes), and unclassified positions.

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.

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.

The Board is committed to public accountability and disclosure of employee compensation. At the request of the Board, a report shall be provided, listing compensation of all employees by position title.

### *Reference:*

*Education Code Sections 70902(b)4, 72411, 87801, and 88160*  
*Government Code Section 53200*  
*34 Code of Federal Regulations Part 668.14(b)(22)(i)*

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