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**Board Policy**  
Chapter 7 – Human Resources

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**BP 7130            COMPENSATION**

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 Board of Trustees, after negotiations with the representatives of the bargaining unit, shall adopt salaries and related benefits for members of the unit.

The Board of Trustees shall adopt salaries and related benefits for non-unit academic employees

**Academic Administrators**

The Academic Administration Salary schedule shall be adopted annually by the Board of Trustees.

**Classified Administrators and Managers**

The appropriate salary schedules shall annually be adopted by the Board of Trustees for all classified administrator and manager positions.

**Confidential**

The confidential salary schedule shall be annually adopted by the Board of Trustees.

**Remuneration for Faculty Tutoring**

It shall be considered unethical for a faculty member to receive remuneration above his/her regular salary to tutor or coach any student who is at the same time a student in the faculty member's classes, or who may be making up a deficiency arising from his/her having been a student in the faculty member's class.

**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.

Also refer to the applicable collective bargaining agreements for specific compensation-related details.

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

Adopted: July 9, 2001

Revised: August 7, 2018

*(Replaces SMC BP 3213, BP 3214, and BP 3433)*