

Coast Community College District
BOARD POLICY
Chapter 7
Human Resources

BP 7130 Compensation

References:

Education Code Sections 70902(b)(4), 87801, 88029, 88160, 88203, and 88204;
34 Code of Federal Regulations Section 668.14(b)(22)
Educational Employment Relations Act (“EERA”), Government Code Sections
3540 et seq.;

California Public Employees’ Pension Reform Act of 2013 (“PEPRA”),
Government Code Sections 7500 et seq.

Salary schedules, compensation, and benefits, including health and welfare benefits, for all classes of employees shall be established by the Board.

The Board establishes the salary of the Chancellor. The Chancellor recommends and the Board approves the salaries of the Vice Chancellor, Finance and Administrative Services; the Vice Chancellor, Educational Services and Technology; the Vice Chancellor, Human Resources; and the College Presidents.

The Board establishes the salary rate for other managers in accordance with the District’s management salary schedule.

The Board regularly reviews the pattern of anticipated District income and expenditures, examines prevailing rates of pay for positions and jobs comparable to those in the District, and establishes salary schedules and rates of pay for District employees. The Board shall establish the salary rates for all employees in a collective bargaining unit through negotiation with the unit's authorized representative in accordance with the Educational Employment Relations Act (EERA). The salary rate for all other employees shall be established consistent with applicable law.

Prohibition of Incentive Compensation

The District shall not provide any commission, bonus, or other incentive payment based on securing student enrollments or financial aid that would be in violation of law.

Renumbered from CCCD Policies 7122, 7131, and 7823.

Adopted December 11, 2013

Revised November 20, 2018