



AP 7130 Compensation

The District provides compensation to the employee groups defined below.

- **Superintendent/President**

The Governing Board will establish and maintain a contract with the Superintendent/President which sets forth the provisions of salary, compensation, and health and welfare benefits.

- **Management Employees**

The Governing Board will establish and maintain a Management Salary Schedule. The Human Resources Office will maintain salary schedules, salary schedule provisions, and health and welfare benefits at the direction of the Governing Board.

- **Faculty Employees**

Faculty salary schedules, salary schedule provisions, and health and welfare benefits will be established and maintained in the collective bargaining agreement. All faculty employees will be paid and receive benefits in accordance with the terms and conditions of the negotiated agreement.

- **Child Development Center Teachers**

Child Development Center Teacher salary schedules, salary schedule provisions, and health and welfare benefits will be established and maintained in the collective bargaining agreement. All Child Development Center Teachers will be paid and receive benefits in accordance with the terms and conditions of the negotiated agreement.

- **Classified Employees**

Classified salary schedules, salary schedule provisions, and health and welfare benefits will be established and maintained in the collective bargaining agreement. All classified employees will be paid and receive benefits in accordance with the terms and conditions of the negotiated agreement.

- **Confidential Employees**

The Governing Board will establish and maintain a Confidential Employees Salary Schedule. The Human Resources Office will maintain salary schedules,



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salary schedule provisions, and health and welfare benefits at the direction of the Governing Board.

- **Temporary Employees**

Temporary employees, including short-term workers, student workers, apprentices, professional experts, and presenters, are approved by the Governing Board and are compensated according to the appropriate pay scale or compensation agreement.

General Employee Provisions

- **Salary Warrant Errors**

Whenever it is determined that a District error has been made in the calculation or reporting in any employee's payroll or in the payment of any employee's salary, the District shall provide the employee with a statement of the correction and a supplement payment normally within five working days of such determination. The employee shall provide written notification to the Payroll Department of any alleged errors. A salary warrant error resulting in an overpayment for an employee shall be corrected and subsequent salary warrant(s) reduced accordingly after the District provides written notification to said employee. Employees also have the option of correcting an overpayment by directly reimbursing the District.

- **Quarantine**

All employees may receive salary in full when quarantined by city or county health officials because of another's illness.

- **Prohibition of Incentive Compensation**

Senior managers and executive level employees who are only involved in the development of policy and do not engage in individual student contact or the other covered activities will not generally be subject to the incentive compensation ban.



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The Superintendent/President shall identify any covered employees of the District and determine whether the District's compensation arrangements comport with the prohibition on incentive compensation, and to the extent that they do not, make necessary modifications to comply. Similarly, the Superintendent/President shall identify any covered service providers, evaluate whether the contract pricing structure is consistent with the prohibition on incentive compensation, and if not, determine what modifications the District can make to any applicable contract.

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)

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