



MONTEREY PENINSULA
College

GOVERNING BOARD POLICIES

Chapter 7 Human Resources

7130

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.

Prohibition of 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.

Management, Supervisory, and Confidential Personnel

The Governing Board shall enter into contracts with management personnel as required or permitted by law, or shall place management, supervisory, and confidential personnel on Board adopted salary schedules which are posted on the Human Resources website.

Other Employees and Contractors

Compensation shall be authorized for short-term, non-certificated personnel, professional experts, and consultants when approved by the Governing Board upon recommendation by the Superintendent/President.

Compensation Study

Not more than every three years, and only upon request, the Superintendent/President shall provide the Board with a compensation study for all employees. This study must disaggregate employees by race, age, gender, religion, or any other characteristic identified by the Board.

See also the applicable collective bargaining agreements for specific compensation-related details.



MONTEREY PENINSULA
College

GOVERNING BOARD POLICIES

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)

Formerly Governing Board Policies 5590 – Salary and 5720 – Compensation

Adopted: March 10, 1982 for Policy 5590 and May 10, 1989 for Policy 5720

Revised: May 10, 1989 for Policy 5590

Renumbered, Revised, and Adopted: October 25, 2017

Revised and Adopted: August 24, 2022