

Note: This procedure is noted as **legally required, with optional language** to show good faith compliance with applicable federal regulations.

## **New - GCCCD Procedure**

First Reading—3/12/12  
Second Reading—4/9/12  
Final Reading—5/7/12

### **AP 7130 Compensation**

Reference: ***Education Code Sections 87801 and 88160; Government Code Section 53200; and 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.***

Date Issued:

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[CCLC template language below is optional. CCLC template language, except Italicized language.]

*Salary schedules for employees of Grossmont-Cuyamaca Community College District (District) are established by the Governing Board. Salary schedules shall address the elements described below:*

- Number of steps
- Number of columns
- Longevity increments
- Regular review to assure that classifications have not inadvertently been changed as they relate to one another

[Procedure provisions below are legally required]

#### **Prohibition of Incentive Compensation**

The *Chancellor* 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 *Chancellor* 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.

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.