

Sierra College

ADMINISTRATIVE PROCEDURE

AP 7130

Compensation

Date Adopted: 11/9/2004

Date Revised: 10/7/2022

Date Reviewed: 12/8/2023

References: Education Code Sections, 87801, 88160; Government Code Section 53200; 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; UPEC 792 Collective Bargaining Agreement; SCFA Collective Bargaining Agreement; Management and Confidential Handbook

The District will maintain salary schedules which include the number of steps and columns for salary placement of its staff. Longevity increments will be applied as set forth in the appropriate collective bargaining agreements and the Management and Confidential Handbook. Salary and classifications will be reviewed in accordance to the respective collective bargaining agreements and the Management and Confidential Handbook.

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.

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.

See Board Policy 7130.