



BOARD OF TRUSTEES POLICY	
Policy Type: Executive Limitations	
Policy Title: Compensation and Benefits	
Policy Number: EL-07	
Date Adopted: 11/11/19	
Version: 2.0	
Date Last Reviewed: 1/11/21	
Office Responsible: President's	
Reviewing Committee: Board of Trustees	

Governance Process	Ends
Board- President Delegation	Executive Limitations

With respect to employment, compensation and benefits to employees, consultants, independent contractors and volunteers, the President shall not cause or allow jeopardy to the College's fiscal integrity or public image.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Change his/her own compensation and benefits.
2. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
 - 2.1. Establish or change salary schedules and plans prior to monitoring to ensure compliance with the criteria in this policy.
3. Establish or change compensation and benefits that deviate from the current collective bargaining agreements.
 - 3.1. Finalize negotiated collective agreements which exceed parameters established by the Board of Trustees.
 - 3.2. Ratify collective agreements prior to monitoring to ensure compliance with the relevant criteria in this policy.
4. Create obligations over a longer term than revenues can be safely projected.
5. Change retirement benefits such that the provisions:
 - Introduce retirement benefits beyond what is currently offered.
6. Promise or imply permanent or guaranteed employment.
 - 6.1. Employ College administrators under a contract in excess of one year's duration.
 - 6.2. Employ Executive Administration under a contract in excess of two year's duration.

Date Of Change	Version	Description of Change	Responsible Party
11.11.19	1.0	First release following Policy Governance consulting work.	Chief of Staff
1.11.21	2.0	Edits following work on monitoring report with consultant.	Chief of Staff