

COMPENSATION

AP No. 7130

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Board Reviewed: 01/23/1964; Ref. 05/1971; 08/1972; 07/1973; 08/1974; 09/1974; 06/1975; 06/1976; 03/1979; 01/1980; 07/1981; 11/1982; 11/1984; 12/1985; 10/1986; 07/1987; 01/88; 07/1988; 07/1989; 09/1989; 10/1989; 12/1989; 07/1990; 07/1991; 09/1997; 07/1998; 01/1999; 08/1999; 04/2000; 12/2000; 02/16/2001; 12/12/2001; 06/08/2005; 01/21/2007; 02/21/2007; 05/14/2008; 09/09/2009; 07/14/2010; 01/11/2012; 01/14/2012; 002/19/2014; 05/14/2014; 05/13/2015; 11/11/2015; 05/11/2016; 07/13/2016; 01/11/2017; 12/13/2017 (eff. 01/01/2018); 12/12/2018 (eff. 01/1/2019); 6/10/2020 (eff. 01/01/2020)

I. Compensation

- A. The Rio Hondo Community College District provides compensation to the employee groups defined below.
1. Management employees: The Board will establish and Human Resources will maintain the Management salary schedule. The Board will direct the Human Resources office to maintain the salary schedules, salary provisions, and health and welfare benefits.
 2. Faculty employees: The Collective Bargaining Agreement between Rio Hondo College Faculty Association/CCA/CTA/NEA and Rio Hondo Community College District will establish and maintain faculty salary schedules, salary schedule provisions, and health and welfare benefits. Faculty employees will receive all compensation, including pay and health and welfare benefits, following the terms and conditions of the negotiated agreement.
 3. Classified employees: The Collective Bargaining Agreement between California School Employees Association No. 477 and Rio Hondo Community College District will establish and maintain classified salary schedules, salary schedule provisions, and health and welfare benefits. Classified employees will receive all compensation, including pay and health and welfare benefits, following the terms and conditions of the negotiated agreement.
 4. Confidential employees: The Board will establish and Human Resources will maintain the Confidential salary schedule. The Board will direct the Human Resources office to maintain the salary schedules, salary provisions, and health and welfare benefits.
 5. Non-represented employees: Job classifications and rates of pay for non-represented employees shall be adopted by the Board based on recommendation by the Superintendent/President. The Board will direct the Human Resources office to maintain salary schedules and salary provisions.

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- B. Salary schedules will be posted on the Human Resources website.
- II. General employee provisions
- A. Salary warrant errors
 - 1. Whenever it is determined that a District error has been made in the calculation or reporting of 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 a determination. The employee shall provide written notification of any alleged errors to the Payroll department. A salary warrant error resulting in 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 reimbursing the District directly.
 - B. Quarantine
 - 1. All employees may receive salary in full when quarantined by city or county health officials because of another's illness, and as specified in employee bargaining agreements.
- III. Sources/references:
- A. Education Code Sections 87801 and 88160
 - B. Government Code Section 53200
 - C. U.S. Department of Education regulations on the Integrity of Federal Student Financial Aid Programs under Title 5 of the Higher Education Act of 1965, as amended