

7130 – Prohibition of Incentive Compensation

Columbia Gorge Community College 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.

Compensation Study

The President shall provide the Board of Education, when requested, with a pay equity report for all classes of employees and each administrator employed pursuant to a contract. This study must disaggregate employees by race, age, gender, religion, or any other characteristic identified by the Board of Education.

Legal Reference(s):

1. 34 Code of Federal Regulations Part 668 (US 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)
2. ORS 348.586
3. ORS 652.210 to 652.235