

**Cochise College
District Board Policy**

**Category: Executive Limitation
Policy Number: 407
Title: Compensation and Benefits**

The President shall maintain fiscal integrity and a positive public image with respect to employment, compensation, and benefits to employees, consultants, and contract workers.

Accordingly, the President may not:

1. Change his or her own compensation and benefits.
2. Provide for or change the compensation and benefits of other employees except in accordance with salary schedules and plans adopted by the Board.
3. Promise or imply permanent or guaranteed employment.
4. Employ faculty not properly qualified for the position.