



Policy Name:	<b>Staff Compensation</b>
Policy Number:	<b>206</b>
Approved on:	<b>March 28, 2023</b>
Number of Pages:	<b>1</b>

**OVERVIEW:**

The El Camino Community College Foundation (Foundation) staff are employees of the El Camino Community College District (District), and are compensated partially or fully by Foundation funds.

**AGREEMENT:**

According to the Agreement with the District and Foundation, “the District Superintendent/President, or his/her District appointee, and the Foundation President are responsible for the employment, compensation, and evaluation of the Executive Director of the Foundation.” The Agreement also states the District is “to consider the recommendations of the (Foundation) Executive Director regarding staffing requirements of the Foundation, and to allow for the hiring of personnel through the district’s normal processes and procedures as determined necessary.”

The Foundation Executive Committee will approve all staff compensation which will be reflected in the annual Foundation budget.

**COMPENSATION:**

The annual compensation and benefits of ECC Foundation staff are as follows:

- Executive Director is paid 50% by the Foundation and 50% by the District.
- Assistant Director is paid 100% by the Foundation.
- Financial Officer is paid 25% by the Foundation and 75% by the District.
- Development Officer is paid 100% by the Foundation.