



NUMBER **BPR 60**

TITLE **COMPENSATION AND BENEFITS**

## **BOARD OF GOVERNORS POLICY**

APPROVAL DATE February 27, 2024

NEXT REVIEW February 15, 2027

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The President will not provide for compensation and benefits for staff that deviate materially from the market.

The President may not:

1. Change their own compensation and benefits.
2. Establish current compensation and benefits which:
  - a. Deviate substantially from the geographic or professional market for the skills employed.
  - b. Create obligations over a longer term than revenues can be safely projected.
  - c. Deviate from the guidelines most recently published by the Post-Secondary Employer's Association.
3. Allow employees to be hired by the College without being made aware of appropriate pension plans and benefits available to them.