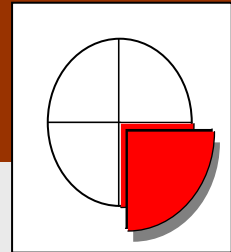


LETHBRIDGE COLLEGE

BOARD OF GOVERNORS POLICY



Policy Name: Compensation and Benefits

Number: EL-7

Policy Type: Executive Limitations

Date Approved: November 21, 2006

Date Revised: January 27, 2007
April 17, 2007

With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the President shall not cause or allow jeopardy to fiscal integrity or public image.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Change his/her own compensation and benefits.
2. Promise or imply guaranteed employment.
3. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
4. Create obligations over a longer term than revenues can be safely projected.
5. Establish or change pension benefits.
6. Execute a collective agreement with the college faculty and staff.