

**REMUNERATION, REIMBURSEMENT AND OTHER BENEFITS**      **10250 (BB 9250)**

Compensation

Each member of the Governing Board may receive the maximum monthly compensation as provided for in Education Code 35120.

On an annual basis, the Board may increase the compensation of Board members beyond the limit delineated in Education Code 35120 in an amount not to exceed five percent based on the present monthly rate of compensation. (Education Code 35120)

Board members are not required to accept payment for meetings attended.

Any member who does not attend all Board meetings during the month is eligible to receive only a percentage of the monthly compensation equal to the percentage of meetings that member attended, unless otherwise authorized by the Board in accordance with law. (Education Code 35120)

An absent member may be compensated for meetings missed when the Board, by resolution, finds that the absent member was performing designated services for the District at the time of the meeting or that the absence was because of illness, jury duty, or a hardship deemed acceptable by the Board. (Education Code 35120)

Student Board members shall receive no compensation for meetings attended. (Education Code 35012)

Reimbursement of Expenses

Board members shall be reimbursed for actual and necessary expenses incurred when performing authorized services for the District. Expenses for travel up to 150 miles per month, business meals, or other authorized purposes shall be in accordance with policies established for District personnel and at the same rate of reimbursement.

Board members shall be reimbursed for travel expenses incurred when performing services directed by the Board. (Education Code 35044)

Authorized purposes may include, but are not limited to, attendance at educational seminars or conferences designed to improve Board members' skills and knowledge; participation in regional, state, or national organizations whose activities affect the District's interests; attendance at District or community events; and meetings with state or federal officials on issues of community concern.

Personal expenses shall be the responsibility of individual Board members. Personal expenses include, but are not limited to, the personal portion of any trip, tips or gratuities, alcohol, entertainment, laundry, expenses of any family member who is accompanying the Board member

on District-related business, personal use of an automobile, and personal losses and traffic violation fees incurred while on District business.

Any questions regarding the propriety of a particular type of expense should be resolved by the Superintendent or designee before the expense is incurred.

#### Health and Welfare Benefits for Current Board Members

Board members may participate in the health and welfare benefits program provided for District employees.

Health and welfare benefits for Board members shall be no greater than that received by the District's nonsafety employees with the most generous schedule of benefits. (Government Code 53208.5)

The District shall pay the premiums required for Board members electing to participate in the District health and welfare benefits program to the same extent that it pays for District employees.

Health and welfare benefits provided to Board members shall be extended at the same level to their spouse/registered domestic partner and to their eligible dependent children as specified in law and the health plan.

#### Health and Welfare Benefits for Former Board Members

Former Board members may participate in the health and welfare benefits program provided for District employees under the conditions specified below.

Health and welfare benefits for former Board members shall be no greater than those received by District nonsafety employees with the most generous schedule of benefits. (Government Code 53208.5)

The District shall pay the premiums for health and welfare benefits of any former Board member who served in office after January 1, 1981, began their term before January 1, 1995, and served for 15 or more years. (Government Code 53201)

#### Legal Reference:

##### EDUCATION CODE

33050-33053 General waiver authority

33362-33363 Reimbursement of expenses for attendance at workshops

35012 Board members; number, election and term

35044 Payment of traveling expenses of representatives of board

35120 Compensation for services as member of governing board

35172 Promotional activities  
44038 Cash deposits for transportation purchased on credit

#### FAMILY CODE

297-297.5 Rights, protections and benefits under law; registered domestic partners

#### GOVERNMENT CODE

8314 Use of public resources  
20322 Elective officers; election to become member  
20420-20445 Membership in Public Employees' Retirement System; definition of safety employees  
53200-53209 Group insurance  
54952.3 Simultaneous or serial meetings; announcement of compensation

#### HEALTH AND SAFETY CODE

1373 Health services plan, coverage for dependent children

#### INSURANCE CODE

10277-10278 Group and individual health insurance, coverage for dependent children

#### UNITED STATES CODE, TITLE 26

403 Tax-sheltered annuities

#### UNITED STATES CODE, TITLE 42

18011 Right to maintain existing health coverage

#### CODE OF FEDERAL REGULATIONS, TITLE 26

1.403(b)-2 Tax-sheltered annuities, definition of employee

#### COURT DECISIONS

Thorning v. Hollister School District, (1992) 11 Cal.App.4th 1598  
Board of Education of the Palo Alto Unified School District v. Superior Court of Santa Clara County, (1979) 93 Cal.App.3d 578

#### ATTORNEY GENERAL OPINIONS

91 Ops.Cal.Atty.Gen. 37 (2008)  
83 Ops.Cal.Atty.Gen. 124 (2000)

Management Resources:

#### INSTITUTE FOR LOCAL GOVERNMENT PUBLICATIONS

Sample Expense and Use of Public Resources Policy Statement, January 2006

#### INTERNAL REVENUE SERVICE PUBLICATIONS

Tax-Sheltered Annuity Plans (403(b) Plans) for Employees of Public Schools and Certain Tax-Exempt Organizations, Publication 571, rev. February 2013

WEB SITES

CSBA: <http://www.csba.org>

Institute for Local Government: <http://www.ca-ilg.org>

Internal Revenue Service: <http://www.irs.gov>

Public Employees' Retirement System: <http://www.calpers.ca.gov>

Board of Trustees

Board Approved: April 11, 2019

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