

**REMUNERATION, REIMBURSEMENT, AND OTHER BENEFITS**

**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 he/she attended, unless otherwise authorized by the Board in accordance with law. (Education Code 35120)

A member may be compensated for meetings he/she missed when the Board, by resolution, finds that he/she was performing designated services for the district at the time of the meeting or that he/she was absent 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)

Whenever a quorum of Board members serves as another legislative body which will meet simultaneously or in serial order to a Board meeting, the Board clerk or a member of the Board shall verbally announce the amount of any additional compensation or stipend that each member will be entitled to receive as a result of convening the simultaneous or serial meeting. (Government Code 54952.3)

**Reimbursement of Expenses**

Board members shall be reimbursed for actual and necessary expenses incurred when performing authorized services for the district. Expenses for travel, telephone, 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.

**REMUNERATION, REIMBURSEMENT, AND OTHER BENEFITS (continued)**

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.

Board members may use district-issued credit cards while on official district business and consistent with the limits established for district personnel. Personal expenses shall not be charged on a district-issued credit card, even if the Board member intends to subsequently reimburse the district for the personal charges.

**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.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State References**

Ed. Code 33050-33053

Ed. Code 33362-33363

Ed. Code 35012

Ed. Code 35044

Ed. Code 35120

Ed. Code 35172

Ed. Code 44038

Fam. Code 297-297.5

Gov. Code 20322

Gov. Code 20420-20445

Gov. Code 3543.7

Gov. Code 53200-53209

Gov. Code 54952.3

**Description**

General waiver authority

Reimbursement of expenses; board member or member-elect

Board members; number, election and terms

Payment of traveling expenses of representatives of board

Course credit for student board members

Promotional activities

Cash deposits for transportation purchased on credit

Rights, protections, benefits under the law; registered domestic partners

Elective officers; election to become member

Membership in Public Employees' Retirement System; definition of safety employees

Duty to meet and negotiate in good faith

Group insurance

Simultaneous or serial meetings; announcement of compensation

**REMUNERATION, REIMBURSEMENT, AND OTHER BENEFITS (continued)**

Gov. Code 8314  
H&S Code 1373  
Ins. Code 10277-10278

Use of public resources  
Health services plan; coverage for dependent children  
Group and individual health insurance; coverage for dependent children

**Federal References**

26 CFR 1.403(b)-2  
26 USC 403  
42 USC 18011

**Description**

Tax-sheltered annuities; definition of employee  
Tax-sheltered annuities  
Right to maintain existing health coverage

**Management Resources References**

Attorney General Opinion  
Attorney General Opinion  
Court Decision  
Court Decision

**Description**

83 Ops.Cal.Atty.Gen. 124 (2000)  
91 Ops.Cal.Atty.Gen. 37 (2008)  
Thorning v. Hollister School District, (1992) 11 Cal.App.4<sup>th</sup> 1598  
Board of Education of the Palo Alto Unified School District v. Superior Court of Santa Clara County, (1979) 93 Cal.App.3d 578  
Sample expense and Use of Public Resources Policy Statement, January 2006  
Tax-Sheltered Annuity Plans (403(b) Plans) for Employees of Public Schools and Certain Tax-Exempt Organizations, Publication 571, rev. February 2013

Institute for Local Government  
Publication  
Internal Revenue Service Publication

Website  
Website  
Website  
Website  
Website

[CSBA District and County Office of Education Legal Services](#)  
[Public Employees' Retirement System](#)  
[Institute for Local Government](#)  
[Internal Revenue Service](#)  
[CSBA](#)

**Cross Reference**

1160  
3100  
3350  
3513.1  
4154  
4254  
4354  
9110  
9150  
9240  
9324

**Description**

Political Processes  
Budget  
Travel Expenses  
Cellular Phone Reimbursement  
Health and Welfare Benefits  
Health and Welfare Benefits  
Health and Welfare Benefits  
Terms of Office  
Student Board Members  
Board Training  
Minutes and Recordings

Bylaw  
adopted: June 14, 2005  
Revised: August 23, 2012  
Revised: March 7, 2023  
Revised: March 21, 2023

EL RANCHO UNIFIED SCHOOL DISTRICT  
Pico Rivera, California