

REMUNERATION, REIMBURSEMENT, AND OTHER BENEFITS

Compensation

Each member of the Governing Board shall be provided monthly compensation of \$400.00. (Education Code 35120)

Board members are not required to accept the monthly compensation.

On an annual basis, the Board may amend this Bylaw to 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)

A Board member who is absent from a Board meeting shall not receive the pro rata monthly compensation for that meeting unless the Board finds, via resolution, that at the time of the Board meeting the Board member was absent due to the need to perform services for the district, illness, jury duty, or a hardship deemed acceptable by the Board. (Education Code 35120)

Student Board member compensation shall be provided in accordance with Board Bylaw 9150 - Student Board Members.

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, when required by law, 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

The district shall reimburse individual Board members for actual and necessary expenses incurred when performing authorized services for the district, including services directed by the Board. The timelines and procedures for reimbursement shall be the same as those established for district personnel and at the same rate of reimbursement. (Education Code 31560, 35044; Government Code 8314)

All other expenses, including personal expenses, shall be the responsibility of individual Board members and shall not be paid or reimbursed by the district. (Government Code 8314)

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Personal expenses shall 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 Board member with questions regarding the propriety of a particular type of expense shall seek and receive guidance from the Superintendent or designee before the expense is incurred.

Credit Cards

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.

Benefits for Board Members

Board members may participate in the health and welfare benefits program provided for district employees as permitted by law. However, 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 53201, 53205, 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. (Family Code 297.5; Government Code 53205.1)

Former Board members, and a former Board member's spouse/registered domestic partner and eligible dependent children, may participate in the health and welfare benefits program provided for district employees only as permitted by law.

Policy Reference Disclaimer:

Highlighted Section: PUSD Exclusive

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

State	Description
Cal. Const. Art. XVI, Sec. 6	Prohibition on gifts of public funds
Ed. Code 33050-33053	<u>General waiver authority</u>
Ed. Code 33362-33363	<u>Reimbursement of expenses; board member or member-elect</u>
Ed. Code 35012	<u>Board members; number, election, and terms</u>
Ed. Code 35044	<u>Payment of traveling expenses of representatives of board</u>
Ed. Code 35120	Board member compensation
Ed. Code 35160	School Board authority
Ed. Code 35172	<u>Promotional activities</u>
Ed. Code 44038	<u>Cash deposits for transportation purchased on credit</u>
Fam. Code 297-297.5	<u>Rights, protections, benefits under the law; registered domestic partners</u>
Gov. Code 20322	<u>Elective officers; election to become member</u>
Gov. Code 20420-20445	<u>Membership in Public Employees' Retirement System; definition of safety employees</u>
Gov. Code 3543.7	<u>Duty to meet and negotiate in good faith</u>
Gov. Code 53200-53209	<u>Group insurance</u>
Gov. Code 54952.3	<u>Simultaneous or serial meetings; announcement of compensation</u>
Gov. Code 8314	<u>Use of public resources</u>
H&S Code 1373	<u>Health services plan; coverage for dependent children</u>
Ins. Code 10277-10278	<u>Group and individual health insurance; coverage for dependent children</u>
Federal	Description
26 CFR 1.403(b)-2	Tax-sheltered annuities; definition of employee
26 USC 403	<u>Tax-sheltered annuities</u>
42 USC 18011	<u>Right to maintain existing health coverage</u>
Management Resources	Description
Attorney General Opinion	<u>83 Ops. Cal. Atty. Gen. 124 (2000)</u>
Attorney General Opinion	<u>91 Ops. Cal. Atty. Gen. 37 (2008)</u>
Court Decision	<u>Thorning v. Hollister School District (1992) 11 Cal.App.4th 1598</u>
Court Decision	<u>Board of Education of the Palo Alto Unified School District v. Superior Court of Santa Clara County (1979) 93 Cal.App.3d 578</u>
Institute for Local Government Publication	<u>Sample Expense and Use of Public Resources Policy Statement, January 2006</u>
Internal Revenue Service Publication	Tax-Sheltered Annuity Plans (403(b) Plans) for Employees of Public Schools and Certain Tax-Exempt Organizations, Publication 571, rev. January 2025

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<i>Website</i>	<u>CSBA District and County Office of Education Legal Services</u>
<i>Website</i>	<u>Public Employees' Retirement System</u>
<i>Website</i>	<u>Institute for Local Government</u>
<i>Website</i>	<u>Internal Revenue Service</u>
<i>Website</i>	<u>CSBA</u>

Cross References

Policy	Description
1160	<u>Political Processes</u>
3100	<u>Budget</u>
3100	<u>Budget</u>
3350	<u>Travel Expenses</u>
3513.1	<u>Cellular Phone Reimbursement</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
9110	<u>Terms Of Office</u>
9150	<u>Student Board Members</u>
9240	<u>Board Training</u>
9324	<u>Minutes And Recordings</u>

Bylaw

PASADENA UNIFIED SCHOOL DISTRICT

Adopted: March 26, 1996

Pasadena, California

Revised: 03/27/2012; 01/30/2014; 03/26/2026;