



REMUNERATION, REIMBURSEMENT AND OTHER BENEFITS

Allowance for Service

Each Board member may select any of the two elections set forth below as recognition for their service. The choice shall be made in accordance with #3 below. After choosing, the Board member shall be entitled to receive only that allowance until a new allowance is chosen in the manner prescribed in #3 below:

1. Compensation

Each member of the Governing Board may elect to 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).

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)

2. Health and Welfare Benefits

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

(cf. 4154/4254/4354 – Health and Welfare Benefits)

Health and welfare benefits for Board members shall be no greater than those 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 that elect to participate in the District health and welfare benefits program to the same extent that it pays for such premiums 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. (Government Code 53205.1)

3. Procedure for Making a Board Member Election

- a. A board member shall make his/her initial decision during the month in which he/she assumed office.
- b. Thereafter the choice shall be made annually in the month of December unless the insurance provider requires that an election be made during an open enrollment period (in which case, the Board member shall make the choice at that time).
- c. A Board member may also make/change an election upon the occurrence of a "qualifying event", which shall be as defined under COBRA.



Reimbursement of Expenses

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

(cf. 1160 - Political Processes)
(cf. 3100 - Budget)
(cf. 3350 - Travel Expenses)
(cf. 3513.1 - Cellular Phone Reimbursement)

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

(cf. 9240 - Board Development)

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.

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



Chico Unified School District

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Board Bylaws:

#9250

Section: Bylaws of the Board

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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>