

Date of Hearing: March 26, 2025

ASSEMBLY COMMITTEE ON EDUCATION  
Al Muratsuchi, Chair  
AB 1390 (Solache) – As Amended March 17, 2025

**SUBJECT:** Public school governance: board member compensation

**SUMMARY:** Increases the maximum monthly compensation for the governing board members of school districts and county boards of education. Specifically, **this bill:**

School districts:

- 1) Authorizes, in a school district that is not located in a city and county, and in which the ADA for the prior school year exceeded 60,000, the governing board to prescribe, as compensation for the services of each member of the board who attends all meetings held, a sum not to exceed \$7,500 in any month, increased from \$1,500.
- 2) Authorizes, in a school district in which the ADA for the prior school year was 60,000 or less, but more than 25,000, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$3,750 in any month, increased from \$750.
- 3) Authorizes, in a school district in which the ADA for the prior school year was 25,000 or less, but more than 10,000, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$2,000 in any month, increased from \$400.
- 4) Authorizes, in a school district in which the ADA for the prior school year was 10,000 or less, but more than 1,000, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$1,200 in any month, increased from \$240.
- 5) Authorizes, in a school district in which the ADA for the prior school year was 1,000 or less, but more than 150, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$600 in any month, increased from \$120.
- 6) Authorizes, in a school district in which the ADA for the prior school year was 150 or less, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$300 per month, increased from \$60. (Education Code (EC) 35120)

County boards of education:

- 7) Authorizes the board of supervisors to allow, as compensation, to each member of the county board of education a sum not to exceed the following amounts:
  - a) In any class one county, \$3,000 per month, increased from \$600;

- b) In any class two county, \$2,000 per month increased from \$400;
- c) In any class three county, \$1,500 per month increased from \$300;
- d) In any class four county, \$1,000 per month increased from \$200; and
- e) In any class five, class six, class seven, or class eight county, \$800 per month increased from \$160. (EC 1090)

**EXISTING LAW:**

## School districts:

- 1) Authorizes, in a school district in which the average daily attendance (ADA) for the prior school year exceeded 250,000, each member of the governing board of the school district who attends all meetings held to receive as compensation for the member's services a salary as set forth by the local city charter law or applicable rules and regulations and as determined by a local compensation review committee. (EC 35120)
- 2) Authorizes, in a school district that is not located in a city and county, and in which the ADA for the prior school year exceeded 60,000, the governing board to prescribe, as compensation for the services of each member of the board who attends all meetings held, a sum not to exceed \$1,500 in any month. (EC 35120)
- 3) Authorizes, in a school district in which the ADA for the prior school year was 60,000 or less, but more than 25,000, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$750 in any month. (EC 35120)
- 4) Authorizes, in a school district in which the ADA for the prior school year was 25,000 or less, but more than 10,000, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$400 in any month. (EC 35120)
- 5) Authorizes, in a school district in which the ADA for the prior school year was 10,000 or less, but more than 1,000, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$240 in any month. (EC 35120)
- 6) Authorizes, in a school district in which the ADA for the prior school year was 1,000 or less, but more than 150, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$120 in any month. (EC 35120)
- 7) Authorizes, in a school district in which the ADA for the prior school year was less than 150, each member of the city board of education or the governing board of the school district who attends all meetings held to receive as compensation for the member's services a sum not to exceed \$60 per month. (EC 35120)

- 8) Authorizes pupils in a school district that maintains one or more high schools to petition the governing board to appoint one or more pupil members to the governing board. (EC 35120)
- 9) Entitles each pupil member to the same mileage allowance to the same extent as regular members, but excludes pupil members from permissive monthly compensation. (EC 35120)
- 10) Authorizes the governing board of a school district to award a pupil member either or both of the following:
  - a) Elective course credit based on the number of equivalent daily instructional minutes for the pupil member's services provided; and
  - b) Monthly financial compensation as determined by the governing board. (EC 35120)

County boards of education:

- 11) Authorizes the board of supervisors to allow, as compensation, to each member of the county board of education a sum not to exceed the following amounts:
  - a) In any class one county, \$600 per month;
  - b) In any class two county, \$400 per month;
  - c) In any class three county, \$300 per month;
  - d) In any class four county, \$200 per month; and
  - e) In any class five, class six, class seven, or class eight county, \$160 per month. (EC 1090)
- 12) Entitles each pupil member to the same mileage allowance to the extent as regular members, but excludes pupil members from permissive monthly compensation. (EC 1000)
- 13) Authorizes the county board of education to award a pupil member either or both of the following:
  - a) Elective course credit based on the number of equivalent daily instructional minutes for the pupil member's services provided; and
  - b) Monthly financial compensation as determined by the county board of education. (EC 1090)

**FISCAL EFFECT:** This bill has been keyed non-fiscal by the Office of Legislative Counsel.

**COMMENTS:**

***Need for the bill.*** According to the author, "Serving as a school board trustee is a demanding role that requires a great deal of time, research, training, public engagement, and commitment. While the responsibility of our school boards has grown exponentially in recent years, the levels of compensation limits have not been adjusted to reflect this or take into account inflation. AB 1390 will enable school district and county boards of education to set compensation levels to

help retain experienced board members and encourage more community members to consider running for vacant positions on local boards. In some districts, the level of compensation makes it harder for individuals who are supporting themselves and their families to consider serving on a board. While helping to ensure students and their families are represented in key decision affecting their district and its schools, AB 1390 also preserves the public process that a board must currently follow to adjust its compensation levels.”

**Compensation for board members.** Current law authorizes the members of the governing board of a school district, and the governing board of a county board of education, to receive financial compensation for their service on the board. The amount of compensation is related to board member attendance and ADA. Current law authorizes, on an annual basis, a school district governing board and a county board of education to increase the compensation of individual board members beyond the limits, in an amount not to exceed 5% based on the present monthly rate of compensation. *The Committee may wish to consider* that the compensation rates for school board members have not changed since 1984, pursuant to AB 3289 (Calderon), Chapter 1020, Statutes of 1984.

School district governing boards		County boards of education	
School district ADA	Compensation	Countywide ADA	Compensation
250,000+	Salary set forth by the local city charter law or applicable rules and regulations and as determined by a local compensation review committee	750,000+	Not to exceed \$600 a month
60,000-250,000	Not to exceed \$1,500 a month	140,000-749,999	Not to exceed \$400 a month
25,000-60,000	Not to exceed \$750 a month	60,000-139,999	Not to exceed \$300 a month
10,000-25,000	Not to exceed \$400 a month	30,000-59,999	Not to exceed \$200 a month
1,000-10,000	Not to exceed \$240 a month	1,000-29,999	Not to exceed \$160 a month
150-1,000	Not to exceed \$120 a month		
Less than 150	Not to exceed \$60 a month		

Although there is variance between individual governing boards, most governing board members spend a significant amount of time each month attending meetings and other events related to the staff and personnel of the schools they oversee. Given this time commitment and low levels of compensation, many members of the public note they are unable to serve as a governing board member. According a 2024 EdSource article, *Lack of candidates means many Californians won't vote for school board*, analyzing the data from 1,510 school board races in 49 California counties, “851 races, or 56%, will not appear on a ballot because either no one is running for the seat or a single candidate is running unopposed – making that person an instant winner.” According to the author, the updated figures proposed by this bill were calculated to reflect five times the current monthly rates – approximately halfway between the inflation adjusted amounts

and what the amounts would be if a district had raised their compensation by the authorized 5% each year. The author’s office provided the following tables to demonstrate the calculation of the proposed increase:

**School District Compensation Maximum Monthly Levels**

ADA Range	Current Compensation Amounts	Inflation Adjusted [1]	AB 1390	5% Annual Increase [2]
<150	\$60	\$180	\$300	\$443.40
151-1,000	\$120	\$360	\$600	\$886.80
1,001-10,000	\$240	\$720	\$1,200	\$1,773.60
10,001-25,000	\$400	\$1,200	\$2,000	\$2,956
25,001-60,000	\$750	\$2,250	\$3,750	\$5,542.50
>60,000	\$1,500	\$4,500	\$7,500	\$11,085

[1] Calculated using US Bureau of Labor Statistics (5 year intervals)

[2] Based on annual 5% adjustment since 1986

**County Board of Education Maximum Monthly Compensation Levels**

ADA Range	Class of County	Current Compensation Amounts	Inflation Adjusted	AB 1390	5% Annual Increase (1987)
<1,000	8	\$160	\$480	\$800	\$1,072
1,000-6,999	7	\$160	\$480	\$800	\$1,072
7,000-14,999	6	\$160	\$480	\$800	\$1,072
15,000-29,999	5	\$160	\$480	\$800	\$1,072
30,000-59,999	4	\$200	\$600	\$1,000	\$1,340
60,000-139,999	3	\$300	\$900	\$1,500	\$2,010
140,000-749,999	2	\$400	\$1,200	\$2,000	\$2,680
750,000-over	1	\$600	\$1,800	\$3,000	\$4,020

**Arguments in support.** The California School Boards Association writes, “This measure would make long-overdue adjustments to the compensation thresholds in current law for school district and county boards of education. The current thresholds have not been changed in 40 years. Over that time, the work performed by a board has increased with more public engagement, training and greater responsibilities. AB 1390 would increase the thresholds to reflect these changes and to account for inflation during the last four decades. While current law enables boards to adjust compensation levels beyond the current thresholds, many boards have reported that they are still below the threshold (or do not receive any compensation at all). According to preliminary results from a survey CSBA is conducting of board presidents, more than 70% of school district governing boards are at or below the compensation cutoff for their ADA range.

With many governing boards foregoing the increases authorized in current law, the compensation levels in many districts make it difficult for those who are supporting themselves and their families to consider serving on their local board. AB 1390 will help update

compensation thresholds for governing boards, while still ensuring a board's action to responsibly increase its compensation is fully transparent and adheres to the public meeting process.

**Related legislation.** AB 275 (Ward), Chapter 321, Statutes of 2023, authorizes a governing board of a school district, county board of education, and charter school governing board to award a pupil member elective course credit or financial compensation, or both while serving as a pupil member.

AB 3289 (Calderon), Chapter 1020, Statutes of 1984, established compensation rates for members of county boards of education of not less than \$20 nor more than \$80 for each meeting of the board actually attended, with the amount being determined by the county board of supervisors. The bill also established the current compensation rates for school district governing boards.

AB 3100 (Greene), Chapter 1010, Statutes of 1976, established compensation rates for members of county boards of education of not less than \$10 nor more than \$40 for each meeting of the board actually attended, with the amount being determined by the county board of supervisors.

#### **REGISTERED SUPPORT / OPPOSITION:**

##### **Support**

California School Boards Association

##### **Opposition**

None on file

**Analysis Prepared by:** Marguerite Ries / ED. / (916) 319-2087