
THIRD READING

Bill No: AB 1390
Author: Solache (D), et al.
Amended: 9/5/25 in Senate
Vote: 21

SENATE EDUCATION COMMITTEE: 5-0, 6/18/25
AYES: Pérez, Cabaldon, Choi, Laird, Limón
NO VOTE RECORDED: Ochoa Bogh, Cortese

SENATE APPROPRIATIONS COMMITTEE: 5-0, 8/29/25
AYES: Caballero, Cabaldon, Grayson, Richardson, Wahab
NO VOTE RECORDED: Seyarto, Dahle

ASSEMBLY FLOOR: 61-2, 5/27/25 - See last page for vote

SUBJECT: Public school governance: board member compensation

SOURCE: Author

DIGEST: This bill increases the maximum monthly compensation by five times that may be provided to the governing board members of school districts and county boards of education.

Senate Floor Amendments of 9/5/25 reduce the maximum compensation that may be provided to governing board members in the larger school districts, and folds the compensation level for the smallest districts into the next level (under 1,000 average daily attendance).

ANALYSIS:

Existing law:

- 1) Authorizes the board of supervisors to allow, as compensation, to each regular member of the county board of education a sum not to exceed the following

amounts:

- a) In any class one county (average daily attendance (ADA) of at least 750,000), each regular member of the county board of education who actually attends all meetings held may receive as compensation for the regular member's services up to \$600 per month.
 - b) In any class two county (ADA between 140,000 – 749,999), each regular member of the county board of education who actually attends all meetings held may receive as compensation for the regular member's services up to \$400 per month.
 - c) In any class three county (ADA between 60,000 – 139,999), each regular member of the county board of education who actually attends all meetings held may receive as compensation for the regular member's services up to \$300 per month.
 - d) In any class four county (ADA between 30,000 – 59,999), each regular member of the county board of education who actually attends all meetings held may receive as compensation for the regular member's services up to \$200 per month.
 - e) In any class five, class six, class seven, or class eight county (ADA of 29,999 or less), each regular member of the county board of education who actually attends all meetings held may receive as compensation for the regular member's services up to \$160 per month. (Education Code (EC) § 1090)
- 2) Requires the amount of compensation to be determined by the county board of supervisors, or, in a county having a fiscally independent county board of education, by the county board of education. (EC § 1090)
 - 3) Authorizes the county board of education, on an annual basis, to increase the compensation of individual regular members of the board beyond the limits delineated in this section, in an amount not to exceed 5% based on the present monthly rate of compensation. (EC § 1090)
 - 4) Authorizes each regular member of a school district governing board to receive compensation as follows:

- a) In a school district in which the ADA for the prior school year exceeded 250,000, each regular member of the governing board who attends all meetings held may receive as compensation for the regular 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.
- b) 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 may prescribe, as compensation for the services of each regular member of the board who attends all meetings held, up to \$1,500 in any month.
- c) In a school district in which the ADA for the prior school year between 25,000 - 60,000, each regular member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the regular member's services up to \$750 in any month.
- d) In a school district in which the ADA for the prior school year was between 10,000 - 25,000, each regular member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the regular member's services up to \$400 in any month.
- e) In a school district in which the ADA for the prior school year was between 1,000 - 10,000, each regular member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the regular member's services up to \$240 in any month.
- f) In a school district in which the ADA for the prior school year was between 150 - 1,000, each regular member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the regular member's up to \$120 in any month.
- g) In a school district in which the ADA for the prior school year was less than 150, each regular member of the city board of education or the governing board of the school district who attends all meetings held may receive as compensation for the regular member's services up to \$60 per month. (EC

§ 35120)

- 5) Authorizes the governing board of a school district, on an annual basis, to increase the compensation of regular members beyond the limits delineated in law, in an amount not to exceed 5% based on the present monthly rate of compensation. (EC § 35120)

This bill:

This bill increases the maximum monthly compensation by five times that may be provided to the governing board members of school districts and county boards of education who attend all meetings. This bill increases the maximum monthly compensation as follows:

County school board members

- 1) In any class one county (ADA of at least 750,000), from a maximum of \$600 per month to a maximum of \$3,000 per month.
- 2) In any class two county (ADA between 140,000 – 749,999), from a maximum of \$400 to a maximum of \$2,000 per month.
- 3) In any class three county (ADA between 60,000 – 139,999), from a maximum of \$300 to a maximum of \$1,500 per month.
- 4) In any class four county (ADA between 30,000 – 59,999), from a maximum of \$200 to a maximum of \$1,000 per month.
- 5) In any class five, class six, class seven, or class eight county (ADA of 29,999 or less), from a maximum of \$160 to a maximum of \$800 per month.

School district board members

- 6) 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, from a maximum of \$1,500 to a maximum of \$4,500 in any month.
- 7) In a school district in which the ADA for the prior school year was between 25,000 - 60,000, from a maximum of \$750 to a maximum of \$3,000 in any month.

- 8) In a school district in which the ADA for the prior school year was between 10,000 - 25,000, from a maximum of \$400 to a maximum of \$2,000 in any month.
- 9) In a school district in which the ADA for the prior school year was between 1,000 - 10,000, from a maximum of \$240 to a maximum of \$1,200 in any month.
- 10) In a school district in which the ADA for the prior school year was between 1 - 1,000, from a maximum of \$120 to a maximum of \$600 in any month.

Comments

- 1) *Need for this 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.”
- 2) *How board members are currently compensated.*

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+	Not to exceed \$1,500 a month	140,000-749,999	Not to exceed \$400 a month
25,000+	Not to exceed \$750 a month	60,000-139,999	Not to exceed \$300 a month
10,000+	Not to exceed \$400 a month	30,000-59,999	Not to exceed \$200 a month
1,001-10,000	Not to exceed \$240 a month	1,000-29,999	Not to exceed \$160 a month
151-10,000	Not to exceed \$120 a month		
Less than 150	Not to exceed \$60 a month		

This bill directly increases the maximum level of compensation that most *school district governing board members* receive (school boards would not have to first discuss and vote to approve during a public hearing). The exceptions include:

- a) Existing law requires that compensation for a district with ADA over 250,000 is to be established by the local city charter law or applicable rules and regulations, and as determined by a local compensation review committee. This applies to the Los Angeles Unified School District (LAUSD), which is subject to Los Angeles City Charter's Rule 804, which requires the total compensation for members of the board of education of the LAUSD to be set by a compensation committee, provides for how the membership of the committee will be appointed, and requires the committee to consider specified factors when establishing the annual salary and benefits. The current salary for LAUSD board members is \$51,510 annually for members who have another source of employment income, and \$128,775 for members who do not have another source of employment income.
- b) Compensation for governing board members for the San Francisco Unified School District (SFUSD) is set by the Charter of the City and County of San Francisco at \$500 per month.

Proposals to increase the compensation of *members of county boards of education* in three counties (Alpine, San Benito, and San Bernardino) must be approved by the board of supervisors prior to taking effect. Some boards of supervisors set compensation for the members of the county boards of

education below the maximum allowed. Most county boards of education are “fiscally independent” and therefore approve increases in compensation themselves, rather than being approved by the county board of supervisors.

Compensation for members of charter school governing bodies is set pursuant to each charter, and is not affected by this bill.

- 3) *Is a five-fold increase warranted?* The current levels of compensation established in statute for school board members ranges from \$1,500 to \$60 per month (other than for LAUSD board members). The current levels of compensation established in statute for county board members range from \$600 to \$160 per month. While these amounts *may* increase by up to 5% annually, the amounts in statute were last increased in 1984. Several school districts and county offices of education indicate that their levels of compensation have not been increased by 5% each year, or at all.

A 2024 EdSource article titled “Lack of candidates means many Californians won’t vote for school board” noted that 851 school board 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. The article cited reasons such as a politically-charged and hostile environment and low compensation.

- 4) *Why these specific new amounts?* 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. For example, for a school district with an ADA in the range of 10,001 - 25,000, the maximum possible monthly compensation amounts:
- a) Current compensation amount: \$400;
 - b) Inflation adjusted amount (calculated using the United States Bureau of Labor Statistics at 5 year intervals): \$1,200;
 - c) 5% annual increase amount: \$2,956;
 - d) Proposed compensation amount in AB 1390: \$2,000.

- 5) *Related legislation.* AB 640 (Muratsuchi, 2025) would require any member of the governing board of a school district or of a county board of education, and any member of the governing body of a charter school or of an entity managing a charter school, to receive training in public education school finance and accountability laws, as specified. The bill is pending on the Senate Floor.

FISCAL EFFECT: Appropriation: No Fiscal Com.: No Local: No

According to the Senate Appropriations Committee, by increasing the maximum monthly compensation amounts for school district and county board members, this bill could result in additional Proposition 98 costs for local educational agencies (LEA) to provide the compensation increases. While a precise amount is unknown and could vary by LEA, statewide costs could be in the millions of dollars each year. This could potentially create additional cost pressures for the state to backfill these costs.

SUPPORT: (Verified 9/5/25)

California School Boards Association (Source)
 Fresno Unified School District
 Montebello Unified School District
 San Bernardino County Board of Education
 San Bernardino County District Advocates for Better Schools

OPPOSITION: (Verified 9/5/25)

None received

ASSEMBLY FLOOR: 61-2, 5/27/25

AYES: Addis, Aguiar-Curry, Ahrens, Alanis, Alvarez, Arambula, Ávila Farías, Bains, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Caloza, Carrillo, Connolly, Davies, Elhawary, Flora, Fong, Gabriel, Garcia, Gipson, Mark González, Haney, Harabedian, Hart, Irwin, Jackson, Krell, Lackey, Lee, Lowenthal, McKinnor, Muratsuchi, Ortega, Pacheco, Papan, Patel, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Ransom, Celeste Rodriguez, Michelle Rodriguez, Rogers, Blanca Rubio, Schiavo, Schultz, Sharp-Collins, Solache, Soria, Stefani, Wallis, Ward, Wicks, Wilson, Zbur, Rivas

NOES: DeMaio, Gallagher

NO VOTE RECORDED: Bauer-Kahan, Castillo, Chen, Dixon, Ellis, Jeff
Gonzalez, Hadwick, Hoover, Kalra, Macedo, Nguyen, Patterson, Sanchez, Ta,
Tangipa, Valencia

Prepared by: Lynn Lorber / ED. / (916) 651-4105
9/8/25 21:44:00

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