
SENATE COMMITTEE ON EDUCATION

Senator Sasha Renée Pérez, Chair

2025 - 2026 Regular

Bill No: AB 2528 **Hearing Date:** July 1, 2026
Author: Solache
Version: June 22, 2026
Urgency: No **Fiscal:** No
Consultant: Michelle Nguyen

Subject: Community colleges: governing board member compensation.

NOTE: This bill has been referred to the Committees on Education and *Appropriations*. A “do pass” motion should include referral to the Committee on *Appropriations*.

SUMMARY

This bill allows a governing board of a community college district (CCD) to increase the maximum monthly compensation, by three to five times the current maximum, for the services of each member of a board who attends all meetings held by the board, as specified. This bill also requires a governing board of a CCD to provide public notice at least 30 days before a public meeting at which the governing board proposes to increase the compensation for the services of each member of the governing board.

BACKGROUND

Existing law:

- 1) Establishes the California Community Colleges (CCCs), a postsecondary education system in this state, under the administration of the Board of Governors (BOG), and specifies that the CCC system consists of CCDs. (Education Code (EC) § 70900)
- 2) Requires that a CCD be under the control of a governing board; requires the governing board of a CCD to establish, maintain, operate, and govern one or more CCCs; and requires CCDs to establish policies for and approve courses of instruction and educational programs. (EC § 70902)
- 3) Requires the governing board of each CCD to include in their membership one or more nonvoting students, and for the term of a student member to be one year. Allows a student member selected to serve on the governing board of a CCD to receive compensation, at the discretion of the governing board, up to a specified amount. (EC § 72023.5)
- 4) Authorizes the governing board of a CCD to provide up to a maximum monthly compensation for the members of the governing board who attend all meetings held by the board, and determines the maximum monthly compensation for governing board members based on the full-time equivalent students (FTES) for the prior year, as follows:

- a) An amount of \$1,500 for a CCD not located in a city and county, in which the FTES was more than 60,000.
 - b) An amount of \$750 for a CCD, in which the FTES was more than 25,000, but equal to or less than 60,000.
 - c) An amount of \$400 for a CCD, in which the FTES was more than 10,000, but equal to or less than 25,000.
 - d) An amount of \$240 for a CCD, in which the FTES was more than 1,000, but equal to or less than 10,000.
 - e) An amount of \$120 for a CCD, in which the FTES was more than 150, but equal to or less than 1,000. (EC § 72024)
- 5) Allows a governing board member who does not attend all meetings of the governing board to receive pro-rated monthly compensation based on the number of meetings the member attended. (EC § 72024)
 - 6) Allows a governing board member to be paid for any meeting when absent if the board, by resolution duly adopted and included in its minutes, finds that, at the time of the meeting, they are performing services outside the meeting for the community college district, they were ill or on jury duty, or the absence was due to a hardship deemed acceptable by the board. (EC § 72024)
 - 7) Permits a governing board, on an annual basis, to increase the compensation for the members of a local governing board beyond the statutory maximum monthly limit, in an amount not to exceed 5% based on the present monthly rate of compensation, and authorizes that a majority of voters in the district to reject this action by voting in a referendum established for this purpose. (EC § 72024)

ANALYSIS

This bill:

- 1) Allows a governing board of a CCD to increase the maximum monthly compensation for the services of each member of a board who attends all meetings held by the board, and determines the maximum monthly compensation for governing board members based on the FTES for the prior year, as follows:
 - a) An amount of \$4,500, instead of \$1,500, for a CCD not located in a city and county, and in which the FTES was more than 60,000.
 - b) An amount of \$3,000, instead of \$750, for a CCD in which the FTES was more than 25,000, but equal to or less than 60,000.
 - c) An amount of \$2,000, instead of \$400, for a CCD in which the FTES was more than 10,000, but equal to or less than 25,000.

- d) An amount of \$1,200, instead of \$240, for a CCD in which the FTES was more than 1,000, but equal to or less than 10,000.
 - e) An amount of \$600, instead of \$120, for a CCD in which the FTES was more than 150, but equal to or less than 1,000.
- 2) Requires a governing board of a CCD to provide public notice at least 30 days before a public meeting at which the governing board proposes to increase the compensation for the services of each member of the governing board.
 - 3) States that it is the intent of the Legislature to encourage a governing board of a CCD to consider, at the time that the governing board considers increasing governing board member compensation, providing compensation to student members of the governing board in an amount to be determined by the governing board, not to exceed the compensation received by other governing board members.
 - 4) States that it is the intent of the Legislature that compensation provided to a student member of the governing board while fulfilling their duties not count towards meeting the maximum household income and asset levels, for purposes of determining the student member's eligibility for student financial aid.

STAFF COMMENTS

- 1) ***Need for the bill.*** According to the author, "Serving as a trustee is a demanding role that requires a great deal of time, research, training, public engagement, and commitment. AB 2528 will enable community college districts the ability to update trustee compensation thresholds to help retain experienced board members and encourage more community members to consider running for vacant positions on local boards."

The author continues, "The current compensation not been adjusted in over 40 years. In many districts, outdated compensation levels make it harder for individuals who are supporting themselves and their families to consider serving. AB 2528 will help boards with the required financial capacity to modestly and responsibly increase their compensation to keep pace with inflation, while preserving public process. Importantly, helping to ensure students and their families are represented in key decisions affecting community college districts and that opportunities to serve remain accessible to those of diverse socio-economic backgrounds. When governing boards better reflect the lived experiences and diversity of the communities they serve, they are more likely to adopt policies that address barriers to educational access and success. Strengthening representation at the governance level ultimately supports more inclusive decision-making and policies that advance equity across the higher education system."

- 2) ***Compensation for local governing boards of CCDs.*** Existing law allows a governing board of a CCD to provide monthly compensation for members of their board, provided the compensation is within the limits set by statute, and the monthly limits are based on various thresholds of district size. The following table shows the existing and proposed maximum monthly compensation, by district size:

| CCD Size Based on FTES | Number of CCDs in 2024-25 | Current Maximum Monthly / Annual Compensation | Proposed Maximum Monthly / Annual Compensation |
|--|---------------------------|---|--|
| > 60,000 (not located in a city and county) | 0 | \$1,500 / \$18,000 | \$4,500 / \$54,000 (300% higher) |
| 25,001 - 60,000 | 14 | \$750 / \$9,000 | \$3,000 / \$36,000 (400% higher) |
| 10,001 - 25,000 | 31 | \$400 / \$4,800 | \$2,000 / \$24,000 (500% higher) |
| 1,001 - 10,000 | 28 | \$240 / \$2,880 | \$1,200 / \$14,400 (500% higher) |
| 150 - 1,000 | 0 | \$120 / \$1,440 | \$600 / \$7,200 (500% higher) |

- 3) **Seeking parity with K-12 governing board compensation increases.** AB 1390 (Solache, Chapter 639, Statutes of 2025) increases the maximum monthly compensation, by three to five times, that may be provided to the members of governing board of school districts and county boards of education. Given that recent legislation, the author seeks parity for compensation limits between CCC governing boards and K-12 governing boards, by similarly increasing maximum monthly compensation for CCC governing boards. Though this bill raises these monthly limits, a governing board of a CCD is still required to take a vote to approve and increase their own compensation.

The author indicates that these limits have not been adjusted in over 40 years, and that increasing compensation makes becoming a trustee for a CCC governing board more attractive for prospective candidates. The author also indicates that the current compensation may make membership for governing boards less representative of the communities they serve because individuals may find it difficult to serve unless they have flexible schedules, independent wealth, or employer support to participate, while working professionals, small business owners, and younger community leaders may find it financially impractical. Committee staff notes that though higher compensation could make it easier to bring in more diverse board membership, it should also be considered how raising pay may change incentives of those seeking to sit on a governing board.

- 4) **How have K-12 governing boards responded to AB 1390?** At a time of declining enrollment and shrinking school budgets in K-12 schools, some governing boards have increased their pay while also authorizing layoffs. A March 2026 article by KQED indicated that though the South Bay Union School District is preparing to close schools amid declining enrollment and planned to send layoff notices to more than 50 teachers and other staff later that month, the governing board of the district also unanimously approved a pay increase for board members to align with the maximum compensation for its size.

Though there is no statewide data on how many K-12 governing boards have elected to increase their pay as a result of AB 1390, a March 2026 article by a San Diego-area outlet reports that 7 out of 43 public school boards in San Diego County have increased their pay in the first three months of the bill's implementation. indicates that Other K-12 governing boards across the state face similar decisions on how to address declining enrollment and layoffs, amid considering increasing their board compensation.

- 5) ***This bill requires providing a 30-day public notice on increasing board pay.*** Recent author's amendments on this bill include a requirement for a governing board of a CCD to provide public notice at least 30 days before a public meeting at which the governing board proposes to increase the compensation for the services of each member of the governing board, including the current and proposed dollar amounts of compensation for board members. A January 2026 article by the Chino Valley Champion, a community newspaper covering the Chino Valley area in Southern California, stated that the Chino Valley School Board provided a raise to its board members to align with the maximum compensation for its size, and the article indicated the audience did not know the compensation amounts because no figures were provided on the staff report. The recent author's amendments aim to provide transparency on when, and how much, a governing board of a CCD decides to vote on specified board compensation increases.
- 6) ***Recent legislation requires governance and ethics training for K-12 school boards.*** AB 640 (Muratsuchi, Chapter 618, Statutes of 2025) requires each local educational agency (LEA) governing board member to receive training in K-12 school finance laws, including laws related to the creation and approval of an LEA budget and laws related to fiscal penalties for noncompliance. Additionally, AB 2158 (Mike Fong, Chapter 279, Statutes of 2022) requires each LEA governing board member to receive ethics training. Though no similar statutory training requirements exist for CCC governing board members, many governing board members voluntarily elect to take onboarding and effective trustee trainings.
- 7) ***Committee amendments.*** This bill seeks parity for compensation limits between CCC governing boards and K-12 governing boards, by increasing maximum monthly compensation for CCC governing boards, but the K-12 system also requires governance trainings for their board members, including ethics trainings. *Committee staff recommends, and the author accepts, the following amendments:*
- *Requires the members of a governing board to receive an ethics training if the governing board of a CCD elects to increase its board compensation pursuant to the provisions of this bill.*
 - *Requires that the ethics training would include 2 hours of training in general ethics principles and ethics laws relevant to the member's public service within 6 months of increasing the board's compensation, and every two years thereafter.*
 - *Encourages an entity developing curricula to satisfy the requirements of this section to consult with the Fair Political Practices Commission and the*

Attorney General regarding the sufficiency and accuracy of the proposed course content.

- *Permits that a local CCD or an association of CCDs may offer one or more training courses, or sets of self-study materials with tests, and that the courses may be taken at home, in-person, or online.*
- *Requires that a CCD keep a record of trustees who have completed ethics training.*
- *Defines ethics laws, as laws relating to personal financial gain by public servants; laws relating to claiming perquisites of office; government transparency laws; and laws relating to fair processes.*

8) ***Related and Prior Legislation.***

AB 1831 (Ahrens, 2026) revises the California State University's (CSU's) executive compensation framework by requiring the CSU Board of Trustees to adopt a new policy governing presidential compensation, prohibiting compensation increases for certain executive positions during years in which tuition increases are approved, and prohibiting executive and management compensation increases when represented employees do not receive salary increases. AB 1831 is currently pending in the Senate Appropriations Committee.

AB 1390 (Solache, Chapter 639, Statutes of 2025) increases the maximum monthly compensation, by three to five times, that may be provided to the members of governing board of school districts and county boards of education.

SB 827 (Gonzalez, Chapter 661, Statutes of 2025) modifies existing ethics training requirements and adds a new ethical, fiscal, and financial training requirement for local officials.

AB 640 (Muratsuchi, Chapter 618, Statutes of 2025) (1) requires each LEA governing board member to receive training in specified K-12 school finance laws by April 1, 2028, and at least once during their tenure; (2) requires the County Office Fiscal Crisis and Management Assistance Team (FCMAT) to develop the training curriculum; and, (3) requires the FCMAT curriculum to be used for the training of LEA board members.

AB 2158 (Mike Fong, Chapter 279, Statutes of 2022) requires each member of a governing board of a school district, a county board of education, or the governing body of a charter school, in service as of January 1, 2025, to receive ethics training before January 1, 2026, and at least once every two years thereafter.

AB 1969 (Negrete McLeod, Chapter 264, Statutes of 2004) requires the CSU Trustees, and urges the University of California Regents, to offer semiannual orientation courses on the ethics statutes and regulations that govern official employee conduct to specified employees.

SUPPORT

Long Beach Community College District (co-sponsor)
Los Angeles Community College District (co-sponsor)
California Community College Trustees Board
Pasadena City College

OPPOSITION

None received

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