

**REPORT OF THE
MONTGOMERY COUNTY BOARD OF
EDUCATION COMPENSATION
COMMISSION**



ROCKVILLE, MARYLAND

DECEMBER 2019

Montgomery County
Board of Education Compensation Commission

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Montgomery County Delegation to the Maryland General Assembly:

December 23, 2019

On behalf of the Montgomery County Board of Education Compensation Commission (the "Commission"), I am pleased to transmit to you the Commission's Report.

The Commission was established pursuant to Title 28, Subtitle 1A of the Local Government Article of the Maryland Code. The charge and mandate to the Commission, as set forth in the legislation, called for a single deliverable to the Members of the Montgomery County Delegation to the Maryland General Assembly:

- A report setting forth recommendations (if any) for adjustments to compensation for members of the Montgomery County Board of Education (the "Board").

It became apparent to the Commission that in order to make appropriately and effectively informed compensation recommendations, the Commission needed input from stakeholders in Montgomery County, and data from other school districts in the Washington Metropolitan Region, Montgomery County peer school districts, and other large school districts across the country.

The Commission convened 15 public meetings throughout fall 2019. During these meetings Commission members gathered, shared, discussed and reviewed information regarding, among other things, budgets of similarly-situated school districts, the compensation (if any) of board members in other school systems, the compensation of other elected offices in Maryland, the compensation of other elected offices in Montgomery County, and the compensation of senior Montgomery County Public Schools personnel. The report submitted to you contains the final compensation recommendations adopted by the Commission.

The Commission members and I remain available to answer any questions concerning our compensation recommendation. Based on the work we have accomplished, we are confident that our recommendations, if implemented, would enable Montgomery County to maintain a

Board of Education well-equipped to oversee a school system that performs for the benefit of the County, its students, and the State of Maryland at a level that will enable our students to live their best lives.

Sincerely yours,

Jaye Espy

Chair, Montgomery County Board of Education Compensation Commission

Commission Acknowledgements

The Commission wishes to thank many people whose efforts were indispensable to our efforts. These include County Executive Marc Elrich, State Delegate Eric Luedtke and the Montgomery County Delegation to the Maryland General Assembly, Director of Montgomery County Office of Management and Budget Richard Madaleno, Board President Shebra L. Evans, Board Vice-President Patricia O'Neill, Board Member Rebecca Smondrowski, Board Member Karla Silvestre, former Board Member Jill Ortman-Fouse, former Board Member Phil Kauffman, former Student Board Member Matt Post, current Student Board Member Nate Tinbite, Beth Gochrach, Dale Tibbitts, Lana Haddad, Daniel Marella, Namita Acharya, Kyung Lee, County Attorney Edward Lattner, and the staff of Montgomery County Public Schools for their expertise and guidance, thoughtful advice and suggestions over the past several months.

Finally, we acknowledge with gratitude the over 270 Montgomery County residents who took the time to respond and offer thoughtful comments to the Commission's public survey.

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Executive Summary

Pursuant to the Annotated Code of Maryland, Title 28, Subtitle 1A, of the Local Government Article, the Montgomery County Board of Education Compensation Commission (the “Commission”) submits its first quadrennial report to the Montgomery County delegation to the General Assembly of the State of Maryland (the “Delegation”) containing recommendations for compensation for members of the Montgomery County Board of Education (the “Board”). This report summarizes the compensation principles and information guiding the Commission’s determinations and presents the recommendations.

The recommendations presented in the report have been guided primarily by the principle that the Board should represent a wide range of experience and expertise found among residents of Montgomery County. Much is expected of members of the Board, including the Student Member of the Board (the “SMOB”), in terms of time and dedication of effort, ability to manage and determine appropriate action on multiple and complex issues, a willingness to communicate regularly with the Superintendent and staff of Montgomery County Public Schools (“MCPS”), with MCPS students and their families, with others in Montgomery County government, and with the wider community, as well as a sensitivity to the ongoing and evolving needs of current and future MCPS students. This time commitment, and the schedule required of Board members, may come at a cost to the development of another career, or may preclude or reduce opportunities for other employment.

Board members:

- Recommend appropriations to fund MCPS’ capital and operating budgets.
- Exercise oversight over MCPS programs.
- Approve the six-year capital improvement program.
- Prepare for and convene regular public hearings, working sessions, and committee meetings.
- Attend to administrative matters and confer with counsel in closed session.
- Serve in a quasi-judicial role
- Set District-wide academic and conduct policy.

- Consult regularly with the Superintendent.
- Engage in collective bargaining and enter into collective bargaining agreements with the 3 unions representing MCPS teachers, administrators, and other staff.
- Convene ad hoc community meetings and discussions.
- Meet with advocacy groups.
- Conduct site visits to schools to look at facilities and meet with students and staff.
- Meet in rotation with students, parents, staff, and community members in each high school cluster.
- Participate in local events.
- Confirm appointments of senior MCPS staff and all MCPS principals.
- Confer upwards of 12,000 individual diplomas annually.
- Evaluate and appoint the Superintendent.

Board members also serve on state committees, boards, and task forces, and attend national conferences. Meetings with MCPS staff and with schools are usually held during regular school and work hours, while some other meetings and public hearings are held in the evenings to allow members of the public to participate more easily. Additionally, many local events that Board members attend are held on weekends.

The Commission believes that the current salary level is not reflective of the time and effort needed for a Board member to fulfill their duties and responsibilities, nor of the type of work that the Board is called on to perform. Further, although a commitment to the education of our children and to Montgomery County's future may be primary reasons for serving on the Board, the current salary level does not provide a living wage in our county, and may preclude many residents from being able to serve.

The Commission gathered needed input from stakeholders in Montgomery County, and data from other school districts in the Washington Metropolitan Region, Montgomery County peer school districts, and other large school districts across the country so as to be appropriately and effectively informed in making compensation recommendations. Over the Commission's 15 public meetings throughout fall 2019, members gathered, shared, discussed, and reviewed information regarding, among other things, budgets of similarly-situated school districts, the compensation (if any) of board members in other school systems, the compensation of other

elected offices in Maryland, the compensation of other elected offices in Montgomery County, and the compensation of senior Montgomery County Public Schools personnel.

After this review and discussion, the Commission voted unanimously to recommend that the Board's annual compensation and the SMOB scholarship be adjusted and set as follows:

- \$60,000 (sixty thousand dollars) for publicly elected members;
- \$70,000 (seventy thousand dollars) for the Board President; and
- for the SMOB, a stipend during the student member's term of office equal to 20% (twenty percent) of the publicly elected members' salary, and a scholarship of the greater of \$40,000 (forty thousand dollars) or 80% (eighty percent) of the publicly elected members' salary.

In addition, the Commission recommends that all of the aforementioned amounts (excluding the SMOB scholarship) be indexed to provide a cost of living adjustment. Further, the Commission has additional recommendations for the Delegation to consider in Chapter 4.

In formulating these recommendations, the Commission considered the six specific factors required by law¹: (1) the scope of responsibilities of a Board member; (2) the education, skills, and abilities necessary to perform the duties of a Board member; (3) the salaries of similar Board members in other jurisdictions; (4) the time required to perform the duties of a Board member; (5) the salaries of subordinate employees under the direct supervision of the Board; and (6) the volume and workload of the Board.

¹ Md. Code Ann. Local Government §28-1A-06

developing standardized questions to ask Board members; and discussed the parameters of the Commission's work.

- October 14, 2019 –County Office of Management and Budget Director Rich Madaleno. *The Commission was briefed on various approaches and analyses to utilize when undertaking a compensation review.*
- October 21, 2019 – Board Vice President Patricia O'Neill and Board Member Rebecca Smondrowski: *The Commission received public testimony on the composition, time commitment, responsibilities and workload of the Board.*
- October 28, 2019 – Former Board members Phil Kaufman and Jill Ortman-Fouse: *The Commission developed the public survey; received public testimony on the composition, time commitment, responsibilities and workload of the Board.*
- October 29, 2019 – Telephonic meeting: Board President Shebra Evans and Board member Karla Silvestre: *The Commission received public testimony on the composition, time commitment, responsibilities and workload of the Board.*
- November 4, 2019 – Former SMOB Matt Post, who participated by telephone: *The Commission received public testimony on the composition, time commitment, responsibilities and workload of the Board.*
- November 16, 2019 – Telephonic meeting: SMOB Nate Tinbite: *The Commission received public testimony on the composition, time commitment, responsibilities and workload of the Board.*
- November 18, 2019 – Weekly meeting. *The Commission began deliberations and discussions on compensation recommendations.*
- November 25, 2019 - Weekly meeting. *The Commission continued deliberations and discussions on compensation recommendations; reviewed preliminary public survey data.*
- December 2, 2019 – Weekly meeting. *The Commission reviewed information from the public survey, and voted on the recommendation.*
- December 9, 2019 – Weekly meeting. *Commission Chair Espy presented recommendations to Montgomery County Delegation to the General Assembly*
- December 16, 2019 – Weekly meeting. *The Commission began drafting Final Report*

- December 18, 2019: -- Telephonic meeting. *The Commission preliminarily approved the Final Report and submitted to staff for document composition.*
- December 23, 2019: -- Telephonic meeting. *The Commission reviewed, made minor technical amendments, approved and submitted Final Report to staff.*

Chapter 2: Introduction to the Montgomery County Board of Education

The Board, pursuant to the Annotated Code of Maryland, § 3-901(b) of the Education Article, is composed of 8 members -- 5 elected members, each of whom resides in a different board of education district within the county (“District Members”); 2 elected members who may reside anywhere in the county (“At-large Members”, along with District Members, collectively, “publicly elected members”); and 1 student member or SMOB, who is a junior or senior year MCPS high school student. Publicly elected members serve 4-year staggered terms; 3 (members from Board Districts 2 and 4, and one at-large member) are elected in presidential election years, and 4 (members from Board Districts 1, 3, and 5, and the other at-large member) in gubernatorial election years.⁵ Each publicly elected member, whether from a district or at-large, is elected county-wide.⁶ The SMOB serves a one-year term and is elected by the middle school and high school students of MCPS.⁷

Compensation for the Board is set forth in the Annotated Code of Maryland, § 3-902 of the Education Article. Currently, elected members receive \$25,000 in annual compensation, with the Board president receiving \$29,000. Currently, the student member who completes a full term on the Board is granted a one-time scholarship of \$5,000 to be applied toward the student’s higher education costs; under current law, the student member may be reimbursed for out-of-pocket expenses incurred in connection with official duties, but may not receive compensation.

⁵ See Md. Code Ann., Education, § 3-901(f).

⁶ Id.

⁷ Md. Code Ann., Education, § 3-901(e).

Chapter 3: Montgomery County and MCPS

Population

Montgomery County, Maryland (“MC” or the “County”) comprised 367,764 households and a population of approximately 1.03 million as of 2016. The County is highly heterogeneous along several parameters. MC is largely unincorporated, but also contains many cities and towns. While MC is, in the main, suburban, it contains urban areas with population density exceeding 25,000 per square mile, and more rural areas of fewer than 500 per square mile.⁸ “Montgomery County’s population is diverse and still diversifying. ... During this time, the county has also experienced notable international migration which further diversifies the county.”⁹ MC’s population as of 2016 was approximately 45.9% white, 18.6% Hispanic or Latinx, 17.3% black, and 14.5% Asian or Pacific Islander,¹⁰ making the county overall more racially diverse than the state of Maryland;¹¹ areas of the county, however, are notably segregated by race.¹²

Children under 18 made up 23.6% of MC residents as of 2016, adult residents were 21.3% under 35 years of age, 21.2% from 35-49, 20.3% from 50-64, and 13.7% were 65 and older.¹³

Educational achievement in MC is high. Over 58% of adults over 25 have completed a bachelor’s degree, while 31.5% have completed a master’s degree or higher.¹⁴

⁸ Data reflect the 2010 census and the community surveys from 2012-2016. StatisticalAtlas.com (“StatAtlas”) <https://statisticalatlas.com/county/Maryland/Montgomery-County/Overview>; <https://statisticalatlas.com/tract/Maryland/Montgomery-County/700312/Population>; <https://statisticalatlas.com/tract/Maryland/Montgomery-County/702601/Population>

⁹ Montgomery County Planning Department (“Montgomery Planning”), https://montgomeryplanning.org/wp-content/uploads/2017/07/RHS_Strategy-Document.pdf

¹⁰ Montgomery Planning, <https://montgomeryplanning.org/wp-content/uploads/2018/12/MC-Council-Districts-Demographic-Profile-2016.pdf> (“Montgomery Planning 2016”)

¹¹ StatAtlas, <https://statisticalatlas.com/state/Maryland/Race-and-Ethnicity>

¹² StatAtlas, <https://statisticalatlas.com/county/Maryland/Montgomery-County/Race-and-Ethnicity#data-map/tract>

¹³ Montgomery Planning 2016

¹⁴ StatAtlas, <https://statisticalatlas.com/county/Maryland/Montgomery-County/Educational-Attainment>; Montgomery Planning 2016

Nearly 40% of MC residents over the age of 5 speak a language other than English at home, while just over 60% speak only English, and 14% of residents do not speak English “very well.”¹⁵ One-third of County residents were born outside the US.¹⁶

Household Profiles

MC median household income in 2016 was approximately \$100,400, approximately 32% higher than the \$76,100 median income for Maryland, and substantially higher than the \$55,300 median income for the US.¹⁷ Quintile MC household income is consistently 30-39% higher than the state overall, and presents a wide range, with the 20th percentile at \$44,400 and the mean of the bottom quintile at \$24,300, while the 80th percentile is \$193,200 and the mean of the top quintile is \$338,800.¹⁸ Household income by tract of MC varies widely, and in some areas, the 20th percentile exceeds the median for the county as a whole.¹⁹ Approximately 6.4% of MC households, and 10.6% of households with children, receive food stamps, and the median income of households receiving them is \$32,500.²⁰ According to the Massachusetts Institute of Technology Living Wage Calculator, a living wage (depending on the composition of the family) in Montgomery County ranges from \$36,483 to \$92,974.²¹

According to StatisticalAtlas, as of 2016, slightly over 33% of households in MC include children under 18 as of 2016.²² The median MC homeowner monthly costs of \$2393 in 2016 was down 13% from 2010; median rent was \$1662 in 2016, up 3% from 2010 after inflation adjustment.²³ Cost of living is high, with 41% of renters and 21.8% of homeowners (with mortgages) spending more than 35% of gross income on housing.²⁴

¹⁵ Montgomery Planning 2016

¹⁶ StatAtlas, <https://statisticalatlas.com/county/Maryland/Montgomery-County/National-Origin>

¹⁷ StatAtlas, <https://statisticalatlas.com/county/Maryland/Montgomery-County/Household-Income>

¹⁸ Id.

¹⁹ StatAtlas, <https://statisticalatlas.com/tract/Maryland/Montgomery-County/705400/Household-Income>

²⁰ StatAtlas, <https://statisticalatlas.com/county/Maryland/Montgomery-County/Food-Stamps>

²¹ <https://livingwage.mit.edu/counties/24031>

²² <https://statisticalatlas.com/county/Maryland/Montgomery-County/Household-Types#top>

²³ https://montgomeryplanning.org/wp-content/uploads/2018/02/QuickStats_ACS2016_18.02.12.pdf

²⁴ Montgomery Planning 2016

Montgomery County Public Schools

Schools

MCPS comprised 208 schools in the 2019-20 academic year.²⁵ By the end of September in the 2019-20 academic year, 165,380 students were enrolled in MCPS, making it the largest school district in Maryland and the 13th largest school district in the country.²⁶ In the 2017-18 academic year, MCPS had 133 elementary schools with 76,364 students including pre-kindergarten, 40 middle schools with 36,006 students, and 25 regular high schools and 1 high school of technology education with 48,498 students. MC also has 5 special schools serving 592 students from pre-kindergarten to grade 12. MCPS opened an additional elementary school in the 2018-19 academic year.²⁷

Student Family Income

Students receiving free or reduced meals (FARMS) during the 2017-18 school year constituted 34.2% of all MCPS students, 39% of elementary school students, 32.7% of middle school students, and 27% of high school students.²⁸ FARMS rates at individual elementary schools ranged from approximately 90% to under 5%; 16 elementary schools had FARMS rates over 75% while 28 were under 10%, 5 middle schools had FARMS rates over 60% while 6 were under 10%, and 9 high schools had FARMS rates over 35% while 5 were under 10%.²⁹

²⁵ <https://montgomeryschoolsmd.org/about/>

²⁶ <https://montgomeryschoolsmd.org/about/>; also see Appendix 4 - 1

²⁷ MCPS, 2017-2018 Schools at a Glance, <https://www.montgomeryschoolsmd.org/departments/regulatoryaccountability/glance/currentyear/SAAG2018.pdf>

²⁸ MCPS, 2017-2018 Schools at a Glance, <https://www.montgomeryschoolsmd.org/departments/regulatoryaccountability/glance/currentyear/SAAG2018.pdf>, Income Eligibility Guidelines for FARMS are set by the federal government and adopted by the Maryland State Department of Education. For the year ended June 30, 2020, a child from a family of 4 is eligible for free school meals if the household's current annual income is below \$33,475 and eligible for reduced-price meals if it is between \$33,475 and \$47,638. See <https://news.maryland.gov/msde/new-guidelines-announced-for-free-and-reduced-price-school-meals-5/>. MCPS's Dine With Dignity program supports meals for students who do not qualify for FARMS (<https://wmcurent.com/18908/showcase/dine-with-dignity-program-allows-students-to-eat-even-when-they-cannot-pay/>).

²⁹ MCPS, 2017-2018 Schools at a Glance, <https://www.montgomeryschoolsmd.org/departments/regulatoryaccountability/glance/currentyear/SAAG2018.pdf>

Student Background

MC's public school students come from 157 different countries and speak 150 languages.³⁰ In 2017-18, 17.4% of MCPS students were enrolled in English for Speakers of Other Languages (ESOL) overall, making up 25.3% of elementary school students, 8.9% of middle school students, and 11.2% of high school students.³¹ Much of the material MCPS posts for the community on its website is published in English, Spanish, Mandarin, French, Vietnamese, Korean, and Amharic, and many schools include a translation option in their own websites.

MCPS Programming

In addition to comprehensive academic subjects, MCPS administers a broad range of academic and extracurricular programming at all levels, including, but not limited to:

- Elementary Centers for Enriched Studies
- Middle School Digital Design and Development Magnet
- Middle School Creative and Performing Arts Magnet
- Middle School Aerospace Technology and Robotic Engineering Magnet
- Foreign Language Immersion Programs
- Two-Way Language Immersion Programs
- Humanities and Communication Magnet Programs
- Mathematics, Science and Computer Science Magnet Programs
- Student Government
- International Baccalaureate Diploma Programme
- PLTW Biomedical Program
- Communication Arts Program
- PLTW Engineering Program
- Leadership Training Institute
- Humanities House
- Global Ecology House
- Technology and Career Education Programs

MCPS offers a broad range of special education services and specialized programs, including programs for students with autism spectrum disorders, twice-exceptional students (gifted and talented with learning disabilities), and a home school model. MCPS's programs for English

³⁰ <https://www.montgomeryschoolsmd.org/uploadedFiles/all/All-Means-All-04-2019.pdf>

³¹ MCPS, 2017-2018 Schools at a Glance, <https://www.montgomeryschoolsmd.org/departments/regulatoryaccountability/glance/currentyear/SAAG2018.pdf>

language learners includes the Multidisciplinary Educational Training and Support, or METS, program for students who have had limited previous schooling or significant schooling gaps due to interrupted or disrupted education.

MCPS has also partnered with Montgomery College in a dual enrollment program, which allows college-ready high school students to take college courses during the academic school year that can receive both high school and college credit.³²

MCPS Equity Accountability Model

MCPS began rolling out a customized model to assess each school's success rate towards 7 goals: Academic Achievement, Graduation Rate, Academic Progress, Limited English Proficiency, Students with Disabilities, Culture and Equity, and Priority Focus.³³

The MCPS Equity Accountability Model³⁴ ("EAM") provides a detailed and focused assessment of school success and publicly monitors and reports all students' performance. The EAM moves beyond the typical state and federal aggregate reporting to performance reporting for specific focus groups of students who have not experienced the same level of access, opportunity or success as other students.

"While all students' progress is monitored, an Equity Accountability score for each school is assigned to five focus groups: Non-FARMS Black/African American, Non-FARMS Hispanic/Latino, FARMS White/Asian/All Other Student Groups, FARMS Black/African American, and FARMS Hispanic/Latino.

[The EAM was developed because] While the state has a responsibility of establishing rigorous standards for the public schools, education is fundamentally a local responsibility and governed at the local level. A customized MCPS EAM is essential for maintaining the public's trust in the school system and allows MCPS the ability to monitor and report progress on goals unique to the school district."³⁵

³² <https://www.montgomeryschoolsmd.org/curriculum/partnerships/dual-enrollment.aspx>

³³ <https://www.montgomeryschoolsmd.org/data/equity-accountability-model.html>

³⁴ <https://www.montgomeryschoolsmd.org/data/equity-accountability-model.html>

³⁵ <https://www.montgomeryschoolsmd.org/data/equity-accountability-model.html>

Chapter 4: The Commission’s Framework for Decision Making

Statutory Factors

Pursuant to the governing legislation,³⁶ the Commission considered the following factors in formulating this report and the recommendations contained herein: (1) the scope of responsibilities of a Board member; (2) the education, skills, and abilities necessary to perform the duties of a Board member; (3) the salaries of similar Board members in other jurisdictions; (4) the time required to perform the duties of a Board member; (5) the salaries of subordinate employees under the direct supervision of the Board; (6) the volume and workload of the Board; and (7) any other relevant information. Each factor is further discussed below.

Public Input

Prior to conducting public outreach, the Commission met with County Office of Management and Budget Director Rich Madaleno who provided guiding thoughts and observations on how to approach evaluating compensation.³⁷ The Commission recognizing that any recommendation would have to have Board and public input, heard more than 4 hours of public testimony from current and former board members and developed and conducted a public survey that had over 270 respondents.³⁸

The survey asked for responses to basic questions in key areas corresponding to the Commission’s statutory factors. Because there is no formal delineation of the time worked by Board members, for example, nor a comprehensive public list of the duties of the Board, the Commission sought to gauge what members of the public knew or thought it was. Due to constrained time and analytic resources, and to encourage greater public participation, the survey was 10 questions, most of which were multiple choice or Likert-type scaled. The Commission was seeking only a sense of public perception; the survey was anonymous and was not intended to be comprehensive or a statistically robust sampling of the County. Two hundred seventy-four responses to the survey were collected.³⁹

³⁶ Md. Code Ann., Local Government § 28-1A-06.

³⁷ See October 14, 2019 Commission Minutes

³⁸ See Appendix 4-1

³⁹ See Appendix 4-1

Factor 1. The Responsibilities of the Board

The Board has quasi-judicial and ceremonial obligations, in addition to its advisory and governance responsibilities.

In its quasi-judicial role, the Board hears appeals in closed session; these appeals may concern MCPS employee relations matters and allegations, student disciplinary issues, and applications appeals for COSAs (Changes of School Assignment). The Board typically holds a session to discuss COSA issues each August prior to the start of the school year.⁴⁰

As part of its advisory responsibilities, in 2013, the Board created five standing committees:⁴¹

- **Policy Management:** Responsible for working with Superintendent and staff to develop draft policy; presenting draft policy to the full Board; and making recommendations regarding policy.
- **Fiscal Management:** Responsible for reviewing issues pertaining to the management and audit of Montgomery County Public Schools' fiscal, capital, and human resources, including the Board's operating budget, the Capital Improvement Program, staffing plans, and allocations.
- **Strategic Planning:** Responsible for providing a forum to consider the long-range direction of the school system; evaluating approaches to long-range planning; and making strategic planning recommendations to the Board.
- **Communication and Stakeholder Engagement:** Responsible for identifying a broad spectrum of communication and engagement practices for possible piloting and implementation in Montgomery County Public Schools.
- **Special Populations:** Working closely with the superintendent, the committee may provide initial recommendations based upon in-depth review of issues and instructional programs designed to meet the needs of special populations that require special education services, gifted and talented instruction, alternative programs, ESOL services, and

⁴⁰ See October 21, 2019 Commission Minutes

⁴¹ <https://www.montgomeryschoolsmd.org/boe/committees/>

multilingual supports. The committee's work plan will consist only of tasks as assigned by the full Board.

Each committee meets on an as-needed basis. The Board President currently serves on one standing committee and other Board members serve on two or three of the standing committees.

The Board's ceremonial responsibilities, some of which are mandatory, include legally conferring students' high school diplomas; therefore, at least one Board member must attend each of MCPS's 25 commencement ceremonies.⁴² On average, each Board member attends 5-6 graduations each year, where they confer upwards of 12,000 individual diplomas.⁴³ In addition, the entire Board meets periodically with students, parents, staff, and community members in each of the 25 high school clusters. In the past 20 years, community member expectations that Board members attend local events has grown significantly;⁴⁴ events may be sponsored by MCPS, such as a county-wide Back-To-School Fair at a local mall or Mental Health Fair at a school, or may be sponsored by an individual school, group of schools, or community. Many of these events take place on the weekends.

While the Superintendent is the only employee hired directly by the Board, the Board is solely authorized to appoint principals and senior level staff. These appointments are typically made over the summer, before the start of the next school year. In the event of a Superintendent search, the Board typically engages a search firm through a request for proposal (RFP) process, convenes public listening sessions, and conducts multiple rounds of interviews with candidates.

The Board currently has a staff of 15.⁴⁵ Additionally, the Board has access to and utilizes MCPS staff resources. Board members sit on state committees and boards, attend national conferences, and meet with interest and advocacy groups throughout the County.

Factor 2. Education, Skills, and Abilities of the Board

There is no minimum or standardized credential necessary to serve as a Board member, nor should there be. The Commission strongly believes that a diversity of experience, education, skill, and background are essential for an impactful, dynamic and representative Board.

⁴² See October 21, 2019 Commission Minutes

⁴³ See October 21, 2019 Commission Minutes

⁴⁴ See October 21, 2019 Commission Minutes

⁴⁵ See Appendix 4-2

Respondents to the Commission’s public survey suggested the following attributes (among others) be represented on the Board: experience in financial, budgeting, or data matters; community or outreach focus; willingness to listen and accept input; vision; education or education policy background; leadership or strategic planning; critical thinking and problem solving; negotiation or conflict resolution; and a commitment to inclusion, equity, and merit for the whole County.

Factor 3. Compensation Comparison

The Commission reviewed data (including operating budgets, student enrollment, personnel and facilities) from (1) the country’s largest school districts⁴⁶ and (2) MCPS’s peer school districts⁴⁷ in order to assess the appropriateness of Board salaries. Based on that context, the first point of comparison was to compare Board salaries with salaries of other boards of education. The Commission considered board of education salaries in Maryland’s 23 other school districts, although the responsibilities in other Maryland districts may differ considerably due to disparities in population, geography, budget, and sizes.⁴⁸ The Commission also considered board of education salaries around the United States in districts of comparable size, and districts considered to be peers, to Montgomery County Public Schools.⁴⁹ The second point of comparison was to compare Board salaries with the salaries of other selected officials in Montgomery County⁵⁰ as well as MCPS teachers and administrators.⁵¹ The Commission did not view any one comparison to be dispositive, but sought to develop a general framework.

Similar to those of the Montgomery County Board of Education the duties, responsibilities, and compensation of board members in other jurisdictions are partially a function of institutional characteristics. Appendix 4-4 sets out comparative data as to board member salaries, student enrollment, operating budgets, board compensation and number of facilities for MCPS peer school districts.

⁴⁶ See Appendix 4-3

⁴⁷ See Appendix 4-4; Peer School Districts as identified by MCPS

⁴⁸ See Appendix 4-5

⁴⁹ See Appendix 4-3; See Appendix 4-4

⁵⁰ See Appendix 4-6

⁵¹ See Appendix 4-7

Given the institutional variations and the lack of information documenting the time that board members across other districts devote to school board business, it is difficult to precisely compare compensation with that of other boards. Nonetheless, the comparison to other districts shows that the Board's salary is the second highest in its peer group.⁵² As shown in Appendix 4-3, which sets forth comparative salary data for boards of education across the country, the Board is the ninth-highest out of the 18 largest school districts in the country.

Finally, in Appendix 4-8 calendar 2016 median household income levels for each Maryland jurisdiction are presented. The Board salary is also well below the calendar 2016 Montgomery County average median household income of \$100,400, underscoring the notion that if a Board member is not in a position to rely on the current salary, they will typically need to be supplemented in some way by the individual member or a household family member.

Factor 4. Time Requirement of the Board

There is no formal measurement of the time worked by a member of the Board. Based on interviews with current and past Board members, the Commission learned that Board meetings and related responsibilities occur throughout the year, with a summer break of approximately two weeks. No recess is taken; the Board must meet to carry out appointments and act on school assignments during the summer months because actions must be completed prior to the new school year. The Commission recognizes that much is expected of Board members in terms of time and dedication of effort, ability to review and recommend appropriate action on numerous issues, and the need to communicate regularly with MCPS and constituents throughout Montgomery County. The Commission also recognizes this time commitment is highly likely to come at a cost to the development of another career while serving on the Board.

To carry out its duties, the Board usually meets for business twice each month, convening for one all-day meeting and one evening meeting.⁵³ Other meetings are held to hear appeals; review and act on budgets and facilities; preside over public hearings; meet with other elected officials and public bodies; host community forums; meet regularly with stakeholders; and hold local, state, and national association meetings.

⁵² See Appendix 4-4

⁵³ <https://www.montgomeryschoolsmd.org/boe/>

In addition, the Board meets regularly in the five standing committees to review issues and make recommendations for adoption by the full Board.

The capital planning process, or CIP, for the Board begins each year in the fall. In addition to approximately 6 public hearing sessions and 2 work sessions, the Board meets to receive the Superintendent's recommendations and presentations.⁵⁴

Factor 5: Subordinate Salaries

The Commission reviewed the salaries of key MCPS employees, as set forth in Appendix 4-6.

Factor 6: Volume and Workload of the Board

The workload of the Board includes of the following activities:

- Recommend appropriations to fund MCPS's capital and operating budgets.
- Exercise oversight over MCPS programs.
- Approve the six-year capital improvement program.
- Prepare for and convene regular public hearings, working sessions, and committee meetings.
- Attend to administrative matters and confer with counsel in closed session.
- Serve in a quasi-judicial role.
- Set District-wide academic and conduct policy.
- Consult regularly with the Superintendent.
- Engage in collective bargaining and enter into collective bargaining agreements with the 3 unions representing MCPS teachers, administrators, and other staff.
- Convene ad hoc community meetings and discussions.
- Meet with advocacy groups.
- Conduct site visits to schools to look at facilities and meet with students and staff.
- Meet in rotation with students, parents, staff, and community members in each high school cluster.
- Participate in local events.
- Confirm appointments of senior MCPS staff and all MCPS principals.

⁵⁴ See October 21, 2019 Commission minutes

- Confer upwards of 12,000 individual diplomas annually.
- Evaluate and appoint the Superintendent.

Factor 7: Other Relevant Information

SMOB Considerations. The Commission also recognizes that the Montgomery County SMOB plays a unique role. The current SMOB is the third to serve as a full voting member of the Board, participating in all business other than certain personnel disciplinary actions. Notably, the SMOB is a full participant in the budgeting process. In addition, the SMOB is a primary interface with the Board for the approximately 166,000 students attending MCPS, and typically visits each of the 25 high schools and 40 middle schools in the County as well as convening student town halls.

Further, here is a representative list of SMOB-led initiatives that the Board has undertaken.

- Co-led a districtwide high school voter registration drive that registered over 3,000 high school students in four weeks, and worked in Maryland’s State legislature to pass a law mandating at least one voter registration drive in every Maryland high school annually.
- Spearheaded the initiative to commission a countywide school boundary analysis in an effort to make utilization more efficient and improve diversity.⁵⁵
- Advocated for the creation of a professional day on the Muslim holiday of Eid al-Adha and advocated against Partnership for Assessment of Readiness for College and Careers (PARCC) testing.⁵⁶
- Spearheaded the approval of the SMOB Voting Rights Bill, which expanded the SMOB's authority to vote on matters relating to collective bargaining, capital and operating budgets, school closings and openings and boundaries.⁵⁷
- Supported the launch of the Board Technology Plan that encompassed the rollout of the 40,000 Chromebooks to grades 3, 5 and 6, as well as those in high school social studies classes.⁵⁸

⁵⁵<https://bethesdamagazine.com/bethesda-beat/schools/colleagues-say-tenacity-diplomacy-were-strengths-of-student-school-board-member/>

⁵⁶<https://silverchips.mbhs.edu/content/student-member-on-the-board-of-education-smob-eric-guerci-30596/>

⁵⁷Id.

⁵⁸<http://www.thechurchillobserver.com/features/2014/10/24/the-observer-sits-down-with-smob-dahlia-huh/>

While this deliverable was solely the Commission's compensation recommendations and a recommended scholarship for the SMOB, the Commission wanted to draw the attention of the Delegation and/or a subsequent Commission to issues that we think should be explored further.

Although the task set before the Commission was solely to recommend any needed revisions to the amount of the scholarship to the SMOB, the Commission also recommends the delegation consider revisiting provision of compensation for the SMOB. The law currently provides for the SMOB to receive a scholarship to be applied towards their higher education costs, and states that the SMOB may not receive compensation, but may be reimbursed for out-of-pocket expenses.⁵⁹

The Commission heard concerns from current and former Board members, including SMOBs, with this structure. Like the other members of the Board, the SMOB may effectively be precluded from, or limited in, paid employment while serving on the Board. The Commission understands that some students may, conversely, be precluded from serving as SMOB if they must contribute income to their families. Therefore, we suggest that language be added that allows for a stipend in addition to the scholarship for the SMOB.

Concern was expressed amongst the Commission about unintended consequences of increasing the scholarship amount, namely, the possibility that the scholarship could reduce any other aid the SMOB may be receiving, and could lead to a deficit in subsequent years of college. The Commission discussed whether that concern could be ameliorated by distributing the scholarship over a span of four to six years as the student completes a course of study.

Finally, the Commission discussed whether, if a student chooses not to attend college but to pursue a different path or career, they could be given the option of a salary. The Commission discussed there being tax and other implications to this suggestion, but was concerned that the student not forego all the financial benefit solely because they entered a career directly.

Change in Law/Statute. As currently understood, the Commission's recommendations will not be fully implemented until January 2023, as compensation is unable to be modified during the current term of an elected official.⁶⁰ Therefore, four Board members' salaries could not be modified until after the elections in November 2022, and three Board members' salaries could be

⁵⁹ Md. Code Ann. Education §3-902(c)(1) and (2).

⁶⁰ Md. Const. Art. III, section 35

increased after elections in November 2020. We believe that the Delegation should consider whether to introduce legislation to allow for Board compensation changes to take effect in the next fiscal year.

Performance-Based Compensation. If, and when, Kirwan Commission recommendations are fully implemented, they may provide additional metrics to evaluate the success of MCPS. The Commission believes that whether to tie some portion of Board members' compensation to MCPS overall student performance warrants a robust discussion.

Compensation Recommendations

After reviewing the public testimony, public survey results, discussing the responsibilities and roles of the Board, considering the aforementioned factors, as well as considering the history for Board compensation and noting that it has not been adjusted since 2013, the Commission voted unanimously to recommend compensation increases for Board members. At the outset, the Commission noted that to recommend a compensation adjustment there needed to be clear, objective justification. The Commission feels strongly that we have that justification. The Commission was guided primarily by the principle that the Board should represent a wide range of the experience and expertise found among residents of Montgomery County. Much is expected of members of the Board, including the SMOB, in terms of time and dedication of effort, ability to manage and determine appropriate action on multiple and complex issues, a willingness to communicate regularly with the Superintendent and staff of MCPS with MCPS students and their families, with others in Montgomery County government, and with the wider community, as well as a sensitivity to the ongoing and evolving needs of current and future MCPS students. This time commitment, and the schedule required of Board members, may come at a cost to the development of another career, or may preclude or reduce opportunities for other employment.

Among other responsibilities, Board members:

- Recommend appropriations to fund MCPS' capital and operating budgets.
- Exercise oversight over MCPS programs.
- Approve the six-year capital improvement program.
- Prepare for and convene regular public hearings, working sessions, and committee meetings.
- Attend to administrative matters and confer with counsel in closed session.
- Serve in a quasi-judicial role.
- Set District-wide academic and conduct policy.
- Consult regularly with the Superintendent.
- Engage in collective bargaining and enter into collective bargaining agreements with the 3 unions representing MCPS teachers, administrators, and other staff.
- Convene ad hoc community meetings and discussions.

- Meet with advocacy groups.
- Conduct site visits to schools to look at facilities and meet with students and staff.
- Meet in rotation with students, parents, staff, and community members in each high school cluster.
- Participate in local events.
- Confirm appointments of senior MCPS staff and all MCPS principals.
- Confer upwards of 12,000 individual diplomas annually.
- Evaluate and appoint the Superintendent.

The Commission believed that the current salary level is not reflective of the time and effort needed for a Board member to fulfill their duties and responsibilities, nor of the type of work that the Board is called on to perform. Further, although a commitment to the education of the County's children and to its economic future may be primary reasons for serving on the Board, the current salary level is well below the living wage range in the County, and may preclude many residents from being able to serve.

The Commission also gathered needed input from stakeholders in Montgomery County, and data from other school districts in Washington Metropolitan Region, Montgomery County peer school districts, and other large school districts across the country to appropriately and effectively make informed compensation recommendations. Over the Commission's 15 public meetings throughout, members gathered, shared, discussed and reviewed information regarding, among other things, budgets of similarly-situated school districts, the compensation (if any) of board members in other school systems, the compensation of other elected offices in Maryland, the compensation of other elected offices in Montgomery County, and the compensation of senior Montgomery County Public Schools personnel.

After this review and discussion, the Commission voted unanimously to recommend that the Board's annual compensation be adjusted and set as follows:

- \$60,000 (sixty thousand dollars) for publicly elected members;
- \$70,000 (seventy thousand dollars) for the Board President; and
- for the SMOB, a stipend during the student member's term of office equal to 20% (twenty percent) of the publicly elected members' salary, and a scholarship of the greater

of \$40,000 (forty thousand dollars) or 80% (eighty percent) of the publicly elected members' salary.

In addition, the Commission recommends that all of the aforementioned amounts (excluding the SMOB scholarship) be indexed to provide a cost of living adjustment.

Appendices

Appendix 1-1

LAWRENCE J. HOGAN, JR., Governor

Ch. 121

Chapter 121

(House Bill 150)

AN ACT concerning

Montgomery County Board of Education Compensation Commission

MC 1-18

FOR the purpose of establishing the Montgomery County Board of Education Compensation Commission; providing for the membership, appointment, removal, terms, chair, meeting requirements, and staffing of the Commission; prohibiting members of the Commission from being employed by the Montgomery County Board of Education or having relatives who serve on the county board; requiring the Commission to issue a report and make recommendations to the members of the Montgomery County delegation to the General Assembly regarding the compensation of the members of the Montgomery County Board of Education on or before a certain date and at a certain interval thereafter; requiring the Commission to consider certain information in formulating its report and recommendations; providing that the members of the Montgomery County delegation to the General Assembly may introduce certain legislation based on the Commission's report and recommendations; altering the compensation structure for the members of the Montgomery County Board of Education; defining a certain term; and generally relating to compensation for the Montgomery County Board of Education.

BY repealing and reenacting, without amendments,

Article – Education

Section 3-901(b) and (g)

Annotated Code of Maryland

(2014 Replacement Volume and 2017 Supplement)

BY repealing and reenacting, with amendments,

Article – Education

Section 3-902

Annotated Code of Maryland

(2014 Replacement Volume and 2017 Supplement)

BY adding to

Article – Local Government

Section 28-1A-01 through 28-1A-07 to be under the new subtitle “Subtitle 1A.
Montgomery County Board of Education Compensation Commission”

Annotated Code of Maryland

(2013 Volume and 2017 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That the Laws of Maryland read as follows:

Article – Education

3–901.

(b) The Montgomery County Board consists of:

(1) 5 elected members, each of whom resides in a different board of education district;

(2) 2 elected members who may reside anywhere in the county; and

(3) 1 student member.

(g) (1) The Montgomery County Council may remove a member of the county board for:

(i) Immorality;

(ii) Misconduct in office;

(iii) Incompetency; or

(iv) Willful neglect of duty.

(2) Before removing a member, the County Council shall provide the member a copy of the charges against him and give him an opportunity within 10 days to request a hearing.

(3) If the member requests a hearing within the 10–day period:

(i) The County Council promptly shall hold a hearing, but a hearing may not be set within 10 days after the County Council sends the member a notice of the hearing; and

(ii) The member shall have an opportunity to be heard publicly before the County Council in the member’s own defense, in person or by counsel.

(4) A member removed under this subsection has the right to a de novo review of the removal by the Circuit Court for Montgomery County.

3–902.

(a) An elected member of the county board is entitled to reimbursement for travel and other expenses as provided by the Montgomery County Council.

(b) (1) An elected member of the county board is entitled to receive:

(I) \$25,000 annually as compensation [and the]; OR

(II) AN ANNUAL SALARY SET THROUGH LEGISLATION BASED ON THE RECOMMENDATIONS OF THE MONTGOMERY COUNTY BOARD OF EDUCATION COMPENSATION COMMISSION IN ACCORDANCE WITH TITLE 28, SUBTITLE 1A OF THE LOCAL GOVERNMENT ARTICLE.

(2) THE president of the county board is entitled to [an additional \$4,000] RECEIVE:

(I) \$29,000 annually as compensation; OR

(II) AN ANNUAL SALARY SET THROUGH LEGISLATION BASED ON THE RECOMMENDATIONS OF THE MONTGOMERY COUNTY BOARD OF EDUCATION COMPENSATION COMMISSION IN ACCORDANCE WITH TITLE 28, SUBTITLE 1A OF THE LOCAL GOVERNMENT ARTICLE.

[(2)] (3) An elected member is entitled to health insurance and to other fringe benefits regularly provided to employees of the board of education under the same terms and conditions extended to other employees of the board of education.

(c) (1) The student member may not receive compensation but, after submitting expense vouchers, may be reimbursed for out-of-pocket expenses incurred in connection with official duties.

(2) A student member who completes a full term on the COUNTY board shall be granted a scholarship of:

(I) \$5,000 to be applied toward the student’s higher education costs;

OR

(II) A SCHOLARSHIP SET THROUGH LEGISLATION BASED ON THE RECOMMENDATIONS OF THE MONTGOMERY COUNTY BOARD OF EDUCATION COMPENSATION COMMISSION IN ACCORDANCE WITH TITLE 28, SUBTITLE 1A OF THE LOCAL GOVERNMENT ARTICLE.

Article – Local Government

SUBTITLE 1A. MONTGOMERY COUNTY BOARD OF EDUCATION COMPENSATION COMMISSION.

28-1A-01.

IN THIS SUBTITLE, "COMMISSION" MEANS THE MONTGOMERY COUNTY BOARD OF EDUCATION COMPENSATION COMMISSION.

28-1A-02.

THERE IS A MONTGOMERY COUNTY BOARD OF EDUCATION COMPENSATION COMMISSION.

28-1A-03.

(A) (1) THE COMMISSION CONSISTS OF FIVE RESIDENTS OF MONTGOMERY COUNTY APPOINTED BY THE MONTGOMERY COUNTY EXECUTIVE AND CONFIRMED BY THE MONTGOMERY COUNTY COUNCIL.

(2) MEMBERS OF THE COMMISSION SHALL BE APPOINTED ON OR BEFORE JANUARY 1, 2019, AND EVERY 4 YEARS THEREAFTER.

(B) A MEMBER OF THE COMMISSION MAY NOT:

(1) BE EMPLOYED BY THE MONTGOMERY COUNTY BOARD OF EDUCATION; OR

(2) HAVE A RELATIVE WHO IS A MEMBER OF THE MONTGOMERY COUNTY BOARD OF EDUCATION.

(C) A MEMBER OF THE COMMISSION MAY BE REMOVED BY THE MONTGOMERY COUNTY COUNCIL FOR THE SAME CAUSES AND SUBJECT TO THE SAME PROCEDURES AS SET FORTH IN § 3-901(G) OF THE EDUCATION ARTICLE.

28-1A-04.

(A) THE COMMISSION SHALL ELECT A CHAIR FROM AMONG ITS MEMBERS.

(B) THE COMMISSION SHALL DETERMINE THE TIMES AND PLACES OF ITS MEETINGS.

(C) (1) A MAJORITY OF THE MEMBERS OF THE COMMISSION IS A QUORUM.

(2) ACTION BY THE COMMISSION REQUIRES THE AFFIRMATIVE VOTE OF A MAJORITY OF THE COMMISSION MEMBERS PRESENT.

(D) THE MONTGOMERY COUNTY GOVERNMENT SHALL PROVIDE STAFF FOR THE COMMISSION.

28-1A-05.

(A) THE COMMISSION SHALL STUDY THE SALARIES OF THE MEMBERS OF THE MONTGOMERY COUNTY BOARD OF EDUCATION.

(B) THE COMMISSION SHALL ISSUE A REPORT TO THE MEMBERS OF THE MONTGOMERY COUNTY DELEGATION TO THE GENERAL ASSEMBLY ON OR BEFORE SEPTEMBER 1, 2019, AND EVERY 4 YEARS THEREAFTER, REGARDING ITS RECOMMENDATIONS FOR THE APPROPRIATE COMPENSATION FOR MEMBERS OF THE MONTGOMERY COUNTY BOARD OF EDUCATION, INCLUDING:

(1) ANY ADDITIONAL STIPEND FOR THE PRESIDENT OF THE COUNTY BOARD; AND

(2) A SCHOLARSHIP AMOUNT TO BE AWARDED TO A STUDENT MEMBER OF THE COUNTY BOARD WHO COMPLETES A FULL TERM ON THE COUNTY BOARD TO BE APPLIED TOWARD THE STUDENT'S HIGHER EDUCATION COSTS.

28-1A-06.

IN FORMULATING ITS REPORT AND RECOMMENDATIONS, THE COMMISSION SHALL CONSIDER FOR EACH MEMBER OF THE MONTGOMERY COUNTY BOARD OF EDUCATION:

(1) THE SCOPE OF RESPONSIBILITIES OF A COUNTY BOARD MEMBER;

(2) THE EDUCATION, SKILLS, AND ABILITIES NECESSARY TO PERFORM THE DUTIES OF A COUNTY BOARD MEMBER;

(3) THE SALARIES OF SIMILAR COUNTY BOARD MEMBERS IN OTHER JURISDICTIONS;

(4) THE TIME REQUIRED TO PERFORM THE DUTIES OF A COUNTY BOARD MEMBER;

(5) THE SALARIES OF SUBORDINATE EMPLOYEES UNDER THE DIRECT SUPERVISION OF THE COUNTY BOARD;

(6) THE VOLUME AND WORKLOAD OF THE COUNTY BOARD; AND

(7) ANY OTHER RELEVANT INFORMATION.

28-1A-07.

AFTER REVIEWING THE COMMISSION’S REPORT AND RECOMMENDATIONS, THE MEMBERS OF THE MONTGOMERY COUNTY DELEGATION TO THE GENERAL ASSEMBLY MAY INTRODUCE LEGISLATION TO ALTER THE SALARY OF MEMBERS OF THE MONTGOMERY COUNTY BOARD OF EDUCATION.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2018.

Approved by the Governor, April 10, 2018.

Appendix 1-2

HB 150

Department of Legislative Services
Maryland General Assembly
2018 Session

FISCAL AND POLICY NOTE
Third Reader

House Bill 150

(Montgomery County Delegation)

Ways and Means

Education, Health, and Environmental Affairs

Montgomery County Board of Education Compensation Commission
MC 1-18

This bill establishes the Montgomery County Board of Education Compensation Commission, staffed by the Montgomery County government. The commission consists of five residents of the county appointed by the county executive and confirmed by the county council. Members must be appointed by January 1, 2019.

Fiscal Summary

State Effect: None.

Local Effect: Montgomery County expenditures are not materially affected. Revenues are not affected.

Small Business Effect: None.

Analysis

Bill Summary: The newly established compensation commission must study the salaries of the members of the Montgomery County Board of Education and submit a report with recommendations regarding the appropriate compensation for board members to the Montgomery County Delegation to the General Assembly by September 1, 2019, and every four years thereafter. The report must also include recommendations regarding (1) any additional stipend for the president of the board of education and (2) a scholarship amount to be awarded to a student member of the county board who completes a full term.

A member of the commission may not be a current employee of the board of education or have a relative who is a member of the board of education. In addition, the county council

may remove a member of the commission pursuant to the same requirements that pertain to removal of a member of the board of education.

The bill requires the commission to consider several factors in determining its recommendations, including:

- the scope of responsibilities of a county board member;
- the education, skills, and abilities necessary to perform the duties of a county board member;
- the salaries of similar county board members in other jurisdictions;
- the time required to perform the duties of a county board member;
- the salaries of subordinate employees under the direct supervision of the county board;
- the volume and workload of the county board; and
- any other relevant information.

After reviewing the commission’s report and recommendations, the Montgomery County Delegation may introduce legislation to alter the salary of board members.

Current Law/Background: The Montgomery County Board of Education consists of seven elected members and one student member. Elected members serve four-year terms; the student member serves a one-year term.

An elected member of the county board receives \$25,000 annually as compensation, in addition to reimbursement for travel and other expenses as determined by the Montgomery County Council. The president of the board receives an additional \$4,000 (*i.e.*, \$29,000 annually). A student member who completes a full term receives a \$5,000 scholarship, which may be applied toward the student’s higher education costs.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Montgomery County; Department of Legislative Services

Fiscal Note History: First Reader - January 30, 2018
mm/hlb Third Reader - March 9, 2018

Analysis by: Eric F. Pierce

Direct Inquiries to:
(410) 946-5510

(301) 970-5510

Appendix 2

Minutes



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting One
September 30, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Ting Chau
Jaye Espy
Jennifer Sawin
Mark Spradley
Jason Washington

Staff Present: Dale Tibbitts, Spec. Asst. to
the County Executive

Call to Order – Welcome and Introductions

Dale Tibbitts called the meeting to order at approximately 7:10 p.m.

Orientation – Administrative Issues

Dale Tibbitts, Special Assistant to County Executive Elrich, reviewed the administrative issues associated with the first meeting of a new committee: required forms, availability of reimbursement for travel and dependent care, required Maryland Open Meetings training, parliamentary procedure, attendance policy and the ethics law.

Chair and Vice Chair Elections

The Commissioners elected chair and vice-chair. CM Spradley nominated CM Jaye Espy. Seconded by CM Sawin. No other nominations. CM Espy was elected chair unanimously. CM Chau nominated CM Mark Spradley for vice-chair. CM Sawin seconded. No other nominations. CM Spradley was elected vice-chair unanimously.

Meetings - Date Time and Location

The Commission chose to continue meeting on Monday evenings at 7:00 at the Executive Office Building, 101 Monroe St., Rockville, MD 20850. CM Chau asked if phone call into meeting was allowed. Staff responded that yes it is allowed, but is discouraged unless that is a last resort option.

Minutes

The Commissioners requested the minutes be more detailed than less to be helpful to future commissions, other jurisdictions reviewing their work and for the general public who did not attend the meeting.

Review of Board of Education Legislative Requirements and Criteria for Evaluation of Board Compensation

The Commissioner started their discussion with a review of the legislation which created the Commission. There are 6 factors the legislation lists to consider with the ultimate goal of recommending an annual salary for the Board of Education (BOE) which will be set through state legislation. CM Spradley asked whether anyone thought the salary should be lower. No one did. Regarding a maximum salary, there was agreement that it probably should not be higher than a Councilmember, but no one was suggesting that amount. It was noted that Los Angeles has the highest paid BOE, \$125,000.

CM Spradley recommended using a formula to calculate salary because its components in a formula are more easily understandable and it would likely stay up to date over time. Also suggested for consideration was a ramp up period, a cost of living adjustment (COLA) component, staggered implementation.

CM Spradley asked what “compensation” meant. It is salary plus health insurance (which BOE members are eligible for) and anything else?

CM Spradley asked if the BOE was “representative” in terms of gender, age, employment status. Is the BOE only for people who are not concerned about the salary? He liked people who did consider the salary and working for it plus a commitment to the mission. CM Washington posed an open question: does the current compensation exclude persons with children? Is there a closed gate to anyone participating? Do we want the BOE to reflect the demographics of the County? Even though some members are from districts, they are not district representatives. CM Spradley said that the residency districts assure BOE members geographic distribution spread around the county.

CM Spradley suggested that they compare to Florida (BOE cannot be paid more than starting teacher salary) and other Maryland counties. He thought that other counties such as Howard and Prince George’s may wish to follow Montgomery County’s lead. CM Chau added that the comparison should not only be salary, but workload and responsibility. CM Spradley added that size of jurisdiction is an important consideration since the larger the school district, the larger the workload, more reports, more issues, more responsibility. CM Sawin said to compare to other similar jurisdictions.

Interviews with current and former BOE members seems to be the only way to get at workload and responsibilities plus 3 other factors listed in the law the Commission is to consider. Staff asked how to get input from potential candidates for BOE who decided not to run. CM Chau suggested that there be input on the website asking, “Did you ever consider running for the Board of Education, but didn’t? Why?” CM Spradley said that the more input they can get, it will strengthen the scientific basis of the report. It was noted that former student BOE members are off at college, but might be available via Skype, as others may be too.

Under other relevant information, CM Chau thought term limits should be discussed. If the role of the BOE is to be reflective of the changing demographics of the county, but long term career

politician incumbents are not changing. Some commissioners did not think term limits was within the scope to the legislated mission of the commission.

CM Washington asked where does the BOE pay come from – whose budget? MCPS. CM Spradley offered that 7 times \$25,000 equals \$175,000, so even if you doubled it to \$350,000, it is not a huge amount of money in the \$2.5 billion school system budget. CM Chau calculated 7 times \$100,000. She asked to see state delegate salaries.

CM Espy began to list the activities that BOE are expected to do and speculate about whether that could be accomplished in 20 hours per week – packet reading time, training, time, public meetings, individual research. Is the student member scholarship fair because the student member is expected to do the same? CM Washington said that the responsibility and gravity of decisions is equal on the student member. CM Spradley did not think it was fair - \$5000. What is room and board at UMD? Certainly more that \$5000.

CM Sawin asked for information on subordinate staff salary – Chief of Staff and administration who are directly under the BOE. CM Spradley wondered whether BOE members would like a higher salary or more staff support for the same money. CM Washington said he was shocked that individual BOE members did not have their own staff. CM Chau said that left on the superintendent as the sole source of information.

Looking ahead to interviews with current and former BOE members and unsuccessful BOE candidates about why they ran and the relationship compensation played in their decision. To be fair and to be able to compare responses, the Commission thought a standard set of questions should be asked each person interviewed. To start, 4 of the 6 factors listed in the law: 1. How would you describe the scope of responsibilities as a BOE member? 2. What education, skills and abilities are necessary to perform the duties of BOE? 3. What the time requirements to perform the duties of BOE? 4. What is the volume and workload of a BOE member? 5. Do you think you have/had adequate staff support? 6. What is the range you think is appropriate for BOE salary?

The Commissioners had some data requests:

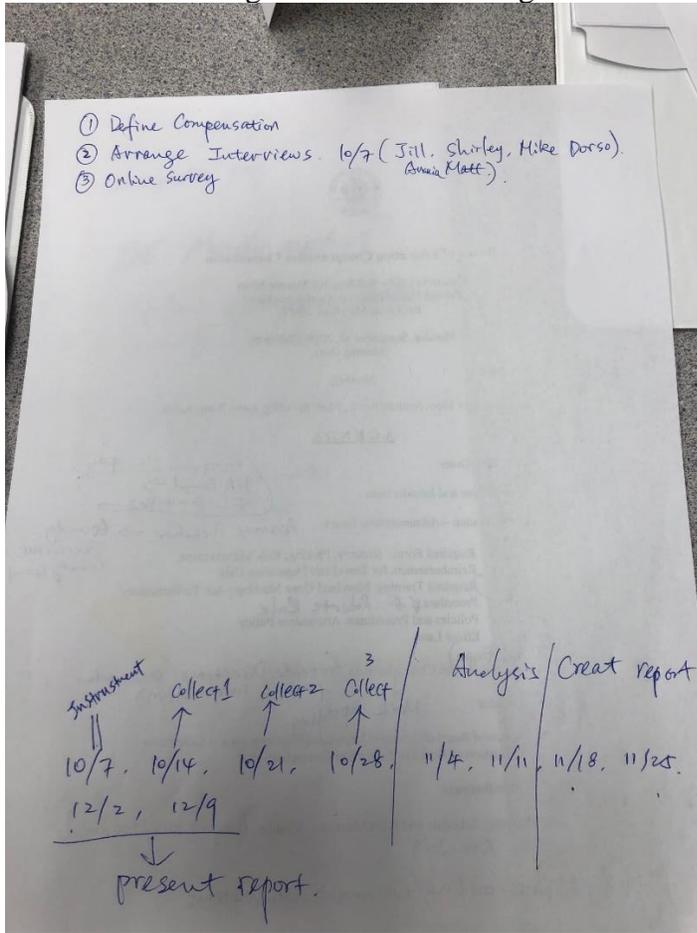
For all Maryland counties

- # of students
- # schools
- Median income, plus 1st and 3rd quartile income
- School system budget, capital and operating
- BOE direct staff and their salaries
- Teacher salary chart

Montgomery County

- Are there identified funds for community engagement?
- In addition the regular BOE meetings, what other meetings do BOE members attend
- Is there a list of school systems that are consider peers to which we are compared
- How many, if any, BOE members use the benefits (insurance) in their compensation package

The Commission agreed on the following timeline.



Submitted by Dale Tibbitts



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Two
October 7, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Ting Chau
Jaye Espy, Chair
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive

Call to Order

Chair Espy call the meeting to order at 7:05 PM.

Review and Approval of Minutes

The September 30, 2019, minutes were approved as amended with the addition of the timeline CM Chau had developed.

Approaches and Strategies Toward Goal

The Chair started the session with paragraph by paragraph review of the Sept. 30th minutes and assigning action items as appropriate.

The first topic of discussion was to revisit the minimum and maximum compensation limits agreed to at the previous meeting. The commissioners did not want to prejudge the discussion, so agreed to no minimum or maximum at the beginning of process.

The commissioners wished to investigate the possibility of developing a formula to recalculate the salary based on changing conditions. Pages 8-9 of the report Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2018-19 were cited for review. There was a request for County Office of Management and Budget Director Rich Madaleno to attend the next meeting because of his experience in Annapolis, and with budgets, and particularly the Kirwan Commission.

Upon reviewing the legislation, the commission concluded that for the purposes of their report they are only to recommend salary.

CM Sawin will research background information comparing Montgomery County to other jurisdictions.

CM Washington will research data from the National School Board Association and the Maryland State Legislature Compensation Study.

The Commission wishes to conduct interviews with current and former Board of Education (BOE) members, including members who worked during their term of service. Since there will not be time to interview all current, former members and candidates, CM Chau will develop a Google Form to send to everyone. Staff will collect email addresses for current and former BOE members.

Staff was asked to contact the Office of the County Attorney to determine the legal restrictions on compensation for the student BOE member.

Staff was also asked to get the BOE direct budget, including staff salaries.

The next meeting will be held on October 14, 2019.

The meeting was adjourned at approximately 9:00 p.m.

Respectfully submitted,

Dale Tibbitts



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Three
October 14, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Ting Chau
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Members Absent

Jaye Espy, Chair

Guest

Richard Madaleno, Director, Office of
Management and Budget

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office the County Executive

1. Call to Order

Vice Chair Spradley called the meeting to order at 7:10 PM.

2. Roll Call

All members except Chair Espy were present.

3. Adoption of Minutes

The September 30, 2019, minutes as reformatted were confirmed as approved. The October 7, 2019 minutes were approved.

4. New Business

a. Discuss progress contained in project tracker

It was suggested that there be two surveys regarding perceptions of what criteria does or should influence Board of Education member salaries: a short 20 minute survey with either a combination of true/false, agree/disagree, or short answer questions for the general public, and then a longer survey for current and former board members which would be elaborated on during qualitative in-person interviews for selected individuals. The Commission reviewed and either revised, approved, or deleted each question on the shorter external survey. CM Chau edited the questions (attached to these minutes). It was suggested that the questions on the short survey be given a final review at the next meeting, and that questions on the longer survey be reviewed and amended.

b. Determine if alternative meeting date for Monday, November 13, 2019 should be set

Commissioners decided they could not meet on the proposed alternative date of Wednesday, November 13, and could not meet on the already-scheduled Monday, November 25.

c. Discussion with guest Richard Madaleno, Director, Office of Management and Budget.

Director Madaleno was asked to attend to answer Commissioners questions regarding how Board of Education member salaries might be determined. There was a discussion of a self-correcting or naturally changing formula that could be applied to school board member salaries, rather than coming up with a fixed dollar amount and having to re-work it in a few years. If the Commission chooses that approach, it will need to agree on a formula. It was questioned that in considering the compensation formula, whether to recommend some kind of formula that would include a performance consistent with achievement metrics coming out of the Kirwan Commission, and if the delegation would be open to that concept. The formula could consist of several components that fall under the oversight of the Board, including student enrollment, number of schools, school performance and student success, plus a general cost of living factor.

Director Madaleno said this will be a local issue with the local 32-member Montgomery County delegation. There will likely be a hearing in Rockville on the eventual proposed bill.

The Board of Education members have staggered terms with 3 seats up for election in 2020 and 4 seats in 2022. With the election in the fall there could be three new members. The Commission report will probably impact members serving in January 2021.

Board salaries are set by the legislature. Drawing on his experience in Annapolis as a State Senator, Director Madaleno said the Maryland attorney general is counsel to the general assembly and weighs in on these types of decisions. He is also a member of the Kirwan Commission which is looking at school funding formulas. There may be similar considerations for a BOE compensation funding formula. For Kirwan, one measure schools will be rated on is the percent of 10th graders who are career or college ready, meaning they can already meet 12th grade graduation goals. The goal is 65%, currently it's 35%. As performance of schools goes up, state aid increases. The Commissioners considered whether to include that measure of school performance (or similar) in any formula for setting Board salaries. Also, if an increase is recommended, should the increase be in the current Board's term or the year after? Also, should salaries increase at the beginning of a member's 4 year term or annually? State test results come out in November of the calendar year. Members are sworn in in December. There was a question about whether adjustments occur then or mid-year. Director Madaleno recommended that there could be a 35-40% increase implemented in small amounts such as 10% increments. There could also be subcategories included in the formula.

It was asked if there should be an automatic renewal every four years. Dir. Madaleno said that in smaller jurisdictions all Board salaries are set in state law and cost of living increase is built in. Del. Luedtke could answer these questions.

It was suggested using the base salary for beginning teachers. Dir. Madaleno advised against linking teacher salaries and Board salaries because the Board ratifies teachers' contracts. It would be a conflict of interest. A suggestion was made that Board salaries not be less than one half legislators' salaries, currently \$50,330. The Commissioners thought that might be a good idea. It was suggested perhaps there be a base salary and a percentage, 1%-10%, added to that based on student population growth and student performance measures.

There was discussion of comparing Montgomery County to other jurisdictions such as Howard or Prince Georges counties. Dir. Madaleno advised that no other school district in Maryland is like Montgomery County. It's not "apples to apples." It was noted that compared to other districts nationally, except possibly Fairfax County, Montgomery County was in line regarding Board salaries.

It was asked if the superintendent negotiates contracts. Dir. Madaleno clarified that the Superintendent negotiates select contracts. The Board of Education approves (or rejects) the Superintendent's negotiated contracts and sends the recommendation to the Executive and County Council. Ultimately, the County Council approves all labor contracts.

A commissioner asked if Dir. Madaleno thought it would be possible to estimate how much time a Board member spent on the job. Dir. Madaleno said it would have to be an estimate. From his own experience as an elected official, the job is 24/7. Board members may be engaged in work discussions even while at the grocery store when stopped by a constituent.

It was asked if working extra hours precludes earning money elsewhere and, if so, how much? Dir. Madaleno couldn't answer for the school board, but again, drawing on his experience he said that it's a matter of life balance. He thought it limits who will serve. He observed that it's easier if you have a supportive partner who takes on extra to care for things at home.

It was asked if districts are set up to increase participation. Dir. Madaleno said that in Prince Georges and Montgomery County when Council salary increased more people ran. It's a lifestyle choice.

There was more discussion of Board salaries, and that there may be new concerns in four years or possibly no need for another Commission study.

There was further discussion of the basis for Board salaries to consider such things as national and regional salaries, key performance indicators and what policies they feel they should be held to, and also time spent on committee service, or in civic engagement and constituent services, similar to the way in which legislator salaries are determined. It was questioned whether a standard formula was possible, and to ask Del. Luedtke.

It was suggested that the Commission decide on a template for the final report. It was suggested that the Commission look at State delegation compensation reports. CM Sawin suggested using the County delegation report as a boiler plate for the Commission's report, which Commissioners can review. It was also suggested that a decision document be included within the report. It was suggested the Commission review the interim Kirwan Commission report. The final Kirwan Commission report may not be ready by the time the Commission completes its report.

The next meeting will be held on Monday, October 21, 2019.

The meeting was adjourned at approximately 8:50 p.m.

Respectfully submitted,

Beth Gochrach



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Four
October 21, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Ting Chau
Jaye Espy, Chair
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Guests Present

Patricia O’Neill, Vice President Board of Education
Rebecca Smondrowski, District 2, Board of Education

Staff Present:

Dale Tibbitts, Spec. Asst. to the County Executive
Beth Gochrach, Office the County Executive

1. Call to Order

Chair Espy called the meeting to order at 7:00 PM.

2. Roll Call

All members were present.

3. Adoption of Minutes

The October 7 minutes were approved with amended format. The October 14, 2019 minutes were approved with survey questions to be attached.

4. Board of Education Member Interviews

Dale Tibbitts discussed the sample notebook provided by the Board of Education typical of what Board members deal with each week, which could include public and quasi-judicial meetings. The notebook was from one Board meeting in July.

a. Patricia O’Neill, Board of Education Vice President

Chair Espy thanked Ms. O’Neill for attending and also expressed appreciation for Lana Haddad, Board of Education Administrative Services Manager, for arranging. Chair Espy described the task of the Commission to Ms. O’Neill.

Ms. O’Neill discussed her background. She has been a Board member for 21 years. She was active in the PTA for 12 years, then the PTA Whitman cluster president. She was the cluster coordinator involved in the boundary change. After the boundary change, Ana Sol Gutierrez was leaving the seat in District 3 and PTA friends talked her into running. Ms. O’Neill filled her seat.

She was first elected in 1998. When she started her youngest was in daughter 3rd grade and oldest daughter was in 12th grade. She thought if the Board met one day and one evening a month she could handle it.

Ms. O'Neill found out how much was involved in being on the Board. One issue that few people are aware of is the quasi-judicial role of the Board, sitting in closed session hearing appeals on things from student discipline to people who want to go to different schools, to more serious allegations about employees. They are the Board of Appeals, a really important responsibility. They always hold one meeting in August, generally, Wednesday or Thursday before school starts. People want to know if their kids got into kindergarten, a magnet school or some other special circumstance. So, there is not long summer break for board members.

A significant time commitment outside of board meeting that many people do not know about is that there must be a Board member at every commencement because the Board of Education confers diplomas. There are 25 high schools and some specialty schools so each board member has five or six graduations to attend, which makes for a busy June. Ms. O'Neill said, for example, Walter Johnson's graduates about 700 students and that takes a chunk of the day. But, she said, it's very rewarding. It's what you want for every child.

Ms. O'Neill said that workload is somewhat divided because the Board has a mature committee structure. An important committee is the Policy committee because the Board cannot efficiently write as a whole. They rely on staff and experts in the system. The capital improvement budget cycle starts in November. That includes six evenings of hearings and two work sessions as well as the actual presentation of the capital budget by the Superintendent. When Council is on recess in July, the Board is meeting. They must have that final evening because of appeals and appointments. Only the Board can appoint principals and senior level staff. The Board needs them in place before the start of the next school year.

Ms. O'Neill described additional responsibilities. Over 20 years she has served on several state level panels. She was president of the Maryland Association of Boards of Education. She worked her way up. The State Superintendent appointed her to a panel for high school assessments. She reviewed what other states do regarding graduation requirements. She also served on the Maryland blue ribbon task on teen pregnancy. She was appointed by the state legislature to serve on a statewide school task force in addition to other Board responsibilities.

She doesn't and didn't have a full-time job. Over the course of 20 years she could devote full time to the Board. She did have a young child but had friends, a mother and mother-in-law who allowed her to go to meetings including trips to Annapolis for work. She used to get paper copies of all documents, now she is essentially paperless using the school system's on-line documents management system.

The Superintendent's staff briefs Board members. When she started, a couple of Board members did have full time jobs, so the Board adjusted its scheduled committee meetings to the evenings and retreats on weekends to accommodate. While internally they can adjust, there is also the expectation from the community to attend community events. In 20 years that has grown exponentially. Ms. O'Neill attempts to meet with community members when they ask.

Regarding staff, she feels that she has all MCPS behind her. This summer there was an issue about exchange students. Maria Navarro, Chief Academic Officer, came with her to provide

technical support. When she met with the Dyslexic Parents Association the associate superintendent for special education and his director also attended.

The Board of Education office responds to all email that goes to the BOE inbox email. Members don't reply individually. Board members have their own email to which they reply. When things go to her she directly, she replies on her own. Sometimes if a complex answer is required, staff will draft a response.

Questions were asked of Ms. O'Neill:

Vice Chair Spradley asked how many hours it takes to hire a new superintendent.

A. The Board's number one role is to hire the superintendent. The Board hires a search firm. It takes a fair number of hours just to select the firm. Six firms submitted requests for proposals. They then had a one hour interview with each firm over two days. Then comes the actual hiring of the superintendent. In the past these interviews have happened at the National School Board Association meeting because most superintendents attend. They ultimately narrow it to three finalists. A community panel then interviewed the three finalists. It was a huge amount of work. She wasn't sure if she could quantify. It would be two days hiring the search firm, then meeting and planning what are priorities. Then two full days of interviews, and then a full day of interviewing finalists. Maryland has a very tight timeline. Must hire by July 1.

CM Washington asked what characteristics and expertise are needed to be a Board member.

A. Ms. O'Neill said she always found PTA experience very valuable. The first four years went by quickly. The Board rotated through all the clusters. They were on a three-year cycle according to each cluster but now have 25 high schools and special programs. Between the hearings and other responsibilities, they now are every four years. She visits schools. Last year the Montgomery County Education Association asked Board members to go to three schools and meet with teachers.

She said she is always learning. The system is always evolving. The Board has five seats that are districts and two at large. She represents Bethesda/Chevy Chase/Potomac, but all Board members are elected by all voters as if they are at large. She makes decisions that impact children that affect all parts of the County. Learning about education is important. MSBA runs programs and conferences and two day retreats and training. The MABE does a two day retreat and training for new Board members. Also, there is the quasi-judicial responsibility. Learning that process and the legal ramifications is very important.

CM Chau asked if there any responsibility to the Montgomery County Education Association.

A. Right now, the Board is in labor contract negotiations. There are three organizations bargaining with the Board now. This summer there were two days of training for Board members to learn about contracts. They've had a session with the superintendent and his bargaining team. They use an interspace approach, not adversarial for bargaining. They are collaborative. In their contract there's a preamble about collaboration.

In terms of compensation, it was \$12,500 when she came on Board. They are not eligible for health insurance. Then it was raised to \$18,500. That's also when the \$5000 student

scholarship came to be. Usually students can't work if on the Board because they're too busy. They are usually seniors. Then there was legislation that raised the salary to \$25,000, \$29,000 for Board President. Ms. O'Neill noted that she's been an officer 10 times.

In Maryland, most appointed Boards are transitioning to elected Boards. They have seven adults and a student. State code dictates size of the Board.

Cm Sawin asked if Ms. O'Neill could quantify how much time it takes to go through the reading material, and how much 20 years of experience cuts down on that time.

A. Experience does cut down on the time, especially with appeals. She looks at the findings of fact first. Generally, 20 appeals equals 3-4 hours of reading. Certain appeals are much easier. Sometimes there are videos for viewing such things as a fight in a school. On Monday evening there were two briefings, which equaled two hours of reading.

Chair Espy asked if the student member participated in every aspect.

A. Absolutely. Before they didn't have a vote on the capital or operating budgets. About three years ago that changed. Now they vote on everything except negative personnel matters. They are now voting on things like boundary change. With that responsibility, the student members have risen to the task and spend the required time preparing for meetings because the student vote really does count.

Vice Chair Spradley asked what she would recommend as a student stipend.

A. Students put in a lot of time. They now come to hearings for the budget and vote. The stipend should be the same as for adults. It may be hard to swallow, but it should be increased. Prince Georges County has a similar arrangement for students. Baltimore provides daily expenses.

She thinks Board members should be paid like legislators. They have an increased amount of time and expectations.

Cm Sawin asked if there is anyone whom Ms. O'Neill believes should be on the Board?

A. Parents and principals. Parents are grounded in reality and decisions. They are connected with other parents with children in school.

Cm Spradley asked if there was a former Board member to talk to.

A. Shirley Brandman.

Chair Espy mentioned that she will get a survey to complete, and asked that she return it as soon as possible.

b. Rebecca Smondrowski, Board member District 2

Chair Espy introduced Ms. Smondrowski and thanked her for coming. Dale Tibbitts mentioned the sample Board of Education notebook.

Ms. Smondrowski said that there is a weekly transmittal. She spends additional time at home reading and preparing. She said it would be nice to be independently wealthy or have someone else to share responsibilities. The Board is a part-time job, with full-time hours and ¼ time pay.

Questions were asked of Ms. Smondrowski:

CM Spradley asked what she recommend the pay be.

A. Board members are very conscientious and frugal with taxpayer dollars. Looking at the Council, the Board has similar obligations. It's important to go to people where they are. They have to be out in the community. Looking at Broward County, Florida, they get paid \$78,000 per year, with one staff each. She thinks that's fair. Or roughly \$90,000-\$100,000 without staff. Montgomery County Board members are responsible for all community outreach, social media and budget analysis. They are now getting help with briefings. The Board just hired a financial advisor.

Chair Espy asked, if members could do the job more efficiently or leaner with less hours as a part time job with current salary.

A. Yes, but they wouldn't be good at it. For example, the next day they are meeting with the superintendent, then a CIP briefing, then items study, then policy management Committee. The rest of the week they meet with various organizations, and visit a charter school. There are a lot of 12 hour days, and that doesn't include going home and reading.

Vice Chair Spradley asked what the student member should be paid.

A. That's a hard question. If it's a scholarship, then \$10,000. If it's salary only and because they are now full voting members, at least \$10,000. They work hard and miss a lot of their senior year.

Cm Washington asked if there were any types of characteristics or qualification a Board member should have.

A. It helps having students in the system at some point because you see what is going on the kid's school. But it's not a requirement. It's challenging if you have another job because there are so many daytime obligations. They oversee a large budget and 165,000 students. If you can't make it to community events, it reflects poorly on the position.

CM Chau asked if the workload was similar to the Council.

A. Yes similar. As much if not more. And there is no recess. They are supposed to have most of August off, but students are back in school. They essentially only get two weeks off. They are invited to a lot of things. She thinks it reflects poorly if Board members don't attend.

Cm Chau asked if job responsibilities and pay are higher, what she thought about term limits?

A. She is mixed on term limits. She thinks elections dictate term limits, but also nice to get a fresh perspective. She doesn't plan on serving more than three terms. But it's hard to walk away on an unfinished project.

Cm Washington asked why she decided to run for the Board.

A. She never had a good educational experience. She found school unwelcoming and challenging. Then her son also had challenges, so she got him in a program. Then she got involved with the school. Then she got involved in advocacy in the County and with the state legislature She also worked for Del. Roger Manno. She believes students should feel invested and have people invested in them. She considered it long and hard but gave up her higher paying job. She doesn't have the educational level as others and not a teacher but cares about kids. She takes it very seriously. She is on several committees.

Chair Espy asked if everyone is on multiple committees.

A. Board members serve on at least two committees.

Cm Ting asked how she could allot time spent on the Board when considering salaries.

A. 50% time in meetings with stakeholders, 30% time spent reading, 20% on constituent services. There are some 60-hour weeks. She is often out every night for weeks. People want Board members to be representatives and to attend community events.

You can't make a living on \$25,000. You must be flexible.

CM Chau asked if single parents were excluded. A. Yes.

Vice Chair Spradley asked if there was a former Board member to talk to.

A. Jill Ortman-Fouse.

Chair Espy mentioned that she will get a survey to complete, and asked that she return it as soon as possible.

5. New business – There was discussion of determining a point person to write the draft report, and updating the report headers and the tracker headers, and having a mandate in the report. There was also discussion of interviewing a student member (not on a Monday), interviewing current members by conference call on October 29, and interviewing past Board members. It was decided to defer further discussion of new business to the October 28 meeting.

- a. Discuss progress contained in project tracker
- b. Discuss pending dates and details not provided in the project tracker
- c. Determine point person/people to begin writing draft report
 - i. Mandate
 - ii. Demographics
 - iii. BOE

The meeting was adjourned at 8:37 PM.

Respectfully submitted,

Beth Gochrach



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Five
October 28, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Jaye Espy, Chair
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Guests Present

Jill Ortman-Fouse, Past Member, Board of Education
Phil Kaufman, Past Member, Board of Education

Members Absent

Ting Chau

Staff Present:

Dale Tibbitts, Spec. Asst. to the County Executive
Beth Gochrach, Office the County Executive

1. Call to Order

Chair Espy called the meeting to order at 7:01PM.

2. Roll Call

Four of 5 commissioners were present.

3. Adoption of Minutes

The October 21 minutes were approved with amendments.

4. Board of Education Member Interviews

a. Jill Ortman-Fouse, Past Member, Board of Education

Chair Espy thanked Ms. Ortman-Fouse for attending and described the task of the Commission to her.

Ms. Ortman-Fouse was on the Board of Education for four years. When asked to tell the Commission about her experience and thoughts about the Board of Education, Ms. Ortman-Fouse was very forthright. She said that she felt a responsibility to represent the most vulnerable population. She believes that when board members don't have to depend on salaries, it creates barriers to be able to legislate. One third of school families are Free and Reduced Meal Students (FARMS). Many board members are older and don't understand the needs of the diverse populations in the schools now. Comments that reflect this can be seen on a Policy committee video. She said it is a disservice to these unrepresented families. The living wage in Montgomery County is \$104,000 for a family of four.

Also, the student member is completely overwhelmed. There is so much reading. She believes that many Board members don't read the material presented to them because it is easier to coast and just agree.

Vice Chair Spradley asked if members defer to senior members of the Board. Ms. Ortman-Fouse said yes because there are some long serving members with relationships who can make things go easily. Montgomery County has the most powerful constituency in the country. If Board members were paid a living wage, it would attract people with tremendous gifts that the County would benefit from.

There was a discussion about dropout rates. The schools are failing English language learners which constitute $\frac{3}{4}$ of the school dropouts. Ms. Ortman-Fouse said that when she was on the Board, members didn't want to do the work. She was hitting her head against a wall for four years. It was not worth the \$24,000 salary.

Vice Chair Spradley asked what wage Ms. Ortman-Fouse would recommend.

A. She said more than \$24,000.

Chair Espy asked if she left because of that.

No, not entirely, but she can make so much more money. She left more because there was not the will to deal with difficult problems. She said she asked a lot of questions that are very common questions across the country. She spoke with President Obama's Secretary of Education, and asked him questions about issues. Other members of the Board didn't like her causing more work. They wanted to coast and not cause trouble. There was no accountability.

Chair Espy asked if doing the job as part-time member was possible.

A. No. She said the County is 500 square miles and has 205 schools, so being part-time isn't possible. Advocacy is dependent on the Board members, so it's important that they visit the schools. It's very political.

Cm Sawin asked how to gain insight into a school when visiting.

A. Ms. Ortman-Fouse said that, in high poverty schools for example, teachers translate materials on their own. This wasn't what was promised when dual language schools were created. In a dual language school, half the day is taught in Spanish and half in English. The children then depend on each other for assistance with the language and become a team. Ms. Ortman-Fouse went to Wheaton where there is a high number of Spanish speakers. She developed relationships with the community. But they must be provided resources and support. Authorities at the top must have relationships with people on the ground floor and must make time to meet with people. She worked days, nights and weekends. People still reach out to her until this day about all kinds of things. Other examples of minority community concerns are the stigma associated with mental health issues and experiencing the trauma of that process.

Chair Espy asked if it was fair to ask the student Board member to do the same work for less.

A. She would love to give the student Board member more of a scholarship.

Vice Chair Spradley asked how much more and if it would be a scholarship or a salary. Chair Espy asked if Ms. Ortman-Fouse would like to get the compensation the student got.

A. No, she definitely would not want the student compensation and said, stated that way put an interesting perspective on it. She said that the student members were the most eloquent and contributed the most to the Board. They are very insightful and had hands on the pulse of what was happening with the kids. They know what it takes to be successful.

Cm Washington asked what Ms. Ortman-Fouse thought about Board members having dedicated staff, if she was okay with money going to that rather than salary.

A. Yes, she was desperate for a staffer. It would have made such a difference for her.

Cm Sawin asked if Mr. Ortman-Fouse could quantify the amount of prep time and reading required.

A. It's hard to quantify. Board members must deal with things like change of school assignments and disciplinary actions for staff. Also, it takes the County years of data collection before the Board can get any information. There are very complex cases. The school system doesn't do anything for needy families. They say there are too many to help. They are interested in greater education for all schools, but students of color are concentrated in low performing schools.

Cm Sawin asked how much time she spent reading to do the job competently.

A. She read throughout weekends and nights, about 70 hours a week. And then she met with constituents, answered email and texts and responded on Facebook. There is definitely a spectrum of board members' commitment to doing the work. Some were endorsed by the teachers' union and did not feel the need to dig in and challenge the status quo. If you go along it is so much easier. But the Board can't attract excellent members with the low salary.

Chair Espy asked if higher salaries would result in better candidates and more informed decisions.

A. Yes.

Cm Washington asked what the qualifications, talents and background are for being a good board member.

A. She couldn't really say. It's not necessarily background because students bring tremendous insight.

They have retired principals. But the value of an education has changed because now everything is free source information. Its challenging to see the value of a college education. The current board members don't have to rely on a salary or pension. How representational can that be?

Chair Espy thanked Ms. Ortman-Fouse for attending and providing her comments and that people need to be courageous to advocate. Chair Espy said that if she had any other thoughts to email Dale or Beth.

b. Phil Kaufman, Past Member, Board of Education

Chair Espy thanked Mr. Kaufman for attending and described the task of the Commission, and explained that the Commission had just spoken to Ms. Ortman-Fouse and also to two current board members so far.

Mr. Kaufman said that he was on the Board of Education for eight years from 2008-2016. He spent two years as vice president and president.

He noted that there should be a greater difference in the president's salary vs. the member's salary. It is now \$4,000 but should be more significant. The president goes to all advocacy meetings with the County Council and State, and is the focus for press inquiries. There is a lot more responsibility. Also, the Superintendent interfaces with the Board through the president. There are more meetings. The president and vice president had bimonthly meetings with the three unions. It is much more work.

CM Washington asked what prompted him to run.

A. He was active in the PTA, and then in the cluster. His kids then aged out and he didn't want to continue on the PTA, so he went to the next level of advocating with the Board and then decided he wanted to serve on the Board.

Vice Chair Spradley asked how many hours he worked.

A. Summer was slow, not sure of the hours. The rest of the year he worked about 50-70 hours per week. He worked on evenings and weekends. Some weeks he was not home at night at all. There were budget meetings, reading, preparing for the October-November capital budget sessions, and in December-February the operating budget sessions. In May there are graduations. They must attend and write speeches for each school appropriate for that school.

After budget season there are cluster meetings. There are about five to six cluster meetings each year. They also meet with principals and PTAs about various issues, facilities and other controversies. When meetings are open to the public there may be a couple hundred people.

After the December election there is a retreat. There is also a July retreat. Then there are state and national conferences, MAE and the National School Board Association, and Council of **Urban Boards of Education (CUBE)**.

Chair Espy asked about the Board's own retreats, and who coordinates them.

A. The staff coordinates and they are usually two days and local. During the month there are two regular board meetings. Then the policy and fiscal management committees meet monthly. In the fall there is a meeting on student leadership that involves Montgomery College, Universities at Shady Grove, Park and Planning and various municipalities.

The Board also has a quasi-judicial function. It acts as an administrative court and its proceedings are formal. It acts on things such as transfers, early admission to kindergarten, magnet programs, complaints from the public and appeals. Staff dismissal can go to appeals along with students' expulsions or suspensions. The Board hears oral arguments, and there are hundreds of pages of transcripts. It is very time consuming.

Chair Espy asked if there was a way to manage the Board responsibilities as a part time job.

A. No. It's a fulltime job. A person can't work a full-time job and be a Board member.

Vice Chair Spradley asked if Mr. Kaufman worked when he was on the Board.

A. Yes, when he first started and for the first four years. He had lots of leave and a compressed schedule. The Board scheduled around him. He had flexibility so he could handle things. The last four years he couldn't have done it and attend community events. There is an expectation that Board members will try to attend.

Then there are meetings with the superintendent. There are controversial topics and questions are answered at pre-meetings.

Vice Chair Spradley asked what compensation he thought Board members should receive.

A. Money wasn't a deciding factor for him. It was \$18,000 when he was first elected and then raised to \$25,000. The job demands a lot. It's not full time in the same way as the County Council is. Also, it depends on each Board member. Some take the responsibilities more seriously. The Board must do the required tasks of establishing a budget and hiring a superintendent. Board members usually don't get into certain things such as when the bus didn't pick up a student or a student needs a teacher change; although some board members do get involved in these issues. He doesn't see it as something board members need to do.

Hiring the superintendent is a big part of the job. There is also the yearly evaluation of the superintendent which takes a lot of time. The Board is held accountable for the superintendent. The Board president must combine all the Board member evaluations into one evaluation. He was there when they replaced Jerry Weast with Josh Starr. It was all consuming. They essentially had to stop all regular Board work. They had to consider what they were looking for-vetting factors, and whether it would be an open or secret process. Most candidates want a secret process to protect their current jobs. Interviews were done near BWI airport and at a superintendents' conference in San Francisco to protect the identity of the candidates.

Cm Washington asked if Mr. Kaufman thought the \$5,000 student scholarship was sufficient.

A. The student has the full range of responsibilities and he thinks they should get more than \$5,000, whether it's a \$10,000 scholarship or compensation. All student Board members have been incredible. They deserve all they get.

Cm Sawin asked if there are voices that are not represented on the Board because of the pay.

A. Now there are former principals and PTA members on the Board. Pay is not a deterrent though the work can be overwhelming. He can't say whether or not pay influences individuals' decisions to run.

He thinks having people involved in the PTA and school system bring a lot to the Board. But he knows that minority communities are not well represented on the PTA. There are surveys about what makes a good board member. Former principals got the worst gradings. Maybe they know too much or are at odds with the superintendent. Principals on the Board can get in the way of decisions. Another consideration is people in the business community vs. PTA folks. There is some weakness on the Board especially regarding the budget process--a 1.5 million capital budget. There's not a robust review.

Cm. Sawin asked that even with a flexible job, could he have been on the Board if he needed child care for his children.

A. His wife was responsible for child care. If he had little kids and couldn't be there for them, that's something he would have considered.

He said that pay should be more than now, perhaps \$35,000-\$40,000 like in Fairfax. Montgomery County is a competitor with Fairfax.

Chair Espy thanked Mr. Kaufman for his time and insight and welcomed additional feedback.

5. New business

a. Discuss progress contained in project tracker

Chair Espy stated that everything is in the tracker though members can't view. All was inputted in the tracker from Sept. 30, 7 and 14, including both high and low level activities and interviews. The next step is synthesizing. The Commission should review the tracker again. There are some dates that head into late November and December. Perhaps tasks should be done sooner, or they should adhere to the schedule. They will start determining the point person and leadership or if they need support from other members.

They will need to ask for graphics. They will discuss ownership for those pieces at the next meeting, so they can begin the actual writing. The data is being collected.

There was discussion of more interviews. Staff Tibbitts suggested he could contact unsuccessful Board candidates. He will also reach out to a former student Board member to interview by conference call. The Commission said it would like to talk to a former student Board member.

There was a discussion of deadlines, having all external information and drafting an outline. There was also a discussion of the Commission webpage on the County's website, which was almost finished, and that the version of the survey questions needed to be checked.

There was also discussion of how to reach out to potential participants to answer the survey questions. Staff Tibbitts suggest the County's Paperless Airplane published by the Public Information Office. Other suggestions were to ask the superintendent, publish the survey on

MCPS Blackboard and potentially contact the PTA. It was suggested that the survey be open for two weeks.

Members formally voted and all were in favor of the Commission sending out a press release to the community seeking input about Board of Education compensation.

Members formally voted and all were in favor of the Commission notifying the community of the survey through the Public Information Office's Paperless Airplane.

Members formally voted and all were in favor of the Commission notifying the community of the survey through the Montgomery County Public Schools by an email from the superintendent via Blackboard if that is a permitted use of Blackboard.

Members formally voted and all were in favor of the Commission notifying the community of the survey through PTA, MCGEO, and the MCCPT-delegates list if the superintendent didn't participate in disseminating the survey.

There was a discussion about the survey, number vs. description form, how it populates and how it runs frequencies. The commission can use raw data in any way it determines as long as it has the data. It was suggested the Commission take recommendations from the webmaster.

The meeting was adjourned at 8:41 PM.

Respectfully submitted,

Beth Gochrach



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Six
November 4, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Jaye Espy, Chair
Ting Chau
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Members Absent

None

Guests Present

Matt Post, Past Student Member, Board of
Education – By Telephone

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office of the County Executive

1. Call to Order

Chair Espy called the meeting to order at 7:07 PM.

2. Roll Call

All five commissioners were present.

3. Adoption of Minutes

The October 28 minutes were approved with amendments.

All previous minutes were approved with amendments were approved.

4. Board of Education Member Interviews

a. Matt Post, Past Student Member, Board of Education – By Telephone

Chair Espy thanked Mr. Post for attending and described the task of the Commission to him.

Mr. Post was the first student member on the Board from Sherwood High School, and the 40th MCPS student member overall. He was the first student member to have full voting rights.

It was one of the most challenging and fulfilling jobs he's ever had. He was responsible for communicating with entire MCPS student body. No other adult board member has to do that.

It was a unique and interesting role. It was the normal role of the Board plus with other weekly meetings, including two to three meetings in the central office, two to three school visits, and board committee meetings. It took many hours. He also met with staff regarding specific concerns, met with the superintendent with other Board members, and had briefings with school system staff members. His time averaged about 35 hours per week including driving and meetings.

Commissioners asked Mr. Post questions.

Chair Espy asked what he thought compensation should be for the student member.

A. It's essentially a fulltime job. The lack of compensation is a deterrent to serve on the Board. Right now, a member must be either independently wealthy, retired or have a spouse. With students it's even more exaggerated. The student doesn't get money that's usable at the time and is significantly lower than the other members. At one time \$5,000 was enough. He believes the compensation should equal other Board members' compensation through salary or scholarship. He knew a student who wanted to run and speak to the issues, but needed ongoing income so the lack of compensation made it impossible.

Vice Chair Spradley, asked if the compensation was not a scholarship but the same income as the other Board members, if that would that be interesting.

A. Yes. Because it makes sense that the student member should be paid the same. The student does the exact same work. In terms of attracting more student members and in terms of fairness the compensation should be the same. The income could be a salary, stipend or scholarship.

Cm Sawin noted that the student Matt mentioned who was unable to run for SMOB because his family needed him to contribute to income had received a full scholarship provided by a college, and asked how much of a factor would it be if students couldn't use the Board's scholarship.

A. Mr. Post almost got a full scholarship, so the college reimbursed him in other ways, such as paying for a laptop, but he noted that his university was generously accommodating and not all universities would do the same.

Vice Chair Spradley asked what year Mr. Post was in, and what happened after the first year.

A. Sophomore. The college increased his aid and still covered all. But Mr. Post noted that this was by far the exception. Students at other colleges are strapped with debt.

Chair Espy asked if he calculated his hours to be 35 hours per week, then what should the compensation be for board members?

A. He doesn't pay mortgage and feed kids, so hard for him to calculate, but he thinks \$50,000 per year. He would have contributed at home if he had gotten that compensation. He would have started saving for the future. In terms of work done, \$50,000 is fair.

Chair Espy asked if he would have been willing to offset some of the compensation for staff.

A. For him, staffing was not an issue. He felt like there was staff support. Work for a member is different. Staff can't read materials and make recommendations or talk to community members. The core function of the board is not replaceable by staff. It is like the work of an elected official.

Cm Sawin asked about having staff to do research.

A. He did not feel comfortable using staff. If he wanted information, he would talk with the Board's chief of staff or other contacts directly. In terms of broad research, the staff would react quickly. The real work is sifting through materials such as appeals. He thinks it's irresponsible to have staff do that and that the Board member has the final level of accountability.

Vice Chair Spradley asked if student members have ever returned to serve on the Board.

A. One student member ran for the Board and lost. But another is a principal of Westland Middle School and another is a high school teacher and football coach. They have returned to Montgomery County.

Chair Espy asked if it was possible to manage the workload and responsibilities in a 20-hour workweek.

A. To do so would be to abdicate responsibility to the community. If Board members cut down and narrowed the scope, it would be to the public's detriment. Board members need to be engaged to fill the needs of the community, get feedback and make decisions.

Cm. Chau asked if the number of Board seats should be expanded based on the growing population in the County, by region or some other way.

A. Yes, he thought that was a good idea. But even regional board members should represent the whole County.

Cm Sawin asked how it was dealing with the range of experiences on the Board, and how to serve the needs of all students with such a diverse student population.

A. It was a challenge. He kept himself grounded. He visited multiple schools per week. He met with all groups--covering diverse backgrounds, ethnicities, genders, politics, academic interests. He talked about his role, but also listened. He went to several ESOL classes, with a translator, to hear feedback and concerns. He met people where they work. But it takes time. It's a lengthy endeavor. He had to drive all around.

Chair Espy asked if he visited every single high school and if he drove.

A. Yes. The student Board members take the job extremely seriously. He said that he felt there is extra scrutiny on the SMOB and that the SMOB is perceived as legitimate because they do take the job so seriously.

Chair Espy asked how he managed his time as student and a board member.

A. It was really hard. He stopped running cross country. He had two periods in the middle of the day when he did his Board reading.

He had a car and was reimbursed for mileage, but it was a huge time drain to write down where he'd been to calculate the expenses. With mileage and wear and tear on the car, he didn't come out financially better.

Cm Sawin asked, from a student's perspective, what qualifications make good student board members.

A. He's reflected a lot about that. A member must be willing to put in the work, to listen attentively to all meetings and briefings and to not take things personally ever. Separate political and ideological policy completely. Board members should be on good terms with all their colleagues.

Cm Sawin asked what qualifications make good adult Board members.

A. Historically the most effective members work hard, do their homework and maintain good relationships. Students are under more scrutiny. They only have a year. They have to hit the ground running, and do as much as they can until they leave.

Chair Espy thanked Mr. Post for his comments and said that the Commission really enjoyed hearing his perspective, and thanked him for being a leader and sacrificing so much for Montgomery County, and that his insights had been enormously valuable.

5. New Business

Survey. The survey needs to be incorporated into the report along with other items on the project tracker. The commissioners need to decide what will be included. They will begin drafting the report at the next meeting. Going through the project tracker it was determined that many items had been completed, such as citations, interviews and compensation comparisons. All will have to be synthesized into the report. They might interview one unsuccessful candidate if there is time before December 2.

There was a discussion about sending the personalized survey to other board members to include: past, current, served then ran and lost, or just ran and lost. There was discussion about the deadline, that it should be two weeks from dissemination, the same as the public survey deadline. There was discussion of the survey being pushed out Tuesday, Nov. 5, with a deadline of Nov. 19.

There was discussion of two changes to the survey to include under education level high school – some college and ranges of hours. Staff Dale Tibbitts said the survey will publicly visible on the County’s website tomorrow through various media. There was discussion about whether to give a closing date and if surveys were subject to sunshine laws. It was decided that posting a deadline or stating that the survey was available until a given date was fair and transparent. The survey must comply with the County’s ADA requirements and online translation services. MCPS can translate into any language needed through a drop down menu. There was discussion of how data is easy to get from Survey Monkey. Staff Dale Tibbitts said that notice will be sent about the survey through the County’s Paperless Airplane and press releases.

Draft Report and Project Tracker. Commissioners reviewed the draft report. Vice Chair Spradley added the table of contents and other items. There was a discussion of when the report will be done, of meeting dates and a timeline. If the Commission won’t meet on November 25, then there could possibly be a conference call. Other than that, there are three more meetings scheduled.

There was discussion of the legal parameters of student compensation. The current law states that the student can receive a scholarship and travel expenses. There should be language in the report to change the language in the bill to make the student compensation options more flexible, not to strike the scholarship, but to add a stipend if it’s legal. It’s possible a student’s salary could be taxed and burden the family. Students should be able to choose a scholarship, salary or stipend. Concern was expressed about choices getting lost in the system, that the scholarship could reduce a college scholarship, and that there would be a deficit in the second year of college. To alleviate that concern it was suggested the scholarship be paid out over four or five years in \$5,000 increments. Also, if a student doesn’t go to college, they could be given the choice of the salary or stipend.

There was a discussion of ways to address taxes through a stipend, which arguably is not taxable. Or the student could file as self-employed and deduct the tax. If not, it could be catastrophic for a family with \$25,000 extra income. A stipend could be \$1,000 or \$2,000 per month. The Commission could compare to reimbursements, which have a cap. There should be a determination of how much travel costs are per month. The student doesn’t participate in hearings but does visit schools. The ideal would be to make compensation equal to other board members but tax friendly. There was discussion about how the \$5,000 scholarship is used now and how it works with a college savings plan.

There was discussion of Board member salaries in other jurisdictions. Cm. Washington will synthesize and put in report footnotes. There was discussion of how to formulate Board member salary increases and

to identify components to justify the increases. Suggestions included basing the increase on state delegates' salaries of \$50,000 and increasing by a certain percentage. This could be justified because the Board members are responsible for 55% of the County's budget and must be constantly out in the community at events and schools. The salary increases could also be subject to the percentage of student college/career readiness or other County scorecards. But the data would be trailing, and the next group of Board members would get the increase.

There was discussion about the timing and effects of the salary change because constitutionally salaries can't change when an officer is in office. But the concern is about attracting candidates to run in the future. There was a question about when the next Board elections occur. People would be more interested in the opportunity if the salary was even \$45,000. Also, Fairfax County Board salaries should be considered. Several formulas and percentages were discussed, such as using 75% or 90% of \$50,000 with an additional 20% for the president. The formula should be standardized so that the Commission can review and increase in the future. It was suggested the Commission ask Del. Eric Luedtke to assess the comfort level of the state assembly. It was noted that Board members only get two weeks off per year, but delegates would say the same thing. There would have to be a strong argument that this is a fulltime job. Also, Board members don't have staff or pensions. There should also be consideration given to the Board president, who has extra duties, not just a title.

The meeting was adjourned at 9:11 PM.

Respectfully submitted,

Beth Gochrach



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Seven
November 18, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Ting Chau
Jaye Espy, Chair
Jennifer Sawin – By conference call
Mark Spradley, Vice Chair
Jason Washington

Guests Present

None

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office of the County
Executive

1. Call to Order

Chair Espy called the meeting to order at 7:04 PM.

2. Roll Call

Four of five commissioners were physically present. One commissioner attended by conference call.

3. Adoption of Minutes

The November 4, 2019, minutes were approved with amendments.

4. New Business

- a. Discussion of progress contained in the project tracker

Chair Espy stated that the only thing updated in the tracker was to put in the public survey deadline as tomorrow, November 19. However, staff Tibbitts noted that the survey wasn't posted right away so the deadline was moved to November 24.

Staff Tibbitts had a note from a former Board member that several people have commented that there is not enough background information about the Board member job description to complete the survey. There was a discussion among Commission members about why no description was provided, which was done in part so that individuals completing the survey would express their opinions based on their own knowledge of Board member responsibilities. Also the target audience of the survey is the general public. It was purposely not directed to people or groups that may have more familiarity with the Board. It was suggested that the survey be updated with the Board member's job description, but it was decided that it would be unfair to those people who have already taken the survey, and also wouldn't provide a standardized response.

There was discussion of the questions. It was noted that people are putting comments in the text section of the survey. However, Commissioners can't answer or presuppose what questions

people will ask. It was decided not to change the questions. The Commission will wait for results to come back.

Chair Espy noted that the Commission is collecting a lot of information without a lot of time to synthesize and put it into the report. Chair Espy reviewed items in the project tracker:

- Conversation with Richard Madaleno, Director, County Office of Management and Budget. This is done. The Commission can synthesize his opinions and put in the report, if needed.
- Collecting information on the roles and responsibilities of Board members. This is done. Cm Sawin has taken responsibility for this. See the executive summary which incorporates some of this information. Now the Commission must review what Cm Sawin put together to potentially modify and then insert into the report. The Commission will also use input from interviews with the Board members. Commissioners can accept all the changes online, and also make changes and send to Cm Sawin so she can incorporate the changes into the report.
- Number of students in State of MD. This is done.
- Number of schools in Montgomery County. This is done. Cm Washington can add a column for the top 17 school districts.
- Median income. This is done. They have quintile information.
- School system budget and capital operating budget. This is done. Cm Washington noted that some of the data for capital budgets is not comparable because some are three year and some are annual budgets.
- Board of Education direct staff and salaries. This is in progress. Cm Washington noted that some boards have combined data and some are separated out. Staff Tibbitts has information.
- Teachers' salaries. This is done.
- Identify funds for community engagement or identify if there is a community engagement fund. Cm Sawin couldn't find this information. MCPS provided budgetary information but it wasn't specific to Board members attending community events. It was suggested that the County Council may have money for community engagement. Cm Chau asked if the County Council had a community engagement budget have for Councilmembers. Staff Tibbitts explained that each Councilmember has a budget of about \$400,000 from which to allocate funds for staff, travel, contracts, etc.
- A list of other meetings that Board members attend. Board members spoke about this, but the Commission still has no real list. The Commission needs to provide examples or categories of types of meetings and events Board members attend, for example, high school graduations and the number of schools that the student member visits. Some events are required and some are optional. The report should list and categorize all.
- Peer school system to which MCPS can be compared. This is done. Per Cm Washington there are nine Counties. He re-sent the list to Commissioners.

- Number of Board members who are using the provided health benefits. This is done. Per staff Tibbitts, there are currently three Board members using benefits.
- Discuss staff duties and determine if Board members would prefer to have more of an increase in compensation or less of an increase, but have staff assist them in their duties. Cm Washington noted that some Board members would like to have staff. Chair Spradley noted that it is not really a compensation issue. There had been discussion of adding more Board members to decrease the workload, but more Board members can't be added because each would then require more staff.
- Student compensation. It was suggested that the Commission review the County Attorney's opinion. Students must receive a scholarship and not compensation. The delegation would have to change that portion of the legislation, stating something like: "this is the task you gave us, but we would like you to consider structural changes." Cm Sawin is looking at the amount of the scholarship. The Commission can make suggestions; for example, the compensation can be the same dollar amount but broken down in other ways, especially if the student isn't going to college. Students should have the choice. The tax consequences for the student and family should also be considered. Also to be considered is if the student is taking a gap year and not going to college right away, and if the scholarship should be good for life or similar to the GI Bill, where the scholarship must be used in 10 years. Also to be considered is if the college also offers the student a scholarship, making the Board scholarship redundant and unusable. The student should be able to access the scholarship in a subsequent year. The Commission should also consider the consequences of a stipend versus a scholarship.

b. Discussion of the report

There was further discussion of the report generally. Cm Washington stated that he will handle comparison of salaries. He will edit and make more concise.

Vice Chair Spradley suggested that the Commission consider making a broad statement on diversity such as that 30 years ago the Board members were all male business people. It would also be good to address the fact that, based on the testimony of Board members, this is a full-time position. Cm Sawin said that she added this to the report.

Vice Chair Spradley suggested also adding the cost of living in Montgomery County, which is \$104,000 per family. Cm Sawin said that it is in the demographic summary of the report. Some of the data comes from the Maryland-National Capital Park and Planning Commission; that data is drawn from the U.S. Census Bureau and the Montgomery Community Survey.

Cm Chau Ting noted that the report should include the full scope of responsibilities of the Board members, including going to meetings, attending quasi-judicial hearings, and meeting with the superintendent.

Vice Chair Spradley asked if the Commission's report should reference the Kirwan report. It was suggested that the Kirwan report might be too hypothetical to be useful in the Commission's report, but it could be referenced. Vice Chair Spradley will come up with some language for the report, with the expectation that there will be additional funding for the schools.

c. Notes from teleconference with Nate Tinbite - current student Board member

On Saturday, November 16, Chair Espy, Vice Chair Spradley and Cm Sawin spoke with Nate Tinbite by teleconference. It was a discussion that was arranged at the last minute.

Mr. Tinbite described to the Commissioners a day in the life a student Board member. He is a high performing student at Kennedy High School. He works at Panera on the early shift that begins at 5:00 AM. He is an extraordinary young man. His duties at the Board include local, state and national events. He recently had a meeting with the U.S. Secretary of Education, Betsy DeVos. His role has superseded what people had expected. He is also a student. He is also currently filling out college applications. He reviews Board materials and has attended hearings. He has visited every single middle school and high school in Montgomery County. His Board activities take more than 40 hours per week. He does not have a car. He shares his mother's car.

Mr. Tinbite indicated that he thought the compensation should be \$50,000 for both the student member and the other Board members. He cited the salary of the general assembly. He thought that the current Board salary is very low, especially for the student. It puts other students and citizens at a disadvantage. Students are turned off from serving because of the compensation. According to Mr. Tinbite, students in Prince Georges County get a \$10,000 salary. In Anne Arundel County they get paid weekly. The student member gets \$8,000, the vice president gets \$9,000 and the president gets \$10,000. Getting a weekly stipend is very important for the student member to cover transportation and other expenses. In the D.C. metro area, Montgomery County has the only voting student member.

Mr. Tinbite thinks that if \$50,000 is the compensation for Board members, then that amount should be split between a scholarship and salary for the student, so that the student could have a wage. He thinks a \$5,000 scholarship creates the impression that the work of the student member is less valuable. It's a mistake that the Commission can try to correct. He cited several programs and policies that were enacted, which impacted students across the board, primarily due to the work of the student Board members. He is doing the same work but going above and beyond what other Board members are doing. In order to change this the Commission needs a strong argument for equity.

Regarding the composition of the Board, he said that some are professionals and some are stay at home moms, but outcomes are what should be weighed. His touchpoint is a lot deeper than other Board members because he deals with students directly.

There was a discussion of how many months a student Board member serves. They are usually elected by students in the spring of their junior year. They take office on July 1. They then serve for basically the school year.

d. Commission recommendation for compensation

CM Chau discussed potential compensation for Board members, noting that it's a full-time job. She thought that to recommend less than a \$50,000 salary is not really addressing the problem. But it is also a legitimate concern, if the amount of salary suggested is too high. Money could go to student lunches. \$50,000 - \$75,000 is reasonable, but less than \$50,000 is a waste of time. Cm Sawin agreed with Cm Chau, and suggested \$50,000 - \$60,000 for elected members. For the

student, she suggested 60% - 80% of that. CM Washington suggested 110% of the legislators' salary, which would be \$55,000.

Vice Chair Spradley found Mr. Tinbrite to be very persuasive, and thought that 120% of the delegates' salary would be appropriate. He thought there is a strong argument for equity for the student, and that the student should receive a salary or stipend. Chair Espy thought \$50,000 would be appropriate but could be persuaded to go higher. But less than \$50,000 would be a slap in the face. The salary should really be six figures.

It was suggested that for the student the compensation should be a \$5,000 to \$10,000 stipend and that the scholarship should be \$40,000. Minimum wage is \$13 - \$14 per hour. Compensation should be no less than that. Cm Sawin noted that the Maryland code states the student should receive a scholarship, but doesn't state that it's expressly for one year. She was not sure the delegation would have to change the legislation if commission recommends spreading the scholarship out over four years. That would resolve the issue of the scholarship being nullified by a college scholarship. Cm Washington thought that the student should be able to use the scholarship over a five-year period after graduating from high school. But they should receive a certain amount per year, not one payment upfront. Unlike in other counties, the student member votes on the budget.

There was discussion about whether to decide on a salary recommendation at this meeting or wait until the survey results came in. Commissioners decided to think about it, noting that the Board is responsible for 55% of the County's budget, and the County should have the best and brightest Board members.

e. Delegation hearing and report executive summary

There was discussion about immediate next steps given that the County delegation will be meeting at the County Council for hearings on local and County bills on December 2 and December 9. It was decided that the Commission will meet on November 25 to draft an executive summary that will be ready for the hearing on December 9, when the legislation is scheduled. It was noted that the Commission should sign up now. Cm Washington said he will have exhibits and footnotes done by November 22. All members should review the draft report. Staff Tibbitts will contact Del. Eric Luedtke to be sure the Commission has all dates and deadlines correct.

The meeting was adjourned at 8:36 PM.

Respectfully submitted,

Beth Gochrach



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Eight
November 25, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Jaye Espy, Chair
Ting Chau
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office of the County
Executive

1. Call to Order

Chair Espy called the meeting to order at 7:14 PM.

2. Roll Call

All five Commissioners were present.

3. Adoption of Minutes

The minutes of the October 29, 2019, November 4, 2019, and November 18, 2019, meetings were approved with amendments.

4. New Business

a. Discuss progress contained in project tracker

Cm Washington added comparable school district data, and emailed it to the Commission members. He noted that there were some fluctuations in the budgets depending on the size of the school districts. Identified Florida school districts, in general, had smaller budgets but higher board compensation. Appointed board members usually have no salaries, including Philadelphia, which has transitioned back to a traditional, appointed school board model. The Commission can cut that data any way if they need to, and provide school facility size, etc. The Montgomery County student is the only student member who actually has full voting responsibilities (except for personnel disciplinary actions).

b. Review public survey summary results. The public survey questions and responses (see attached) were reviewed and discussed:

Chair Espy opened the discussion. The public survey was completed on November 27. Two-hundred and seventy-four people responded to each question. No respondents skipped questions 1-9, although 128 (about half of the respondents) did not provide additional information in response to question 10.

The survey does not say who responded. There are no demographics. But you can see how each person responded. Cm Sawin said she can do a further breakdown of the responses.

There was discussion about responses to the specific questions.

Question 1: Are you aware that Board members receive yearly compensation? Yes: 77% No: 23%

Question 2: Based on your knowledge and understanding of the duties and responsibilities of Board members, is the current yearly compensation (\$25,000 for Board members: \$29,000 for the Board President) appropriate?

A high percentage thought the salaries should be \$20,000 or less. The Commission needs to make a credible argument for the student Board member since responses were not encouraging. In Prince Georges (PG) County the student Board member receives \$40,000 to use as he or she chooses. But the student member still must juggle with other scholarships. A person familiar with the PG County Board was shocked about how low the Montgomery County student Board member compensation is. PG County Board members receive \$19,000 in compensation. Because they will need for reference, it was suggested that the Commission obtain the compensation information in writing from the PG County school board secretary so that the information is not just anecdotal.

Question 3: Based on your knowledge about the duties and responsibilities of serving on the Board, should the student member's scholarship of \$5,000: Remain the Same, or Be equal to 25%, 50%, 75% or 100% of yearly Board members' compensation?

Question 4: Please estimate how many hours per week a Board member spends on all Board of Education responsibilities, including; Board meetings, preparation, committee meetings, community engagement, and other duties inherent with the role? Less than 20, 20, 30, 40, 50, 60 or over 60 hours.

Regarding Board member hours and student compensation, respondents think that the Board duties and responsibilities require fewer hours than they actually do, but still think that more compensation is needed. This makes for a strong argument for the position being considered a full-time job. The student perspective is anecdotal, but the student's workload is similar to the regular Board members, and the student also visits schools, which is a good argument for compensation equal to that of the other members. The student's status is essentially the same as the regular members, even though the student may not yet be 18. It is a very important position. The student is elected by all MCPS middle and high school students. The compensation should be equitable, but the Commission must justify that. The information from Prince Georges County will support the justification. Other counties don't make clear what they give students.

Question 5: Based on your familiarity of the duties and responsibilities of a Board member, what level of education do you believe is appropriate for Board members to have obtained? High School or some college, Associate Degree, Bachelor Degree, Graduate or Professional Degree.

The Commission discussed the level of education respondents thought Board members should have. Most respondents thought that a bachelor's degree was appropriate, but Commissioners

noted that having a specific level of education is not a requirement, so the salary really can't be based on level of education. But it was noted that the point of the survey was to capture assumptions of County residents, who are very educated individuals. But it was noted that 20% don't think that a bachelor's degree is needed, which the Commission thought was high. Currently, only one Board member doesn't have a bachelor's degree.

Question 6: What background, skills, and abilities are necessary to be an effective Board member?

There was a discussion of the response to the question about what background, skills and abilities effective Board members should have. Business and law were included in the responses. A lot of people are looking at the budget. It was suggested that County Stat could analyze the responses. Staff Tibbitts suggested running cross-tabulations or conducting a thematic analysis on the 274 responses to see what answers are consistently repeated, such as PTA experience, being a parent, being a good listener, etc. It was suggested that the Commission could come up with four themes and track the responses or find a way of quantifying skills that would include such things as political ability, responsiveness to constituents, conflict resolution, knowledge and abilities, and other core competences, and other factors such as being an inclusionist.

Chair Espy stated that it does not seem like the public knows what the Board members' duties are. The public's responses are inconsistent with what the Commission has learned through the interviews with Board members. It is apparent that the roles and responsibilities of Board members are not truly understood by the public at large, thus the executive summary should highlight the roles and responsibilities and provide underlying information to determine appropriate salaries. Cm Sawin noted that it was beyond their charge, but perhaps the Commission could educate the public through its report.

Question 7: Per our legislative mandate, the Compensation Commission is considering various recommendations for Board compensation. Please select all of the following recommendations that should be considered: Reducing Compensation, No change, Indexing compensation to a Benchmark, Using a performance-based compensation, Increasing compensation.

There was discussion about the response to recommendations for Board member compensation. The Board has looked at all the five options.

It is noted that Question 8 was reviewed but not discussed.

Question 9: What salary would you recommend?

There was discussion about the responses to the recommended salary range for Board members. Responses ranged from "0" to "this should be a volunteer job" to volunteer to \$180,000 per year. The public didn't have background information, although they could have gone to the Board of Education website for that. There is a lack of knowledge. Some people think teachers make \$80,000 per year.

Question 10: Please provide any other information that you think the Compensation Commission should consider in its determination.

The Commission discussed the living wage in Montgomery County. Some respondents said that Board members were climbing the political ladder, but the Commissioners noted that most Board members don't go on to political careers, so it's not really a stepping stone. There were a few: current Council member Nancy Navarro and past Council member, the late Marilyn Praisner, and former Maryland Delegate Ana Sol Gutierrez. Responses to the question will be included as an addendum with summary and highlights.

There was discussion of choosing four questions: #1, #2, #4, and #5 to highlight in the report. The question about number of hours worked was incredibly illuminating for the commissioners. The education question should be included. The public is unaware of how much work the job entails. It's important to include a full description. Cm Sawin suggested putting specific student member needs in its own module. Cm Washington suggested that recommendations be placed in the executive summary and on the first page of the report, then background information could go in the body of the report. The report could state: "this was our directive; this is our response." The report can provide a blueprint so that the next group won't have to go through the building process again. Almost three hundred is a good number of responses.

c. Draft executive summary

The executive summary should be prepared for the December 9 public hearing before the County's Delegation at the County Council building. The Commission doesn't need to provide the full report at that time. But staff Tibbitts noted that it might be advantageous for the public to know the Commission's recommendations at the hearing, because that was the basis for the bill and the establishment of the Commission, especially since the survey showed the public's lack of knowledge about the Board. Cm Washington suggested coming up with a recommendation at this meeting and dropping it into the executive summary at the next meeting.

Chair Espy asked for Commissioners opinion about coming up with a recommendation and if there were any changes, specific dollar amounts or ranges. There was discussion of setting recommendations based on a percentage of Maryland General Assembly members' salaries: 110% = \$55,000. 120% = \$60,000. Alternatively, it was suggested that County Council member salaries could be used as the basis for the calculation. Chair Espy said that comparing delegate and Council salaries was like comparing apples to oranges. There is not a nexus between the two jobs.

Cm Washington suggested using the school system's budget as justification for the salaries. Seven people must make decisions about \$2.68 billion dollars. Compensation equity should be looked at in light of that responsibility. Cm Chau noted that the survey had a wide range of responses, and that the suggested compensation was within those ranges. It can be compared to the state median income: \$50,000 = 70% of state median income. Cm Washington suggested continuing the benefit package. Vice Chair Spradley suggested that BOE officers receive 20%-25% more since general assembly officers receive 25% more than members. There was discussion of recommending cost of living increases and/or indexing at the state wage adjustment level.

Cm Chau noted that education encompasses many issues and that Board members must be multi-focused. Education is one of the most critical elements of life. The Board members' responsibilities are very important, and they deserve to be compensated appropriately. Chair

Espy stated that she is thinking that the compensation for Board members and the student should be \$50,000. The president's compensation should be \$55,000. The president changes every year.

Cm Sawin stated that, looking at numbers from the survey, the higher salary recommendations come from earlier respondents. Looking at everything altogether \$50,000 is a solid recommendation. She is concerned about what people are expecting regarding the student. It's a smaller but vociferous percentage that think there should be no student at all. The Commission doesn't want to jeopardize the student position on the Board. Cm Washington stated that the student should get the raise. Vice Chair Spradley stated that when the student got full voting rights it was justification for the raised salary. The Commission has developed a great deal of respect for the student members who have served, from what they know about their dedication, so they do not wish to jeopardize the student member position.

It was noted that Los Angeles County Board members receive \$120,000 a year. The Commission will make a recommendation. The actual outcome from the General Assembly may be different. It was noted that legislators may be voting for salaries higher than their own, but the Commission believes it is important to make the case that for the purposes of compensation, Board member positions are full-time positions and should be paid fairly. It was noted that County Council members' salaries are \$139,119 per year. The general assembly's president/speaker salaries are about \$65,000.

There was continued discussion about whether the Board positions are full-time. Cm Sawin stated that the Commission doesn't need to make the case that the positions are full-time. If the Commission states that they are full-time, but the compensation is \$50,000, there will be another contingent that says that is not enough. She also stated that not all Board members may work full-time. Cm Washington noted that there is even disagreement among Board members about whether the position is full- or part-time. Cm Sawin also noted that this isn't a one-time study, but an ongoing study. She also noted that regarding salary there is a tension between individuals performing a very necessary job, for which they should be compensated versus the individual's desire to do public service. Vice Chair Spradley stated the Commission should address the need for more diverse candidates, such as background and gender. He said this aspect is different from the position of state delegate, that the school Board is different and should reflect the population and needs of MCPS students.

Chair Espy stated that the Commission didn't need to make any decisions immediately but would have to by December 2. It was agreed informally that all Commissioners want to increase the salaries of the Board members, including the student. There were suggestions of \$40,000 or \$50,000 for the student, and that that amount could be disbursed over several years. It was noted that the legislation is silent on the number of years the compensation could be disbursed. It was suggested that student should choose the rate of disbursement. It was also suggested that there be a scholarship and stipend for the student, although the current legislation mandates a scholarship. But the Commission could recommend that change, even though it would be effective at a later date and no one could be grandfathered in. There was also a discussion about whether a salary change could be effective while a Board member is in office; most likely any recommended changes would be effective for the next panel. But at least the Commission and the general assembly would have guidance for the future. There was continued discussion about the student receiving both a scholarship and salary and that the two combined should equal \$50,000.

Chair Espy suggested that the Commission concentrate on the scholarship first and also recommend a stipend. There was discussion about promoting the scholarship because the student should be encouraged to go to college, but also needs reimbursement and compensation while serving to cover expenses. It was also noted that students may expect a scholarship (as opposed to a salary) when they run for the position. It was suggested that the scholarship be disbursed over a four, five or six year period, paid either yearly or by semester, and to let the student choose the time frame. Concern was noted about the scholarship on the extended disbursement time frame and the effects on other college scholarships. There was also discussion about interaction with college savings plans. It was suggested that the Commission look at current college graduation rates to determine an appropriate disbursement plan. It was noted that if this were to become law, going forward the Board would be paying multiple scholarships at different rates each year.

The discussion was tabled until the December 2 meeting. It was also decided that the Commission would draft the executive summary at that meeting. There was a question about whether the executive summary needed a transmittal letter. Staff Tibbitts agreed to check with Del. Luedtke about that.

The meeting was adjourned at 9:03 PM.

Respectfully submitted,

Beth Gochrach



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Ten
December 9, 2019
Council Office Building, 100 Maryland Avenue – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Jaye Espy, Chair
Ting Chau
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office of the County
Executive

1. Call to Order

Chair Espy called the meeting to order at 7:11 PM.

2. Roll Call

All five Commissioners were present.

3. Adoption of Minutes

The minutes of the December 2, 2019, minutes were approved with amendments. Among other revisions, there were corrections to the language regarding the Commission’s recommendation for the student Board member’s compensation:

“The Commission voted on recommending that the student member of the Board receive a scholarship of the greater of 80% of the publicly elected Board members’ salary or \$40,000. The Commission also voted that the student Board member receive 20% of the publicly elected Board members’ salary as a stipend. The Commission unanimously approved both recommendations.”

4. New Business

- a.** Review of Executive Summary report for testimony at the evening’s Montgomery County Delegation Hearing

Chair Espy asked the Commission to review the testimony that was to be presented to the Montgomery County Delegation that evening. Revisions were made based on the discussion of the amendments to the December 2 minutes. Those changes will be reflected in the final report.

- b.** Update progress tracker/report inclusion

Chair Espy noted that there are many parts of the tracker that need to be updated, and that she would review it.

c. Testimony at the Montgomery County Delegation Hearing

At approximately 7:35 PM the meeting was recessed so Chair Espy could present testimony regarding the Commission's recommendations to the Montgomery County Delegation. The Delegation was holding hearings in the Montgomery County Council Hearing Room. The other Commissioners and Staff Tibbitts attended the hearing. The Commission reconvened at approximately 8:15 PM.

d. Outline and review draft report

Chair Espy suggested that the Commission meet on Monday, December 16 to review and edit the report so that it could be finalized by Wednesday, December 18. It was noted that the Commission wants to send the report to the Delegation as soon as possible.

It was asked when the General Assembly will make a decision regarding the Commission's recommendations. Staff Tibbitts noted that the Delegation will use the Commissioners' recommendations to amend the local placeholder Bill 13-20.

It was noted that at this point the Commission has a shell report. Chair Espy asked if there were any issues not in the tracker that needed to be discussed. Cm Washington said that he is still going to add demographics, such as the cost of living in Montgomery County. Cm Sawin asked if the information from the park and planning commission would be replaced. Cm Washington said that they will keep it. There was a question about how much footnoting would be in the report. Cm Washington stated that he had quite a bit.

Cm Washington said that he will add specifics to the salary piece. Vice Chair Spradley stated that he was concerned that the salary wasn't tied to anything. He thought it would be best to anchor it and make the figure \$60,396, which would be exactly 120% of the delegates' salary. Cm Chau noted that round numbers are much easier to remember and work with. She suggested adding a note that the salary the Commission is suggesting is close to 120% of the delegates' salary. Cm Sawin stated that she doesn't like tying it to another position's salary. She thinks it can be used as a touchstone, but it weakens the argument if the recommended salary is piggybacking on another salary. Chair Espy agreed with that, but also noted that she spoke to some delegates and though the Commission has support from the Delegation, they want justification for the recommendations. She thinks that the Commission has ample evidence and can justify their recommendations.

It was noted that that the Delegation wants information about dedicated staff. However, the Commission shouldn't make a recommendation in lieu of staff, but they need to justify the increases in compensation. Chair Espy noted that she wants to be clear in the report that Board members have staff to help them with a number of things, including fiscal issues and the budget. For example, they now have an independent budget analyst. Cm Sawin noted that some survey respondents want Board members who are independent thinkers and will challenge MCPS. Cm Sawin asked about the staff module related to the report and Chair Espy said she will take care of that. She said that she will circulate a master report for Commissioners to review.

Chair Espy said that she asked Staff Tibbitts to help them come up with examples of student Board member accomplishments. She stated that she definitely feels that students deserve the increase. Nate Tinbite, the current student Board member gave names and can provide activities

of former student Board members, which would be good to have in the report. There was discussion about the higher salary that Prince Georges County student Board members receive, although the Commission still doesn't have written documentation from them. Cm Washington said that he will be able to get that documentation.

Chair Espy suggested asking the Delegation to make the recommendation retroactive to the original legislation date, so that current Board members would benefit from the new legislation and would be recipients of the increased compensation. Alternatively, she suggested that the new legislation could be made effective immediately. If that occurred, then current members might receive a pro-rated increase. It was asked, if the law became effective June 1, could the current student Board member get a \$40,000 scholarship? It was noted that every time there will be a recommendation for a compensation change, there will be a lag in the effect on current members. It was suggested that the Commission check with the County Attorney to see if it is permissible for a Board member's compensation to be changed while in office. The Commission ultimately wants to be sure that all student members get scholarships for their higher education.

Chair Espy asked if there were any additional items for the final report aside from the effective date to be requested. Vice Chair Spradley suggested that there be one editor so that the various sections of the report will be written "in one voice." Cm Sawin asked if there will be appendices and Cm Washington said yes, and that he will take the lead on that. He also agreed there should be a master editor so that nothing falls through the cracks.

Cm Chau stated that the Commission should consider each factor outlined in the original bill, and that the report should explain how each factor was addressed. She noted that the Commission didn't need to be really specific, but could provide summary explanations. Cm Sawin noted that she wants to be sure that the report is transparent. She will put the raw data in a more legible PDF format so that readers won't have to scroll through a spreadsheet. It was noted that the survey results will be an appendix item to the report, and will have crosstabs. There will be other appendices with detailed items that will also be addressed in the report.

There was a question about who will submit the final report to the Delegation. It was suggested that either Staff Tibbitts could submit the report, or perhaps it would be submitted by the County's Office of Intergovernmental Relations.

5. Future Meeting Schedule

Chair Espy suggested that the Commission meet on Monday, December 16, and also possibly Wednesday, December 18. The Commission decided to meet in person on December 16 and by teleconference on December 18. Cm Chau stated that she would not be available for the conference call on December 18, but could review the report on December 19.

The meeting was adjourned at 8:55 PM.

Respectfully submitted,

Beth Gochrach

BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Eleven
December 16, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Jaye Espy, Chair
Ting Chau
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office of the County Executive

1. Call to Order

Chair Espy called the meeting to order at 7:12 PM.

2. Roll Call

All five Commissioners were present.

3. Adoption of Minutes

The December 9, 2019, minutes were reviewed and approved with amendments.

Discussion of the student Board member and requesting retroactive payment.

4. New Business

a. Update progress tracker/report inclusion

Chair Espy opened the discussion and stated that everything on the tracker has been matched and completed with the exception of Office of Management and Budget Director Richard Madaleno's interview notes. She asked if they should they be in the report or addendum.

Chair Espy then stated that everything in the outline was completed.

b. Draft report

Chair Espy opened the discussion and review of the final report. Cm Sawin and Cm Washington had each separately updated and revised the report, which Cm Sawin then combined into one draft for review. The Commission discussed various issues related to the report.

Addressing factor (7) in the list of factors to be considered, Chair Espy noted that she had gotten a list from Board President Shebra Evans providing the roles and responsibilities of staff under the supervision of the Board, and distributed that to the Commission. But salaries weren't provided on that list. Cm Washington said that he will add a brief sentence to the report to reference staff, and will note that their responsibilities and salaries will be set forth in the section addressing factor 5, Salaries of subordinate employees under the direct supervision of the county board.

It was noted that Nate Tinbite, the current student Board member, will send a list of the accomplishments of the student members to the Commission for review and possible inclusion in the report.

There was mention again of Office of Management and Budget Director, Richard Madaleno, who had met with the Commission in one of the earlier meetings. He was very helpful in the budget process and laid out different approaches. Director Madaleno was invited to an early Commission meeting in order to pick his brain about possible compensation formulas that would self-adjust and because of his experience in Annapolis. There was discussion of how to acknowledge his contribution and how much of the information he provided should be included in the report because the idea of pegging pay to performance was not recommended. Vice Chair Spradley recommended not to include in the report. Cm Washington suggested adding a few sections regarding Director Madaleno's approach, and drop in a few comments. But they didn't use a formula he provided.

Cm Sawin suggested changing the name of the "public input" section to "public survey." She also noted that creating footnotes was very time consuming because so much is online. You have to go back and get the website. Cm Washington agreed and added that then links to the websites often don't work.

The Commission decide to review the report starting at the beginning and going forward. The group started at the beginning of the report.

Transmittal Letter

Cm Washington confirmed with Chair Espy that it was okay to edit the letter. The Commission will confirm that it held 14 meetings, which would include conference calls.

Cm Sawin suggested changing the language to state that the Commission studied information about budgets, not 'budgets and responsibilities', of similarly situated school systems.

Vice Chair Spradley asked if there was anyone else to be thanked in the acknowledgements. The Commission wanted to add an acknowledgement to County Attorney Edward Lattner. There were some other people from MCPS to add. Richard Madaleno's title was confirmed.

Executive Summary

There was a discussion of the list of responsibilities of the Board. There was a question about whether Board members actually engage in collective bargaining directly with the three unions. CM Washington stated that the Board does enter into agreements directly with the three unions and that they work collaboratively. Cm Chau questioned if that was the same thing. Commissioners discussed examples of advocacy groups such as the NAACP and CASA as opposed to community and neighborhood groups such as the PTA.

Staff Tibbitts noted that all Board members have a quasi-judicial role including the student Board member.

There was discussion of formatting and definition of COLA and the decision to change the language to "indexed to provide a cost of living adjustment." Vice Chair Spradley noted that the cost of living adjustment is indexed according to the consumer price index.

Chapter 1

There was discussion of the original Delegation Bill MC 1-18, which became House Bill 150 which became Maryland Code § 28-1A. Staff Tibbitts explained that the same thing will happen

with MC 13-20, which the Delegation will forward to the General Assembly, which will give it a new number. The footnote at the bottom refers to the legislation.

There was a discussion about how to describe each Commission meeting including the November 16 telephonic meeting and the November 25 meeting. On the November 25 meeting, public survey results were reviewed even though the survey hadn't closed yet.

Chapter 2

Cm Washington asked if an introduction to the Board of Education section was necessary and, if so, was there enough or too much information. Cm Sawin said it was useful to provide the Board structure and introductory information. Vice Chair Spradley suggested adding "Montgomery County Board of Education Defined" to the introduction.

There was discussion of describing the Board as part-time. Vice Chair Spradley and Cm Sawin thought the Commission shouldn't define the Board as full- or part-time.

Chapter 3

Cm Washington stated that the report will likely be 80-85 pages with appendices. There was discussion of the demographics and Cm Sawin said they were correct. She asked Staff Tibbitts about the number of incorporated cities and towns in the County. He thought that there are about 17, but the report could say "a number of cities and towns."

The Commission discussed household profiles and the definition of living wage and median income. Staff Tibbitts cited an MIT study for the County (Livingwage.mit.edu/counties/24031) that stated that the living wage for two adults and two kids was about \$35 per hour if one adult worked and about \$19 per hour if two adults worked. Median income for the County is approximately \$103,000 per year. Cm Chau checked to be sure the figures matched previous calculations, which they did. The Commission will get the appropriate number and drop in the report. They will use two data points. Cm Chau noted that, based on the numbers, the \$60,000 salary being recommended for Board members is close to the living wage/cost of living. So, the recommendation is appropriate. Vice Chair Spradley said that he will get the Census citation.

Commissioners discussed Montgomery County Public Schools and decided to include information about some of the school programs that had been discussed. There was discussion of the Equity Accountability Model (EAM). MCPS has a large number of diverse special education programs, and a large number of combined gifted and special education programs.

Chapter 4

The Commission discussed that they sought public input, from a general survey, both current and past Board members and County officials. Specifics of the survey results and the conversations will be referenced and noted as set for in the minutes in an appendix.

Cm Chau noted that the number of Board members interviewed should be quantified in the report and should include that each member was interviewed for 30 minutes or one hour, for a total of, for example, 20 hours of testimony. The conversation with Nate Tinbite was referenced in the November 18 minute even though the conversation took place on November 16.

Cm Washington said he will add as much of this as possible before December 18 and will circulate to the Commissioners for review.

Cm Washington asked the Commissioners if there was enough information about each of the seven factors required to be considered in the original bill. He asked if the survey was sufficient to capture the public's perception of Board member responsibilities. Cm Chau thought the survey, along with the conversations with Board members, was enough. Commissioners then discussed that based on the survey and conversations they did not want to specifically recommend that Board members have requisite education, skills and abilities. Although some basic level of competency is assumed, such as being able to read, they decided that the Board members can have a diversity of skills, which is a benefit of a board, and can lead to better discussions and outcomes. The voters can decide on the capabilities of the Board members.

Cm Washington discussed the appendices, how to put the charts out, where to put salary information and how to address the various factors required to be considered. There was discussion of combining information on Board members time required and workload. It was decided to keep them separate topics, because there was a constituency for each factor, but keep information about the time very short. The survey shows the breakdown of responses.

There was discussion about factor (7) and other considerations, such as making the recommendations retroactively effective or calculating Board members' salaries based on achievement by the student body. There can be language stating that the next Commission can consider some issues that were too premature or not ripe enough for this Commission to consider. It was noted that by the time this Commission's recommendations are implemented, there will be a new Commission already reviewing all the issues again.

Cm Washington and Cm Sawin discussed various sections of the report and if any charts and appendices were to be added, including emailed information from Commissioners and staff. Cm Washington stated that he will work on the report tonight and email tomorrow morning to circulate to all. He will create links to exhibits and appendices. There will be a final conclusion that will be stated in the Executive Summary. Legislators will focus on the Executive Summary. Others can read the detailed information provided.

Staff Tibbitts asked if the report will mention health care as part of compensation. Cm Washington thought that was too extraneous to consider because only three Board members are accepting those benefits.

The Commission discussed the timeline. Cm Washington will be unavailable on Wednesday from 10-4. On Wednesday night they will meet by teleconference, review the report, exhibit and appendices and check things off.

There was discussion about formatting and if County IT staff will be able to assist. Staff Tibbitts will inquire and indicated that he has software to format PDF files and can combine the various sections of the report.

The meeting was adjourned at 8:58 PM.

Respectfully submitted,

Beth Gochrach



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Twelve
December 18, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

THIS MEETING WAS ATTENDED BY TELECONFERENCE
STAFF WAS PRESENT AT THE EXECUTIVE OFFICE BUILDING

Attendance

Members Present:

Jaye Espy, Chair
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office of the County
Executive

Members Absent

Ting Chau

1. Call to Order

Chair Espy called the meeting to order at 7:07 PM.

2. Roll Call

Four Commissioners attended by teleconference. Cm Ting Chau was absent.

3. Adoption of Minutes

The minutes of the December 16, 2019, minutes were approved with amendments.

The minutes of the December 9, 2019, minutes which were previously approved, were reviewed and approved again with amendments.

4. New Business

a. Review of Report

Chair Espy began the review of the report. Cm Sawin and Cm Washington edited the report in Google Docs as Commissioners were reviewing the report and suggesting revisions. The Commissioners discussed Cm Chau's changes to the document. Cm Sawin ran a computer comparison of them against the current version of the report in Google docs and informed Commissioners of the changes. Several, but not all, of the changes were approved by the Commission, including adding "family" to student income, adding "comprehensive" to normal academic subjects, and adding "technology and career education programs."

Regarding information on Board staffing provided by President Shebra Evans, Cm Washington noted that there are 16, not 15, staff members and he thought that was a fairly large support staff, although he wasn't sure if all positions were filled. Commissioners discussed the analyst positions, and noted that there is a new budget analyst position, which was recently added.

Under Factor 1, the Commission agreed to change the order of the paragraphs, citing the Board's quasi-judicial role first. Under Factor 3, it was decided to add in a footnote that school "peer districts" had been identified by MCPS.

In Chapter 3, under the "Household Profiles" section, there were some changes to the language regarding quintile household income.

Regarding Factor 5, salaries of key MCPS employees, Vice Chair Spradley and Cm Washington discussed how much information to include, given that the Commission was charged with considering this. Cm Sawin recommended that salaries of BOE staff who are not listed in the Appendix not be called out in the report. It was decided to add language that the Commission reviewed the salaries of key MCPS employees as set forth in Appendix 4-6.

Under Factor 7, other relevant information, SMOB considerations, it was decided that more information about student Board member responsibilities should be included. Chair Espy asked if the information provided by student Board member Nate Tinbite was useful. Commissioners felt that it was useful but that they had enough quotes in the articles shared by Cm Spradley, and they were not breaking out any single student member. It was noted that the student member assumes a lot of responsibilities that other Board members do not have, such as interfacing with the 166,000 MCPS students, visiting all of the 25 high schools and 40 middle schools to meet with students, and convening student town halls. The Commission decided to include that information at the end of the first paragraph under Factor 7 in order to emphasize its importance. Commissioners also decided not to publish the past and present student Board members' names in the report. This was consistent with the other Board members' names not being published.

Under compensation recommendations, because the law doesn't appear to consider the scholarship to be "compensation," the Commission revised the language regarding its recommendation to the delegation to revisiting the provision of compensation for the student Board member in the future. There was discussion of the use of the term compensation and stipend regarding the student Board member.

CM Sawin asked how the survey data was going to be formatted and included with the report. It was suggested that the survey graphics be provided in an appendix, and then a link added to the top of the bar graph for the full survey with expanded answers. This would require that the full survey results be added to the Commission's website.

There was discussion about providing a link to the minutes or providing the minutes in an appendix. It was decided to include the minutes in an appendix.

The Commission discussed the report's formatting consistency, including fonts, headers, footnotes and text justification. Cm Washington said that he would make the final edits, and after being sure that the formatting was okay in Google docs, he would then drop the report into a Word document. Staff Tibbitts agreed to export the Word document into a PDF file and format the report to include the report and appendices, and possibly a table of contents. He also agreed

to pull together the survey results. It was mentioned that a copy of the legislation needed to be dropped into Appendix 1.

5. Future Meeting Schedule

Chair Espy asked if the Commission need to reconvene to adopt minutes.

Staff Tibbitts noted that the report was due to the delegation on January 8, so it was advisable to finish the report as soon as possible.

It was decided that there would be another meeting by conference call on Monday, December 23 at 7:00 PM at which the Commission could adopt any outstanding minutes and formally adopt the report.

Chair Espy noted that she will be out of town, and Vice Chair Spradley could approve the agenda and chair the meetings. Cm Sawin and Cm Washington stated that they will be in town for the holiday break and can provide any assistance needed to complete the report.

The meeting was adjourned at 9:01 PM.

Respectfully submitted,

Beth Gochrach



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Thirteen
December 23, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

THIS MEETING WAS ATTENDED BY TELECONFERENCE
STAFF WAS PRESENT AT THE EXECUTIVE OFFICE BUILDING

Attendance

Members Present:

Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office of the County
Executive

Members Absent

Ting Chau
Jaye Espy, Chair

1. Call to Order

Vice Chair Spradley called the meeting to order at 7:12 PM.

2. Roll Call

Three Commissioners attended by teleconference. Chair Jaye Espy and Cm Chau were absent.

3. Statement from Chair Espy

Chair Espy was not at the meeting, but she sent a message which she asked Vice Chair Spradley to read into the record. Vice Chair Spradley stated that Chair Espy asked him to be sure he expressed her gratitude for being able to serve the people of Montgomery County and for the Commission's confidence to elect her to serve as chair. She said she is extremely pleased with the 2019 final report and delighted that everyone contributed to the effort. She also asked him thank Staff Dale Tibbitts and Beth Gochrach for their support and tirelessly efforts over the last several months. Finally, she asked him to convey holiday wishes to everyone.

Adoption of Minutes

The minutes of the December 9, 2019, and December 16, 2019 were approved with amendments.

The minutes of the December 18, 2019, minutes were approved with amendments.

4. New Business

a. Review of Report

Cm Sawin noted that crosstabs were not in the report, and that the crosstabs data should be added after the survey analysis. Staff Tibbitts said he would put the crosstabs in the report.

The Commission discussed whether to leave the lengthy qualitative data from questions 6, 9 and 10 in the report, and decided to leave it in.

Vice Chair Spradley emailed a sample page that will go between the cover letter and the Commission acknowledgements, which provides the Commissioner's names and staff information. Staff Tibbitts will complete the contact information for the Commission and for staff. He will have an email address created that can be added to the report and to the Commission's webpage, and which will be automatically forwarded to him.

Cm Sawin said that she thinks the report looks good. Vice Chair Spradley agreed that the report looks very good and added that the report can be used as a blueprint going forward for this or any subsequent Commission. The Commissioners approved the final report with the informational additions and minor technical amendments.

Staff Tibbitts noted that a cover page needed to be added to the report, which would then make the report 129 pages.

Vice Chair Spradley asked when the bill would be on the calendar before the General Assembly in Annapolis. Staff Tibbitts said that the first session is January 8, but he wasn't sure when the hearing on the bill would be.

Vice Chair Spradley asked if the Commission wanted to have another telephone conference or communicate by email. Cm Washington suggested waiting until the session started. He thinks the delegation will contact the Commission. Staff Tibbitts suggested that the Commission should contact the delegation, specifically the bill sponsor, to see if they wish to have more detailed explanation of the report's findings and its recommendations.

Cm Washington asked if there will be a separate delegation briefing or just a public hearing. Staff Tibbitts thought there would just be a public hearing.

5. Future Meeting Schedule

Vice Chair Spradley asked the Commission if there was interest in reconvening early in 2020 to discuss any feedback anyone may have heard. Staff Tibbitts said that based on the feedback, the Commission can decide if a meeting is necessary.

Staff Tibbitts said that he appreciates that the Commission met every week for three months. Vice Chair Spradley said that he was impressed that, of the many applicants, this group was chosen, and the Commission came together and worked well together. Cm Sawin and Cm Washington agreed.

The meeting was adjourned at 7:42 PM.

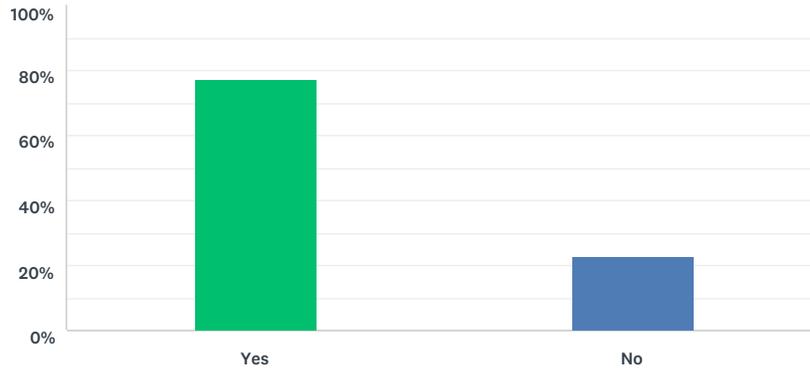
Respectfully submitted,
Beth Gochrach

Appendix 4-1

Survey

Q1 Are you aware that Board members receive yearly compensation?

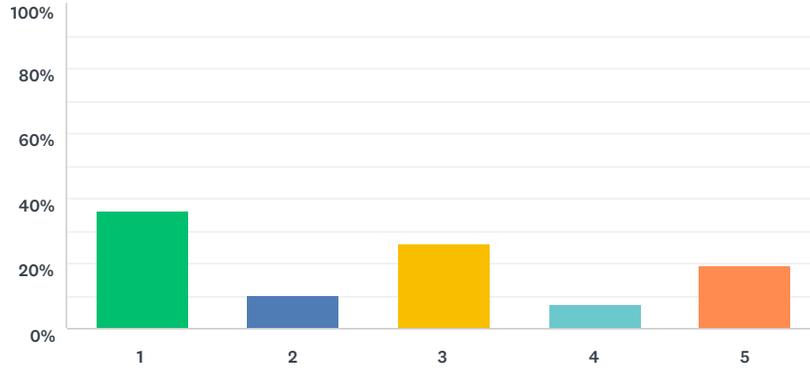
Answered: 274 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	77.01%	211
No	22.99%	63
TOTAL		274

Q2 Based on your knowledge and understanding of the duties and responsibilities of Board members, is the current yearly compensation (\$25,000 for Board members; \$29,000 for the Board President) appropriate? 1 = Too low, 5= Too high

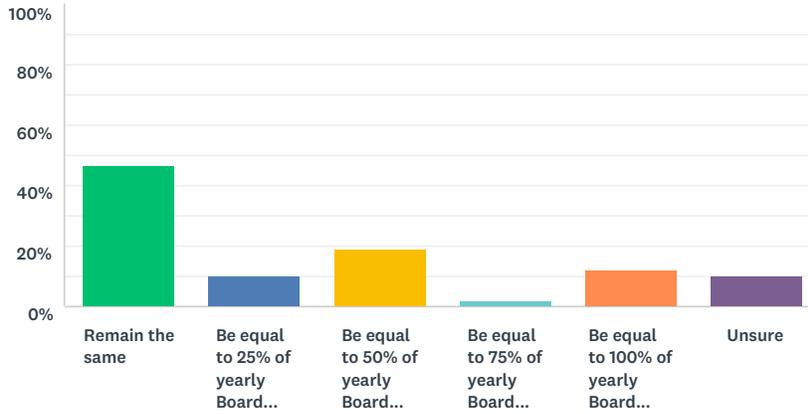
Answered: 274 Skipped: 0



ANSWER CHOICES	RESPONSES	
1	36.13%	99
2	10.22%	28
3	26.28%	72
4	7.66%	21
5	19.71%	54
TOTAL		274

Q3 Based on your knowledge about the duties and responsibilities of serving on the Board, should the student member's scholarship of \$5,000:

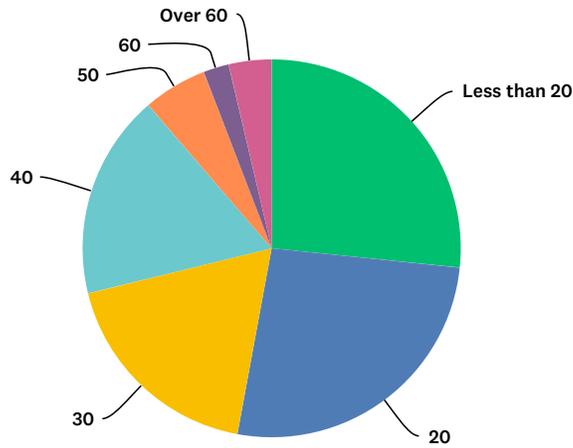
Answered: 274 Skipped: 0



ANSWER CHOICES	RESPONSES	
Remain the same	46.35%	127
Be equal to 25% of yearly Board Compensation	10.22%	28
Be equal to 50% of yearly Board compensation	18.98%	52
Be equal to 75% of yearly Board compensation	2.19%	6
Be equal to 100% of yearly Board compensation	12.04%	33
Unsure	10.22%	28
TOTAL		274

Q4 Please estimate how many hours per week a Board member spends on all Board of Education responsibilities, including; Board meetings, preparation, committee meetings, community engagement, and other duties inherent with the role?

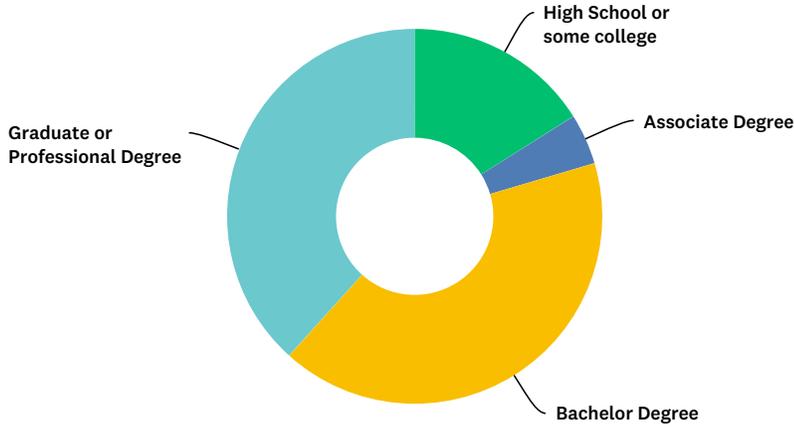
Answered: 274 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 20	26.64%	73
20	26.28%	72
30	18.25%	50
40	17.52%	48
50	5.47%	15
60	2.19%	6
Over 60	3.65%	10
TOTAL		274

Q5 Based on your familiarity of the duties and responsibilities of a Board member, what level of education do you believe is appropriate for Board members to have obtained?

Answered: 274 Skipped: 0



ANSWER CHOICES	RESPONSES	
High School or some college	16.06%	44
Associate Degree	4.38%	12
Bachelor Degree	41.24%	113
Graduate or Professional Degree	38.32%	105
TOTAL		274

Q6 What background, skills, and abilities are necessary to be an effective Board member?

Answered: 274 Skipped: 0

#	RESPONSES	DATE
1	Not certain	11/26/2019 7:37 PM
2	Parents, responsible and organized , love kids	11/25/2019 6:20 PM
3	Something other than teaching and administration. Ideally include business, law, etc	11/25/2019 2:08 PM
4	The ability to listen to all members of the community. Not just those who are part of a Board member's base.	11/24/2019 8:58 PM
5	None.	11/24/2019 8:31 PM
6	educated, common sense, focused on education instead of polotics	11/24/2019 7:53 PM
7	Educational background; Knows about school system; education prior to Politics	11/24/2019 5:31 PM
8	Familiarity with MCPS, familiarity with educational philosophies, familiarity with school functions, excellent communications skills, either academic or "real world" leadership experience, and budget making experience.	11/24/2019 4:30 PM
9	education, common sense	11/24/2019 4:17 AM
10	Knowledge and involvement with the public schools. While having some board members with educational degrees is helpful, it should not be a requirement.	11/23/2019 8:35 PM
11	Having a long-term vision, Decisive, objective,open-minded	11/23/2019 2:07 PM
12	Listening and reasoning skills, diplomacy, thoughtfulness, creativity, passion, fairness, ethics, humility, curiosity, pragmatism, critical thinking, ability to adapt, flexibility, responsive to constituents. BOE members need to understand budgets, long-term planning, educational best practices, and be able to see the big picture. BOE members must have strength and a willingness to stand up to MCPS leadership and "break the mold" when needed. We have too many BOE members who play it safe and go along. I find BOE meetings to be soul-crushing for that very reason. We need a stronger BOE. Maybe if they were paid more, stronger people would be attracted to tyoe of this service?	11/23/2019 12:21 PM
13	Community leaders, Can be a listener, Passion on serving people	11/23/2019 7:48 AM
14	Strong board members have good communication skills, as well as a strong analytical and logical thought process.	11/23/2019 12:51 AM
15	Board members should be independent and critical thinkers. They should demonstrate intelligence and integrity. They should be willing to accept input from the public. They should think more about students than about teachers. They should try to solve problems in multiple ways, and remember that throwing money at a problem is not always the answer.	11/23/2019 12:03 AM
16	Must have common sense	11/22/2019 8:43 PM
17	Should be able to listen and be open minded to opinions	11/22/2019 8:03 PM
18	Expertise in education.	11/22/2019 2:17 PM
19	Teachers	11/22/2019 4:02 AM
20	Teachers, educators or involved parents	11/22/2019 4:01 AM
21	Not politically driven. Emphasize high quality education. Volunteering.	11/22/2019 3:50 AM
22	Parents, educators, professors etc	11/22/2019 3:25 AM
23	At least have a college degree, better to have experience to communicate with people from diverse backgrounds	11/22/2019 3:06 AM
24	Intensive experience in PTA, school or other area related to education	11/22/2019 1:53 AM
25	teacher	11/22/2019 1:41 AM
26	People of STEM backgroubd who have analytical skills. The Board should reflect the county demographics. Each ethnicity should have at least one member to represent their educational beliefs.	11/22/2019 12:53 AM
27	Love kids	11/22/2019 12:35 AM
28	Education major or professional , and real care about kids	11/21/2019 11:38 PM
29	who appreciates merit-based, who understands school should not connected with politics, who is good in both literature and STEM , who understands high tide will rise all the boats, not waterdown grades, all the members should come from all the background all the race	11/21/2019 10:53 PM

BOE Compensation Survey

30	Education	11/21/2019 10:10 PM
31	Basic knowledge of education, law, and statistics. Must have outstanding academic records.	11/21/2019 9:53 PM
32	A parent or Montgomery county worker or former montgomery county employee. The person should also have experience in education , social work or a mental health profession.	11/21/2019 9:40 PM
33	nothing	11/21/2019 8:56 PM
34	Teacher experience.	11/21/2019 8:32 PM
35	have kid/kids in maps	11/21/2019 8:31 PM
36	Responsible , kind , need to be a parent to understand school situation !!!	11/21/2019 8:18 PM
37	Science and engineering background will be helpful for BOE to understand the real challenge of the work.	11/21/2019 8:17 PM
38	education professions plus STEM profession	11/21/2019 8:08 PM
39	Racial equity. We need Asian boe members to represent us. Asian is under represented.	11/21/2019 7:59 PM
40	Current MCPS parents and no current of past Teachers Union member.	11/21/2019 7:57 PM
41	Education, information management, policy planning	11/21/2019 7:55 PM
42	Well educated and open minded	11/21/2019 7:54 PM
43	experinced and high education	11/21/2019 7:50 PM
44	Common sense, servant spirit.	11/21/2019 7:46 PM
45	Board members with diverse degrees, including STEM, literature, social science, art, etc. would benefit the BOE.	11/21/2019 7:36 PM
46	None. These are elected positions and the voters get to decide who is a good candidate. This survey is completely off base and biased.	11/21/2019 7:28 PM
47	Serving the public, good analytical skills, active listening , calm, and be fair to every community, not just certain "disadvantage" community.	11/21/2019 7:24 PM
48	A background in education and/or public policy	11/20/2019 11:15 PM
49	Bachelors degree.	11/20/2019 8:25 PM
50	reading; writing; arithmetic	11/20/2019 2:55 PM
51	Should be a member of the community/resident (Montgomery County), diverse, we need more Asian board members. Preferably a parent of a current MCPS student. An effective board of education member will be passionate about real solutions to help ALL MCPS students, with effective solutions and supports, not just drawing useless boundary lines.	11/19/2019 3:20 AM
52	A background in education or experience as an MCPS parent seem important.	11/19/2019 1:28 AM
53	Organization, effective communicator	11/19/2019 12:38 AM
54	Familiarity with the school districts and community it serves.	11/18/2019 11:29 PM
55	Either a broad background in education or a deep background in an educational specialty, or be an accomplished mathematician, scientist, or engineer. The board should have a mix of these, and should not be stacked with civil rights lawyers or those whose expertise lies in K-12 education bureaucracy. Also should be accomplished at seeking community input and developing policy platforms which promote the interests of constituents.	11/18/2019 10:58 PM
56	community engagement; budgeting; advocacy; school administration; project management	11/18/2019 10:38 PM
57	parenting public speaking	11/18/2019 8:20 PM
58	Communication Diplomacy Advocacy	11/18/2019 5:13 PM
59	honesty, integrity, financial and/or business operations experience,	11/18/2019 3:51 PM
60	Passion for public education, ability to hear parents and students objectively, influence as needed, make alliances	11/18/2019 2:53 PM
61	Knowledge of state, local and federal government procedures. Council priorities, names of government representatives, information about the work of the State superintendent and the State Board, understanding local community figuration, some familiarity with curriculum, a desire to investigate procedures and to read the extensive Board materials promotly.	11/18/2019 2:08 PM
62	background in education, knowledge of equity, anti-racist mindset, leadership skills	11/18/2019 12:17 PM
63	C	11/18/2019 11:54 AM
64	Knowing how to properly EDUCATE children of Montgomery County MD.	11/18/2019 6:21 AM
65	Past educators or background in education, involved in the community,	11/18/2019 3:10 AM
66	Background in education, experience in the classroom, experience on many levels of education positions, ability to understand what teachers need	11/18/2019 1:29 AM

BOE Compensation Survey

67	Background in education	11/18/2019 1:28 AM
68	Must have a broad understanding of district educational goals, new innovations, realistic teacher performance vs. goals, excellent communication skills, knows when to seek parental input, excellent analytical skills, and the ability to differentiate attainable educational goals from unrealistic goals.	11/17/2019 4:18 PM
69	N/A	11/17/2019 2:44 PM
70	Demonstrated collaboration skills, an ability to interpret and understand data and statistics, a background in community building and community engagement, experience in budget oversight and policy development.	11/17/2019 2:30 PM
71	Previous experience in the field of education	11/17/2019 1:58 PM
72	Community building, education policy, financial policy, contracts,	11/17/2019 1:45 PM
73	Teaching in a public school	11/17/2019 12:27 PM
74	Some professional knowledge of public education	11/17/2019 11:03 AM
75	They should have been teachers at some point in their career. They also need some political experience	11/17/2019 10:58 AM
76	Excellent Communications, critical thinking,	11/17/2019 6:35 AM
77	They should have experience, skills, and background in the field of education, law, government, public administration/policy, and/or finance.	11/17/2019 3:58 AM
78	FINANCIAL ANALYSIS; COMMUNICATION;	11/17/2019 3:53 AM
79	They should have a degree in finance or accounting	11/17/2019 3:00 AM
80	Solid knowledge of the schools within Mont Co, i.e. locations, student population, specific problems or complaints, unique programs. Overall knowledge of Mont Co not just his or her own area.	11/17/2019 2:37 AM
81	Be in the education field or related to child health	11/16/2019 11:24 PM
82	College degree, 10 years of "life experience" (diverse among the members: academic, military, business, family, research, politics, etc.), articulate in English, courageous enough to disagree with the group.	11/16/2019 10:37 PM
83	Knowledge of educational policy	11/16/2019 8:43 PM
84	Parent, teacher, school admin, or anyone	11/16/2019 7:38 PM
85	familiarity with educational institutions; patience; civic engagement beyond the school system; speaking and listening skills	11/16/2019 7:37 PM
86	Communication skills, negotiation skills, community service, budgeting skills	11/16/2019 4:59 PM
87	Unsure because this survey did not actually give us a good description of their job duties.	11/16/2019 2:59 PM
88	Board members should include at least one teacher (current or retired), one support staff member (current or retired), one administrator (current or retired) so that they can contribute directly to the needs of the schools/students. The student board member should receive a scholarship but also be compensated and should also be allowed to vote on personnel actions so long as it is not a conflict of interest (applies to all members). Members should represent ALL areas of the county and political affiliation should not be considered. Term limits of two terms should be mandatory so as not to monopolize antiquated ways of thinking and undermining new ideas. Educational background should not be considered if the person is articulate, compassionate, and has knowledge and experience in the school setting. Board members should not work more than 20 hours a week and if they do, it should be considered volunteer. The pay should be kept low to encourage real and meaningful participation rather than financial reward. Board members should spend time in the school setting. A mandatory minimum of 10 hours per school year volunteering in a school. For example, answering phones in an elementary school or observing a teacher planning meeting, and IEP meeting with parent and student, etc. While many BOE members currently attend community events, most do not spend any real-time in the school setting and have no idea of what is happening at that level. BOE members need to be more critical of spending. They should have a sub-committee of oversight on spending rather than nod their heads at initiatives and large contracts, so a member with financial background should be considered. Members should be diverse, not just in culture, but also educational background, income level, and past experience in an educational or financial setting. This would be a true representation of the students and families and would provide the greatest impact on their needs. We also do not need to hear the constant comments made by BOE members about "how great I am and what I did in the community." Those comments should be in closed session and open session should focus on the actual need. Additional written statements could be uploaded on the website each month for each BOE member to list their comments and summarize their school visits.	11/16/2019 2:03 PM
89	Background in education, outside of merely being a student themselves or parent.	11/16/2019 1:51 PM
90	Integrity	11/16/2019 12:40 PM
91	Some kind of education background. Knowing what is appropriate for students by having first hand knowledge of children and developmentally appropriate approaches.	11/16/2019 12:25 PM

BOE Compensation Survey

92	Critical reading and thinking skills, time management, budget analysis and management, effective communication, experience in schools as teacher, paraprofessionals, support staff or administrator either in an employed or substitute capacity, nonpartisan community involvement	11/16/2019 12:13 PM
93	speaking,analyzing, common sense	11/16/2019 12:02 PM
94	Education, social policy, understanding of budgets and program management, good listening skills, ability to develop consensus	11/16/2019 11:55 AM
95	Apparently none. Based on their pathetic performance.	11/16/2019 9:57 AM
96	read and demonstrate a commitment to the issues that effect education.	11/16/2019 4:55 AM
97	Leadership, organization, communication	11/16/2019 4:34 AM
98	Background in teaching all levels of students, including special education students. Ability to use that information to see the big picture. Some need a finance background	11/16/2019 3:37 AM
99	Teacher, parent with children/dependent(s) enrolled in MCPS, active PTA member. Also term limits for Board members. It's sad and a disgrace that the first sentence for the bio of the current members says "... is serving his/her X four-year term..."	11/16/2019 3:30 AM
100	Someone with educational and business experience and good understanding of diversity, special needs and other issues facing families. Someone who thinks there should be text books would be a bonus.	11/16/2019 3:02 AM
101	Classroom experience	11/16/2019 2:40 AM
102	Insight into the school system, awareness of the evolution of pedagogy, and the ability to think outside the box as that is the best way to meet Montgomery County's diverse needs and TERM LIMITS.	11/16/2019 2:32 AM
103	Be a HIGH quality English/reading or Math teacher (NOT social studies...like so many other admin in Montgomery county) for MANY years before then becoming a HIGHLY successful AP and then a HIGHLY successful principal. No one making educational decisions should be making ANY decisions about education without being an educator. And to be honest, the Board of Education student member should not be running on a platforms of more cell phone usage. Middle schoolers eat that stuff up and then get upset when you ask them to put phones away so they can learn. Also teachers and other staff should be able to rate principals and assistant principals on effectiveness, equity, courtesy, competence and compassion. So many higher ups are career ladder climbers that also don't teach long enough or effectively enough to make whole school decisions.	11/16/2019 2:16 AM
104	They should be educators!	11/16/2019 1:27 AM
105	Public speaker,been an educator or have children in MCPS	11/16/2019 1:20 AM
106	Be an educator/teacher. Have actually worked in a school and interacted with students and teachers.	11/16/2019 1:18 AM
107	Education background, multiple years in the classroom; courses/degree in finance and budgeting; COMMON SENSE	11/16/2019 1:16 AM
108	They MUST have served in a public school system in some full-time capacity. They must have ZERO financial interests in ANY vendors with whom MCPS has a contract.	11/16/2019 1:04 AM
109	Knowledge of issues impacting MCPS	11/16/2019 1:02 AM
110	Common sense.	11/16/2019 12:53 AM
111	Have a good understanding of public education, worked in some capacity in public education.	11/16/2019 12:50 AM
112	Community engagement, leadership, diverse understanding of needs of students, servant leader	11/16/2019 12:47 AM
113	Be able to learn and listen	11/16/2019 12:46 AM
114	In order to be an effective Board member, they should have at least 10 years of teaching experience.	11/16/2019 12:41 AM
115	Communication skills, cultural competency, pedagogy, research skills	11/16/2019 12:38 AM
116	Teacher	11/16/2019 12:36 AM
117	Communication, subject knowledge, can do attitude	11/16/2019 12:28 AM
118	Actually, need a wide range of skills spread among all the BOE members. Certainly, backgrounds in pedagogy, finance, science, the arts and social sciences would help.	11/15/2019 9:49 PM
119	N/A	11/15/2019 8:06 PM
120	STEM degree.	11/15/2019 7:52 PM
121	Assuming that BoE is a full-time job, at a minimum the candidates should be a County resident with a child in the public school system. I am not certain that specific background/skills should be required in order to ensure a diversity of backgrounds and career experience in candidates.	11/15/2019 5:37 PM
122	Being a well educated citizen. Not an agent of a political party or union or entity doing business with school system.	11/15/2019 3:22 PM

BOE Compensation Survey

123	community engagement, knowledge of MCPS, knowledge of education best practices, commitment to equity and inclusion	11/15/2019 2:19 PM
124	Communication, analyzing data, preferably some teaching experience	11/15/2019 12:37 PM
125	Knowledge of the county education system as a former parent or teacher, knowledge of or the ability to quickly learn about past and present educational philosophies and theories and their pros and cons. Commitment to the welfare and development of young people. Basic budget knowledge. Skilled at consensus building. A commitment to equity, inclusion and social justice.	11/15/2019 11:59 AM
126	The ability to rationalize data that directly impacts student development is paramount Recognizing the board's decisions affect factors impacting the student environment i.e. teachers and facilities, is secondary. Acknowledgement MCPS's charge is to educate the masses not the elite is the third critical ability.	11/15/2019 11:38 AM
127	Direct knowledge of child development and political processes including personal experience with MCPS. Literacy of all kinds, listening, speaking and creative problem solving skills. Aware of community resources, how to make tough decisions and utilize effective connections.	11/15/2019 5:08 AM
128	Ability to understand the points of view of different and competing groups of people; literate and numerate with the ability to comprehend detailed written and financial reports; knowledge of current and historical educational research.	11/15/2019 4:13 AM
129	Diverse set of skills. There should be people with business skills, former teachers, parents, etc.	11/15/2019 4:06 AM
130	Being able to determine what works and what doesn't.	11/15/2019 3:47 AM
131	Should have been a teacher	11/15/2019 3:25 AM
132	Common sense, finally responsible	11/15/2019 2:55 AM
133	Actual/real world business experience. Parent of current or former Montgomery County school system student.	11/15/2019 1:45 AM
134	Should have some knowledge of being in a classroom and the expectations of teachers and students.	11/15/2019 1:22 AM
135	Attendance at county public school	11/15/2019 1:08 AM
136	Insane ability to put up with confusing figures and irate parents.	11/15/2019 12:51 AM
137	Compassion for others, a willingness and ability to listen and learn and the energy for the numerous meetings and engagements.	11/15/2019 12:42 AM
138	Active engagement in the community and desire to remain in the immunity for a long period of time.	11/15/2019 12:36 AM
139	I don't know	11/14/2019 11:26 PM
140	Independence of ideas	11/14/2019 11:02 PM
141	A post graduate degree in Science/Humanities. An individual with an Education background be it a degree or experience interacting/mentoring high school or undergraduate students. Multiethnic background is a plus since MoCo is so diverse. Especially important is good communication skills.	11/14/2019 11:01 PM
142	Synthesizing information, conducting research/reading, communicating effectively, ability to make reasoned decisions, listening to issues presented, experience with budgets and that process.	11/14/2019 10:57 PM
143	Humility, common sense, open minded, practical, diplomacy, and to work for and with teachers and students, not against them.	11/14/2019 10:10 PM
144	Familiarity with mcps, leadership skills, ability to work collaboratively,	11/14/2019 9:57 PM
145	Experience with MCPS as parent, student, or staff. Intelligent, good judgment, patient, inclusive. Willing to be educated on all items for vote.	11/14/2019 9:53 PM
146	Knowledge of laws and regulations regarding public schools, has a clear vision including goals and a plan to accomplish those goals, demonstrates accountability for the budget, listens to the community and the teachers and works to benefit all students,	11/14/2019 9:41 PM
147	Keen understanding of statistics and data. Adept at policy analysis.	11/14/2019 9:25 PM
148	Desire to improve overall educational experience in the system.	11/14/2019 8:56 PM
149	Ethical, personal and professional responsibility, obsessed with education, consensus building, transparency	11/14/2019 8:44 PM
150	That is up for the voters to decide	11/14/2019 8:16 PM
151	good listening skills, availability, critical thinking skills, willing to be flexible, knowledgeable about how taxpayers are financially impacted by board actions, committed to obey the laws concerning board actions.	11/14/2019 8:14 PM
152	Climate Change understanding	11/14/2019 8:06 PM
153	Direct experience with a MoCo school and students--teacher, parent, staff, administrator, PTA	11/14/2019 8:00 PM
154	Bachelor's Degree	11/14/2019 7:56 PM
155	Political courage, intellectual curiosity, interest in what's in the best interests of the whole county	11/14/2019 7:47 PM

BOE Compensation Survey

156	Some financial acuity, ability to work with others and to articulate a position, understanding of the importance of public education to Montgomery Co. residents.	11/14/2019 7:41 PM
157	They should be familiar with the community and schools districts and schools within each district. As well as familiar with any planned economic developments planned within the community that impacts the citizens within the school districts.	11/14/2019 7:38 PM
158	Irrelevant - the ability to get elected is the requirement.	11/14/2019 7:31 PM
159	Former Educator that knows how the system works	11/14/2019 7:22 PM
160	The board should be balanced with backgrounds in education, finance, leadership, and business. They should be aware of the actual day to day workings of a classroom.	11/14/2019 7:20 PM
161	Board needs variety of professional backgrounds with proven experience in evaluating failures & success programs / task.	11/14/2019 7:18 PM
162	To do oversight and governance. And know when to avoid micromangement.	11/14/2019 7:17 PM
163	Analytical skills, a good solid understanding of the numbers and the ability to make good decisions.	11/14/2019 7:04 PM
164	public policy, public education, management, public school parent or teacher. Skills include ability to understand a budget, to listen, to learn, to understand and interpret data	11/14/2019 6:57 PM
165	Well rounded and in touch with the community. Should have volunteer in the school system before running for a seat.	11/14/2019 6:48 PM
166	Knowledge of how learning occurs, essential skills by grade level, experience as an educator and overview of student needs beyond formal education.	11/14/2019 6:44 PM
167	College education and should have A plethora of experience in community service. They should be a public servant	11/14/2019 6:38 PM
168	community engagement, PTA commissions, non-profits boards. not necessarily focus on education but a good social justice back ground and activism. Diversity what ever the population of the make up of our students that percentage should be represented on the Board as well.	11/14/2019 6:36 PM
169	Teaching, administrative, economics, fiscal responsibility, empathy	11/14/2019 6:34 PM
170	the based understanding of the issue within the school system	11/14/2019 6:24 PM
171	1. Experience in the county school system, having students or matriculating through themselves. 2. Background in finance 3. Embrace diversity	11/14/2019 6:19 PM
172	Familiarity of the community and school districts being represented. Familiarity of the challenges within the community and school systems, and ability to understand and represent the community without any prejudices and bias towards any specific population, race, religion, community or school district. Willingness to represent the community in fairness and beyond special interests, groups proposing special interests and/or personal business affiliations.	11/14/2019 6:18 PM
173	Community outreach ability, empathy, research and evaluation skills, good communication	11/14/2019 6:13 PM
174	knowledge of educational policies, graduate education, willingness to listen, compromise and implement policy	11/14/2019 6:09 PM
175	Knowledge of budget and finances. Interest in looking at goals - set and achieved - of current programs before asking for additional funding. Better education, better education, better education before more money, more money, more money.	11/14/2019 6:08 PM
176	I think there should be a range of experiences/background and the board member must fulfill one of them. I would not tie the board to a specific background/skill/ability.	11/14/2019 6:04 PM
177	Expertise/ experience in child development, education, education or nonprofit administration, community organizing	11/14/2019 6:02 PM
178	Various skills	11/14/2019 6:00 PM
179	leadership and education experience	11/14/2019 5:58 PM
180	A keen sense of business return on investments and the ability to measure positive educational achievements making a positive contribution to the parents and students.	11/14/2019 5:50 PM
181	I don't think the education and skills questions are applicable because these are elected officials and voters decide, each time they vote, if candidates are qualified or not.	11/14/2019 5:47 PM
182	Many leadership roles within education such as PTA executive board member, MCCPTA chair, running committees	11/14/2019 5:43 PM
183	Cordial, personable and diverse backgrounds.	11/14/2019 5:22 PM

BOE Compensation Survey

184	Board members not only need to be skilled in the education field but also involved and have knowledge of Urban Development. This is a very serious position that needs a lot of focus. This position impacts people's lives and the future of neighborhoods, children and families. Honestly, I thought this was a full time position. Currently, there is a very serious boundary study taking place in Northern Montgomery County. To think that this is a situation in which the focus of a board member is not 100% is quite discouraging. Children are going to be uprooted and sent to different schools which may be farther away, separating them from their friends, and possibly to a more dangerous one (the infrastructure of some schools need to be enhanced greatly, and some schools also have more violence and drugs than others). At any rate, this position is a very serious one that each member has to realize that decisions that they make affect others. Simply being a rubber stamp to the Superintendent, doesn't help nor doesn't show responsibility. Simply attending meetings and being present, is not enough. There is a need to challenge the superintendent and provide insight and ideas.	11/14/2019 5:19 PM
185	Education and Finance	11/14/2019 5:19 PM
186	I believe that board members should possess sound interpersonal skills as well as the ability to analyze and interpret and challenge policy as required for the educational well-being of students, and for educators. Proficient oral and written communication is a must as well as experience in the field (e.g. public, private, charter school or academia) - for the majority of seats. Board members must be able to openly question when necessary.	11/14/2019 5:12 PM
187	Keep in mind the he cost to the taxpayers, as well the amount it takes up of the total budget.	11/14/2019 5:11 PM
188	An interest in the national trends and landscape. Remaining in touch with best practices — academically and otherwise.	11/14/2019 5:05 PM
189	Diplomacy, patience, knowledge of education issues, experience working with children.	11/14/2019 5:04 PM
190	communication, critical thinking, written skills, organization, problem-solving, budgeting	11/14/2019 5:02 PM
191	Breathing, mobility, desire and interest to see to the educational needs of our children	11/14/2019 5:02 PM
192	A BOE member should have had at least some experience working in public schools. They should also have experience in management, budgets, planning, organizational development, and conflict resolution.	11/14/2019 4:56 PM
193	Management, Finance, Education	11/14/2019 4:56 PM
194	Commitment, knowledge of the district the represent and County policy, organized, fiscal literacy	11/14/2019 4:56 PM
195	Educator	11/14/2019 4:55 PM
196	Tech and privacy are key skills to have and understand Indeed there should probably be one member with a privacy (CIPP) certification	11/14/2019 4:54 PM
197	Education, parenting, politics.	11/14/2019 4:54 PM
198	Some involvement in MCPS -- parent, teacher, administrator -- familiarity with the processes and county council.	11/14/2019 4:52 PM
199	desire	11/14/2019 4:51 PM
200	Financing, resistance to kick-backs, common sense (seems lacking)	11/14/2019 4:48 PM
201	open mind; willingness to listen; ability to collaborate to solve problems;	11/14/2019 4:48 PM
202	Ability to work well with others to come to a consensus. Nonpartisan. Empathetic. Kind. Polite and respectful of others.	11/14/2019 4:41 PM
203	long time resident of Montgomery County, management role in educational setting, active listening skills, understands the diverse needs of the County's students, degree in education field	11/14/2019 4:38 PM
204	Demonstrated public service record	11/14/2019 4:35 PM
205	leadership experience with education military service	11/14/2019 4:32 PM
206	Budgeting, planning and development, equity/inclusion, community and family engagement	11/14/2019 4:30 PM
207	Ability to get along with diverse populations and differing opinions and thoughts. Ability to effectively communicate technical information in a non-technical way to parents/community members. Empathy. Ability to interpret technical data. The ability to see not just in black and white, but the shades of gray that are often involved in issues with education. The ability and willingness to do their own outside research in matters of concern to the community.	11/14/2019 4:05 PM
208	Strong communication skills, listens to all stakeholders, ability to build relationships with all stakeholders, have a mind of their own, understand that they are above superintendent	11/14/2019 3:52 PM
209	Policy, legal, ADA understanding	11/14/2019 1:10 PM
210	Necessary: reading, writing, communication skills, Knowledge of local, state education funding procedures	11/14/2019 12:31 PM
211	A passion for education and an understanding of schools.	11/14/2019 12:27 PM

BOE Compensation Survey

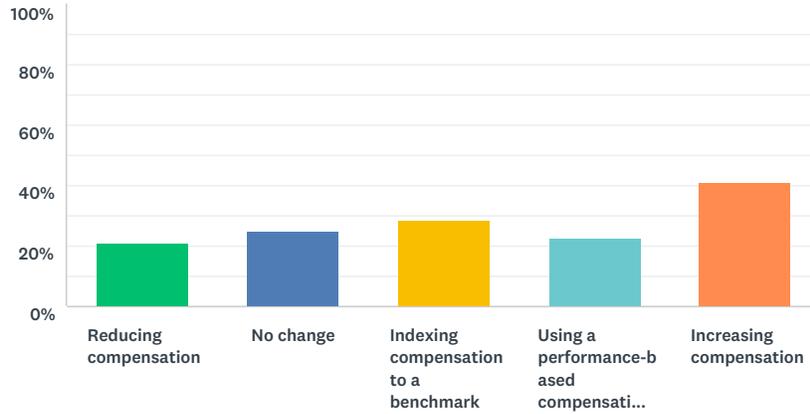
212	Knowledge of MCPS schools as a teacher, administrator, or parent/guardian Would like to see more Board members with current students in MCPS Needs to have an appreciation for public service and public education - putting the education of students first, not property values or other selfish interests of community members who may organize loud and strong campaigns against some board decisions Having the backbone to do what is right in a diverse county where not all members can have their voices amplified to the level of their wealthier counterparts	11/14/2019 11:01 AM
213	A willingness to listen to the concerns of all community members and find compromise that allows the greatest chance of success for all students.	11/14/2019 4:45 AM
214	Need to know something about education of students with disabilities and view them as equally deserving of the best education.	11/14/2019 3:47 AM
215	Board Members should come from a background of education or be from the school system they choose to represent. A good Board Member can empathize with underpaid teachers and overworked students, and communicate with the union and county SGA effectively to balance everyone's priorities.	11/14/2019 3:46 AM
216	Ability to read and digest copious amounts of material, including financial documents. Communicate clearly and professionally with MCPS teachers and staff. Have the patience of a saint to tolerate internet trolls and still have faith in parents & community. Be willing to think outside the box and not rubber stamp the status quo. Not be afraid to ask tough questions but also be generous with praise when warranted. Put the interests of students first.	11/14/2019 3:32 AM
217	Sound analytical skills, good management skills, a willingness to ask questions and be inquisitive and a deep concern for our students and their education	11/14/2019 3:04 AM
218	Teacher or administrative experience, parent experience with the system, organized, independent, creative	11/14/2019 3:00 AM
219	Their should be a diverse set of experience- from the ethnicity and cultural differences of board members to different backgrounds- education, finance, etc	11/14/2019 2:16 AM
220	Committed to help students	11/14/2019 2:08 AM
221	Parent with kids on MCPS, experience working in MCPS (teacher, admin, para. Etc)	11/14/2019 1:28 AM
222	Some experience in education; experience working with children; knowledge of Montgomery County and its issues; specific experience with certain student populations; experience in a leadership position in education, business, or community affairs of	11/14/2019 1:23 AM
223	Knowledge of education principles, insight into classroom/school logistics, basic budget/financial knowledge, ability to communicate effectively with all stakeholders, comprehensive knowledge of MCPS programs	11/14/2019 1:00 AM
224	Background is less important than willingness to engage.	11/14/2019 12:48 AM
225	leadership, negotiation, education professional, ability to be a good listener	11/14/2019 12:36 AM
226	Understanding of educational and economic issues facing our students and families, ability to lead and reach consensus, willingness to study issues in depth, ability and willingness to reach out to community	11/14/2019 12:09 AM
227	expertise and background in government, project management, sociology, education, policy, finance and budgeting, grant writing and management, child development	11/13/2019 11:53 PM
228	Familiarity with MCPS, understanding of the County's demographics, understanding of the academic achievement gap, Background in education	11/13/2019 10:42 PM
229	Communication skills, background in parliamentary procedures, some knowledge of education policy	11/13/2019 9:51 PM
230	Knowledge of the entire County, ability to understand a budget, willingness to connect with parents, teachers, & students & to listen to different viewpoints, willingness to spend the time learning about the issues that arise, willingness to supervise the Superintendent & listen to & respect but also question mcps staff. I could go on!	11/13/2019 9:19 PM
231	Communication, teamwork, willingness to listen to different opinions	11/13/2019 9:17 PM
232	Efficiency	11/13/2019 9:15 PM
233	Being a former educator would be helpful.	11/13/2019 8:57 PM
234	Elected office should not have qualifications	11/13/2019 8:25 PM
235	Ability to analyze complex information, communicate well, negotiate, and advocate	11/13/2019 8:24 PM
236	I believe Board members should be citizens of Montgomery County and there should be a variety of education/experience/income levels.	11/13/2019 8:20 PM
237	Governance, strategic planning, civil rights law, education policy, program evaluation	11/13/2019 8:09 PM
238	Business, public policy, law, negotiations, education, teamwork	11/13/2019 7:39 PM
239	Concerned citizen who pays taxes.	11/13/2019 7:08 PM
240	Passionate about education and Montgomery County	11/13/2019 6:07 PM
241	I think that members should have a background in education	11/13/2019 5:47 PM

BOE Compensation Survey

242	Some connection or previous connection to MCPS. Community engagement or local experience.	11/13/2019 5:40 PM
243	Good communication skills Ability to acknowledge all stakeholders equally Ability to stand strong on guiding principles and not be swayed by over-aggressive parent constituents Ability to gauge the level of urgency of others and not make it their own	11/13/2019 5:37 PM
244	Prior educator, proven ability to complete all tasks.	11/13/2019 5:20 PM
245	Problem-solving and leadership skills; Public education background (teacher, principal, administration...); A clear vision for the district and focus on what is best for students; Knowledge of the local, state and federal laws regarding education.	11/13/2019 5:00 PM
246	Good listener; facility with numbers; facility with historical analysis; willingness to probe	11/13/2019 4:16 PM
247	Knowledge (preferably first-hand) of the public education system in Montgomery County. Understanding of basic budgeting and fiscal management.	11/13/2019 4:12 PM
248	Outstanding Verbal and Written Skills Respect Makes decisions based on facts, non-bias judgement Good listener Seeks to understand the big picture	11/13/2019 4:11 PM
249	Successful leadership, either in work role or volunteer. Another needed skill is a good listener- not just do your own agenda!! Listen & respect those you represent.	11/13/2019 4:01 PM
250	They should understand the best education practices.	11/13/2019 3:40 PM
251	Background in education or teaching, collaborative, open to new ideas.	11/13/2019 3:36 PM
252	Education Policy, Teaching Experience, Child in MCPS (now or prior), Diverse Demographics, Bilingual, Open Mind, Understand Survey Methodology, Community Engagement.	11/13/2019 3:31 PM
253	Knowledge of educational principles and policy. Some type of degree in education, leadership or policy..	11/13/2019 3:16 PM
254	In touch with the community and strong ties with the MCPS in the past	11/13/2019 3:13 PM
255	Facilitation, budgeting, management, understanding of civics, government, etc.	11/13/2019 2:59 PM
256	Experience parenting Experience working in a classroom Experience managing a budget or understanding how budgets work Experience with or a deep understanding of technology and the necessity for it in education	11/13/2019 2:56 PM
257	Ability to analyze, listen, synthesize data, ask questions & spend time in the community.	11/13/2019 2:55 PM
258	Excellent communications skills, the ability to undertake complex policy analysis, and a willingness to perform significant community outreach.	11/13/2019 2:47 PM
259	Leadership, management, communication, empathy, compassion, critical thinking	11/13/2019 2:44 PM
260	Experience as an educator.	11/13/2019 2:44 PM
261	Some experience working in education. Having been a teacher or principal is ideal.	11/13/2019 1:12 PM
262	History and experience in and with Montgomery County Schools - as an educator, parent or student. TEAM PLAYER. Determined and committed to representing ALL people in your community! ALL. "All means all" seems to be an area in which some board members could improve.	11/12/2019 8:31 PM
263	Negotiation Communicator Analytical Reading and interpreting policy Public speaking	11/12/2019 3:02 AM
264	Have had a student that attended or attends MCPS. Have some community activist experience. Be open to all views. compassion	11/8/2019 4:12 PM
265	-Ability to engage and work well with diverse communities -Ability to listen and lift up the voices of community members that are traditionally underrepresented and even blocked from political power -Commitment to equity	11/7/2019 12:20 PM
266	Having a background in education - even as a classroom volunteer - is essential. So too is having a strong network of educators within MCPS from which to glean important information about the school system. Need to be a strong backboned individual, and stand up to MCPS stonewalling. When you ask a question, you need to have the spine to keep pursuing the matter until it is resolved. Rebecca Smondrowski is like a reed in the wind. She caves in constantly.	11/7/2019 2:44 AM
267	Interest in public school education. Effective communicator	11/6/2019 10:16 PM
268	Vision Care for the constituents	11/6/2019 8:55 PM
269	Education background	11/6/2019 8:51 PM
270	the effectiveness of the Board is controlled by MD statute. the statute sets up the Board that generally serves as a ceremonial advisor to the Superintendent. The Board does have the power to hire and fire the Superintendent. However, the statutory framework is poorly suited to empower the Board to provide an independent check and balance on the Superintendent, who controls a \$2.6 billion enterprise.	11/6/2019 8:49 PM
271	Governance, Finance, Change Management, Technology, Business Process Management and Improvement, Policy Deployment & Management	11/6/2019 8:01 PM
272	Budget, advocacy, project management, customer service, collaboration	11/6/2019 2:03 PM
273	Budget experience, strategic planning, and education policy.	11/1/2019 12:52 PM

Q7 Per our legislative mandate, the Compensation Commission is considering various recommendations for Board compensation. Please select all of the following recommendations that should be considered:

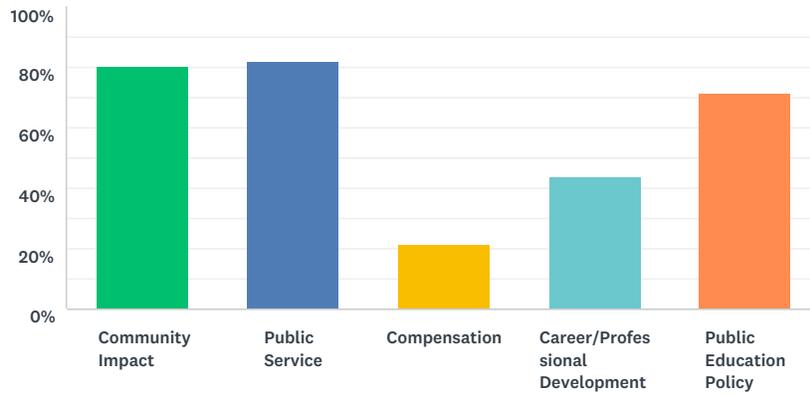
Answered: 274 Skipped: 0



ANSWER CHOICES	RESPONSES	
Reducing compensation	21.17%	58
No change	25.18%	69
Indexing compensation to a benchmark	28.47%	78
Using a performance-based compensation formula	22.63%	62
Increasing compensation	41.24%	113
Total Respondents: 274		

Q8 What factors influence a person's decision to run for the Board of Education? (Check all that apply.)

Answered: 274 Skipped: 0



ANSWER CHOICES	RESPONSES	
Community Impact	80.66%	221
Public Service	81.75%	224
Compensation	21.53%	59
Career/Professional Development	43.80%	120
Public Education Policy	71.53%	196
Total Respondents: 274		

Q9 What salary would you recommend?

Answered: 274 Skipped: 0

#	RESPONSES	DATE
1	Dumb question	11/26/2019 7:37 PM
2	40000	11/25/2019 6:20 PM
3	0	11/25/2019 2:08 PM
4	\$10,000	11/24/2019 8:58 PM
5	\$25K	11/24/2019 8:31 PM
6	education prior to politics!	11/24/2019 7:53 PM
7	50,000	11/24/2019 5:31 PM
8	\$25,000 for members, \$29,000 for President	11/24/2019 4:30 PM
9	less than 25000	11/24/2019 4:17 AM
10	\$50,000	11/23/2019 8:35 PM
11	Remain the same	11/23/2019 2:07 PM
12	I cannot possibly recommend a salary without knowing the hours weekly that BOE members are working. Your survey is ludacris.	11/23/2019 12:21 PM
13	\$40000	11/23/2019 7:48 AM
14	50,000	11/23/2019 12:51 AM
15	25,000	11/23/2019 12:03 AM
16	15000	11/22/2019 8:43 PM
17	25000-3000	11/22/2019 8:03 PM
18	\$15K	11/22/2019 2:17 PM
19	\$30 per hour	11/22/2019 4:02 AM
20	\$0	11/22/2019 4:01 AM
21	No salary. Volunteer based	11/22/2019 3:50 AM
22	0	11/22/2019 3:25 AM
23	Not sure	11/22/2019 3:06 AM
24	\$20000-\$40000 based on performance	11/22/2019 1:53 AM
25	\$15000	11/22/2019 1:41 AM
26	No compensation	11/22/2019 12:53 AM
27	Free	11/22/2019 12:35 AM
28	\$25,000'00/per year	11/21/2019 11:38 PM
29	This should be volunteer job, so anyone willing to contribute time should be voted	11/21/2019 10:53 PM
30	Zero	11/21/2019 10:10 PM
31	25000.00	11/21/2019 9:53 PM
32	30,000	11/21/2019 9:40 PM
33	nothing	11/21/2019 8:56 PM
34	20000	11/21/2019 8:32 PM
35	0	11/21/2019 8:31 PM
36	Less than \$10k	11/21/2019 8:18 PM
37	This should be a volunteer type of work!	11/21/2019 8:17 PM
38	80k for president , 70k for members , has to be full time	11/21/2019 8:08 PM
39	Depends. If they don't function, like current boe members, one dollar will be too much! If they actually work on education but not political agenda, 200k is not enough.	11/21/2019 7:59 PM
40	0	11/21/2019 7:57 PM
41	Unchanged	11/21/2019 7:55 PM
42	Per performance	11/21/2019 7:54 PM

BOE Compensation Survey

43	50,000/yr	11/21/2019 7:50 PM
44	Zero. This position should be an unpaid position.	11/21/2019 7:46 PM
45	\$50,000	11/21/2019 7:36 PM
46	Same	11/21/2019 7:28 PM
47	\$80000	11/21/2019 7:24 PM
48	25,000	11/20/2019 11:15 PM
49	Same as current	11/20/2019 8:25 PM
50	Not more then current level.	11/20/2019 2:55 PM
51	0.	11/19/2019 3:20 AM
52	45000	11/19/2019 1:28 AM
53	Same as currently held	11/19/2019 12:38 AM
54	Sane as current salary; no change. No increase.	11/18/2019 11:29 PM
55	\$140,000-\$180,000/year	11/18/2019 10:58 PM
56	a minimum of \$25,000	11/18/2019 10:38 PM
57	25,000.	11/18/2019 8:20 PM
58	no change	11/18/2019 5:13 PM
59	\$12,000	11/18/2019 3:51 PM
60	Depends on the hours worked.	11/18/2019 2:53 PM
61	\$ 45thousand	11/18/2019 2:08 PM
62	current salary unless you are finding it difficult to find qualified candidates	11/18/2019 12:17 PM
63	X	11/18/2019 11:54 AM
64	30,000 year	11/18/2019 6:21 AM
65	25,000	11/18/2019 3:10 AM
66	75000	11/18/2019 1:29 AM
67	75000	11/18/2019 1:28 AM
68	Adjust salary to national inflation rate, i.e. COLA for Social Security recipients.	11/17/2019 4:18 PM
69	N/A	11/17/2019 2:44 PM
70	Between \$90k-\$120k	11/17/2019 2:30 PM
71	10,000	11/17/2019 1:58 PM
72	80,000	11/17/2019 1:45 PM
73	\$26,000	11/17/2019 12:27 PM
74	Similar to county council	11/17/2019 11:03 AM
75	None	11/17/2019 10:58 AM
76	\$50,000	11/17/2019 6:35 AM
77	\$75,000	11/17/2019 3:58 AM
78	\$25,000.00	11/17/2019 3:53 AM
79	25000	11/17/2019 3:00 AM
80	The same	11/17/2019 2:37 AM
81	15,000	11/16/2019 11:24 PM
82	same as current	11/16/2019 10:37 PM
83	100,000	11/16/2019 8:43 PM
84	Current, but limit the hours.. BOE should focus on policy and as watch dog for MCPS Center office. BIE should not manage the detail of admin.	11/16/2019 7:38 PM
85	\$25,000	11/16/2019 7:37 PM
86	10K/yr	11/16/2019 4:59 PM
87	\$25,000	11/16/2019 2:59 PM
88	\$20,000 - \$25,000	11/16/2019 2:03 PM
89	\$15,000	11/16/2019 1:51 PM

BOE Compensation Survey

90	25,000	11/16/2019 12:40 PM
91	The work they do is important but so is the job of those working day to day with students. \$20,000 seems a reasonable amount.	11/16/2019 12:25 PM
92	I recommend no change from what is currently offered	11/16/2019 12:13 PM
93	None \$0	11/16/2019 12:02 PM
94	Keep as is	11/16/2019 11:55 AM
95	Minimum wage	11/16/2019 9:57 AM
96	tenured teacher st least	11/16/2019 4:55 AM
97	50,000	11/16/2019 4:34 AM
98	Remain at current level	11/16/2019 3:37 AM
99	\$15k/ year.	11/16/2019 3:30 AM
100	\$10,000	11/16/2019 3:02 AM
101	10000	11/16/2019 2:40 AM
102	\$25000 is appropriate	11/16/2019 2:32 AM
103	nothing if they don't have a background in education	11/16/2019 2:16 AM
104	Should be no salary or current salary.	11/16/2019 1:27 AM
105	\$35,000	11/16/2019 1:20 AM
106	Not sure. Any raise should be give to teachers and other school employees/workers	11/16/2019 1:18 AM
107	None	11/16/2019 1:16 AM
108	\$15,000	11/16/2019 1:04 AM
109	65,000	11/16/2019 1:02 AM
110	\$0	11/16/2019 12:53 AM
111	\$40000	11/16/2019 12:50 AM
112	35000	11/16/2019 12:47 AM
113	None.	11/16/2019 12:46 AM
114	Do not increase it at all.	11/16/2019 12:41 AM
115	35000	11/16/2019 12:38 AM
116	Same	11/16/2019 12:36 AM
117	27500	11/16/2019 12:28 AM
118	Whatever is the overall median income in the county. Serving on the BOE is a fulltime job, and needs to be compensated accordingly.	11/15/2019 9:49 PM
119	50000	11/15/2019 8:06 PM
120	0	11/15/2019 7:52 PM
121	\$60,000/year	11/15/2019 5:37 PM
122	30,000 plus 5 for chair	11/15/2019 3:22 PM
123	If 20 hours/week, \$50k	11/15/2019 2:19 PM
124	\$50,000	11/15/2019 12:37 PM
125	It's hard for me to say since I do not know how many hours a typical board member spends on the job, but I believe this should NOT be a full-time job.	11/15/2019 11:59 AM
126	Same	11/15/2019 11:38 AM
127	Fair and Equitable commensurate with skill level requirements	11/15/2019 5:08 AM
128	50,000	11/15/2019 4:13 AM
129	\$100K	11/15/2019 4:06 AM
130	0.	11/15/2019 3:47 AM
131	It should be volunteer, then you get people who are doing it for the kids	11/15/2019 3:25 AM
132	\$25,000	11/15/2019 2:55 AM
133	\$20,000	11/15/2019 1:45 AM
134	Small stipend—let it really be public service and desire to do what is best for students	11/15/2019 1:22 AM
135	Yearly Minimum Wage \$21,008.00 / year	11/15/2019 1:08 AM

BOE Compensation Survey

136	\$50,000 + expenses -- driving, per diem for off site food,	11/15/2019 12:51 AM
137	\$55,000	11/15/2019 12:42 AM
138	65,000	11/15/2019 12:36 AM
139	I don't know	11/14/2019 11:26 PM
140	\$25,000 to \$35,000	11/14/2019 11:02 PM
141	\$25-30K	11/14/2019 11:01 PM
142	I can't say without knowing how much time is involved.	11/14/2019 10:57 PM
143	30K with a built in cost of living every year to stay even with inflation.	11/14/2019 10:10 PM
144	Unsure	11/14/2019 9:57 PM
145	Current, indexed for inflation	11/14/2019 9:53 PM
146	10-15 k	11/14/2019 9:41 PM
147	\$75,000	11/14/2019 9:25 PM
148	Remain at current levels	11/14/2019 8:56 PM
149	Same range as councilmembers	11/14/2019 8:44 PM
150	I think at a minimum, even if a part time job, half of the County council Salary	11/14/2019 8:16 PM
151	same as currently being paid.	11/14/2019 8:14 PM
152	depends on the amount of hours on the job	11/14/2019 8:06 PM
153	\$140,000	11/14/2019 8:00 PM
154	\$15,000 (\$20,000 for President)	11/14/2019 7:56 PM
155	100,000	11/14/2019 7:47 PM
156	\$60K per year	11/14/2019 7:41 PM
157	Same as current salary. No change and no stipend for any member of the Board.	11/14/2019 7:38 PM
158	40000	11/14/2019 7:31 PM
159	20,000 if part time position	11/14/2019 7:22 PM
160	25,000	11/14/2019 7:20 PM
161	25,000 yr	11/14/2019 7:18 PM
162	status quo	11/14/2019 7:17 PM
163	\$25k	11/14/2019 7:04 PM
164	It should be a full-time paid position.	11/14/2019 6:57 PM
165	100,000.00	11/14/2019 6:48 PM
166	Current salary: \$25,000 annually.	11/14/2019 6:44 PM
167	None	11/14/2019 6:38 PM
168	for the amount of work and to have better demographic and racial representation i would say \$60 K ti \$ 70K	11/14/2019 6:36 PM
169	\$35,000	11/14/2019 6:34 PM
170	COLA 2.5%	11/14/2019 6:24 PM
171	No more than \$20K per person.	11/14/2019 6:19 PM
172	Keep the salary the same; zero stipend for the President of the Board. Removal of the student board position.	11/14/2019 6:18 PM
173	45,0000	11/14/2019 6:13 PM
174	\$35,000 for members; \$40,000 for chair	11/14/2019 6:09 PM
175	\$80K which is equivalent to the starting salary and benefits of a new teacher.	11/14/2019 6:08 PM
176	3/4 of a County Councilmembers pay ~\$60,000	11/14/2019 6:04 PM
177	\$35,000 with \$5,000 results bonus	11/14/2019 6:02 PM
178	I do not know	11/14/2019 6:00 PM
179	not sure	11/14/2019 5:58 PM
180	\$25,000	11/14/2019 5:50 PM
181	at least \$50,000	11/14/2019 5:47 PM
182	40,000	11/14/2019 5:43 PM

BOE Compensation Survey

183	75000/annual	11/14/2019 5:22 PM
184	If this were a full time position, I would think they would have to have at the very least a College Degree. This should be a count position and should follow the Mont. County salary range. That being said, and the magnitude and amount of people they impact, this position should be about 80K as a starting position.	11/14/2019 5:19 PM
185	25000	11/14/2019 5:19 PM
186	An increase by 10-15%	11/14/2019 5:12 PM
187	Very little	11/14/2019 5:11 PM
188	40,000	11/14/2019 5:05 PM
189	\$50,000 per board member, \$70, 000 for president	11/14/2019 5:04 PM
190	Unchanged as long as benchmarks for involvement are maintained	11/14/2019 5:02 PM
191	\$20,000/\$24,000	11/14/2019 5:02 PM
192	Depends on the expected hours.	11/14/2019 4:56 PM
193	Same as state legislators	11/14/2019 4:56 PM
194	25,000	11/14/2019 4:56 PM
195	25,000	11/14/2019 4:55 PM
196	\$40000	11/14/2019 4:54 PM
197	\$25,000 annual	11/14/2019 4:54 PM
198	125,000	11/14/2019 4:52 PM
199	current	11/14/2019 4:51 PM
200	Zero	11/14/2019 4:48 PM
201	25,000/yr	11/14/2019 4:48 PM
202	None	11/14/2019 4:41 PM
203	\$20,000 for Board members, \$24,000 for Board President	11/14/2019 4:38 PM
204	Same	11/14/2019 4:35 PM
205	Just expenses.	11/14/2019 4:32 PM
206	Current	11/14/2019 4:30 PM
207	\$49,000	11/14/2019 4:05 PM
208	55,000	11/14/2019 3:52 PM
209	50,000	11/14/2019 1:10 PM
210	80,000	11/14/2019 12:31 PM
211	\$60,000	11/14/2019 12:27 PM
212	\$40,000	11/14/2019 11:01 AM
213	\$128,519 (+ inflation adjustment)	11/14/2019 4:45 AM
214	\$25,000	11/14/2019 3:47 AM
215	\$50,000; \$55,000 for president.	11/14/2019 3:46 AM
216	\$40-\$50k	11/14/2019 3:32 AM
217	75000	11/14/2019 3:04 AM
218	45,000	11/14/2019 3:00 AM
219	At least that of teachers	11/14/2019 2:16 AM
220	Same	11/14/2019 2:08 AM
221	\$40,000	11/14/2019 1:28 AM
222	\$60,000	11/14/2019 1:23 AM
223	25-30,000	11/14/2019 1:00 AM
224	\$120000	11/14/2019 12:48 AM
225	\$50,000	11/14/2019 12:36 AM
226	\$30,000for Board members, \$35,000 for President	11/14/2019 12:09 AM
227	At least \$100k	11/13/2019 11:53 PM
228	\$60,000-\$80,000	11/13/2019 10:42 PM

BOE Compensation Survey

229	60,000	11/13/2019 9:51 PM
230	closer to Co Council salary	11/13/2019 9:19 PM
231	50,000	11/13/2019 9:17 PM
232	60,000	11/13/2019 9:15 PM
233	No comment.	11/13/2019 8:57 PM
234	60000	11/13/2019 8:25 PM
235	\$50000	11/13/2019 8:24 PM
236	\$50,000	11/13/2019 8:20 PM
237	50,00"	11/13/2019 8:09 PM
238	90,000	11/13/2019 7:39 PM
239	\$125000	11/13/2019 7:08 PM
240	Whatever is the current cost of living for an individual in Montgomery County	11/13/2019 6:07 PM
241	50,000	11/13/2019 5:47 PM
242	40000	11/13/2019 5:40 PM
243	Enough to be able to still support their own families fairly while doing the work for all the other families.	11/13/2019 5:37 PM
244	60k	11/13/2019 5:20 PM
245	Starting at \$60000	11/13/2019 5:00 PM
246	100000	11/13/2019 4:16 PM
247	50,000 minimum	11/13/2019 4:12 PM
248	\$60,000	11/13/2019 4:11 PM
249	At least 75K	11/13/2019 4:01 PM
250	75000	11/13/2019 3:40 PM
251	50,000	11/13/2019 3:36 PM
252	minimum \$50K if not considered a full time position, double if full time.	11/13/2019 3:31 PM
253	30000 yearly	11/13/2019 3:16 PM
254	40000K	11/13/2019 3:13 PM
255	If duties are truly PT, \$50-\$75k. If they are FT, \$90-\$120k	11/13/2019 2:59 PM
256	N/A but something equitable	11/13/2019 2:56 PM
257	\$50,000	11/13/2019 2:55 PM
258	\$125,000, roughly equivalent to the salary of a Montgomery County Councilmember	11/13/2019 2:47 PM
259	Board of Education members should be compensated a living wage. It's incredibly difficult to live in Montgomery County on \$25,000, and our Board members should not have to worry about where to find money to pay the bills. They should be solely dedicated to providing excellent outreach to the public and on being the best representative for MCPS possible. A salary of at least \$40,000 should be mandated, but it should definitely go higher than that. Working-class parents can't afford to run for and serve on the Board of Education despite their voices being critical.	11/13/2019 2:44 PM
260	30,000	11/13/2019 2:44 PM
261	The same as County Council Members. Board members work more hours than they do.	11/13/2019 1:12 PM
262	\$30,000	11/12/2019 8:31 PM
263	50,000	11/12/2019 3:02 AM
264	50,000	11/8/2019 4:12 PM
265	To be determined from vital input from past and present board members, including student members	11/7/2019 12:20 PM
266	45000	11/7/2019 2:44 AM
267	\$28,000.00	11/6/2019 10:16 PM
268	\$30,000.00	11/6/2019 8:55 PM
269	25,000	11/6/2019 8:51 PM
270	\$50,000	11/6/2019 8:49 PM
271	49,000	11/6/2019 8:01 PM
272	70,000	11/6/2019 2:03 PM

BOE Compensation Survey

273	\$50,000	11/1/2019 12:52 PM
274	7B	10/31/2019 3:36 PM

Q10 Please provide any other information that you think the Compensation Commission should consider in its determination.

Answered: 146 Skipped: 128

#	RESPONSES	DATE
1	MCPS school Board isn't doing their job. They rubber stamp superintendents decision. They did not overturn one single superintendent decision on appeal for YEARS (and never approved any hearing requests). They are supposed to be a check and balance not a rubber stamp.	11/25/2019 2:08 PM
2	The BOE has done nothing but instigate race wars in the communities it serves how much is that worth?	11/24/2019 8:31 PM
3	I really don't know how much time BOE members spending on Public education. I would recommend that high pay allows BOE members can focus on the service!	11/24/2019 5:31 PM
4	Being a member of BOE is NOT a money-making opportunity; it is public service. The current salary should be sufficient to defray the expenses incurred by BOE members. If the current salary is insufficient according to current BOE members, those BOE members should resign.	11/24/2019 4:30 PM
5	We should provide lower compensation for this position, so that we can elect someone who really want to serve the community.	11/24/2019 4:17 AM
6	Board members are severely underpaid for the scope of responsibilities they have. Their compensation should be dramatically increased, and the student member's compensation should equal that of the other board members.	11/23/2019 8:35 PM
7	This is an odd survey, because you do not provide any description of the duties of Board members (and student board rep) and average hours worked weekly. So how can the public possibly weigh in on compensation? Can the duties of being on the BOE be done by someone working a full-time job? Being on the BOE is a lot of work, and people should be compensated. Perhaps the biggest reason they should is because they have to put themselves out there as public officials, to endure social media trolls and criticism. Board members are also expected to be responsive to the public. IS this a full-time gig? If so, they are underpaid. Why not benchmark the compensation with other similar counties in the U.S.?	11/23/2019 12:21 PM
8	Board members should have to take into consideration the burden on the taxpayer of any and all decisions. Also, the teacher's union should have no sway on the board.	11/23/2019 12:03 AM
9	Hear voice from the best students	11/22/2019 8:43 PM
10	What exactly have the board of education done for the children in our area. Are test scores going up? Are outcome measures being met?	11/22/2019 2:17 PM
11	We don't want that many BOE members and don't need BOE members to tell us what should be taught. Enough!	11/22/2019 3:50 AM
12	Non Partisan	11/22/2019 1:41 AM
13	Making good policy to help our kids. Not run for money.	11/22/2019 12:35 AM
14	Think about how encouraging kids focus on study. No bus in & bus out!	11/21/2019 11:38 PM
15	Student should focus on study, not MCPS policy, especially high school student who has no experience of what university needs and real world like, then make decisions of cancelling finals then depression in university. And student board should be rotated by cluster or down or upper county, they should represent all backgrounds	11/21/2019 10:53 PM
16	BOE should consider to limit, preferably reduce, its influence on education affairs. Give more room to the community and school PTA.	11/21/2019 9:53 PM
17	Having documentation of community outreach especially in the schools. A big part of compensation should be based on school and parent outreach by the board.	11/21/2019 9:40 PM
18	Improve the School ranking over state and national. Since the high school ranking drop dramatically at US News ranking, their pay should reduce \$10 per drop one, and increase \$10 per advance one. From previous #33 to #93 this year, their pay should reduce to \$19,000 (\$25,000 - \$6,000) from \$25,000.	11/21/2019 8:32 PM
19	we need functional BOE members, so they could focus on their duties, that is the reason I think full time position would help them focus on BOE issues. Members need to be elected by public voting.	11/21/2019 8:08 PM
20	For people climbing political ladder, they shouldn't get paid at all! We can pay them 200k a year if they sign a contract not to run for any other government position within next 20 years.	11/21/2019 7:59 PM
21	Break the current corruption cycle between teachers union and BOE members. Prefer to break MCPS and establish one HS one district. Form parent volunteers to serve on each board. Each district pay for its own public education by dedicated property tax.	11/21/2019 7:57 PM
22	Good pay can attract high skilled expert involve.	11/21/2019 7:50 PM

BOE Compensation Survey

23	This is a bizarre survey. These are elected positions. This survey is written as if they are hired. They are elected and the law does not require any educational level except for the student Board member. As long as teachers are having to buy their own classroom supplies, the Board of Education does not deserve or warrant an increase in their stipend. The survey never explains this is just a stipend and the Board members get full health benefits from MCPS for themselves and their families. This survey is incredibly biased.	11/21/2019 7:28 PM
24	Please consider geographic and demographic representation, as well as professional backgrounds for those members. At the end of the day, we rely on them to guide the school system to raise kids that are career and college ready, not a bunch of whiners or union workers that can't compete with real world.	11/21/2019 7:24 PM
25	Question 8 is ridiculous. How should I know what motivates someone to run for the BOE?	11/20/2019 8:25 PM
26	Have to be non-political in ability's to make decisions. No teacher or educator is allowed on board. No more then a 2 year term on the board.	11/20/2019 2:55 PM
27	A truly passionate person who wants to make a real difference and positive impacts will not be driven by Money/compensation.	11/19/2019 3:20 AM
28	The Board Members have not performed at their greatest when considering the implications of their recent proposal to rezone the schools within Montgomery county. They have completely ignored the impacts on student educational, personal and emotional development, let alone the impacts to the community. The Boards unwillingness to listen to the Community of which it serves is reflective of decision to not increase their pay due to lack of performance.	11/18/2019 11:29 PM
29	The salary should be similar to the salaries of County Council members, MCPS Principals, and MCPS Central Office leaders. This would allow us to better leverage the available human capital in Montgomery County to fill these positions which are critical to transforming MCPS into a system which can prepare students for the challenging, increasingly competitive, 21st century global economy.	11/18/2019 10:58 PM
30	previous years of service; conflicts of interest; training and on-the-job experience	11/18/2019 10:38 PM
31	Other perks need to be included when determining salary, such as meals, transportation, other reimbursements	11/18/2019 8:20 PM
32	The position should NOT be a full-time career position.	11/18/2019 3:51 PM
33	Currently, the way in the school board functions with low level oversight and low level of accountability, indicates that the current salary is sufficient. If the goal is for the board to move from buying false and fluffy testimony from central office and instead starts truly holding central office leadership accountable by investigating evidence of claims and data, I would agree with a higher salary.	11/18/2019 12:17 PM
34	X	11/18/2019 11:54 AM
35	Need to pay more to get more qualified people running for the office, not just people who do not need a decent salary	11/18/2019 1:28 AM
36	Any compensation change should be publicly announced by the County Executive.	11/17/2019 4:18 PM
37	The current compensation levels prevent well educated and experienced executives/policy makers/community advocates for considering a run for the board. Given the demands of the job, only a person with means (high spousal income, stay at home parents, independently wealthy, extremely flexible job) can manage to run for a seat. The Board compensation should be greatly increased, and it should be clearer what those positions responsibility and scope are. The expectation is that this is a near-full-time (if not full time) job.	11/17/2019 2:30 PM
38	The current system only allows wealthy individuals to seek office. Done properly the position is a full time job, requiring expertise and engagement. Without this change, it maintains an inequitable representation of the community it serves.	11/17/2019 1:45 PM
39	No one can live independently in Montgomery County only earning \$25,000 gross. The number of hours they work each week are extremely important, can fluctuate depending on a variety of factors, and we need qualified candidates. It is very difficult to find candidates who can afford to earn such a low income and follow such a demanding schedule and still try to have a job to supplement their pay given the schedule restrictions. Their work is extremely valuable and their decisions greatly impact the community. They are critical leaders who should be compensated well. Their decisions impact the school system and beyond.	11/17/2019 3:58 AM
40	For a part-time position, the current "salary" is adequate. Hundreds of volunteers in Mont Co serve for no compensation, or very little remuneration.	11/17/2019 2:37 AM
41	When Paraeducators And teachers are getting paid so low and are dealing with, when they can the right raise then the can get theirs.	11/16/2019 11:24 PM
42	Need to pay more to attract people with professional qualifications rather than an ideological agenda	11/16/2019 8:43 PM
43	Limit the working hour of BOE .	11/16/2019 7:38 PM
44	Our teachers should be getting the raise. They are the ones who do the most impactful work in the field of education.	11/16/2019 2:59 PM

BOE Compensation Survey

45	Board members should include at least one teacher (current or retired), one support staff member (current or retired), one administrator (current or retired) so that they can contribute directly to the needs of the schools/students. The student board member should receive a scholarship but also be compensated and should also be allowed to vote on personnel actions so long as it is not a conflict of interest (applies to all members). Members should represent ALL areas of the county and political affiliation should not be considered. Term limits of two terms should be mandatory so as not to monopolize antiquated ways of thinking and undermining new ideas. Educational background should not be considered if the person is articulate, compassionate, and has knowledge and experience in the school setting. Board members should not work more than 20 hours a week and if they do, it should be considered volunteer. The pay should be kept low to encourage real and meaningful participation rather than financial reward. Board members should spend time in the school setting. A mandatory minimum of 10 hours per school year volunteering in a school. For example, answering phones in an elementary school or observing a teacher planning meeting, and IEP meeting with parent and student, etc. While many BOE members currently attend community events, most do not spend any real-time in the school setting and have no idea of what is happening at that level. BOE members need to be more critical of spending. They should have a sub-committee of oversight on spending rather than nod their heads at initiatives and large contracts, so a member with financial background should be considered. Members should be diverse, not just in culture, but also educational background, income level, and past experience in an educational or financial setting. This would be a true representation of the students and families and would provide the greatest impact on their needs. We also do not need to hear the constant comments made by BOE members about "how great I am and what I did in the community." Those comments should be in closed session and open session should focus on the actual need. Additional written statements could be uploaded on the website each month for each BOE member to list their comments and summarize their school visits.	11/16/2019 2:03 PM
46	These individuals are able to maintain full time employment in addition to sitting on the school board. Compare their annual household income to that of a teacher with a compete level level of education and experience.	11/16/2019 1:51 PM
47	I believe the compensation is fair and should not be changed.	11/16/2019 12:40 PM
48	If there is a student member if the board, school district employees should be allowed to run for the board	11/16/2019 12:13 PM
49	They all believe they're entitled. Give the money to the teachers and support staff.	11/16/2019 12:02 PM
50	compare ours to other similar school districts	11/16/2019 4:55 AM
51	Give raises to the real educators - teachers and support staff! The Board should enact policy that moves the needle forward in education, and shouldn't treat there position like a life-long career/job.	11/16/2019 3:30 AM
52	Term Limits	11/16/2019 2:32 AM
53	Only allowing people to serve on the board who have been in education themselves. I can't be on a community board unless I live in the community. Should be the same for the board of education.	11/16/2019 2:16 AM
54	ANY ADDITIONAL MONEY SHOULD GO TO TEACHERS, PARAS, SCHOOL SUPPORT STAFF WHO ARE WOEFULLY UNDERPAID	11/16/2019 1:27 AM
55	This survey is ridiculous. Why are you asking us to guess how many hours someone works?	11/16/2019 1:16 AM
56	This survey seems invalid because you don't give us a job description of the duties and responsibilities of the members. How can it be answered accurately without a job description?	11/16/2019 12:53 AM
57	Demands of job, the hours expanded on meetings with constituents, visits to schools	11/16/2019 12:47 AM
58	All BOE members should spend a week (every year,) in a classroom setting while in office. One week in elementary, one week in middle, and one week in high school.	11/16/2019 12:41 AM
59	Compensation needs to be comparable to that of County Council members. While defined as part-time, the responsibilities actually require full-time attention, and should be compensated accordingly.	11/15/2019 9:49 PM
60	I think a key piece is a determination of whether the BoE members are doing this as a full-time position or not. If the expectation is that they are going to be spending,say, more than 25 hours a week with meetings, community engagement, preparation, etc. then compensation should definitely reflect the time requirements that members need to put it.	11/15/2019 5:37 PM
61	This is more civic duty than a compensated job	11/15/2019 3:22 PM
62	I would be wary of performance-based compensation - in my experience very difficult to get this right, and BOE members who aren't responsive to the community can get voted out, so that's an appropriate accountability/performance mechanism that's built in already	11/15/2019 2:19 PM
63	See 9 above - this should be an oversight function, not a full-time job.	11/15/2019 11:59 AM
64	Only those who have ever run for the Board of Ed could possibly answer #8 above. This makes me think this entire survey is slanted to rubber stamp a salary increase for the Board.	11/15/2019 11:38 AM

BOE Compensation Survey

65	Valuing the education of our children, and those who educate them, MUST be the TOP priority, bottom line. Our future depends on it, our kids are depending on us. We must have the courage and innovative curiosity to program our schools for the 21st century, not stagnate in the data pool and miss the point kids tell us everyday. We need a BOE that is well educated so as to reflect integrity and excellence, while representing the importance of quality public education for the whole child and their community.	11/15/2019 5:08 AM
66	If we increase the pay, we will have more quality competition for the seats. It is unfair to require so much of BOE members with such little compensation. Only people who are retired or supported by a spouse or independently wealthy can run currently. Limited pool.	11/15/2019 4:06 AM
67	Most counties don't pay Board members. Montgomery County school ratings have fallen.	11/15/2019 3:47 AM
68	You need to get people who have actually worked in education making decisions about kids.	11/15/2019 3:25 AM
69	In't not intended to be a career.	11/15/2019 1:08 AM
70	This is the 14th largest school system in the country, and the BOE takes a ridiculous amount of time and dedication. It's a miracle we get the high quality candidates we do for only \$25,000. A living wage would bring out a more diverse pool of candidates.	11/15/2019 12:51 AM
71	This is a full time job by any definition, and compensation should reflect that.	11/15/2019 12:36 AM
72	I suggest doing a salary comparison with like counties	11/14/2019 11:26 PM
73	I'm not sure how helpful this survey will be if we don't have an accurate grasp of the time board members spend on their duties. If it's 60 hours a week, then compensation should be higher. If it's 4 hours a week, then the converse. Without accurate data, how can we comment? Same goes for Question 3--how much time does the student member spend--more than the 2 meetings/month? Having us guess at the number of hours may be helpful in promoting a more accurate picture of the job (if there's a large disconnect), but won't give you an accurate picture of compensation.	11/14/2019 10:57 PM
74	Surveys to the teachers and students each year asking how the Board can better serve them. Not a multiple choice of what the Board has already decided.	11/14/2019 10:10 PM
75	It's an important role, so compensation is deserved, but unless it requires full-time hours (40+ per week, at least 48 weeks / year), it should not be compensated at a full-time rate. On the other hand, if every BoE member does spend at least 40/48, the comp should be increased to a living wage.	11/14/2019 9:53 PM
76	Done right, this is essentially a full-time job for the publicly elected members. A salary commensurate with the responsibilities would attract a wider range of candidates willing to perform the role. Not just retirees and others who are financially stable. I do not support increasing the stipend for the student member. I would rather not see a student member on the BOE at all, but that is not relevant for purposes of this questionnaire.	11/14/2019 9:25 PM
77	This is a full time job for those who do it well, and many do. Even at half time it should be paid comparably at half the going rate for the County's County Council. These seats are important have to run county wide.	11/14/2019 8:16 PM
78	input from more up county residents rather than so many from Silver Spring and Takoma Park.	11/14/2019 8:14 PM
79	how many hours are spent in the job.	11/14/2019 8:06 PM
80	None	11/14/2019 7:56 PM
81	The low compensation rules out many who could bring valuable skills to the Board.	11/14/2019 7:41 PM
82	Please do not increase the Board's salary. They are not doing a good job at representing the community of which they were elected to serve. They seriously need to be investigated and replaced.	11/14/2019 7:38 PM
83	N/A	11/14/2019 7:22 PM
84	Reduction in salary % when graduation % decrease	11/14/2019 7:18 PM
85	I was a MOCO BOE candidate in the last cycle. And I have a deep background in public education. Based on that experience, I strongly object to "full time" BOE members and/or to substantial increases in the stipend. Our Board is too involved in day to day "running of the schools" and pays too little attention to national trends, best practices, etc. Great governing boards--and I've seen a few--can see the forest, not getting bogged down in to the trees. I'm afraid that de facto "full time" board members would be a detriment to MCPS. And I do understand the size of MCPS and the demands of the job. Also consider the quality and number of candidates in the last cycle seeking to serve on the MCPS Board. The stipend is not a barrier to high quality candidates--who know that such service is a financial sacrifice. That said, it would be wise to consider increased staff exclusively for the board, allowing them to be more responsive to the community and to keep a closer watch on the administration.	11/14/2019 7:17 PM
86	The comp committee should really evaluate the competency of the BOE members before considering the pay increase.	11/14/2019 7:04 PM
87	It is the job of the BOE to hold MCPS accountable. Holding MCPS accountable should be a full-time job. It is not a symbolic role for cutting ribbons. Currently, the field of qualified candidates is severely limited because the salary is paltry.	11/14/2019 6:57 PM

BOE Compensation Survey

88	Our board members dedicated their time to ensure they meet the needs of our community. They should get paid a living wage for our county and not need to have a second job. We need younger folks to run but can't because they compensation is to low to survive.	11/14/2019 6:48 PM
89	Compensation amount should not be the motivation for the role or decision. The current amount is sufficient.	11/14/2019 6:44 PM
90	No student should occupy a board seat. They are not prepared with the experience to make such vital and critical decisions	11/14/2019 6:38 PM
91	I hear of so many great individuals who want to run, but they have families to support the amount of commitment is a lot. Unless that person is a retired individual or has a partner who can help with the monetary side, You will never get a good representation of candidates specially on the younger spectrum or the diversity that we need.	11/14/2019 6:36 PM
92	the Cost of living	11/14/2019 6:24 PM
93	This survey should have included the # of weekly hours each board member has worked for reference along with the type of work done. Without that context it is a problematic and not necessary valid survey. It will gain an emotional and possibly uninformed response. While the individual board members could argue that they want more diversity, \$25K isn't going to make enough of a difference to someone who is on the low end of the economic spectrum to run for the board. If I only make \$50K a year and I earn another \$25K, it's likely I still wouldn't have enough time to devote to the board duties if there are as many hours as seem to be claimed. This should be a volunteer position and that any board member advocates for more money is rather shocking. I would absolutely support increasing the number of board members though, I don't know why the county is exempted from the 9 person board count. If you have the 9 people, then perhaps nobody has to work as many hours as are being claimed. This proposal definitely needs more research.	11/14/2019 6:19 PM
94	The curent members of the Montgomery County Board of Education have completely ignored the student body and residents within the county in their requests for appeal based on disagreement and non acceptance of the recent proposed school redistricting plan. The Boards' lack of interest and moral to forcefully pass and impose it outdated boundary redistricting mapping plan for school realignments is causing great degrees of financial, emotional and economical strains on the communities far beyond the community's wishes. In its efforts, the Board is also refusing to recognize the overall educational and emotional impacts that their proposal will.have on the children and students impacted by passage of the new Montgomery County School rezoning. Hence, until Board Members are properly aligned to providing better quality of service to the communities of which they were elected to represent, it is not recommended that they receive any for of salary increase. It is also proposed that the stipend for the Ptesident of the Board be emoved and denied.	11/14/2019 6:18 PM
95	Should be linked to term limits.	11/14/2019 6:08 PM
96	An effective BOE member must spend approximately 30+ hours each week doing the work of the county. The current pay structure makes it impossible for someone to give up gainful employment/support a family and serve the community in this capacity. I know of several individuals that would be excellent candidates but can't take the significant pay cut. The current "rate" pays less than \$20/hour, assuming a 30 hour workweek for a 10 month employee. That is less than we pay many of our entry level employees. I am not advocating for BOE being someone's career, but instead, ensuring we are not eliminating candidates because of an archaic notion this is really about being a "volunteer."	11/14/2019 6:04 PM
97	Increased compensation so that board membership is accessible to a range interested and qualified citizens. Bonus's for improvements and parent ratings. More involvement and transparency at the school community level for parents to share feedback of school community needs and policies for fair and equal education. For example- educational field trips costing parents money- fine for us but many children in our school do not attend due to money. This creates a two class educational system within our school and county. Skills efforts for more community engagement at school/ local level and to balance resources throughout the county.	11/14/2019 6:02 PM
98	none	11/14/2019 5:58 PM
99	BOE members need to be available nearly every hour of the day to respond to school system needs, respond to public questions and needs, and attend events. This makes it hard to maintain other forms of employment. A higher "living" salary would enable candidates at all stages of life to serve the public in this capacity.	11/14/2019 5:47 PM
100	The County Council receives six figure salaries, but they are arguably more political and even though it is a full time job for them, the Board of Education is just as important and can help to keep the county as one of the leading school systems in the nation. Also, there should be a partnership with Montgomery College to have board members attend a special made "leadership on boards" training or workshop. Why not hold the board members just as accountable as we hold the students they lead!	11/14/2019 5:22 PM

BOE Compensation Survey

101	If the county is going to change the compensation for the Board members, then the county will need to have another election. If there is a greater compensation, this may influence residents in Montgomery County that did not previously run, do to the lack of income imbalanced by the time spent performing duties. I do not approve of a raise to the board of education unless there is another election which includes all current members on the board being re-elected. If I didn't know any better, I would think that some of the Board of Education members (possibly the newer ones) didn't realize the amount of time needed to successfully fulfill this position. Due to the boundary study in Northern Montgomery County, I suspect that they have been spending a lot more time than they normally would in a given year working on the board and feel that they should be equally compensated, which I would agree, but if you are running for a position, I would think that you would know what is involved and certainly the compensation awarded.	11/14/2019 5:19 PM
102	No pay increase until MCPS Inspector General established reporting to the Board	11/14/2019 5:19 PM
103	Eliminate it.the total educational system is a burden to the tax PAYER. Also limit integration It's a burden on our infrastructure.	11/14/2019 5:11 PM
104	The current Board is woefully out of touch with progressive and healthy education standards for maintain a quality educational program. They are terribly deferential to the SMOB, who I feel has routinely been ineffective.	11/14/2019 5:05 PM
105	Figure out what kind of people would make the Board more effective and determine pay accordingly. Some of the most qualified people are currently unable to afford to serve.	11/14/2019 4:56 PM
106	I think the current compensation level is adequate, provided the work hours per week is less than 20. If Member spend more time than that, the public should be made aware of it (and what that time is spent on) so compensation can be reconsidered.	11/14/2019 4:56 PM
107	Similar time and commitment of all delegates, PTA volunteers, etc.	11/14/2019 4:54 PM
108	The Board of Education is in charge of 1/3 of the County's combined operating and capital budgets. The should be compensated in such a way that they can freely dedicate their time to this incredibly challenging job. And the job should not be limited to those who can afford to do it because of other means.	11/14/2019 4:52 PM
109	If you are not paying the board you will get more dedicated volunteers.	11/14/2019 4:41 PM
110	Some MD counties have less than 10,000 students and therefore, small budgets. In counties with over 150,000 students, the budget is in the billions. BOE duties are greater in these large counties. For appropriate oversight, BOE members must devote many hours to the job. In these counties, cost of living is high. The current pay leads to only retired or independently wealthy running for BOE.	11/14/2019 12:31 PM
111	The Student member of the Board should receive a greater scholarship. I would benchmark the SMOB scholarship to the number of hours the SMOB spends on Board duties compared to the other members. If it is expected that the SMOB is a full Board member, at all meetings, and engaging with the community then they should receive a scholarship equivalent to the Board's pay	11/14/2019 11:01 AM
112	As of December 2016 county council members receive \$128,519 per year. The Board of Education's responsibility is commensurate to that of county council members and they should be paid the same. The Student Member of the Board should be paid a stipend for expenses only.	11/14/2019 4:45 AM
113	More scrutiny needed of non-cash perks and benefits provided to BOE members.	11/14/2019 3:47 AM
114	The Board members currently make a little over 10% of the Superintendent, and all make less than even the lowest paid teacher in MCPS. If we want a youthful Board of Education that is more receptive to the change that is needed in this county, the salary should be livable. Why do the Council members make four times as much as the Board of Ed members do? Their individual workloads are not that drastically different.	11/14/2019 3:46 AM
115	While a higher education degree is beneficial I would caution against it being a strict criteria as it could easily be used as a way to exclude lower income candidates from running who may be just as passionate about their children's education, if not more so, than than their wealthier counterparts. It would be useful to look to other large school systems to determine compensation and salary. BOE members spend an awful lot Olof time cross crossing the county attending events beyond board meetings. They attend community events, meet with constituents for coffee to listen to concerns, eat out a lot due to tight schedules, and pay \$\$ for parking including tickets for expired meters when they can't leave to add money to the meter.	11/14/2019 3:32 AM
116	How much do Planning Board members make? Those guys meet far more often and do more work than the Board of Ed.	11/14/2019 2:08 AM
117	Board members should be able to support their family on a Board of Education salary. It is no longer a part time commitment.	11/14/2019 1:23 AM
118	They work hard and should be compensated fairly.	11/14/2019 12:36 AM
119	A very challenging position. Low compensation limits the pool of those who can serve to the affluent and those with a pension.	11/14/2019 12:09 AM

BOE Compensation Survey

120	This group decides how half the county's tax dollars are used, and that is just the tip of the iceberg in terms of their work. The compensation should reflect that level of responsibility, and be sufficient to encourage qualified individuals to run for office. This is not a casual volunteer organizing chipotle fundraisers, nor is it an internship-- this is a significant and weighty job. Failing to pay for this work is a massive disservice to taxpayers, students, and teachers since it limits who can afford to consider such a role and diminishes interest by potentially excellent candidates who currently hold good-paying jobs. If we want the best candidates and healthy competition, we need to invest a bit more.	11/13/2019 11:53 PM
121	MCPS has grown both in student enrollment and in budget. At this point half of the County's budget is allocated to MCPS. In order for the Board to have members who reflect the make up of the county, and can devote the necessary time to this important work, they must be compensated appropriately.	11/13/2019 10:42 PM
122	The Commission should weigh in on the job description of BOE members ensuring it is commensurate with a full time policymaker job (and not comparable to school district staff)	11/13/2019 9:51 PM
123	Some Board members spend significant amounts of time on Bd work & engaging with the community. Others - not do much. The cost of a campaign along with the low salary & the amount of time necessary to do a really great job are disincentives to running for a BOE position. If you have kids still in school, it's tough to decide to give up significant time with your family for \$25,000 - even if you think it's a really important job. RE SMOB - I see no need to increase their scholarship. Lots of kids spend significant time on extracurricular activities. so value their service & input but we have never had trouble attractive great kids to run...& they all end up getting into very prestigious schools. I'd also consider some term limit but that's prob outside the scope of your mandate.	11/13/2019 9:19 PM
124	Provide a clear example of how many hours per week they spend on BOE work	11/13/2019 9:17 PM
125	I think that more full time staff is more important than increased compensation.	11/13/2019 8:25 PM
126	The current compensation skews Board members toward wealthy people or those whose spouses can support them.	11/13/2019 8:20 PM
127	Pay them enough to be able to not worry about personal finances while working for the community.	11/13/2019 5:37 PM
128	I, as a teacher, would run for the position if I could afford it. I think when you have such a low compensation the people who are elected are too far removed from education.	11/13/2019 5:20 PM
129	Board members have huge responsibilities and they work long hours throughout the week.	11/13/2019 5:00 PM
130	Responsibilities of the Board continue to increase. Expectations for them to attend more events have also been on the rise.	11/13/2019 4:11 PM
131	Board members should not have to hold down a full time job in addition to this job. Undue stress on board members that treat this as a full time job and make themselves available for day events & meeting with the public.	11/13/2019 4:01 PM
132	I would look at how many hours members are spending and use a fair hourly rate. I calculated the above estimating 20 hours per week at about \$50/hr	11/13/2019 3:36 PM
133	As elected officials, BOE members should be open to meeting with ALL members of the public, not just their own constituents. Their insulation and exclusive focus on their own region creates opportunity for misunderstanding, preconceived notions, and unnecessary frictions. Take some time to truly hear what the public is saying and don't assume that everyone is being selfish or disrespectful.	11/13/2019 3:31 PM
134	I think BOE members, just like other public servants, should be required to respond to emails.	11/13/2019 3:16 PM
135	The workload as compared to County s Council, the ability for members to realistically work another job. It's not sustainable now because it can't replace full-time employment, meaning we get retirees, independently wealthy, and those who have a spouse or partner whose income can bear the household expenses. This doesn't reflect the county's demographics and means that parents on the BOE are generally parents of older kids. I'm not sure what the ideal salary should be. I could see some alternative solutions. One would be to beef up the support staff for the BOE to have multiple analysts, aides, etc. then offer a reasonable PT salary based on a FT salary of \$110-\$130k/year. Or you could just go all in and admit that BOE members who do the job right are working FT and pay them a salary commensurate with the responsibility of overseeing a \$2.6 billion budget.	11/13/2019 2:59 PM
136	Access is really important. The board requirements and compensation should attract a variety of qualified individuals in an equitable way in order to have a board that reflects the multitude of needs present in our county.	11/13/2019 2:56 PM
137	The BOE oversees a budget that is comparable to the budgets of small states. They have enormous responsibilities and represent more than one million people. They deserve to be paid as professionals, equal to or similar to the County Council.	11/13/2019 2:47 PM
138	Nobody should be paid a poverty wage, especially not elected officials that we entrust with the future of our schools. No requirement should be made for degree to be elected: the voters should decide who they believe is best to represent the students and teachers of MCPS. There are capable people that have only a high school diploma.	11/13/2019 2:44 PM

BOE Compensation Survey

139	Being a member of the BOE is not a part time job in Montgomery Council. It is time intensive 11 months a year.	11/13/2019 1:12 PM
140	I believe the student representative should receive a larger amount of compensation/scholarship. I don't know the current student rep, Mr. Tinbite, personally. Also, I don't agree that his role should be equal to the non-student roles in the Board of Education monetarily. However, I do admire the time and commitment he's given to this role and I believe any student that devotes themselves to this role in that way deserves greater compensation than \$5000.	11/12/2019 8:31 PM
141	There is no doubt about it, being a member of the board of education is a full-time job. They should be paid accordingly. Unfortunately, with a rise in salaries you will attract the same level of self-aggrandizing folks who habitually run for offices in the county. These folks will have little interest in education, and more in gaining a paycheck.	11/7/2019 2:44 AM
142	It would be great to see a log of the meetings, events, etc. that BOE members attend.	11/6/2019 10:16 PM
143	Providing a meal before or after Board meetings would be helpful in building the esprit of the Board and providing more time for members to confer face-to-face.	11/6/2019 8:49 PM
144	Compensation should equal the duties and responsibilities. If someone works 40+ hours per week, they should be adequately compensated for their time using updated standards for pay.	11/6/2019 2:03 PM
145	A more competitive salary will attract a more diverse field of candidates.	11/1/2019 12:52 PM
146	Thank you	10/31/2019 3:36 PM

Perceptions of Board of Education		
Survey Question 9 cross-tabulated with Questions 1, 2 and 4		
Q9 What salary would you recommend?		
Q1 Are you aware that Board members receive yearly compensation?		
Q2 Based on your knowledge and understanding of the duties and responsibilities of Board members, is the current yearly compensation (\$25,000 for Board members; \$29,000 for the Board President) appropriate? 1 = Too low, 5= Too high		
Q4 Please estimate how many hours per week a Board member spends on all Board of Education responsibilities, including; Board meetings, preparation, committee meetings, community engagement, and other duties inherent with the role?		
	Number	Percentage
Q9. Respondents recommending no salary (n=28)	28	
Q4. time estimate how many hours per week		
	<20	18 64.3%
	20	4 14.3%
	30	5 17.9%
	>60	1 3.6%
Q1. Aware that BOE is paid		
no	12	42.9%
yes	16	57.1%
Q2. Believe current salary too high/low		
code 5 (Too high)	25	89.3%
code 4	1	3.6%
code 3	2	7.1%
code 2	0	0.0%
code 1 (Too low)	0	0.0%

Q9 What salary would you recommend?			
Respondents recommending salary <\$25K (n=27)		27	
Q4. time estimate how many hours per week			
	<20	16	59.3%
	20	5	18.5%
	30	2	7.4%
	40	4	14.8%
Q1. Aware that BOE is paid			
no		12	44.4%
yes		15	55.6%
Q2. Believe current salary too high/low			
code 5 (Too high)		12	44.4%
code 4		10	37.0%
code 3		3	11.1%
code 2		2	7.4%
code 1 (Too low)		0	0.0%
Respondents recommending salary =\$25K (n=57)		57	
Q4. time estimate how many hours per week			
	<20	22	38.6%
	20	24	42.1%
	30	7	12.3%
	40	2	3.5%
	50	1	1.8%
	60	0	0.0%
	>60	1	1.8%
Q1. Aware that BOE is paid			
no		16	28.1%
yes		41	71.9%
Q2. Believe current salary too high/low			
code 5 (Too high)		13	22.8%
code 4		5	8.8%
code 3		39	68.4%
code 2		0	0.0%
code 1 (Too low)		0	0.0%

Q9 What salary would you recommend?			
Respondents recommending salary >\$25K but <\$40k (n=30)		30	
Q4. time estimate how many hours per week			
	<20	4	13.3%
	20	13	43.3%
	30	6	20.0%
	40	4	13.3%
	50	2	6.7%
	60	1	3.3%
	>60	0	0.0%
Q1. Aware that BOE is paid			
no		10	33.3%
yes		20	66.7%
Q2. Believe current salary too high/low			
code 5 (Too high)		2	6.7%
code 4		2	6.7%
code 3		16	53.3%
code 2		8	26.7%
code 1 (Too low)		2	6.7%
Respondents recommending salary >=\$40K but <\$60k (n=53)		53	
Q4. time estimate how many hours per week			
	<20	5	9.4%
	20	12	22.6%
	30	15	28.3%
	40	12	22.6%
	50	4	7.5%
	60	1	1.9%
	>60	4	7.5%
Q1. Aware that BOE is paid			
no		3	5.7%
yes		50	94.3%
Q2. Believe current salary too high/low			
code 5 (Too high)		0	0.0%
code 4		0	0.0%
code 3		3	5.7%
code 2		12	22.6%
code 1 (Too low)		38	71.7%

Q9 What salary would you recommend?			
Respondents recommending salary >=\$60K but <\$100k (n=34)		34	
Q4. time estimate how many hours per week			
	<20	0	0.0%
	20	2	5.9%
	30	10	29.4%
	40	14	41.2%
	50	5	14.7%
	60	1	2.9%
	>60	2	5.9%
Q1. Aware that BOE is paid			
no		2	5.9%
yes		32	94.1%
Q2. Believe current salary too high/low			
code 5 (Too high)		0	0.0%
code 4		0	0.0%
code 3		0	0.0%
code 2		1	2.9%
code 1 (Too low)		33	97.1%
Respondents recommending salary >=\$100k (n=21)		21	
Q4. time estimate how many hours per week			
	<20 (code 10)	1	4.8%
	20	0	0.0%
	30	3	14.3%
	40	11	52.4%
	50	3	14.3%
	60	1	4.8%
	>60 (code 70)	2	9.5%
Q1. Aware that BOE is paid			
no		0	0.0%
yes		21	100.0%
Q2. Believe current salary too high/low			
code 5 (Too high)		0	0.0%
code 4		0	0.0%
code 3		0	0.0%
code 2		0	0.0%
code 1 (Too low)		21	100.0%

Appendix 4-2

Montgomery County Board of Education Staff

Position	Duties
Chief of Staff/Ombudsman	Directs all assistance and support to the Board of Education, Board officers, and Board members in fulfillment of the Boards responsibilities, including but not limited to administrative and logistical support, supporting the Boards fulfillment of its statutory duties and facilitating coordination with the superintendent of schools. Responsible for the overall management of the Board of Education Office and the Internal Audit Unit, including the hiring and supervision of the Board of Education's professional and support staff.
Director II, Governance, Policy and Community Relations	Under direction of the Board of Education's Chief of Staff, the Governance, Policy and Community Relations Director provides support for the governance, policy, and community relations operations of the Board of Education. These functions include, but are not limited to, strategic, research and advisory support to the Board Policy Management Committee, serves as the ethics officer for the Board of Education Ethics Panel, management of the appeals process and support to the Board in its quasi-judicial functions. Additionally, the director coordinates Board business meetings, hearings, oral arguments, retreats, trainings, work sessions, orientations for new Board members, agenda-setting, special/emergency meetings, and other duties related to the fulfillment of the Board's statutory duties.
Director I, Fiscal and Audit Management	Under general direction of the chief of staff, provides technical support for Board of Education in budget and planning processes; monitors and supports the Board's role in the budget development process; provides analysis of and assists the Board in interpreting and developing support for both the capital and operating budgets; provides leadership for planning and supervising all internal audits of financial activities and operations of the school system; manages the development and implementation of community engagement around the capital and operating budgets; assists and advises on the development and maintenance of effective internal controls; serves as a liaison to the administration, budget and planning offices; and interacts with governmental officials as it relates to the capital and operating budgets.
Coordinator, Legislative Affairs	Under direction of the Board of Education (BOE) and BOE Chief of Staff, represents the Montgomery County Public School (MCPS) system in legislative matters before the state legislature and individual legislators; attends legislative sessions and committee meetings, and meets with other formal and informal groups in support of the school system's positions on legislative proposals.
Administrative Services Manager IV	Under direction, manages and coordinates the day-to-day clerical/secretarial work performed in the Office of the Board of Education, providing a high level of secretarial service to the

	Board's chief of staff and Board members and assistance and supervisory oversight to other office administrative staff.
Administrative Legal Secretary	Under direction, performs confidential and highly responsible administrative, secretarial, and paralegal support work for the Board of Education and Board staff. Provides primary administrative support for the meetings, retreats, and hearings of the Board of Education. Work consists of preparing materials for all Board meetings and hearings, preparing and indexing official minutes of meetings, maintaining official records of the Board, providing administrative support to Board committees, drafting routine business correspondence, drafting decisions and orders for appeals, responding to public inquiries and various administrative and office support services.
Administrative Secretary, Board Finance	Under direction, performs responsible financial bookkeeping, clerical and secretarial work in the Office of the Board of Education. Is responsible for distributing and collecting employee time sheets and posting hours worked using the online payroll. Receives and tracks bills and invoices requesting checks by memorandum from accounting, accounts for Board Office VISA expenditures reconciling bills and receipts and assigning appropriate account numbers and processes Board member mileage reimbursement requests. Is responsible for conference registration for Board members and office staff and associated travel arrangements. Provides secretarial support for Board Office Staff including telephone answering, typing and recordkeeping.
Administrative Secretary III	Under direction, performs a varied and highly responsible, often confidential, office and secretarial work for executive, and department director staff. Meets strict deadlines, coordinates, collects, proofreads/edits, and works closely with administrators and the administrative office manager to finalize and ensure timely delivery of all material for Board of Education and other meetings.
Administrative Secretary II	General secretarial duties for the Board office
Internal Audit Unit Supervisor	Under the direction of the Board of Education (Board) is responsible for planning and conducting all internal audits of financial activities and operations of the school system; assisting and advising in the development and maintenance of effective internal controls; performing tests of transactions and internal controls; evaluating compliance with MCPS financial management policies and procedures; and assisting in developing and implementing financial management procedures and systems to improve cost efficiencies and process management; and for supervising internal audit staff.
Internal Audit Analyst II (5 positions)	Under direction, performs professional auditing work for various types of audits including financial, compliance, operational or performance, and forensic, as well as investigations. Coordinates or assists with planning, field work, exit conference, and follow-up phases of internal audits. Studies selected programs and analyzes flowchart processes to determine recommendations for continuous improvement.

Appendix 4-3: Largest School Districts

School District	State	Enrollment	Salary	Board Members	Operating Budget	Personnel	Schools
New York City Department of Education	NY	1,126,501 ¹	\$0.00 ²	13 + 2 student members ³	\$34B ⁴	~135,000 ⁵	1,866 ⁶
Los Angeles Unified School District	CA	673,849 ⁷	\$125,000.00 (Adult Members) ⁸	7 + student member ⁹	\$7.8B ¹⁰	66,523 ¹¹	1,386 ¹²
Chicago Public Schools	IL	355,156 ¹³	\$0.00 ¹⁴	7 ¹⁵	\$5.98B ¹⁶	37,495 ¹⁷	642 ¹⁸
Miami-Dade County Public Schools	FL	350,000 ¹⁹	\$44,749 ²⁰	9 ²¹	\$5.1B ²²	37,800 ²³	476 ²⁴

¹ <https://www.schools.nyc.gov/about-us/reports/doe-data-at-a-glance>

² http://blogs.edweek.org/edweek/District_Dossier/2017/07/125000_salary_to_serve_on_a_school_board.html

³ <https://www.schools.nyc.gov/about-us/leadership/panel-for-education-policy>

⁴ <https://www.schools.nyc.gov/about-us/funding/funding-our-schools>

⁵ <https://www.schools.nyc.gov/careers/working-at-the-doe/benefits-and-pay>

⁶ <https://www.schools.nyc.gov/about-us/reports/doe-data-at-a-glance>

⁷ https://achieve.lausd.net/site/handlers/filedownload.ashx?moduleinstanceid=52741&dataid=80515&FileName=Fingertip%20Facts2019-20_English.pdf

⁸ <https://www.latimes.com/local/lanow/la-me-school-board-raises-20170710-story.html>

⁹ <https://boe.lausd.net/>

¹⁰ <https://achieve.lausd.net/cms/lib/CA01000043/Centricity/Domain/123/Districts%20Budget%20Summary%202019-20%202019%200606%20v4.pdf>

¹¹ https://achieve.lausd.net/site/handlers/filedownload.ashx?moduleinstanceid=52741&dataid=80515&FileName=Fingertip%20Facts2019-20_English.pdf

¹² https://achieve.lausd.net/site/handlers/filedownload.ashx?moduleinstanceid=52741&dataid=80515&FileName=Fingertip%20Facts2019-20_English.pdf

¹³ https://cps.edu/About_CPS/At-a-glance/Pages/Stats_and_facts.aspx

¹⁴ http://blogs.edweek.org/edweek/District_Dossier/2017/07/125000_salary_to_serve_on_a_school_board.html

¹⁵ <https://www.cpsboe.org/>

¹⁶ https://cps.edu/About_CPS/At-a-glance/Pages/Stats_and_facts.aspx

¹⁷ https://cps.edu/About_CPS/At-a-glance/Pages/Stats_and_facts.aspx

¹⁸ https://cps.edu/About_CPS/At-a-glance/Pages/Stats_and_facts.aspx

¹⁹ http://pdfs.dadeschools.net/dadeschools/District_At-A-Glance_infographic.pdf

²⁰ <http://edr.state.fl.us/Content/local-government/reports/finsal18.pdf>

²¹ <http://www.dadeschools.net/schoolboard/bdmembers.asp>

²² http://pdfs.dadeschools.net/dadeschools/District_At-A-Glance_infographic.pdf

²³ http://pdfs.dadeschools.net/dadeschools/District_At-A-Glance_infographic.pdf

²⁴ http://pdfs.dadeschools.net/dadeschools/District_At-A-Glance_infographic.pdf

Appendix 4-3: Largest School Districts

Clark County School District	NV	319,917 ²⁵	\$9,000 ²⁶	7 ²⁷	\$2.3B ²⁸	40,954 ²⁹	360 ³⁰
Broward County Public Schools	FL	267,970 ³¹	\$44,892 ³²	9 + 2 student members ³³	\$3.9B ³⁴	32,967 ³⁵	241 ³⁶
Houston Independent School District	TX	209,772 ³⁷	\$0.00 ³⁸	9 ³⁹	\$2.0B ⁴⁰	27,395 ⁴¹	280 ⁴²
Hillsborough County Public Schools	FL	206,841 ⁴³	\$44,892 ⁴⁴	7 ⁴⁵	\$1.9B ⁴⁶	~24,000 ⁴⁷	235 ⁴⁸

²⁵ https://drive.google.com/file/d/1tZxyCi6JSiUrT66X_AQV_eBlvRsuKcXW/view

²⁶ <https://www.ccsd.net/trustees/pdf/governance/appendix/Trustee-Salary.pdf>

²⁷ <http://newsroom.ccsd.net/about/>

²⁸ <https://www.ccsd.net/resources/budget-finance-department/pdf/publications/cabr/2019/executive-summary.pdf>

²⁹ https://drive.google.com/file/d/1tZxyCi6JSiUrT66X_AQV_eBlvRsuKcXW/view

³⁰ https://drive.google.com/file/d/1tZxyCi6JSiUrT66X_AQV_eBlvRsuKcXW/view

³¹ <https://www.browardschools.com/domain/13954>

³² <http://edr.state.fl.us/Content/local-government/reports/finsal18.pdf>

³³ <https://www.browardschools.com/Domain/12453>

³⁴ https://www.google.com/search?q=broward+county+public+schools+budget&rlz=1C1CHBD_enUS737US737&oq=Br&aqs=chrome.0.69i59l3j69i57j69i60l4.3789j0j4&sourceid=chrome&ie=UTF-8

³⁵ <https://www.browardschools.com/domain/13954>

³⁶ <https://www.browardschools.com/domain/13954>

³⁷ https://www.houstonisd.org/site/handlers/filedownload.ashx?moduleinstanceid=48525&dataid=244567&FileName=2018-19_FactsFigures_.pdf

³⁸ [https://pol.tasb.org/Policy/Download/592?filename=BBG\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/592?filename=BBG(LEGAL).pdf)

³⁹ <https://www.houstonisd.org/board>

⁴⁰ https://www.houstonisd.org/site/handlers/filedownload.ashx?moduleinstanceid=48525&dataid=244567&FileName=2018-19_FactsFigures_.pdf

⁴¹ https://www.houstonisd.org/site/handlers/filedownload.ashx?moduleinstanceid=48525&dataid=244567&FileName=2018-19_FactsFigures_.pdf

⁴² <https://www.houstonisd.org/domain/7908>

⁴³ https://en.wikipedia.org/wiki/Hillsborough_County_Public_Schools#cite_note-7

⁴⁴ <http://edr.state.fl.us/Content/local-government/reports/finsal18.pdf>

⁴⁵ <https://www.sdhc.k12.fl.us/doc/list/school-board/board-members/97-418/>

⁴⁶ <https://www.sdhc.k12.fl.us/docs/00/00/01/38/1920FinalPublicHearingPPT.pdf>

⁴⁷ <https://www.sdhc.k12.fl.us/doc/2516>

⁴⁸ <https://www.sdhc.k12.fl.us/doc/2516>

Appendix 4-3: Largest School Districts

Orange County Public Schools	FL	215,703 ⁴⁹	\$44,892 ⁵⁰	8 ⁵¹	\$2.2B ⁵²	25,145 ⁵³	199 ⁵⁴
School District of Palm Beach County	FL	176,000 ⁵⁵	\$44,892 (Adult Members) ⁵⁶	7 + 1 student member ⁵⁷	\$2.1B ⁵⁸	22,000 ⁵⁹	179 ⁶⁰
Fairfax County Public Schools	VA	~188,000 ⁶¹	\$32,000 (Adult members) ⁶²	12 + 1 student representative ⁶³	\$3.0B ⁶⁴	24,165 ⁶⁵	198 ⁶⁶
Gwinnett County Public Schools	GA	180,324 ⁶⁷	N/A	5 ⁶⁸	\$1.79 ⁶⁹	23,300 ⁷⁰	141 ⁷¹

⁴⁹ <https://www.ocps.net/cms/One.aspx?portalId=54703&pageId=134783>

⁵⁰ <http://edr.state.fl.us/Content/local-government/reports/finsal18.pdf>

⁵¹ <https://www.ocps.net/cms/one.aspx?pageId=90156>

⁵² https://www.ocps.net/UserFiles/Servers/Server_54619/File/Departments/Budget/FY20%20Budget%20Documents/FY20%20Updated%20Documents/20%20Adopted%20Detail.pdf

⁵³ <https://www.ocps.net/cms/One.aspx?portalId=54703&pageId=134783>

⁵⁴ <https://www.ocps.net/cms/One.aspx?portalId=54703&pageId=134783>

⁵⁵ https://www.palmbeachschools.org/about_us/district_information

⁵⁶ <http://edr.state.fl.us/Content/local-government/reports/finsal18.pdf>

⁵⁷ https://www.palmbeachschools.org/school_board

⁵⁸ https://www.palmbeachschools.org/UserFiles/Servers/Server_270532/File/Budget-Resources%20&%20Tools/Executive_Summary%20-%20Revised11222019.pdf

⁵⁹ https://www.palmbeachschools.org/about_us/district_information

⁶⁰ https://www.palmbeachschools.org/about_us/district_information

⁶¹ <https://www.fcps.edu/about-fcps>

⁶² https://ballotpedia.org/Fairfax_County_Public_Schools,_Virginia

⁶³ <https://www.fcps.edu/school-board/school-board-members>

⁶⁴ <https://www.fcps.edu/sites/default/files/media/pdf/FY-2020-Approved-Budget.pdf>

⁶⁵ <https://www.fcps.edu/about-fcps>

⁶⁶ <https://www.fcps.edu/about-fcps>

⁶⁷ https://publish.gwinnett.k12.ga.us/gcps/wcm/connect/280e3b29-ecd3-4750-819c-9c919b704d10/2019-20-GCPS-By-the-Numbers_6.pdf?MOD=AJPERES&CVID=mR5iRrB

⁶⁸ <https://go.boarddocs.com/ga/gcps/Board.nsf/Public>

⁶⁹ <http://publish.gwinnett.k12.ga.us/gcps/wcm/connect/db7dfcb2-2e12-4ef3-aec5-ae89f42cf4a9/FY2020-Adopted-Budget-Book.pdf?MOD=AJPERES&CVID=mM-POcN>

⁷⁰ https://en.wikipedia.org/wiki/Gwinnett_County_Public_Schools#cite_note-gwinnett.k12.ga.us-2

⁷¹ https://publish.gwinnett.k12.ga.us/gcps/wcm/connect/280e3b29-ecd3-4750-819c-9c919b704d10/2019-20-GCPS-By-the-Numbers_6.pdf?MOD=AJPERES&CVID=mR5iRrB

Appendix 4-3: Largest School Districts

Montgomery County Public Schools	MD	165,267 ⁷²	\$29,000 (President)/\$25,000 (General Members)/\$5,000 scholarship	7 + 1 Student Member ⁷³	\$2.6B ⁷⁴	24,246 ⁷⁵	208 ⁷⁶
Wake County Public School System	NC	160,471 ⁷⁷	\$17,000 ⁷⁸	9 ⁷⁹	\$1.65B ⁸⁰	19,537 ⁸¹	191 ⁸²
Dallas Independent School District	TX	155,119 ⁸³	\$0.00 ⁸⁴	9 ⁸⁵	\$1.6B ⁸⁶	22,222 ⁸⁷	231 ⁸⁸
Charlotte-Mecklenburg Schools	NC	148,299 ⁸⁹	\$19,000/\$25,000 (proposed \$27,000/\$32,000 President) ⁹⁰	9 +1 student member ⁹¹	\$1.6B ⁹²	19,163 ⁹³	175 ⁹⁴

⁷² <https://www.montgomeryschoolsmd.org/>

⁷³ <https://www.montgomeryschoolsmd.org/boe/>

⁷⁴ <https://www.montgomeryschoolsmd.org/about/>

⁷⁵ <https://www.montgomeryschoolsmd.org/about/>

⁷⁶ <https://www.montgomeryschoolsmd.org/>

⁷⁷ <https://www.wcpss.net/domain/100>

⁷⁸ <https://www.wfae.org/post/cms-school-board-members-seek-pay-increase-next-years-budget#stream/0>

⁷⁹ <https://assistive.eboardsolutions.com/AboutUs/AboutUs.aspx?S=920&TID=1>

⁸⁰ <https://www.wcpss.net/domain/100>

⁸¹ <https://www.wcpss.net/domain/100>

⁸² <https://www.wcpss.net/domain/100>

⁸³ <https://www.dallasisd.org/Page/20300>

⁸⁴ [https://pol.tasb.org/Policy/Download/361?filename=BBG\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/361?filename=BBG(LEGAL).pdf)

⁸⁵ <https://www.dallasisd.org/Page/646>

⁸⁶ <https://www.dallasisd.org/cms/lib/TX01001475/Centricity/Domain/78/FY-2019-2020-Adopted-Budget-V1.pdf>

⁸⁷ <https://www.dallasisd.org/Page/20300>

⁸⁸ <https://www.dallasisd.org/Page/20300>

⁸⁹ <https://www.wearecms.com/apps/pages/aboutcms>

⁹⁰ <https://www.wfae.org/post/cms-school-board-members-seek-pay-increase-next-years-budget#stream/0>

⁹¹ <https://www.wearecms.com/apps/pages/boe>

⁹² <https://www.wearecms.com/apps/pages/cmsfastfactsheet>

⁹³ <https://www.wearecms.com/apps/pages/cmsfastfactsheet>

⁹⁴ <https://www.wearecms.com/apps/pages/aboutcms>

Appendix 4-3: Largest School Districts

School District of Philadelphia	PA	203,225 ⁹⁵	\$0.00 ⁹⁶	9 + 1 student member ⁹⁷	\$3.3B ⁹⁸	19,000 ⁹⁹	341 ¹⁰⁰
Prince George's County Public Schools	MD	136,500 ¹⁰¹	\$19,000 (President) \$18,000 (General members)/ \$40,000 scholarship ¹⁰²	13 + 1 student member ¹⁰³	\$2.04B ¹⁰⁴	19,000 ¹⁰⁵	206 ¹⁰⁶

⁹⁵ <https://www.philasd.org/fast-facts/>

⁹⁶ https://www.philasd.org/schoolboard/wp-content/uploads/sites/892/2018/08/004_Board-Norms-and-Organization-3.pdf

⁹⁷ <https://www.philasd.org/schoolboard/about/who-we-are/>

⁹⁸ https://cdn.philasd.org/offices/budget/FY20%20Consolidated%20Budget%20Book_Web.pdf

⁹⁹ <https://www.philasd.org/about/>

¹⁰⁰ <https://www.philasd.org/fast-facts/>

¹⁰¹ <https://www.pgcps.org/facts-and-figures/>

¹⁰² <file:///C:/Users/thalia.washington/Downloads/180604-BOE%20HANDBOOK%202017.pdf>

¹⁰³ <https://www.pgcps.org/board/#boe-members>

¹⁰⁴ <https://www.pgcps.org/facts-and-figures/>

¹⁰⁵ <https://www.pgcps.org/facts-and-figures/>

¹⁰⁶ <https://www.pgcps.org/facts-and-figures/>

**Appendix 4-4
Peer School Districts**

School District	State	Enrollment	Compensation	Board Members	Operating Budget	Employees	Number of Schools
Montgomery County Public Schools	MD	165,267 ¹	\$29,000 (President)/\$25,000 (General Members)/\$5,000 scholarship	7 + 1 Student Member ²	\$2.6B ³	24,246 ⁴	208 ⁵
Anne Arundel County Public Schools	MD	~83,000 ⁶	\$10,000 (President)/\$9,000 (Vice President) /\$8,000 (Regular member and scholarship) ⁷	In 2020: 7 adults; 1 student member ⁸	\$1.27B ⁹	7,626 ¹⁰	128 ¹¹
Howard County Public School System	MD	57,907 ¹²	\$15,000 (Adult member)	7 + 1 Student Member ¹³	\$901M ¹⁴	8,481 ¹⁵	77 ¹⁶
Baltimore County School District	MD	113,814 ¹⁷	\$0.00	11 + 1 Student Member ¹⁸	\$1.7B ¹⁹	18,202 ²⁰	174 ²¹

¹ <https://www.montgomeryschoolsmd.org/>

² <https://www.montgomeryschoolsmd.org/boe/>

³ <https://www.montgomeryschoolsmd.org/about/>

⁴ <https://www.montgomeryschoolsmd.org/about/>

⁵ <https://www.montgomeryschoolsmd.org/>

⁶ <https://www.aacps.org/Page/1030>

⁷ Board of Education Manual, page 9 (<https://www.aacps.org/cms/lib/MD02215556/Centricity/Domain/157/BOEHandbook-12.17.pdf>)

⁸ <https://www.aacps.org/Page/832>

⁹ <https://www.aacps.org/Page/1870>

¹⁰ <https://www.aacps.org/Page/6836>

¹¹ <https://www.aacps.org/Page/1030>

¹² <https://www.hcpss.org/about-us/facts/>

¹³ <https://www.hcpss.org/board/>

¹⁴ <https://www.hcpss.org/about-us/facts/>

¹⁵ <https://www.hcpss.org/about-us/facts/>

¹⁶ <https://www.hcpss.org/about-us/facts/>

¹⁷ <http://www.bcps.org/system/>

¹⁸ http://www.bcps.org/board/board_members/

¹⁹ <https://www.bcps.org/budget/>

²⁰ <http://www.bcps.org/system/>

²¹ <http://www.bcps.org/system/>

Appendix 4-4 Peer School Districts

Prince George's County Public Schools	MD	136,500 ²²	\$19,000 (President) \$18,000 (General members)/ \$40,000 scholarship ²³	13 + 1 student member ²⁴	\$2.04B ²⁵	~19,000 ²⁶	206 ²⁷
Fairfax County Public Schools	VA	~188,000 ²⁸	\$32,000 (Adult members) ²⁹	12 + 1 student representative ³⁰	\$3.0B ³¹	24,165 ³²	198 ³³
Loudon County Public Schools	VA	83,762 ³⁴	\$22,000 (President)/\$20,000 (General members) ³⁵	9 ³⁶	\$1.28B ³⁷	11,995 ³⁸	94 ³⁹
Wake County Public	NC	160,471 ⁴⁰	\$17,000 ⁴¹	9 ⁴²	\$1.65B ⁴³	19,537 ⁴⁴	191 ⁴⁵

²² <https://www.pgcps.org/facts-and-figures/>

²³ <file:///C:/Users/thalia.washington/Downloads/180604-BOE%20HANDBOOK%202017.pdf>

²⁴ <https://www.pgcps.org/board/#boe-members>

²⁵ <https://www.pgcps.org/facts-and-figures/>

²⁶ <https://www.pgcps.org/facts-and-figures/>

²⁷ <https://www.pgcps.org/facts-and-figures/>

²⁸ <https://www.fcps.edu/about-fcps>

²⁹ https://ballotpedia.org/Fairfax_County_Public_Schools,_Virginia

³⁰ <https://www.fcps.edu/school-board/school-board-members>

³¹ <https://www.fcps.edu/sites/default/files/media/pdf/FY-2020-Approved-Budget.pdf>

³² <https://www.fcps.edu/about-fcps>

³³ <https://www.fcps.edu/about-fcps>

³⁴ https://www.lcps.org/cms/lib/VA01000195/Centricity/domain/4/2018%20-19%20uploaded%20documents/2019%20-%2020%20uploaded%20documents/Fact%20Sheet%202019-2020_10162019.pdf

³⁵ [https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/ADYSF36F616E/\\$file/2150.pdf](https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/ADYSF36F616E/$file/2150.pdf)

³⁶ <https://www.lcps.org/Page/1629>

³⁷ <https://www.lcps.org/cms/lib/VA01000195/Centricity/Domain/64/FY20%20Budget/07-19-19%20FY20%20Adopted%20Budget/FY20%20Budget%20Book%20for%20Web.pdf>

³⁸ https://www.lcps.org/cms/lib/VA01000195/Centricity/domain/4/2018%20-19%20uploaded%20documents/2019%20-%2020%20uploaded%20documents/Fact%20Sheet%202019-2020_10162019.pdf

³⁹ https://www.lcps.org/cms/lib/VA01000195/Centricity/domain/4/2018%20-19%20uploaded%20documents/2019%20-%2020%20uploaded%20documents/Fact%20Sheet%202019-2020_10162019.pdf

⁴⁰ <https://www.wcpss.net/domain/100>

⁴¹ <https://www.wfae.org/post/cms-school-board-members-seek-pay-increase-next-years-budget#stream/0>

⁴² <https://assistive.eboardsolutions.com/AboutUs/AboutUs.aspx?S=920&TID=1>

⁴³ <https://www.wcpss.net/domain/100>

⁴⁴ <https://www.wcpss.net/domain/100>

⁴⁵ <https://www.wcpss.net/domain/100>

**Appendix 4-4
Peer School Districts**

School System							
Cobb County School District	GA	113,741 ⁴⁶	N/A	7 ⁴⁷	\$1.17B ⁴⁸	18,194 ⁴⁹	112 ⁵⁰

⁴⁶ <http://www.cobbk12.org/aboutccsd/>

⁴⁷ <http://www.cobbk12.org/>

⁴⁸ <http://www.cobbk12.org/centraloffice/finance/2020Budget/FY2020TentativeBudgetPopularReport.pdf>

⁴⁹ <http://www.cobbk12.org/aboutccsd/>

⁵⁰ <http://www.cobbk12.org/aboutccsd/At A Glance 2019 2020.pdf>

Appendix 4-5

2018 Report Maryland Planning Public School Enrollment Projections

County	Enrollment 2017 Combined	Enrollment 2017 Public	Projected Public Enrollment 2023	Public % growth 2017-23
Baltimore City	87,891	76,180	75,050	-1.48
Allegany	8,856	8,191	8,120	-0.87
Anne Arundel	90,006	80,457	85,700	6.52
Baltimore County	131,645	109,515	115,630	5.58
Calvert	15,985	15,453	15,200	-1.64
Caroline	5,537	5,472	5,450	-0.4
Carroll	25,751	24,942	23,700	-4.98
Cecil	16,188	14,784	14,860	0.51
Charles	27,374	26,084	27,360	4.89
Dorchester	4,565	4,531	4,980	9.91
Frederick	42,101	40,855	41,960	2.7
Garrett	3,716	3,650	3,590	-1.64
Harford	39,300	36,874	36,710	-0.44
Howard	58,682	55,470	60,990	9.95
Kent	2,187	1,865	1,780	-4.56
Montgomery	180,309	157,123	164,360	4.61
Prince Georges	138,247	127,081	134,010	5.45
Queen Anne's	7,841	7,536	7,670	1.78
Saint Mary's	19,472	17,154	17,750	3.47
Somerset	3,229	2,708	2,900	7.09
Talbot	5,373	4,408	4,540	2.99
Washington	24,303	21,919	22,250	1.51
Wicomico	15,726	14,288	14,600	2.18
Worcester	7,035	6,327	6,380	0.84

Appendix 4-6

Salaries of Select Montgomery County Officials

Position	FY14	FY18	% Change
MCPS Superintendent of Schools (non-elected)	N/A	\$290,000	N/A
School Board Member	\$18,500	\$25,000	35.1%
School Board President	\$22,500	\$29,000	28.8%
MCPS Chief of Staff (non-elected)	N/A	\$207,729	N/A
MCPS Director II (non-elected)	N/A	\$157,211	N/A
County Executive	\$180,250	\$192,769	6.9%
County Council President	\$114,425	\$141,371	23.5%
County Councilmember	\$104,022	\$128,519	23.5%
General Assembly Member	\$43,500 (calendar year)	\$50,330 (calendar year)	15.7%

Appendix 4-7

MCPS Teacher and Administrator Salary Scales

MCAAP (admin, principals, supervisors)

STEP	N-11	M	N	O	P	Q
1	\$96,859	\$98,658	\$104,520	\$110,735	\$117,321	\$124,305
2	\$99,738	\$101,589	\$107,627	\$114,029	\$120,814	\$128,005
3	\$102,705	\$104,607	\$110,829	\$117,420	\$124,410	\$131,817
4	\$105,761	\$107,718	\$114,126	\$120,916	\$128,113	\$135,742
5	\$108,906	\$110,921	\$117,520	\$124,515	\$131,929	\$139,787
6	\$112,148	\$114,221	\$121,019	\$128,221	\$135,858	\$143,951
7	\$115,486	\$117,617	\$124,621	\$132,040	\$139,905	\$148,244
8	\$118,923	\$121,118	\$128,330	\$135,973	\$144,075	\$152,660

MCEA (teachers)

(10-mo positions; +17.5% for 12-mo)

All degrees can be "or equivalent"

SALARY STEPS

	BACHELOR'S	MASTER'S	MASTER'S +30	MASTER'S +60
1	\$50,503	\$55,537	\$57,139	\$58,590
2	\$51,268	\$56,452	\$58,813	\$60,266
3	\$52,775	\$58,587	\$61,039	\$62,547
4	\$54,329	\$60,803	\$63,350	\$64,917
5	\$55,927	\$63,107	\$65,751	\$67,378
6	\$57,544	\$64,997	\$67,744	\$69,434
7	\$59,740	\$67,481	\$70,334	\$72,089
8	\$62,019	\$70,060	\$73,023	\$74,844
9	\$64,388	\$72,738	\$75,814	\$77,706
10	\$66,848	\$75,519	\$78,713	\$80,678
11		\$78,407	\$81,724	\$83,765
12		\$81,407	\$84,851	\$86,971
13		\$84,523	\$88,099	\$90,300
14		\$87,756	\$91,472	\$93,756
15		\$90,373	\$94,201	\$96,555
16		\$93,071	\$97,013	\$99,437
17		\$95,847	\$99,907	\$102,404
18		\$98,707	\$102,890	\$105,463
19		\$101,656	\$105,962	\$108,611
20		\$101,656	\$105,962	\$108,611
21		\$101,656	\$105,962	\$108,611
22		\$101,656	\$105,962	\$108,611
23		\$101,656	\$105,962	\$108,611
24		\$101,656	\$105,962	\$108,611
25		\$103,931	\$108,336	\$111,043

**Appendix 4-8
Maryland Median Income**

	20%ile	40%ile	median	60%ile	80%ile	95%ile
Maryland County	\$32,000	\$60,500	\$76,100	\$94,400	\$145,900	na
Baltimore City	\$15,100	\$33,100	\$44,300	\$56,200	\$95,100	\$184,300
Allegany	\$17,000	\$32,300	\$41,600	\$52,600	\$81,600	\$141,800
Anne Arundel	\$42,800	\$74,400	\$91,900	\$109,800	\$161,700	>\$250K, mean of \$435,100
Baltimore County	\$31,200	\$55,700	\$69,000	\$84,800	\$129,800	\$228,100
Calvert	\$45,200	\$79,100	\$96,800	\$118,300	\$159,900	>\$250K, mean of \$360,200
Caroline	\$22,300	\$41,500	\$50,800	\$61,500	\$94,400	\$156,700
Carroll	\$39,600	\$71,100	\$87,100	\$105,000	\$151,800	\$237,500
Cecil	\$29,000	\$53,800	\$67,900	\$83,300	\$122,500	\$193,700
Charles	\$40,400	\$75,400	\$91,400	\$109,600	\$156,100	\$235,500
Dorchester	\$20,300	\$38,500	\$47,900	\$62,400	\$96,100	\$157,900
Frederick	\$39,400	\$69,300	\$85,700	\$103,900	\$151,500	\$238,100
Garrett	\$19,800	\$36,600	\$46,300	\$57,800	\$92,400	\$151,900
Harford	\$35,500	\$65,000	\$81,100	\$98,200	\$142,300	\$225,000
Howard	\$55,200	\$94,300	\$113,800	\$135,500	\$196,900	>\$250K, mean of \$478,800
Kent	\$22,700	\$42,100	\$55,000	\$67,100	\$107,100	\$201,300
Montgomery	\$44,400	\$80,000	\$100,400	\$122,700	\$193,200	>\$250K, mean of \$602,900
Prince Georges	\$36,600	\$62,000	\$75,900	\$92,300	\$137,400	\$221,100
Queen Anne's	\$39,400	\$68,700	\$85,900	\$106,500	\$146,200	\$248,100
Saint Mary's	\$37,600	\$70,900	\$86,800	\$102,800	\$144,900	\$230,700
Somerset	\$14,400	\$28,500	\$35,900	\$47,400	\$78,600	\$143,000
Talbot	\$24,900	\$48,000	\$61,400	\$75,800	\$123,500	\$249,300
Washington	\$23,900	\$45,300	\$56,300	\$69,600	\$106,100	\$180,800
Wicomico	\$23,200	\$41,500	\$53,500	\$66,000	\$103,000	\$169,000
Worcester	\$24,800	\$45,000	\$57,200	\$70,500	\$109,800	\$194,100

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¹ <https://statisticalatlas.com/state/Maryland/Household-Income#figure/county>