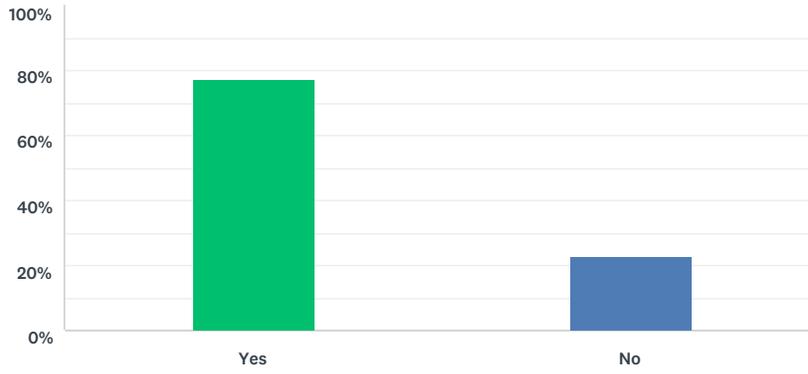


Q1 Are you aware that Board members receive yearly compensation?

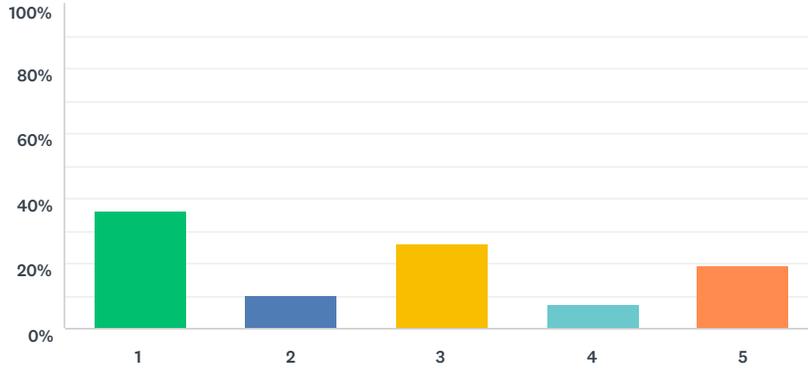
Answered: 274 Skipped: 0



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

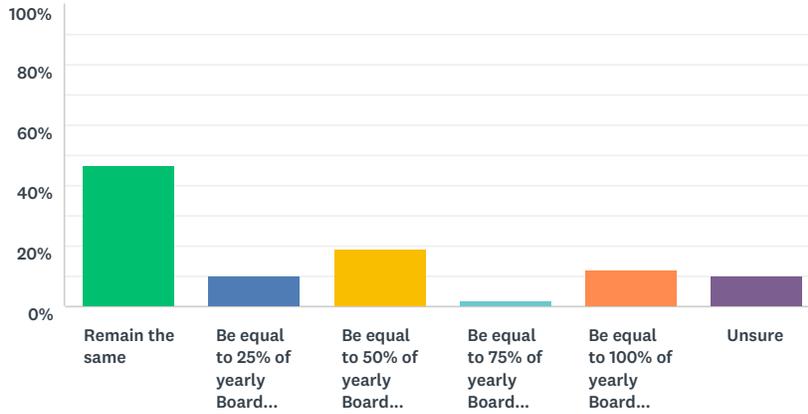
Answered: 274 Skipped: 0



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:

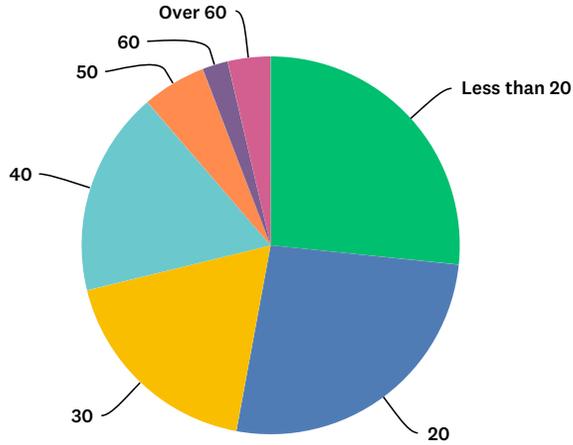
Answered: 274 Skipped: 0



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?

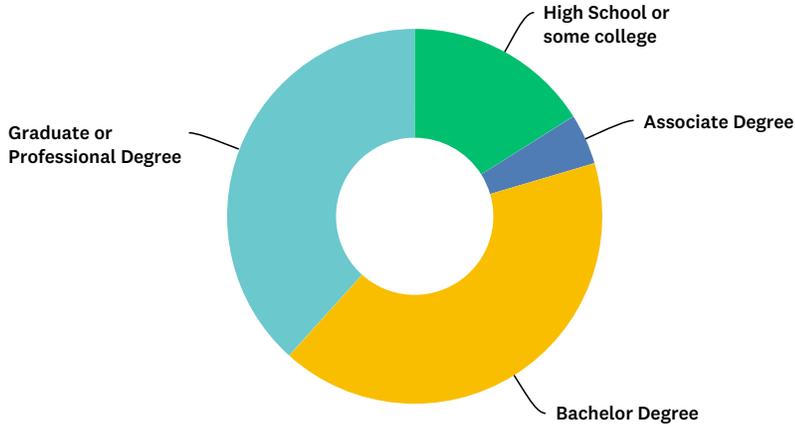
Answered: 274 Skipped: 0



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

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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

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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 micromanagement.	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

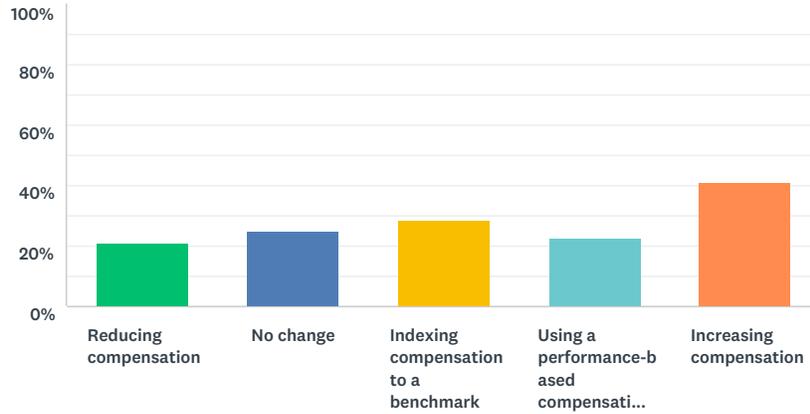
212	Knowledge of MCPS schools as a teacher, administrator, or parent/guardian Would like to see more Board members with current students in MCPS Needs to have an appreciation for public service and public education - putting the education of students first, not property values or other selfish interests 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:

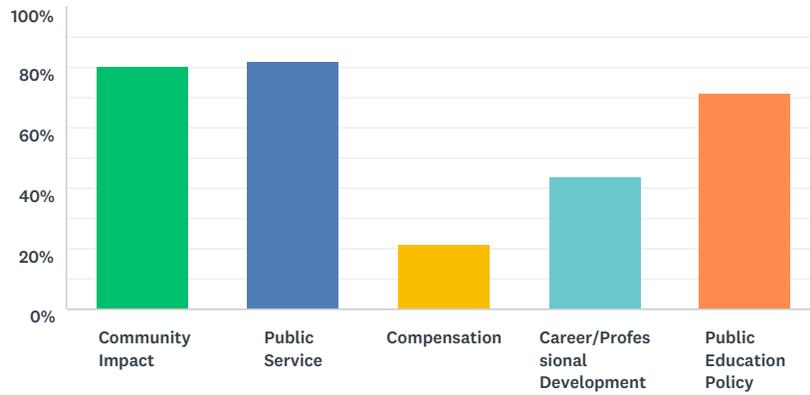
Answered: 274 Skipped: 0



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

BOE Compensation Survey

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