



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

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

**Attendance**

**Members Present:**

Jennifer Sawin  
Mark Spradley, Vice Chair  
Jason Washington

**Staff Present:**

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

**Members Absent**

Ting Chau  
Jaye Espy, Chair

**1. Call to Order**

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

**2. Roll Call**

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

**3. Statement from Chair Espy**

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

**Adoption of Minutes**

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

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

#### **4. New Business**

##### **a. Review of Report**

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

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

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

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

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

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

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

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

#### **5. Future Meeting Schedule**

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

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

The meeting was adjourned at 7:42 PM.

Respectfully submitted,  
Beth Gochrach