



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

**MINUTES AMENDED 12-18-19 AFTER PREVIOUS APPROVAL**

**Attendance**

**Members Present:**

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

**Staff Present:**

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

**1. Call to Order**

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

**2. Roll Call**

All five Commissioners were present.

**3. Adoption of Minutes**

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

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

**4. New Business**

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

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

- b.** Update progress tracker/report inclusion

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

**c. Testimony at the Montgomery County Delegation Hearing**

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

**d. Outline and review draft report**

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

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

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

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

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

Chair Espy said that she asked Staff Tibbitts to help them come up with examples of student Board member accomplishments. She stated that she definitely feels that students deserve the increase. Nate Tinbite, the current student Board member gave names and can provide activities of former student Board members, which would be good to have in the report. There was discussion about the higher salary that Prince Georges County student Board members receive, although the Commission still doesn't have written documentation from them. Cm Washington said that he will be able to get that documentation.

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

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

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

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

## **5. Future Meeting Schedule**

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

The meeting was adjourned at 8:55 PM.

Respectfully submitted,

Beth Gochrach