



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Two
October 17, 2024
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

Attendance

Members Present:

Gretchen Blankenship
Kayon Graham
Nichole McDonald
Rachel Watanabe-Tate – (Virtual)
Jaslynn Laurence

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive

Sonia Mora, Assistant Chief Administrative
Officer, Office of the County Executive

Lindsay Bolt, Sr. Executive Administrative
Aide, Office of the County Executive

1. Call to Order

Dale Tibbitts called the meeting to order at 7:09 PM.

2. Welcome & Introductions

Members and Staff introduced themselves as Rachel joined the Commission for the 1st time.

3. Chair and Vice Chair Elections

Dale discussed the duties of the Chair and Vice Chair

- Chair will: Call the meeting to order, Set the Agenda for future meetings (with Staff support), Keep members on task regarding timeline to completion of report, Present final report to assembly or others as requested
- Vice Chair will: Perform the duties of the Chair in their absence

ACTION:

- Kayon nominated herself as Chair, members voted unanimously to confirm Kayon as Chair
- Rachel nominated herself as Vice Chair, members voted unanimously to confirm Rachel as Vice Chair

4. Review and Approval of Minutes from 10/10/24 Meeting

Kayon asked the members if everyone had reviewed the minutes

ACTION:

- members voted unanimously to confirm the minutes as written

5. Staff Report

Lindsay asked members for their Risk Management forms, reminded members to take their Required trainings

- [Required Training](#): Maryland Open Meetings Act, Montgomery County Ethics Law, Parliamentary Procedure (see One Pager)

Lindsay provided an update to the Commissioners:

- Commission Staff sent a request to the Montgomery County Public Schools Board of Education Executive Director:
 - to update the *Montgomery County Board of Education Staff Position and Duties list (from 2019 Report)*
 - to work with us to schedule interviews with several members of the MCPS BOE
 - Commission Staff have booked 2 interviews for Nov. 7 and asked Commissions to find additional dates/times for interviews as their Thursday meeting times overlap with BOE meetings
- Commission Staff have requested the support of CountyStat to update Chapter 3 of the Report which provides Montgomery County specific Population, Household Profiles, MCPS School data

ACTION:

- Members directed Staff to offer any dates between Oct 28-Nov 6 (Mon-Thur) after 5pm for 45 min virtual meetings; so as to get the rest of the BOE members for interviews
- Members directed Staff to request Salary information of the Board of Education Staff (Non-Board Members)

6. New Business/Approaches and Strategies toward Goal

Kayon shared a Draft of how the Commission could formulate a Salary of the Board based on the time requirements of the Board

- Currently based on the formula Kayon drafted, the Members make less than minimum wage for this job; Members agree this is far too low
- Members discussed they would like to compare Montgomery County to only those districts similar to ours in size/responsibility but only those districts who pay their members
 - Suggested only looking at Prince Georges, Palm Beach, Miami-Dade, Orange and Fairfax County, VA (their Board of Education recently received a salary increase in Jan. 2024)
- Members discussed whether Commission should look at the Marketplace, should BOE members be paid as an administrator salary; substantially higher than they are paid now
 - Outside of the School foundation, what do professionals get paid for the work the Board is required to accomplish

Nichole shared a Draft of Interview Questions the Commissioners could ask the BOE Members

- Members requested an addition to one question, “What [education], characteristics, and expertise are required to be a board member”
- Members will review these questions and come back to the 10/24/2024 meeting with a final list of questions for the BOE Members

ACTION:

- Members agreed to take individual sections and provide at the next meeting:
 - (1) the scope of responsibilities of a county board member; -Nichole

- (2) the education, skills, and abilities necessary to perform the duties of a county board member; - **Jaslynn**
- (3) the salaries of similar county board members in other jurisdictions; - **Gretchen**
- (4) the time required to perform the duties of a county board member; - **Kayon**
- (5) the salaries of subordinate employees under the direct supervision of the county board; - **Commission Staff will request from BOE**
- (6) the volume and workload of the county board; - **Rachel**
- (7) any other relevant information – SMOB Interview, and Members to review [BluePrint](#)

7. **Next Meeting**

Members discussed how they wanted to meet for future meetings, whether In Person, Hybrid or Virtual

ACTION:

- Members agreed they would like to keep 10/24 Meeting IN-PERSON (7pm-8:30pm)
 - Future Interview Dates and Times would be scheduled for Virtual Only

The meeting was adjourned at 8:32 PM.

Next meeting is scheduled for October 24th, 7pm-8:30pm

- In-Person, Executive Office Building, 2nd floor Conf Room.

Respectfully submitted,

Lindsay Bolt