



**BOARD OF EDUCATION COMPENSATION COMMISSION**  
**Meeting Minutes – Meeting Four**  
**October 30, 2024**

**Meeting held virtually via Microsoft Teams**

**Attendance**

**Members Present:**

Gretchen Blankenship  
Kayon Graham  
Nichole McDonald  
Rachel Watanabe-Tate  
Jaslynn Laurence

**Staff Present:**

Dale Tibbitts, Spec. Asst. to the County  
Executive  
  
Sonia E. Mora, MPH  
Assistant Chief Administrative Officer

**General Public Attendance: 10**

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

**1. Call to Order**

Kayon (Chair) called the meeting to order at 7:00 PM.

**2. Review and Approval of Minutes from 10/24/24 Meeting**

Kayon asked the members if everyone had reviewed the minutes.

**ACTION:**

- members voted unanimously to confirm the minutes as written.

**3. Staff Report**

Lindsay provided an update to the Commissioners:

- A SharePoint has been created for the Commissioners so they may work in a Shared space to edit/update and produce their final 2024 BoECC Report
  - All members confirmed they had access to the site and saw the editable document
- Montgomery County Public Schools Board of Education Executive Director Staff provide the following information for the Commissioners:
  - Job Descriptions for all Board of Education and Internal Audit Unit staff positions
  - Information from the FY25 Operating Budget Book including Board of Education and Internal Audit FTE allocations and budgeted salaries for these positions.
  - A Board Roles and Responsibilities Report prepared by Board of Education Staff which was commissioned following adoption of a resolution by the Board of Education in June 2024 directing Board staff to conduct a comprehensive study of the current and projected scope of Board member responsibilities.
  - The seven elected Board of Education members receive an annual salary of \$25,000. The Board president receives an additional \$4,000. The Student Member of the Board receives a \$25,000 scholarship in lieu of a salary.

- Virtual interviews have been scheduled with the following Board of Education Members
  - Nov. 1 (5-5:45pm) – Grace Rivera Oven
  - Nov. 4 (7-7:45pm) – Sami Saeed, Former Student Member of the Board
  - Nov. 5 (6:15-7pm) – Rebecca Smondrowski
  - Nov. 7 (7:15-8pm) – President Karla Silvestre
  - Nov. 7 (8-8:45pm) – Julie Yang
  - Nov. 14 (6-6:45pm) – Brenda Wolff
- The interviewees have received the list of 9 questions ahead of their interviews, that the commission plans to ask

#### **4. Approaches and Strategies toward Goal**

Members continued their discussion of how they would go about building the 2024 report.

Members reviewed the 2019 Report and assigned/discussed sections and how it would be completed:

- **Executive Summary**
  - Members agreed they wished to use the 1<sup>st</sup> paragraph of Chapter 1 in the 2019 Report in the 2024 Executive Summary, they did not feel that remaining content of 2019 Chapter 1 was necessary as a standalone Chapter in their 2024 report
  - Members noted they would note appreciations to the 2019 Report as providing a framework with which to create their 2024 report
- **Chapter 2: Introduction to the Montgomery County Board of Education**
  - 2019 was an overview of the make up of the MCPS Board of Education and their current compensation
- **Chapter 3: Montgomery County and MCPS**
  - 2024 – CountyStat updated the data points for this Chapter; Gretchen will review to confirm accuracy
- **Chapter 4: The Commissions Framework for Decision Making**
  - Nichole noted she could do the introduction of this Chapter
  - Members discussed the MCPS Board of Education, “Board Roles and Responsibilities Report” would be a foundation for their 2024 Commission report
- **Factor (1)** the scope of responsibilities of a county board member -**Nichole**
- **Factor (2)** the education, skills, and abilities necessary to perform the duties of a county board member - **Jaslynn**
- **Factor (3)** the salaries of similar county board members in other jurisdictions -**Gretchen**
- **Factor (4)** the time required to perform the duties of a county board member - **Kayon**
  - Kayon noted an analysis she did on the number of meetings listed on the Board of Education website and the number of total hours that equated to but is only a portion of what the work of the BOE is (shared with the Commission via email 10/24/24)
- **Factor (5)** the salaries of subordinate employees under the direct supervision of the county board - **Board of Education Executive Staff provided**
  - Commission Staff will provide link to MCPS Salary Grade Schedule to correlate the Job Descriptions and Salaries
- **Factor (6)** the volume and workload of the county board - **Rachel**
- **Factor (7)** any other relevant information – SMOB Interview, and Members to review [BluePrint](#)
  - Nicole noted she would write up the SMOB info based on the interview
  - Jaslynn noted she would write up the Change in Law
- **Appendix**
  - Gretchen noted she could review this

Members asked about timing and whether there was a specific deadline when the report would need to be completed, Staff advised there is not an official deadline but the hope would be to get this in front of the legislators prior to the 2025 Session

- 2025 Session starts January 8, 2025

**ACTION:**

- Members agreed they would shoot to have their final report complete by 12/5 so they could do a final review and provide their approval for the 2024 Report to be released to the legislators by 12/12 BoECC meeting
- Members directed Staff to ask Board of Education Executive Staff about:
  - Information regarding the Board of Education Board Members full compensation package:
    - Whether they receive a Health Benefits Package – what is included, what is paid by the Board Member vs what is paid by the employer?
    - Do they automatically receive any Paid Time Off or Pension as a result of being a Board Member
    - Do they have use of a vehicle or get reimbursement for Mileage/Gas as a result of any travels on behalf of Board work?
    - Do they receive a cell phone paid by the employer or are they reimbursed for use on behalf of board work?
    - Anything else you feel relevant to note regarding this topic if not specifically asked which would give the Commission a full understanding of the Full compensation a Board member is entitled to when applying/taking on this role
  - How has the Board of Education direct Staff increased from 2019?
- Gretchen will review the data provided by CountyStat as part of Chapter 3 vs. the information she found, as some of the same data is shared but are conflicting.

**5. Public Comment**

Kayon opened the meeting up to any members of the public that wished to speak on the topic of the meeting, public was given an opportunity to speak for 2 min each if they wished to do so.

**ACTION:**

- One public member spoke only in which to confirm they had joined the meeting as part of a University of Maryland School of Nursing (Shady Grove) assignment in which they were asked to attend a public meeting
- No public comments were made to the Commission regarding any topic discussed within the meeting

The meeting was adjourned at 8:24 PM.

Next meeting is scheduled for Fri., Nov.1, 5pm-5:45pm

- Virtually via Microsoft Teams
  - Interview of Grace Rivera-Oven, Board of Education Member)

Respectfully submitted,

Lindsay Bolt