



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Nine
Nov. 7, 2024

Meeting held virtually via Microsoft Teams

Attendance

Members Present:

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

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive

Sonia E. Mora, MPH
Assistant Chief Administrative Officer

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

1. Call to Order

Dale started the interview at 7:15 PM.

2. Interview of President Karla Silvestre, MCPS Board of Education

1. What prompted you to run for election for a MCPS School Board Member seat?

- Moved to Maryland 17 years ago
- Jerry Weast called for more folks to join advisory committees
- Was on different MCPS Committees for over 10 years before I ran for a Board seat
 - Being a Latina, I was asked to join a lot of committees
 - As a Parent Advocate and Volunteer I did not feel my voice was being heard so I ran and won

2. What is the role of the MCPS School Board?

- Governance and Oversight
- Hire and Supervise the Superintendent
- Approve the Budget, Approve School Boundaries
- Be the Communities Eyes and Ears

3. What characteristics, education, and experience are required to be a board member?

- It is important to know MCPS
- Be a good communicator and listener

- This MCPS System is a Big System – as an Administrator myself, I brought knowledge with me around hiring/firing, contract negotiations, unions etc.
- Diplomatic
- Thankless Job

4. Describe your role in the review/approval of the annual budget of MCPS.

- Starting today as an example, we just had a meeting where the Board communicated to the Superintendent, our Board Budget Priorities
 - The Superintendent will take that and provide us his budget
 - Over the next several weeks/months, we will have 6 work sessions to review chapter by chapter the budget
 - We will do advocacy work with the County Executive and Council so that the Budget presented meets the needs of our students

5. How large is the team that directly supports the Board of Education (and are not MCPS employees), and do you believe it is adequate?

- I do not believe the amount of Staff for the Board is adequate
 - We currently have 6 or so Administrative Assistant type staff as well as 6 or so what I would call Senior Level Staff (Our Chief of Staff, Deputy Chief of Staff, an Ombudsman, Budget Analyst, Communications Specialist, and Legislative Specialist so 12 in total approximately
 - I work full time so I rely on the Senior Staff to help me understand the topics and move the agendas forward
 - I believe the Board could benefit from more analysts similar to that of the County Council who are specifically looking at things outside the budget like Curriculum
 - They would be able to ask the deeper questions, give proper packets to the Board Members with meaningful questions or responses to the topic
 - Emails are never ending, and the emails always need follow up, I don't have all the answers so have an Ombudsman and Asst Ombudsman would be valuable

6. What is your role in the day-to-day operations of the School Board; How many hours per week do you spend on Board of Education work?

- I have been president of the Board for the last 2 years, but a Board Member for a total of 6 years.
 - As a Board Member I would say I worked approx.. 8-10 hrs a week on Board work; As a President I am working 30 hrs/week 8-10 of which is Time I take from my Full time work leave
 - Working on Board work evenings, early mornings (I do Board email from 5am-6am 6 days a week)

7. Thinking about the work a board member does, how would it relate to other management positions both within the school system and in the marketplace?

- As a Board president you must have Public Speaking, Planning, the ability to Build Consensus, Supervision of the Superintendent and Chief of Staff for the Board, make tough decisions
- Board Members can build their skills as they go on the Board

8. Describe the school board's role in the safety and well-being of the students, staff and community they serve.

- We direct the Superintendent to prioritize safety
- Allocate and invest in resources for Safety
- Establish policies related to Safety
- But we are not running the system

9. If you could use your superpowers to change the MCPS School Board, what would that be and why?

- I want Competent Full time Staff that would allow Board Members to do more and be more active in the Community
- As far as Compensation, \$25,000 is not a competitive Salary if you make the Board Member position a Full time Position
- If this was a full time position, you should compensate the members at a Livable wage for Montgomery County which would open the pool of potential School Board Members
- I do not believe the Student Member of the Board should receive a Salary, their job is to go to School, the Scholarship supports that
- It is my honor to serve as the President of the School Board, in the Nation's 15th largest School System. I became a US Citizen 16 years ago

The meeting was adjourned at 7:45 PM

**at 7:45pm, Karla and the Commission ended the Interview after all questions had been answered and the Commission moved to the 8pm Meeting link for the Interview of Julie Yang, MCPS Board Member

Next meeting is scheduled for Thurs., Nov.7, 8pm-8:45pm

- Virtually via Microsoft Teams
 - Interview of Julie Yang, MCPS Board of Education Member

Respectfully submitted,

Lindsay Bolt