



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Twelve
November 14, 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

Beth Gochrach, Administrative Specialist,
Office of the County Executive

1. Call to Order

The meeting was called to order at 7:00 PM.

2. Review and Approval of Minutes from 11/7/2024 Interview and Meeting

ACTION:

- Members voted unanimously to confirm the minutes as written 11/7/2024.

3. Staff Report

Dale provided an update to the Commissioners. He thanked Nichole for adding drafts to the SharePoint site and noted the following:

- All members should upload their documents to SharePoint or email the documents directly to Lindsay.
- There has been no response yet from board member Julie Yang.
- The Commission must decide whether to meet in person on 11/21, noting that the final report is due 12/12.

4. Approaches and Strategies toward Goal

There was discussion of how to pull the final report together. The deadline is 12/12.

Gretchen will take care of the appendices. There is a lot of data, including charts with compensation provided by Lindsay earlier. Lindsay could provide the information again online.

Nichole recommended putting all compensation information from other jurisdictions for comparison to Montgomery County in the report.

It was noted the Commission wants to look at salaries of other County officials. For example, the superintendent's salary is \$300,000+. But compared to the marketplace, CEOs have higher salaries. so, it is not unusual for the superintendent to make more money. County Councilmembers make \$156,284.

There was discussion about how to come up with a number for the Board member salary. Based on the Board member interviews it was suggested that \$120,000 is appropriate, or between \$100,000 - \$130,000. This is comparable to an MCPS principal. The compensation should be based on oversight and governance and not based on matching other County salaries.

The cost of living in Montgomery County should be taken into consideration. The salary does not need to be extravagant, but enough to live on. The Commission could also look at other local Counties, such as Fairfax.

There was discussion about how much data to put in the report. It was decided to write the report first and then determine how much data to keep.

Next week members should submit their written sections in Sharepoint for review by 11/21. Either email to Lindsay or submit directly to Sharepoint. Ideally members should submit materials earlier, by 11/19 so everyone can review and be prepared for the 11/21 meeting. The draft date is 12/5.

There was discussion and clarification on who was assigned to which chapter, section, and factors. All members should contribute to the compensation and recommendation section. It was suggested to complete the executive summary after the report is completed.

Since so much time was spent on interviews, it was agreed that they should be included in the report. Everyone needs to put their interviews in Sharepoint by the 11/21 meeting. Lindsay's interview summary in SharePoint can be used as a starting point for interview summaries. Then each person can add their own notes if additional or different.

There are four more meetings: 11/21 in person, 11/27 virtual, 12/5 and 12/12 in person. Next week on 11/21 the draft should be reviewed. There should be a good draft on 12/5 and a final report on 12/12.

Kayon virtually shared the initial report from 2019, with suggestions on how to update. She wrote factor one and how the executive summary relates to that. She might add a chart to show how the board spends its time.

One of the goals of the higher salary is to increase the Board candidate pool and attract a wider range of candidates from the County population.

There was discussion about the student member of the board (SMOB), which is imbedded in one of the factors in the initial report. The SMOB can now vote as an equal number of the Board. The SMOB compensation has been a scholarship rather than a direct payment. But the scholarship payment limits the compensation only to students going to college. It discourages non-college bound students from serving. The SMOB could be offered one or the other, which would give the student the option and ability to make that decision. The SMOB compensation options should be stated concretely in the report.

There is a difference between a stipend and salary. Employees who receive a salary receive a federal W-2 form. A stipend is a direct payment, a flat amount of for example, \$5,000 every

quarter, and is not based on the number of hours a person works. But with a stipend the responsibility of paying taxes would be on the student. But it should also be considered that students' income may not meet the threshold of tax responsibility. Or, if students are dependents, the compensation could affect their parents' taxes.

The meeting was adjourned at 7:58 PM.

The next meeting is scheduled for Thursday, Nov.21, 7:00 pm -8:30 pm in person.

Respectfully submitted,

Beth Gochrach