



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Fourteen
November 27, 2024

Meeting held virtually via Microsoft Teams

Attendance

Members Present:

Gretchen Blankenship
Kayon Graham
Nichole McDonald

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive

Members Absent:

Rachel Watanabe-Tate
Jaslynn Laurence

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

1. Call to Order

Kayon (Chair) called the meeting to order at 6:37 PM.

2. Review and Approval of Minutes from the 11/21 Meeting

Kayon asked the members if everyone had reviewed the minutes.

ACTION:

- members voted unanimously to confirm the minutes as written for the 11/21 Minutes.

3. Staff Report

Dale provided an update to the Commissioners:

- Delegates Charkoudian and Vogel have drafted legislation which will increase the annual compensation for the President of the Montgomery County Board of Education from \$29,000 to: (1) \$67,000 on December 1, 2025; and (2) \$134,000 on December 1, 2026. The bill increases the annual compensation for other members of the Board from \$25,000 to: (1) \$62,000 on December 1, 2025; and (2) \$124,000 on December 1, 2026. In accordance with the Maryland Constitution, the bill may not be construed to apply to the compensation of the members of the Board serving in a term of office beginning before the effective date of the bill. The new compensation requirements would take effect at the beginning of the following term of office.

Under current law, the student member of the Board receives a scholarship for higher education expenses equal to the highest annual resident undergraduate tuition, mandatory fees, and room and board that is charged at a 4-year public institution of higher education within the University System of Maryland (other than the University of Maryland Global Campus and University of Maryland, Baltimore Campus) for the academic year in which the student member serves on the Board. However, the scholarship may not exceed the amount that an elected Boardmember receives that year. Under the bill, the student

member will receive: (1) through the term that ends in 2026, a scholarship equal to 40% of the annual compensation of an elected member of the Board to be applied to the student's higher education costs and a one-time stipend equal to 10% of the annual compensation of an elected member of the Board; and (2) beginning with the term that starts in 2026, a scholarship equal to 80% of the annual compensation of an elected member of the Board to be applied to the student's higher education costs and a one-time stipend equal to 20% of the annual compensation of an elected member of the Board. OIR has been advised that the Board of Education has not yet taken a position on the bill.

- The County Executive is holding off on commenting on the bill until he hears the recommendations from the Board of Education Compensation Commission

The Commission is pleased with this draft legislation noting it fits within the range the Commission had been discussing as their recommendation.

- The Commission noted that they may still want to recommend that the current Board Members receive the increase in pay. The Commission may also still want to make additional recommendations regarding the SMOB's pay being a stipend vs. scholarship (to let the SMOB decide)

4. Approaches and Strategies toward Goal

Members edited their draft 2024 report in real time during the meeting.

- Members decided they would like to combine the Executive Summary and Compensation Recommendations so as not to repeat the same information in multiple places throughout the report.
- Kayon will review the Executive Summary (from the Draft 2024 Report) and the drafted Compensation Recommendation (from Nichole) to combine into 1 response for review at the Dec. 5th meeting

ACTION:

- Commission Staff will review the 2024 Report and format how to cite/footnote any necessary references
- Commission Staff will print the 2024 draft report for the Dec 5 In Person meeting so each member can review and red line/discuss any changes in hard copy format
- Commission members should finalize the Interview notes (based on Lindsay's meeting minutes from each Interview) so they can be included in the Appendix of the 2024 report.
 - Commission staff will print the final Interview minutes for Commission members to review and sign off on inclusion in the 2024 report
- Commission members should decide whether they want to include an escalator within their recommendation, adjusted annually or to reflect CPI etc...

The meeting was adjourned at 8:03 PM.

Next meeting is scheduled for Thursday, Dec. 5, 7pm-8:30pm

- In Person

Respectfully submitted,

Lindsay Bolt