

MC 7-25

Full-Time Salary for Montgomery County's Board of Education Members

As Maryland's largest school district, Montgomery County has a significant workload for its Board of Education. With 211 schools and 159,671 students (as of September, 2024)¹, it is important that our board members can dedicate their time to effective oversight of the school system. In recent years, MCPS has faced significant challenges including COVID learning loss, teacher shortages, and other structural issues.

In July of this year, MCPS studied the work duties of Board Members and found that many are already working 40 hours a week on their official duties, with the expectation of also being available after hours for meetings and community engagement. During the 2023-2024 school year alone they had an average of 455 calendar items⁴. It is clear there is a willingness and a need for the Board to work full time. Providing a salary that can support full time commitment will allow for increased capacity to handle the challenges we face as a county and open doors for community members previously unable to consider a board position.

In 2018, the Maryland General Assembly passed a bill to establish the Montgomery County Board of Education Compensation Commission, to analyze the workload and make recommendations on compensation. This December, they published an updated report. The Commission interviewed past and present Board members, analyzed similar school districts, evaluated the responsibilities of Board members and recommended that compensation be in the range of \$100,000-\$130,000. They also recommended the Board chair receive 10% more than the base salary and that the Student Member of the Board receive 30-35% of the salary as a stipend or scholarship (per their preference).

This bill will:

- ✓ Phase in a new base salary of \$124,000 for Board Members, and a base salary of \$134,000 for the Board President.

- ✓ Phase in an increase for the Student Member of the Board scholarship and include a one-time stipend based on the Board Members salary.

For more information please contact:

Delegate Lorig Charkoudian, lorig.charkoudian@house.state.md.us

Phone: 410-841-3423

¹ "MCPS At a Glance." *About Us - Montgomery County Public Schools, Rockville, MD* | *Montgomery County Public Schools* | Rockville, MD, www.montgomeryschoolsmd.org/about/

² "Board of Education Compensation Commission Final Report." 2019 <https://montgomerycountymd.gov/boards/Resources/Files/sites/becc/annual-reports/BECCFinalReportDecember%202019.pdf>

³ "Living Wage Calculator" *Living Wage Calculation for Montgomery County, Maryland*. Dr. Amy K. Glasmeier and the Massachusetts Institute of Technology. February 14, 2024 <https://livingwage.mit.edu/counties/24031>

⁴ "Board of Education Duties" *Montgomery County Board of Education* July 18, 2024 [https://go.boarddocs.com/mabe/mcpsmd/Board.nsf/files/D7BHSZ49F7DF/\\$file/Board%20Duties%20\(final\).pdf](https://go.boarddocs.com/mabe/mcpsmd/Board.nsf/files/D7BHSZ49F7DF/$file/Board%20Duties%20(final).pdf)

⁵ <https://montgomerycountymd.gov/boards/Resources/Files/sites/becc/annual-reports/BECC-Annual-Report-2024.pdf>