

MC 2-26

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 156,417 students (as of December 2025)¹, it is important that our board members are able to 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 that require ever-increasing board commitments.

In July of last 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 items². There is a clear need for board members to work full-time, and they have consistently demonstrated a willingness to do so. Adjusting salaries to support full-time work will acknowledge the reality of the job, and significantly, it will create opportunities for community members whose finances have prevented them from considering board positions.

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. Last 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 (SMOB) receive 30-35% of the salary as a stipend or scholarship (per their preference)³. In last year's session, the General Assembly adopted the recommendation that the SMOB be paid with a stipend or scholarship. This bill endorses a modest salary adjustment that will serve the dual purposes of recognizing the full-time nature of the job while expanding the pool of people who can consider doing it.

This bill will:

- ✓ Establish a new base salary for board members equal to the rate received by members of the General Assembly. The Board President's rate will be \$10,000 higher.

For more information please contact:

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1 Christopher Cram, Montgomery County Public Schools, Deputy Chief of Communications, December 1, 2025

2 "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)

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