

Department of Legislative Services
Maryland General Assembly
2026 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 764 (Montgomery County Delegation)
Ways and Means

Montgomery County Board of Education - Elected Members - Compensation
MC 2-26

This bill increases compensation for members of the Montgomery County Board of Education. Under the bill, an elected member of the board is entitled to receive the same compensation as a member of the General Assembly, other than the President of the Senate and the Speaker of the House, in effect at the beginning of the elected member's term. The president of the board is entitled to receive \$10,000 more as compensation than a member of the General Assembly, other than the President of the Senate and the Speaker of the House, in effect at the beginning of the president's term. A salary increase for an elected member under the bill must take effect at the beginning of the term of office (and may not increase during the current term of office).

Fiscal Summary

State Effect: None.

Local Effect: Montgomery County school expenditures increase by \$77,300 in FY 2027, increasing to \$240,200 in FY 2030, with additional increases in out-years depending on future adjustments to the compensation of members of the General Assembly. Revenues are not affected.

Small Business Effect: None.

Analysis

Current Law: The Montgomery County Board of Education consists of seven elected members and one student member. Elected members serve four-year terms beginning

December 1 after the member's election and until a successor is qualified; the student member serves a one-year term beginning on July 1 after the election of the student member. The board is 1 of 20 elected school boards in the State. There are 4 hybrid boards in the State. The **Appendix – Local Boards of Education Membership** shows the selection methods, terms of office, and membership of the 24 local boards of education.

Staggered Election of Board Members

All elected members of the Montgomery County Board of Education, regardless of residency requirements, must be elected by the voters of the entire county. Board member elections are staggered such that some members are elected in presidential election years and others are elected in gubernatorial election years. Generally, three members are elected in presidential election years and four members are elected in gubernatorial election years. Of the three members elected in 2020 and every four years thereafter, one must reside in district two, one must reside in district four, and one may reside in any part of the county. Of the four members elected in 2022 and every four years thereafter, one must reside in district one, one must reside in district three, one must reside in district five, and one may reside in any part of the county.

Board Member Compensation

An elected member of the Montgomery County Board of Education receives \$25,000 annually as compensation, in addition to reimbursement for travel and other expenses as determined by the Montgomery County Council. The board president receives an additional \$4,000 (*i.e.*, \$29,000 annually). These amounts may also be set through legislation based on recommendations of the Montgomery County Board of Education Compensation Commission in accordance with State law. An elected board member is also entitled to health insurance and other fringe benefits regularly provided to other local school system employees.

Student Member Compensation

Chapter 426 of 2025 allows the student member of the Montgomery County Board of Education to elect to receive compensation in monthly installments as a stipend during the student member's term and receive any remaining amount as a scholarship after the end of the term. Total compensation across the stipend and scholarship must be equal to the lesser of (1) the highest annual resident undergraduate tuition, mandatory fees, and room and board that is charged at specified four-year public institutions of higher education within the University System of Maryland (USM) for the academic year in which the student member on the board, and (2) the amount that an elected member of the board (other than the board president) is entitled to receive as compensation in that year. The student member

may also be reimbursed for out-of-pocket expenses incurred in connection with official duties.

In fiscal 2026, the University of Maryland, College Park Campus (UMCP) had the highest tuition, fees, and room and board among specified USM institutions. Annual resident tuition, fees, average board costs, and costs for a standard double room totaled \$29,037 at UMCP. As this amount is higher than the \$25,000 in compensation for an elected board member set in current law, the total student compensation amount is currently held at \$25,000.

Legislative Compensation

A constitutional amendment, approved by the voters in 1970, created the nine-member General Assembly Compensation Commission and specified that the commission submit salary and allowance recommendations to the legislature every four years. The commission includes five persons appointed by the Governor, two persons appointed by the President of the Senate, and two persons appointed by the Speaker of the House of Delegates. In 2022, the General Assembly Compensation Commission Resolutions, as outlined in the commission's [January 2022 report](#), took effect as submitted.

Compensation amounts in effect for regular members of the General Assembly are as follows under the current resolution:

- \$52,343 for 2023;
- \$54,437 for 2024;
- \$55,526 for 2025; and
- \$56,636 for 2026.

In January 2026, the commission prepared a new resolution and report with additional increases to member salaries, although the commission's recommendations are still subject to legislative action during the 2026 legislative session. The commission's [January 2026 report](#) includes the following compensation amounts for regular members of the General Assembly:

- \$57,627 for 2027;
- \$58,636 for 2028;
- \$60,248 for 2029; and
- \$61,905 for 2030

Local Expenditures: Although the bill specifies that regular board member compensation must be the same compensation as a member of the General Assembly, other than the

President of the Senate and the Speaker of the House (and board president compensation \$10,000 there above), Article III, § 35 of the Maryland Constitution prevents compensation changes from taking effect during a member's term of office. Therefore, individual board member compensation only increases at the beginning of a new term of office. This creates a situation where there are permanent discrepancies in the salaries of members of the board of education. This discrepancy occurs because member terms are staggered to begin in either gubernatorial or presidential election years. Members whose terms began more recently will have higher annual compensation amounts than members whose terms began less recently (assuming the compensation of members of the General Assembly continues to increase annually).

Although the bill does not directly alter student member stipends and/or scholarships, student member compensation is currently capped at the amount that an elected member of the board (other than the board president) is entitled to receive as compensation (\$25,000 under current law). Since the bill creates a situation where there is no singular amount that a regular member of the board is entitled to receive as compensation, this analysis instead assumes student member stipend and/or scholarship amounts are tied to the *highest* compensation received by a member of the board (other than the board president) in each year. To the extent provisions relating to the student member scholarship are interpreted differently, actual expenditures for student member scholarships/stipends may differ from this estimate. Actual compensation amounts for student members may particularly diverge from this estimate for the first two years of implementation where members serving in a term of office expiring in 2028 remain subject to the lower compensation amounts established in current law, while new members replacing the members whose term of office expires in 2026 will be subject to the new higher compensation of a regular member of the General Assembly.

This analysis assumes that student members of the board of education elect to receive their entire compensation as a scholarship at the end of their term. To the extent student members elect to receive compensation as stipends in installments, exact timing of expenditures across fiscal years may vary, but the overall fiscal impact is unchanged.

Montgomery County school expenditures increase by \$77,317 in fiscal 2027, increasing to \$240,182 in fiscal 2030 due to the higher compensation amounts provided to board members (**Exhibit 1**). This estimate is based on (1) four board members starting new terms in December 2026, who each receive annual base compensation of \$56,636 throughout their four-year term, except for the board president who receives base compensation of \$66,636 and (2) three board members starting new terms in December 2028, who each receive annual base compensation of \$58,636 throughout their four-year term. The increase in the student member's compensation starts in fiscal 2027 and assumes 3% annual inflation from the fiscal 2026 UMCP tuition, fees, and room and

board such that fiscal 2027 total compensation is assumed to be \$29,908 for the student member and increases annually thereafter.

Exhibit 1
Compensation Expenditures Under the Bill and Current Law
Members of the Montgomery County Board of Education
Fiscal 2027-2031

	<u>FY 2027</u>	<u>FY 2028</u>	<u>FY 2029</u>	<u>FY 2030</u>	<u>FY 2031</u>
Proposed Salaries	\$281,317	\$341,452	\$401,212	\$444,182	\$467,428
Current Law	204,000	204,000	204,000	204,000	204,000
Net Change	\$77,317	\$137,452	\$197,212	\$240,182	\$263,428

Source: Department of Legislative Services

Additional Information

Recent Prior Introductions: Similar legislation has not been introduced within the last three years.

Designated Cross File: None.

Information Source(s): Montgomery County Public Schools; Department of Legislative Services

Fiscal Note History: First Reader - February 24, 2026
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Appendix – Local Boards of Education Membership

The composition of the local boards of education varies with members serving three- to four-year terms. Twenty counties have elected school boards and four counties have combined appointed and elected school boards. All 24 boards have either student members or student representatives who regularly present at board meetings; however, only 8 boards allow student members to vote, which generally excludes authority to vote on matters relating to collective bargaining and personnel. Three counties with voting student members also preclude student members from voting on matters relating to operating and capital budgets. **Exhibit 1** shows the selection methods, terms of office, and membership of the 24 local school boards.

Exhibit 1 Local Boards of Education As of January 2026

School System	Number of Members	Term		Means of Selection ¹
Allegany	6	4 years	E	5 from county at large 1 student (nonvoting, 1-year term)
Anne Arundel	8	4 years	E	7 from councilmanic districts 1 student (1-year term)
Baltimore City	12	3 or 4 years	A/E	2 elected from city at large 9 appointed by mayor 1 student (1-year term)
Baltimore	12	4 years	A/E	4 appointed by Governor from county at large 7 elected from councilmanic districts 1 student (1-year term)
Calvert	6	4 years	E	2 from county at large 3 from commissioner districts 1 student (nonvoting, 1-year term)
Caroline	7	4 years	A/E	3 elected from school board districts 2 appointed by Governor from county at large 2 students (nonvoting, 1-year term)
Carroll	11	4 years	E	5 from county at large 5 commissioners <i>ex officio</i> (nonvoting) 1 student (nonvoting, 1-year term)
Cecil	6	4 years	E	5 from commissioner districts 1 student (nonvoting, 1-year term)

School System	Number of Members	Term		Means of Selection¹
Charles	10	4 years	E	1 from county at large 8 from commissioner districts 1 student (1-year term)
Dorchester	8	4 years	E	5 from councilmanic districts 3 students (nonvoting, 1-year term)
Frederick	8	4 years	E	7 from county at large 1 student (nonvoting, 1-year term)
Garrett	6	4 years	E	2 from county at large 3 from commissioner districts 1 student (nonvoting, 1-year term)
Harford	11	4 years	A/E	6 elected from councilmanic districts 3 appointed by County Executive from county at large 1 superintendent <i>ex officio</i> (nonvoting) 1 student (1-year term)
Howard	8	4 years	E	2 from county at large 5 from councilmanic districts 1 student (1-year term)
Kent	6	4 years	E	5 from county at large 1 student (nonvoting, 1-year term)
Montgomery	8	4 years	E	2 from county at large 5 from school districts 1 student (1-year term)
Prince George's	10	4 years	E	9 from school board districts 1 student (1-year term)
Queen Anne's	7	4 years	E	1 from county at large 4 from commissioner districts 2 students (nonvoting, 1-year term)
St. Mary's	6	4 years	E	1 from county at large 4 from commissioner districts 1 student (nonvoting, 1-year term)
Somerset ²	8	4 years	E	5 from commissioner districts 3 students (nonvoting, 1-year term)

School System	Number of Members	Term	Means of Selection¹	
Talbot	9	4 years	E	7 from school board districts 2 students (nonvoting, 1-year term)
Washington ³	8	4 years	E	7 from county at large 1 student (nonvoting, 1-year term)
Wicomico ⁴	11	4 years	E	5 from councilmanic districts 2 from county at large 4 students (nonvoting, 1-year term)
Worcester	10	4 years	E	7 from commissioner districts 3 students (nonvoting, 1-year term)

¹ E = Elected and A/E = Combined appointed and elected board: (1) in Baltimore County, members are appointed by the Governor from a list of names provided by the Baltimore County School Board Nominating Commission; (2) in Caroline County, members are appointed by the Governor with the advice and consent of the Senate; (3) in Baltimore City, members are appointed by the mayor from a list of names provided by the Baltimore City Public School Board Community Panel; and (4) in Harford County, members are appointed by the county executive with the advice and consent of the county council.

² Although not in statute, the Somerset County Board of Education reports that there are three nonvoting student representatives who give presentations at board meetings on current events of interest at each of the three regular high schools in the county.

³ Although not in statute, the Washington County Board of Education reports that there is a student member on the board and that the student member can only concur on votes and must abstain from certain matters.

⁴ Chapter 429 of 2025 codified at least one nonvoting student member on the Wicomico County Board of Education. The Wicomico County Board of Education includes four student representatives who give presentations at board meetings on current events of interest at each of the four high schools in the county. At each meeting, one of the four student representatives sits with the regular board members on the dais for the full meeting, while other student board members come forward to speak as needed.

Source: Sections 3-101 through 3-1405 of the Education Article; Local Boards of Education