

**Public Education Compensation Committee  
Meeting Minutes**

June 12, 2023

Virtual Meeting

Anchor Location: Delaware Department of Education, Secretary's Office Suite,  
401 Federal Street, Suite 2, Dover, DE 19901

The Public Education Compensation Committee (PECC) meeting was held virtually on June 12, 2023, with the following members in attendance:

Heath Chasanov, Sara Hale, Stephanie Ingram, Ruth Ann Miller, David Kohan, Chuck Longfellow, Eric Anderson, Jonathan Starkey, Alonna Berry, Courtney Stewart, Cerron Cade, Nicholas Konzelman, Laura Sturgeon, Kimberly Williams

Also participating were Tina Shockley, Kimberly Klein, Sarah Barzee, Ione Heigham, Anna Sullivan, Amiee Brennan, Amy Mirolli, Carla Cassell-Carter, Chastity Cook, Christy Wright, Jon Neubauer, Justin Richards, Kiley Thomas, Kristen Dassel, Mike Kempski, Monica Moriak, Nicole Kennedy, Paul Kiefer, Sam Haut, Shelley Meadowcroft, Taylor Hawk.

**[Audio Recording of Meeting](#)**

**Welcome/Introductions**

Secretary Holodick was unable to attend the meeting and requested that Mr. Chasanov serve as Chair in his absence. Chair Chasanov asked for a motion to begin the meeting. A motion was made by Dr. Hale and seconded by Director Cade. All members were in favor, and the meeting began at 4:33 p.m. Tina Shockley conducted a member roll call and confirmed that a quorum was present.

The Chair welcomed everyone and provided opening remarks, including a brief update on the status of the new workgroup, which will be comprised of a diverse group of experienced educators who will address the teacher career path and make recommendations to the full PECC Committee. The group is anticipated to be named shortly. The Chair reminded the committee that there will not be a July meeting. Chair Chasanov introduced Dr. Sarah Barzee to facilitate the remainder of the meeting.

**Approval of May 15, 2023 Meeting Minutes**

Dr. Barzee requested a motion to approve the minutes from the May meeting. President Ingram motioned to approve the May 15, 2023 meeting minutes, and Representative Williams seconded the motion. All members were in favor and the motion carried. The meeting minutes for May 15 were approved.

In Old Business, Dr. Barzee reviewed the charge of SB100 and the scope and sequence for the remaining committee meetings. She reviewed the plan to introduce information and proposed recommendations for bus drivers at this meeting and as appropriate, to take action on those recommendations in August. Dr. Barzee then introduced Dr. Chuck Longfellow and Dr. Sara Hale to review information regarding Section 1322, salary cost options for food service employees and 1324, salary cost options for paraprofessionals.

Dr. Longfellow reviewed the average state wages for food service employees in the region, noting that Delaware is already regionally competitive and in good standing relative to a \$15 per hour benchmark. He noted there are two distinct salary schedules within 1322: 1322a (Food Service Managers), and 1322c (Lunch Cooks and General Workers). Key distinctions between

these groups include the number of days worked and the percentage of the salary schedule paid by state funds. Dr. Longfellow reintroduced the recommendation of a one-time 2.5% salary increase for all in fiscal year 25, in addition to any general salary increases made in that year.

Dr. Barzee opened the floor for discussion. Representative Williams asked for clarification about the total salary for food service workers and asked for confirmation that food service managers were making at least minimum wage. Other members confirmed that it is common practice for districts to pay a local percentage beyond that which is required by the state funded amount.

Following discussion, Dr. Barzee restated the recommendation and asked for a motion to move that recommendation forward to a vote. Director Cade motioned to vote on the recommendation, and it was seconded by Representative Williams. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 9 Yes votes (Eric Anderson, Heath Chasanov, Sara Hale, Stephanie Ingram, David Kohan, Chuck Longfellow, Ruth Ann Miller, Jonathan Starkey, Laura Sturgeon);
- 0 No votes; and,
- 0 Abstentions.

Dr. Barzee then reintroduced Dr. Hale, who reviewed information and recommendations for employees in Section 1324, paraprofessionals. Dr. Hale shared the total average starting salary for employees in this group compared to Maryland and Pennsylvania border districts. She also shared background information regarding employees covered by Section 1324, and noted previous salary increases for paraprofessionals based upon recommendations from the PECC in 2007. Dr. Hale stated two proposed recommendations for Section 1324, 1) an Associate's Degree and ParaPro Certification stipend increase to \$1,000 and the creation of a Bachelor's Degree stipend of \$2,000, and 2) a 1% increase in FY25 in additional to any general salary increase in that year.

Dr. Barzee opened the floor for discussion. A member asked if this discussion included groups contracted out by local districts. Dr. Hale and Dr. Longfellow clarified that this recommendation would only affect those paid on the 1324 scale.

Director Cade motioned to vote on the recommendation to increase Associate Degrees and ParaPro Certification stipends to \$1,000, and to create a Bachelor's Degree stipend of \$2,000. The motion was seconded by Senator Sturgeon. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 9 Yes votes (Eric Anderson, Heath Chasanov, Sara Hale, Stephanie Ingram, David Kohan, Chuck Longfellow, Ruth Ann Miller, Jonathan Starkey, Laura Sturgeon);
- 0 No votes; and,
- 0 Abstentions.

Dr. Barzee opened the floor for questions and further discussion regarding the second part of the recommendation to provide a one-time 1% increase in fiscal year 25. Hearing none, she asked if there was a motion to move the recommendation forward. Representative Williams motioned to vote on the recommendation. The motion was seconded by Senator Sturgeon. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 9 Yes votes (Eric Anderson, Heath Chasanov, Sara Hale, Stephanie Ingram, David Kohan, Chuck Longfellow, Ruth Ann Miller, Jonathan Starkey, Laura Sturgeon);
- 0 No votes; and,

- 0 Abstentions.

In New Business, Dr. Chuck Longfellow presented information regarding bus drivers including that roughly one third of drivers are district employees with the remainder hired as contractors. Dr. Longfellow noted that there is currently no state salary scale for bus drivers, but rather a state base rate. He stated that the fiscal year 24 budget is anticipated to increase the state base rate for bus drivers from \$21 per hour to \$22.50 per hour but noted that the Public School Transportation Committee has recommended increasing bus driver salaries to \$25 per hour. The proposed recommendation is to create a state salary schedule for bus drivers starting at \$25 per hour in Step 1 with a 1% increase between steps up to Step 15. Dr. Longfellow also noted that while bus aides were not specifically included in SB 100, the state currently funds aides earned through the formula based on the service paraprofessional salary schedule. As such, state funding for bus aides would be addressed through any modifications to the service paraprofessional salary schedule.

Dr. Barzee opened the floor for discussion. A member noted the need for clarity about which positions were included in the estimated cost to the state for increasing the paraprofessional salary scale.

In Next Steps, PECC members will review and, as appropriate, take action on recommendations for bus drivers at the August 14th meeting. Information and recommendations related to Information Technology Employees will be introduced at the August meeting. Dr. Barzee reminded members there is no July meeting.

### **Public Comment**

Four individuals contacted DDOE prior to today's meeting indicating a desire to provide public comment. Grace McConkie and Alena Bandy submitted written comments that will be shared with PECC members. Amiee Brennan posed a question and will submit the written question to the committee following the meeting. James George provided public comment during the meeting regarding previous increases to bus driver salaries and will also submit a written question to the committee following this meeting.

Finally, following public comment, members flagged the need to review custodial positions currently being used to fund information technology positions, and raised a desire to consider creating an additional workgroup to address paraprofessionals. The meeting adjourned at 5:13 p.m.

Respectfully Submitted,  
Anna Sullivan for WestEd

Updated on [June 15, 2023]