

**Public Education Compensation Committee
Meeting Minutes**

September 18, 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 September 18, 2023, with the following members in attendance:

Cerron Cade, Heath Chasanov, Tammy Croce, Sara Hale, Mark Holodick, Stephanie Ingram, David Kohan, Nicholas Konzelman, Ruth Ann Miller, Brian Pettyjohn, Jonathan Starkey, Courtney Stewart, Sean Sokolowski, Kimberly Williams.

Also participating were Tina Shockley, Kimberly Klein, Sarah Barzee, Ione Heigham, Anna Sullivan, Amy Bonner, Blair Catlin Brown, Dawn Alexander, JCR, Justin Richards, Kiley Thompson, Mike Matthews, Monica Moriak, Nicolas Kennedy, Shelley Meadowcroft, Taylor Hawk, Tracey Lane, VJ Leonard, Michael McKibbin, Jon Neubauer, Jeannette Wilt, Cristy Wright.

[Audio Recording of Meeting](#)

Welcome/Introductions

The Chair began the meeting at 4:31 p.m. Tina Shockley conducted a roll call and confirmed that a quorum was present.

Chair Holodick welcomed everyone and provided brief opening remarks. He noted this was potentially the final meeting where this group would take action on direct compensation, and expressed gratitude for all the work the Committee and the finance working group has done over the past several months.

Approval of August 14, 2023 Meeting Minutes

The Chair requested a motion to approve the minutes from the August 14, 2023 meeting. Senator Pettyjohn motioned to approve and Jonathan Starkey seconded the motion. Stephanie Ingram abstained from the vote as she was not present at the August 14th meeting. All other members were in favor and the motion carried. The meeting minutes were approved.

In Old Business, Chair Holodick introduced Dr. Sara Hale to review additional information about the recommendation regarding information technology staff. Dr. Hale reminded the committee that there is not currently a unit established for this employee group and therefore districts are currently funding these positions in a variety of ways. She shared data gathered in response to questions raised in the August PECC meeting, including information about current funding sources, average salaries in neighboring states, and the average salaries for information

technology staff in the Department of Technology and Information. She restated that the proposed recommendation is to establish units for these positions with a ratio of 1:200 Division 1 units in FY25, paid on the 1305 scale, with a guaranteed minimum of one unit per district.

Chair Holodick motioned to vote on creating 1:200 Division 1 units in FY25 with a guaranteed minimum of one unit with the caveat that the final PECC report include vacancy data for each of the employee groups that have been addressed by the committee. The motion was seconded by Representative Williams. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 13 Yes votes (Heath Chasanov, Tammy Croce, Sara Hale, Mark Holodick, Stephanie Ingram, David Kohan, Ruth Ann Miller, Brian Pettyjohn, Jonathan Starkey, Courtney Stewart, Laura Sturgeon, Sean Sokolowski, Kimberly Williams);
- 0 No votes; and,
- 0 Abstentions.

In New Business, Dr. Sarah Barzee introduced a summary of the recommendations made by the committee thus far. Chair Holodick again expressed gratitude for the amount of work done by the committee to arrive at this point.

In Next Steps, PECC members will be presented with a draft of the final report and asked to share their feedback asynchronously. Chair Holodick noted that the committee will only meet in October if necessary.

David Kohan shared a brief update on the Teacher Career Ladder Working Group which has now been established and will meet monthly. This working group will be co-led by David Kohan and Margie Lopez-Waite, with support from WestEd. He stated that they are charged with addressing items 4-7 in Senate Bill 100 and noted that their September meeting would focus on defining “teacher leadership”. Representative Williams requested the working group look specifically at special education teachers holding dual certification.

Public Comment

Mike Matthews provided public comment, asking that the committee consider the equitable distribution of any new IT employee units, and expressed a desire to see additional funding for paraprofessionals, food service workers, secretaries, and custodians beyond FY25.

Adjournment

Dr. Barzee asked for a motion to adjourn the meeting. Representative Williams motioned to adjourn and Senator Sturgeon seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 5:26 p.m.

Respectfully Submitted,
Anna Sullivan for WestEd



Public Education Compensation Committee (PECC) Meeting

September 18, 2023
4:30 - 6:00 PM



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Roll Call



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Approval of Meeting Minutes



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Welcome and Remarks



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Meeting the Charge of SB 100

1. Make recommendations that **strengthen Delaware's ability to compete with regional school districts** in recruiting and retaining qualified and diverse educators.
2. Make recommendations for **competitive base pay for educators at all steps** in the compensation structure.
3. Make recommendations for achieving competitive career level earnings in fewer, more meaningful steps.
4. Specify how educators can achieve additional opportunities for career advancement...based on acquisition of relevant degrees, certifications, and competencies, the acceptance of leadership responsibilities, and must fairly compensate for additional professional responsibilities.
5. Make recommendations that include approaches to the acquisition of skills and knowledge that are timely, relevant, and affordable.
6. Provide recommendations on the creation of leadership roles through which educators will receive additional compensation for assuming leadership responsibilities.
7. Additional compensation for professional responsibilities that are not generally required in the classroom
8. Applicability of new system for individuals paid under §§ 1305, 1306, 1307, 1310 and 1321
9. **Increase base levels of pay for education support staff as defined by §§ 1308, 1311, 1322, and 1324**
10. Identify and consider adopting state **pay scales for job categories where one does not exist.**

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Title 14, Chapter 13 Salaries and Working Conditions of School Employees

- 1305** Basic salary schedule for **teachers, nurses, principals, superintendents, and other administrative and supervisory employees**
- 1306** Salary schedule for **chief school officers**
- 1307** Salary schedule for **principals** subordinate to a chief school officer
- 1308** Salary schedules for **administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks**
- 1311** Salary schedule for **school custodians**
- 1322** Salary schedule for **school food service employees**
- 1324** Salary schedule for **paraprofessionals**

Note: SB100 also addresses job categories where state pay scales do not exist, including bus drivers and information technology employees.

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Scope and Sequence to Address SB100

Employee Group	Presentation and Discussion	Decision/ Recommendation
1305 Teachers, nurses, principals, superintendents, and other administrative and supervisory employees	January	March
1308 Administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks	March	April
1311 School custodians	March	April
1322 School food service employees	May	June
1324 Paraprofessionals	May	June
Bus drivers	June	August
Information technology employees	August	September
Cumulative review of recommendations	September	N/A
Career Ladder	TBD	TBD

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Information Technology (IT) Employees



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IT Employees Overview

- The State does not currently provide units for IT employees, leaving districts to fund these positions out of other earned units or funding sources.
- Currently, IT employees are paid across a variety of salary scales including educator, custodian, paraprofessional, and others.
- There are approximately 180 full time equivalent IT employees in the districts and charter schools across Delaware.


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Public Education IT Staff by Salary Scale (Districts only)

	1305	Custodian	Para	Secretary	Total:
Technician	49	38	17	18	122
Specialist	18	21	0	6	45
Supervisor	18	1	0	0	19
Total:	85	60	17	24	186

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Average Salary Scale by State

	DE Districts Salary	MD Border Districts Salary	PA Border Districts Salary
Technician Average	\$57,603	\$52,202	\$56,277**
Specialist Average	\$69,842	\$71,833	\$83,711*
Supervisor Average	\$111,750	\$123,068**	\$116,365**
Total Average	\$79,731	\$75,200	\$97,120

* two districts responding
**one district responding

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Department of Technology & Information Average Salaries

Fiscal 2024 Salary

Classification	Minimum	Maximum	Average
Desktop End User Support	\$55,239	\$62,280	\$58,269
Telecommunications/Network Technicians	\$65,284	\$77,100	\$69,186
Team Directors	\$108,00	\$119,065	\$111,376

Numbers are based on actual employee salaries.


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Public Ed Average Salary - FY 2024

	Average Salary
Technician Average	\$73,553
Specialist Average	\$79,189
Supervisor Average	\$116,469
Total Average	\$89,737


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Delaware Comparison for FY24

	Public Education Average Salary	DTI Average Salary
Technician Average	\$73,553	\$58,269
Specialist Average	\$79,189	\$69,186
Supervisor Average	\$116,469	\$111,376
Total Average	\$89,737	\$79,610

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IT Employee Recommendation Cost to the State

Proposed recommendation: In FY25, create a new unit of funding at 1:200 Division 1 Units for Technology.

	Total State Cost with OECs	Total Local Cost with OECs	Combined State and Local Cost
FY25	\$6,926,517	\$2,400,914	\$9,327,430
Total Cost:	\$6,926,517	\$2,400,914	\$9,327,430

*fractional units are earned with a guaranteed minimum of 1; units are 12 month

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Discussion & Committee Action




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Recommendations Overview



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 <h2 style="margin-left: 20px;">Recommendations Overview</h2>						
Employee Group	Recommendation	FY25	FY26	FY27	FY28	Total per Employee Group:
1305: Teachers and Professional Staff	2% + \$1,875	\$51,838,806	\$52,552,715	\$53,599,083	\$54,668,393	\$212,658,997
1308: Secretaries	2% + \$500 & 5 to 3 collapse	\$1,407,799	-	-	-	\$1,407,799
1311: Custodians	2% & 6 to 4 collapse & stipends	\$2,472,787	-	-	-	\$2,472,787
1322: Food Service	2.5%	\$1,771,234	-	-	-	\$1,771,234
1324: Paraprofessionals	1% & stipends	\$3,096,586	-	-	-	\$3,096,586
Bus Drivers	\$25 per hour	\$4,847,348	-	-	-	\$4,847,348
IT Employees	<i>1:200 Division 1 Units for Technology</i>	\$6,926,517	-	-	-	\$6,926,517
Total per Year:		\$72,361,077	\$52,552,715	\$53,599,083	\$54,668,383	\$233,181,268

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Next Steps

- Send draft final report to PECC Members



Upcoming Meeting Schedule

October 16, 2023, <i>if needed*</i>
November 13, 2023, <i>if needed*</i>

*Note: The Act (SB100) requires the Committee to present its recommendations to the Governor no later than November 15, 2023, so that the recommendations may be included in the Governor's recommended budget for fiscal year 2025.

Update: Teacher Career Ladder Working Group (TCLWG)



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Public Comment

- Members of the public are welcome to speak before the PECC during the scheduled public comment period as noted on the publicly posted meeting agendas. Interested persons should:
 - (1) send their name, the name of the group they represent and the topic of their comment via email to DOE, **ideally 7 days in advance of the meeting**, to request to have their name put on the public comment list for the upcoming meeting;
 - OR (2) **raise their hand during the meeting**. Those who register ahead of time will be called on by the facilitator to provide public comment first, followed by those who raise their hand during the meeting.
- In order to provide all members of the public with an equal opportunity to speak before the PECC, **each individual is limited to two minutes**, unless otherwise noted at the beginning of the meeting.
- Public comments received by DOE 7 days in advance will be sent to members with advance meeting materials via email. All written public comments will be included with the meeting minutes and publicly posted following each committee meeting.

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Public Comment



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Thank You



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