

FY 24 – Paychecks beginning Sept 22, 2023

- Include the 3% increase for all education employees and the additional 6% for teachers and specialists.
- Setting the 6% up this way allows Teachers & Specialists to get a step ahead in compensation without having to include Admin in 1305 in the increase
- State share base unit increases by 3% = \$31,692 (*Calculations = \$30,769 x 1.03*)
\$923 increase from FY 23
- Adding on the 6% Supplement = **\$33,594** total for the state share base unit.



Sample Educators

We will follow three sample educator salaries over the course of the next five fiscal years to show what these increases will look like from FY24-FY28.

Fiscal Year 24

Educator 1: Bachelors (Step 5)

- Base unit increases by 3 % = \$31,692 ($\$30,769 \times 1.03$)
- Bachelors @ Step 5 index value = 1.07857
- Bachelors @ Step 5 state share = \$34,182
- 6% supplement = \$2,051
- Total state salary = \$36,233

Educator 2: Masters +30 (Step 14)

- Base unit increases by 3 % = \$31,692 ($\$30,769 \times 1.03$)
- Masters+30 @ Step 14 index value = 1.63605
- Masters+30@ Step 14 state share = \$51,850
- 6% supplement = \$3,111
- Total state salary = \$54,961

Educator 3: Doctorate (Step 10)

- Base unit increases by 3 % = \$31,692 ($\$30,769 \times 1.03$)
- Doctorate @ Step 10 index value = 1.56610
- Doctorate @ Step 10 state share = \$49,633
- 6% supplement = \$2,978
- Total state salary = \$52,611



FY 25 – Paychecks beginning Mid Sept, 2024

- Include the 3% increase from FY 24 (6% Supplement to be replaced by PECC first step)
- Includes the PECC first step of **2% and a flat \$1,875** for anyone in 1305 (teachers, specialists & admin)
- State share base unit increase by 2% + \$1,875 = **\$34,201**
(Calculations = $\$31,692 \times 1.02 + \$1,875$) \$607 increase from FY 24 (including the 6%)



Sample Educators FY 25

Fiscal Year 25

Educator 1: Bachelors (Step 6)

- Base unit increases by 2% + \$1,875 = \$34,201 ($\$31,692 \times 1.02 + \$1,875$)
- Bachelors @ Step 6 index value = 1.11308
- Bachelors @ Step 6 state share = \$38,068

Educator 2: Masters +30 (Step 15)

- Base unit increases by 2% + \$1,875 = \$34,201 ($\$31,692 \times 1.02 + \$1,875$)
- Masters+30 @ Step 15 index value = 1.67052
- Masters+30@ Step 15 state share = \$57,133

Educator 3: Doctorate (Step 11)

- Base unit increases by 2% + \$1,875 = \$34,201 ($\$31,692 \times 1.02 + \$1,875$)
- Doctorate @ Step 11 index value = 1.60069
- Doctorate @ Step 11 state share = \$54,745



FY 26 – Paychecks beginning Mid Sept, 2025

- Includes the PECC **SECOND** 2% and a flat \$1,875 for anyone in 1305
- State share base unit increase by 2% + \$1,875 = **\$36,760**

*(Calculations = \$ 34,201 x 1.02 + \$1,875) **\$2,559 increase from FY 25***



Sample Educators FY 26

Fiscal Year 26

Educator 1: Bachelors (Step 7)

- Base unit increases by 2% + \$1,875 = \$36,760 ($\$34,201 \times 1.02 + \$1,875$)
- Bachelors @ Step 7 index value = 1.14851
- Bachelors @ Step 7 state share = \$42,219

Educator 2: Masters +30 (Step 16)

- Base unit increases by 2% + \$1,875 = \$36,760 ($\$34,201 \times 1.02 + \$1,875$)
- Masters+30 @ Step 16 index value = 1.70500
- Masters+30@ Step 16 state share = \$62,676

Educator 3: Doctorate (Step 12)

- Base unit increases by 2% + \$1,875 = \$36,760 ($\$34,201 \times 1.02 + \$1,875$)
- Doctorate @ Step 12 index value = 1.63605
- Doctorate @ Step 12 state share = \$60,141



FY 27 – Paychecks beginning Mid Sept, 2026

- Includes the PECC **THIRD** 2% and a flat \$1,875 for anyone in 1305
- State share base unit increase by 2% + \$1,875 = **\$39,370**
*(Calculations = \$ 36,760 x 1.02 + \$1,875) **\$2,610 increase from FY 26***



Sample Educators FY 27

Fiscal Year 27

Educator 1: Bachelors (Step 8)

- Base unit increases by 2% + \$1,875 = \$39,370 ($\$36,760 \times 1.02 + \$1,875$)
- Bachelors @ Step 8 index value = 1.18302
- Bachelors @ Step 8 state share = \$46,575

Educator 2: Masters +30 (Step 17)

- Base unit increases by 2% + \$1,875 = \$39,370 ($\$36,760 \times 1.02 + \$1,875$)
- Masters+30 @ Step 17 index value = 1.74018
- Masters+30@ Step 17 state share = \$68,511

Educator 3: Doctorate (Step 13)

- Base unit increases by 2% + \$1,875 = \$39,370 ($\$36,760 \times 1.02 + \$1,875$)
- Doctorate @ Step 13 index value = 1.67052
- Doctorate @ Step 13 state share = \$65,768



FY 28 – Paychecks beginning Mid Sept, 2027

- Includes the PECC **FOURTH** 2% and a flat \$1,875 for anyone in 1305
- State share base unit increase by 2% + \$1,875 = **\$42,032** (*State/Local = \$60k*)
(*Calculations = \$ 39,370 x 1.02 + \$1,875*) **\$2,662 increase from FY 27**



Sample Educators FY 28

Fiscal Year 28

Educator 1: Bachelors (Step 9)

- Base unit increases by 2% + \$1,875 = \$42,032 ($\$36,760 \times 1.02 + \$1,875$)
- Bachelors @ Step 9 index value = 1.21750
- Bachelors @ Step 9 state share = \$51,174

Educator 2: Masters +30 (Step 18)

- Base unit increases by 2% + \$1,875 = \$42,032 ($\$36,760 \times 1.02 + \$1,875$)
- Masters+30 @ Step 18 index value = 1.74018
- Masters+30@ Step 18 state share = \$73,143

Educator 3: Doctorate (Step 14)

- Base unit increases by 2% + \$1,875 = \$42,032 ($\$36,760 \times 1.02 + \$1,875$)
- Doctorate @ Step 14 index value = 1.70500
- Doctorate @ Step 14 state share = \$71,665



Sample Educator Salary Overview

	FY24	FY25	FY26	FY27	FY28
EDUCATOR 1: BACHELORS (STEP 5)	\$36,233	\$38,068	\$42,219	\$46,575	\$51,174
EDUCATOR 2: MASTERS +30 (STEP 14)	\$54,961	\$57,133	\$62,676	\$68,511	\$73,143
EDUCATOR 3: DOCTORATE (STEP 10)	\$52,611	\$54,745	\$60,141	\$65,768	\$71,655



FY 24 Budget Bill Language (HB 195) 3% Increase

Amend 14 Del C. § 1305(b) by making deletions as shown by strikethrough and insertions as shown by underline as follows:

(b) The base salary amount for this section, from the first day of the first full pay cycle of the fiscal year, through the last day of the pay cycle that contains the last day of the fiscal year, shall be ~~\$30,769~~ \$31,692. The Bachelor's Degree, 0-year experience point on the index is defined as the base and has an index value of 1.000



FY 24 Budget Bill Language (HB 195) 6% Increase

(7) Section 1 of this Act appropriates \$40,000.0 in the Office of Management and Budget, Contingencies and One-Time Items (10-02-11) in Education Compensation Contingency. These funds shall provide a 6.0 percent salary supplement to non-administrator public education employees paid pursuant to 14. Del. C. §1305, in addition to the general salary increase provided to all state employees.

- (i) This salary supplement shall be calculated based on the state share of the eligible employee's salary, after the application of the general salary increase and any step movement.
- (ii) It is the intent that this supplement be provided to employees who provide instructional and support services who are paid pursuant to 14 Del. C. §1305. Employees paid pursuant to 14 Del. C. §1305 who also receive a salary supplement for administrative responsibilities pursuant to 14 Del. C. §1306, §1307, and §1321 shall not be eligible to receive the salary supplement. Local education agencies shall have the discretion to exclude staff who do not adhere to the intended eligibility of this supplement, as defined in this section.
- (iii) In accordance with Section 8(m)(6) of this act, the supplement shall be effective the first day of the first full pay cycle of the fiscal year. **(iv) It is the intent that the supplement serve as an initial investment in future recommendations of the Public Education Compensation Committee, in accordance with 14 Del. C. §1337**

