Compensation Explanation Webinar

This webinar will begin momentarily.
Welcome to our Compensation Explanation Webinar!

Stephanie Ingram
DSEA President
PECC Recommendations for Education Support Professionals
Current PECC ESP Recommendations

• Secretaries (1308)
  • Collapse existing classifications from five to three on the state scale (NOT LOCAL)
  • Add a one-time 2% increase with a $500 flat increase on top of the proposed general salary increase of 3% for fiscal year 2024 to the state share
Current PECC ESP Recommendations

- Custodians (1311)
  - Collapse classifications (State, NOT LOCAL) from 6 to 4
  - One-time 2% flat increase
Current PECC ESP Recommendations

• Food Service Workers (1322)
  • One-time 2.5% salary increase for all in fiscal year 25, in addition to any general salary increases made in that year
Current PECC ESP Recommendations

- Paraprofessionals (1324)
  - Associate’s Degree and ParaPro Certification stipend increase to $1,000
  - Creation of a Bachelor’s Degree stipend of $2,000
  - Overall 1% increase in FY25 in addition to any general salary increase in that year.
Current PECC ESP Recommendations

- **Transportation**
  - Create a state salary schedule for bus drivers (since there isn’t one currently) starting at $25 per hour in Step 1 with a 1% increase between steps up to Step 15.
  - Bus aides: currently funded through the formula based on the paraprofessional salary schedule. As such, state funding for bus aides would be addressed through any modifications to the service paraprofessional salary schedule.
  - These will be discussed and voted on during the August 14th PECC meeting, so please make sure to watch this meeting and sign up to offer public comment if you would like.
Delaware’s Fiscal Year 2024 Budget

Taylor Hawk
DSEA Director of Legislative and Political Strategy
Compensation Timeline

• Jan 17, 2023 – Gov’s Press Conference
• Jan 26, 2023 – Gov Releases Recommended Budget
• Feb 21, 2023 – JFC Hearings on Educator Compensation
• March 13, 2023 – PECC Votes on Teacher Comp Recommendations
• June 20, 2023 – House Bill 195 (Budget Bill Introduced)
• June 30, 2023 – Governor Carney signs HB 195
DOVER, Del. – Surrounded by teachers, administrators, members of the General Assembly, and advocates, Governor Carney on Tuesday announced significant investments in public education across Delaware. Investments that will be included in the Fiscal Year 2024 budget are:

- A 3 percent raise for all who work in public education.
- A total of a 9 percent raise for teachers.
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
(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
Salary Calculations

Jon Neubauer
DSEA Director of Education Policy
Calculating Salary - Teachers and Specialists

- Salaries are comprised of both a **state share** (approx. 70%) and **local share** (approx. 30%)
- “Paid under Title 14, Section 1305” - [https://delcode.delaware.gov/title14/c013/index.html](https://delcode.delaware.gov/title14/c013/index.html)
  - § 1305. Basic salary schedule for teachers, nurses, principals, superintendents, and other school employees.
    - Section 1305 (a) - index table which contains index values by which the base salary is multiplied to calculate state share salaries for every step and lane.
    - Section 1305 (b) - establishes the state share “base salary”, which is the state share at the Bachelor’s level, Step 1 (0 years of experience).
    - To calculate state share, multiply the base salary from 1305(b) by the appropriate index value in 1305(a).
Calculating Salary - Teachers and Specialists

(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. The Bachelor’s Degree, 0-year experience point on the index is defined as the base and has an index value of 1.000. This amount is intended to be the equivalent of 70 percent of a recommended average total competitive starting salary. All other salary amounts shall be determined by multiplying the base salary amount by the index value that corresponds with the appropriate training and experience cell, and then rounding to the nearest whole dollar.

Example - Bachelor’s at Step 5 (SY 2022-2023):
- Index value from 1305(a)- 1.07857
- FY24 base salary from 1305(b)- $30,769
- Total state share- 1.07857 x $31,692 = $33,186.52

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©2023 DELAWARE STATE EDUCATION ASSOCIATION
FY 24 – Paychecks beginning Sept 22, 2023

- Include the 3% increase for all education employees (for teachers and specialists, that is on the base salary) and the additional 6% for teachers and specialists.

- Had to set-up the 6% this way because it only applies to Teachers & Specialists in this upcoming school year.

- State share base unit increases by 3% = $31,692 \( (Calculations = $30,769 \times 1.03) \)

  $923 increase from FY 23

- Adding on the 6% Supplement = $33,594
Sample Educators

We will follow three sample educator salaries over the course of the next five fiscal years. FY24-FY28.

Fiscal Year 24

Educator 1: Bachelors (Step 5)
- Base unit increases by 3% = $31,692 ($30,769 x 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 x 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 x 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
The PECC proposed four-year plan includes a 2% plus $1,875 annual increase to the base salary under Section 1305(b) each year of the four-year plan beginning in Fiscal Year 2025 and continuing through Fiscal Year 2028.

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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

  \[(\text{Calculations} = \$31,692 \times 1.02 + \$1,875)\] $607 increase from FY 24 (with 6%)
Sample Educators

We will follow three sample educator salaries over the course of the next five fiscal years. FY24-FY28.

Fiscal Year 25

Educator 1: Bachelors (Step 6)
- Base unit increases by 2% + $1,875 = $34,201 ($31,692 x 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 x 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 x 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 \times 1.02 + $1,875) $2,559 increase from FY 25
Sample Educators

We will follow three sample educator salaries over the course of the next five fiscal years. FY24-FY28.

Fiscal Year 26

Educator 1: Bachelors (Step 7)
- Base unit increases by 2% + $1,875 = $36,760 ($34,201 x 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 x 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 x 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
We will follow three sample educator salaries over the course of the next five fiscal years. FY24-FY28.

Fiscal Year 27

**Educator 1: Bachelors (Step 8)**
- Base unit increases by 2% + $1,875 = $39,370 ($36,760 x 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 x 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 x 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)  
  \[(Calculations = $39,370 \times 1.02 + $1,875)\] $2,662 increase from FY 27
Sample Educators

We will follow three sample educator salaries over the course of the next five fiscal years. FY24-FY28.

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

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Questions & Answers

Visit www.dsea.org/content/pecc-information for more information
Thank you for coming!

Visit [www.dsea.org/content/pecc-information](http://www.dsea.org/content/pecc-information) for more information