



Delaware State Education Association
Standing Strong for Student Success

Compensation Explanation Webinar

This webinar will begin momentarily.

Welcome to our Compensation Explanation Webinar!

Stephanie Ingram
DSEA President



Delaware State Education Association
Standing Strong for Student Success

**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

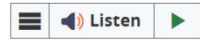
Compensation Timeline

- 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



Governor Carney Announces Raises for Delaware Teachers, Investments in Opportunity Funding, WLC

Department of Education | Governor John Carney | News | Office of the Governor | Date Posted: Tuesday, January 17, 2023



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.

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**



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/co13/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

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	0.96171	1	1.03829	1.07662	1.13408	1.17241	1.21071	1.24911	1.28744
2	0.97122	1.00962	1.04795	1.08624	1.1437	1.18203	1.22032	1.25865	1.29695
3	0.97985	1.01916	1.05746	1.09579	1.15325	1.19154	1.2287	1.26827	1.30657
4	1.01436	1.05265	1.09098	1.12938	1.18684	1.22513	1.26346	1.30176	1.34009
5	1.04314	1.07857	1.11308	1.14851	1.20021	1.23468	1.27778	1.31611	1.35441
6	1.07857	1.11308	1.14851	1.18302	1.23468	1.27015	1.30462	1.34009	1.37456
7	1.11308	1.14851	1.18302	1.2175	1.27015	1.30462	1.34009	1.37461	1.40904
8	1.14851	1.18302	1.2175	1.25296	1.30462	1.34009	1.37456	1.40941	1.4445
9	1.18302	1.2175	1.25296	1.28744	1.39185	1.42633	1.46169	1.49627	1.53163
10	1.2175	1.25296	1.28744	1.32191	1.42633	1.46169	1.49627	1.53163	1.5661
11	1.25296	1.28949	1.32191	1.35738	1.46169	1.49627	1.53163	1.5661	1.60069
12			1.35738	1.39185	1.49627	1.53163	1.5661	1.60069	1.63605
13			1.3938	1.42633	1.53163	1.5661	1.60069	1.63605	1.67052
14				1.46169	1.5661	1.60069	1.63605	1.67052	1.705
15				1.4793	1.60069	1.63605	1.67052	1.705	1.74046
16					1.63605	1.67222	1.705	1.74046	1.77494
17							1.74018	1.77671	1.81012

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- $1.07857 \times \$31,692 = \$33,186.52$

(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.



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 x 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 ($\$30,769 \times 1.03$)
- 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



PECC Base Salary Increase Recommendations (FY25-28)

FISCAL YEAR	STATE SHARE BASE SALARY
FY25	\$34,201
FY26	\$36,760
FY27	\$39,370
FY28	\$42,032

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.



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 (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 ($\$31,692 \times 1.02 + \$1,875$)
- 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

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 ($\$34,201 \times 1.02 + \$1,875$)
- 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

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 ($\$36,760 \times 1.02 + \$1,875$)
- 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

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

	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



Questions & Answers

Visit www.dsea.org/content/pecc-information
for more information



Delaware State Education Association
Standing Strong for Student Success

Thank you for coming!

Visit www.dsea.org/content/pecc-information
for more information