



# PUBLIC EDUCATION COMPENSATION COMMITTEE (PECC) RECOMMENDATIONS OVERVIEW

Delaware's Public Education Compensation Committee (PECC) is charged by Senate Bill 100 of the 151st General Assembly to recommend an enhanced compensation structure for school staff so that our state is better able to compete with regional school districts, private businesses and other agencies in recruiting and retaining a qualified and diverse education workforce.

The PECC will present its recommendations to the Governor no later than November 15, 2023, for consideration in the Governor's fiscal year 2025 recommended budget. The information below is intended to provide an overview of the compensation models that the committee has agreed upon, as of September 2023, to include in their recommendation.

In March of 2023, DSEA created the Public Education Compensation Committee (PECC) Information Website. We will continuously update this page with new information from the monthly PECC meetings, link to frequently asked questions from members, and take questions/concerns from educators on the topics addressed at these meetings. The website can be found at: <https://www.dsea.org/content/pecc-information>

## TEACHERS & SPECIALISTS

The PECC has agreed to recommend the following incremental increases on the state share of teacher and specialist salaries to achieve a state share minimum base salary of \$42,000 by FY2028.

Fiscal Year	State Share Base Salary
FY 25	\$34,201
FY 26	\$36,760
FY 27	\$39,370
FY 28	\$42,032

## PARAPROFESSIONALS

The PECC has agreed to recommend a 1% increase for all paraprofessionals in FY25 on the state share, and Associate Degree and ParaPro level certification stipend increase to \$1000 and create a Bachelor level stipend of \$2000

	State share with 3% Increase (FY24)	Adjusted State share with 1% Increase (FY25)
Service Para Step 1	\$23,835	\$24,073
Service Para Step 10	\$33,577	\$33,913
Instructional Para Step 1	\$26,822	\$27,090
Instructional Para Step 10	\$37,992	\$38,371

*Note: Salaries listed above do not include the Associate Degree, ParaPro level certification stipend nor do they include the recommended Bachelor level stipend.*

## IT PROFESSIONALS

The PECC has agreed to recommend creating a new unit of funding at 1:150 Division I Units for Technology.

*\* Fractional units are earned without a guaranteed minimum of 1; units are 12 months.*

## BUS DRIVERS

The PECC has agreed to recommend an increase in the hourly rate for bus drivers from the current rate of \$22.50 to a new hourly rate of \$25.00.

# SECRETARIES

The PECC has agreed to recommend collapsing the number of secretarial classifications from five (5) to three (3) and add a one-time 2% increase with a \$500 flat increase in FY25 to the state share.

	0 Years State Salary Contr. with 3% Increase (FY 24)	Collapsed Classification	Adjusted 0 Years Salary State Contr. with 2% +\$500 Increase (FY 25)
Clerk	\$20,395	Admin Assistant 1	\$22,986
Secretary	\$22,045		
Senior Secretary	\$22,940	Admin Assistant 2	\$24,404
Financial Sec.	\$23,435		
Administrative Secretary	\$24,255	Admin Assistant 3	\$25,240

Note: Local districts would not be required to adopt proposed state changes to employee titles. The salaries listed above assume a 2% General Salary increase in FY25 in addition to the PECC recommendations of 2% plus \$500.

# FOOD SERVICE WORKERS

The PECC has agreed to recommend a 2.5% increase to the state share for all food service employees in FY25.

	DE Step 1 Salary Schedule with 3% General Increase (FY 24)	DE Adjusted Step 1 Salary Schedule with 2.5% Increase (FY 25)
<b>General Worker</b>	\$14.64/hr	\$15.01/hr
<b>Lunch Cook</b>	\$15.53/hr	\$15.92/hr
<b>Manager, Below 351 Students</b>	\$22,239	\$22,795
<b>Manager, 351-500</b>	\$23,266	\$23,848
<b>Manager 501-800</b>	\$24,289	\$24,896
<b>Manager 801-1200</b>	\$25,311	\$25,944
<b>Manager 1201-1600</b>	\$26,320	\$26,978
<b>Manager 1601-2000</b>	\$27,561	\$28,250
<b>Manager 2,000 +</b>	\$28,176	\$28,880

# CUSTODIANS

The PECC has agreed to recommend collapsing the number of custodial classifications from six (6) to four (4) and add a one-time 2% increase plus a flat dollar increase in FY25 to the state share.

	Salary State Contribution with 3% Increase (FY 24)	Collapsed Classification & Increase	Adjusted State Contr. with 2% +Flat Increase (FY 25)
Custodian	\$23,640	Custodian (2% + \$439)	\$24,551
Custodian Firefighter	\$24,198	Asst Chief Custodian (2% + \$662)	\$25,344
Chief Custodian (5 or less)	\$24,482	Chief Custodian (2% + 883)	\$26,998
Chief Custodian (6 or more)	\$25,603		
Maintenance Mechanic	\$26,124	Skilled Maintenance/Craftsperson (2% + \$1,105)	\$28,257
Skilled Craftsperson	\$26,619		

Note: Local districts would not be required to adopt proposed state changes to employee titles. The salaries listed above assume a 2% General Salary increase in FY25 in addition to the PECC recommendations of 2% plus category increase.