



Delaware Public Education Compensation Committee: Final Recommendations

Submitted October 30, 2023

Table of Contents

Foundations for This Work	3
Committee Process Overview	3
Recommendations	4
Recommendation 1: 14 Del. C. §1305	4
Recommendation 2: 14 Del. C. §1308	5
Recommendation 3: 14 Del. C. §1311	6
Recommendation 4: 14 Del. C. §1322	7
Recommendation 5: 14 Del. C. §1324	8
Recommendation 6: Bus Drivers	9
Recommendation 7: Information Technology Professionals	9
Appendix A. Senate Bill No. 100: An Act to Amend Title 14 of the Delaware Code Relating to the Public Education Compensation Committee	10
Appendix B. Public Education Compensation Committee Members and Working Groups	15
Appendix C. Summary of Recommendations and Costs	17
Appendix D. Delaware Educator Vacancies	18
Appendix E. Draft Legislation	21
Appendix F. Meeting Materials and Information that Informed Recommendations	36

Foundations for This Work

On May 3, 2022, the Delaware General Assembly introduced Senate Bill 100: An Act to Amend Title 14 of the Delaware Code Relating to the Public Education Compensation Committee (PECC). The Act was signed into law by the Governor on June 30, 2022.

The legislation was introduced in the context of nationwide shortages of teachers and other education personnel, and new data that highlighted the role of compensation. Recognizing the critical role of teachers and all education personnel in supporting student learning, and the very real and urgent educator recruitment and retention challenges in the state, Senate Bill 100 established the PECC to review Delaware’s educator compensation structure and its ability to compete with regional school districts, Delaware’s private business sector, and other governmental agencies and to develop recommendations to establish a new compensation structure for educators in Delaware (See Senate Bill 100 in Appendix A).

The PECC was chaired by the Secretary of Education and included the following members: Controller General, Director of the Office of Management and Budget, President of the Delaware State Education Association, Executive Director of the Delaware Association of School Administrators, an educator appointed by the Senate President Pro Tempore, two school financial officers (CFOs) appointed by the Governor, a school superintendent appointed by the Governor, a charter school administrator appointed by the Speaker of the House, a representative of the Office of the Governor, Chair of the House Education Committee, Chair of the Senate Education Committee, a member from the House minority caucus appointed by the Speaker of the House, and a member from the Senate minority caucus appointed by the President Pro Tempore (see list of committee members in Appendix B).

Committee Process Overview

The PECC met 15 times (from July 2022 to October 2023), resulting in the recommendations set forth in this report. The Department of Education, contracted WestEd, an independent, nonpartisan research, development and service agency, to support, prepare materials for, and facilitate these meetings; conduct data collection and analysis; and develop the final report of the PECC’s recommendations. Early on, a “working group” of finance experts, including the two school financial officer members of PECC, was created. To provide the PECC with options for consideration, these financial experts developed cost models and recommendations for consideration by the full PECC. A second working group focused on teacher leadership and career ladders was subsequently launched in August 2023, and will deliver recommendations specific to this charge by July 2024 (see #3-7 in Appendix A).

The PECC followed structured meeting and decision-making protocols to facilitate discussion and corresponding votes on each recommendation according to a meeting scope and sequence. This process ensured each recommendation was informed by data, dialogue, opportunities for stakeholder input, and consideration of multiple options. Several cross-cutting

considerations were raised early on, including total compensation, the state's codified salary schedule, local versus state contributions, and statewide minimum salaries.

In addition, throughout the PECC's deliberations, a tension re-surfaced regarding balancing a bold and aspirational recommendation with a realistic recommendation likely to be adopted. On March 14, 2023, the Secretary of Education sent the PECC members a letter that clarified that the PECC can and will prioritize being both aspirational and realistic for the consideration and hopeful adoption by both current and future Delaware leaders.

Recommendations

Below are the seven recommendations of the PECC. The aggregate four-year cost to the state is **\$232,216,411**.

The costs associated with each of the seven recommendations for Fiscal Years (FY) 2025 through 2028 are outlined in Appendix C. Draft legislation for the adoption of these recommendations is provided in Appendix E. It is important to note that although these estimates include statewide public education staff, charter schools are not required by Delaware law to compensate their staff in accordance with state salary schedules.

Recommendation 1: 14 Del. C. §1305

To strengthen Delaware's ability to compete with regional school districts in recruiting and retaining qualified and diverse educators, on March 13, 2023, **the PECC voted to provide all Delaware public education employees covered under 14 Del. C. §1305 (teachers, nurses, principals, superintendents, and other administrative and supervisory employees) a 2% percent and \$1,875 flat rate increase to the base salary each year, over 4 years between FY 2025 and FY 2028**. This increase will bring the state share of the base educator salary to 70 percent of the total target salary of \$60,000 in FY 2028, in accordance with the intent set forth in 14 Del. Code §1305(b).

This recommendation was based upon the PECC's review of national and regional salary data, benefit options and pension offerings, with a particular focus on educator salary data in the contiguous border districts in Maryland and Pennsylvania (see Appendix F for a link to meeting materials from December 2022 through March of 2023, containing data that informed this recommendation).

Key areas of discussion during the December 2022, January 2023 and February 2023 meetings included expectations around the local district share associated with a recommended salary increase, balancing aspirational recommendations while remaining fiscally responsible, and the length of time appropriate for the phase-in of the recommended salary increase.

Table 1. Yearly Costs of Recommended Teacher and Administrator Salary Increase

Employee Group	Recommendation	FY25	FY26	FY27	FY28	Total
1305: Teachers and Administrators	2% + \$1,875	\$51,838,806	\$52,552,715	\$53,599,083	\$54,668,393	\$212,658,997

The total cost to the State for Recommendation 1, including other employment costs (OECs), is \$212,658,997.

Recommendation 2: 14 Del. C. §1308

To ensure that pay for education support staff covered under 14 Del. C. §1308 (administrative secretaries, financial secretaries, senior secretaries, and clerks) is competitive with other districts in Maryland and Pennsylvania, on April 17, 2023, **the PECC voted to collapse the employment classifications covered under this section from five lanes** (Clerk, Secretaries, Senior Secretaries, Financial Secretaries, and Administrative Secretaries) **to three lanes** (Secretaries, Financial Secretaries, and Administrative Secretaries), **and provide a 2% plus \$500 flat rate increase in FY 2025.** This recommendation is in addition to any general salary policy increases to be considered for state employees.

This recommendation was based upon the PECC’s review of the base salaries for the five secretarial positions in each of Delaware’s school districts and neighboring districts in Maryland and Pennsylvania and comparisons of the average base salaries (see Appendix F for a link to meeting materials from March and April of 2022, containing data that informed this recommendation). There were challenges with gathering data outside of Delaware for the entry-level Clerk position, but data confirmed the base salary for the Secretarial role begins at \$31,445 in Delaware, \$32,074 in bordering districts in Maryland, and \$35,190 in bordering districts in Pennsylvania. Discussions in March and April 2023 considered total salary, the Governor’s proposed FY 2024 general salary increase, and local contract and collective bargaining language that may not allow the state designation changes to translate to local changes in some districts.

Table 2. Current and Recommended Salary Structure for Administrative Assistants

	DE 0 Years Salary State Contribution with 3% General Increase (FY24)	Collapsed Classification	Adjusted 0 Years Salary State Contribution with 2% + \$500 Increase (FY25)
Clerk	\$20,395	Administrative Assistant I	\$22,986
Secretary	\$22,045		
Senior Secretary	\$22,940	Administrative Assistant II	\$24,404
Financial Secretary	\$23,435		
Administrative Secretary	\$24,255	Administrative Assistant III	\$25,240

The total cost to the state for Recommendation 2, including other employment costs (OECs), is: **\$1,407,799.**

Recommendation 3: 14 Del. C. §1311

To ensure that pay for education support staff covered under 14 Del. C. §1311 (school custodians) is competitive with other districts in the region, on April 17, 2023 **the PECC voted to collapse the employment classifications covered under this section from six lanes** (Custodian, Custodian Firefighter, Chief Custodian (≤5 years), Chief Custodian (6+ years), Maintenance Mechanic, and Skilled Craftsperson) **to four lanes** (Custodian, Assistant Chief Custodian, Chief Custodian, and Skilled Maintenance/ Craftsperson) **and provide a 2% salary increase in FY 2025, build existing stipends into the base salary schedules at the appropriate classifications and create a new stipend for the highest classification.**

This recommendation was based upon the PECC’s review of the base salaries for custodial positions in each of Delaware’s school districts and neighboring districts in Maryland and Pennsylvania and comparisons of the average base salaries (see Appendix F for a link to meeting materials from March and April of 2022, containing data that informed this recommendation). For example, average entry level custodial salaries begin at \$30,640 in Delaware, \$30,701 in bordering districts in Maryland, and \$30,607 in bordering districts in Pennsylvania. Discussions in March and April 2023 considered the existing employee classifications and differentiation between positions (e.g., chief custodian, maintenance mechanics and skilled craftspersons), and the differences between the elementary and high school chief custodian role. The respective responsibilities for each role were discussed, as well as the pay differences, and impact on recruitment, between school-based skilled craftspersons and those in other sectors.

Table 3. Current and Recommended Salary Structure for Custodians

Current Classifications	Salary State Contribution with 3% General Increase (FY24)	Collapsed Classification and Increase	Adjusted State Contribution with 2% + Flat Increase (FY25)
Custodian	\$23,640	Custodian (2% + \$439)	\$24,551
Custodian Firefighter	\$24,198	Assistant Chief Custodian (2% + \$662)	\$25,344
Chief Custodian (5 or Fewer Custodians)	\$24,482	Chief Custodian (2% + \$883)	\$26,998
Chief Custodian (6 or More Custodians)	\$25,603		
Maintenance Mechanic	\$26,124	Skilled Maintenance/Craftsperson (2% + \$1,105)	\$28,257
Skilled Craftsperson	\$26,619		

The total cost to the state for Recommendation 3, including other employment costs (OECs), is **\$2,472,787**.

Recommendation 4: 14 Del. C. §1322

To ensure that pay for education support staff covered under 14 Del. C. §1322 (food service employees) is competitive with other districts in the region, on June 12, 2023 **the PECC voted to provide a one-time across-the-board 2.5% salary increase for FY 2025. This recommendation raises the minimum food service worker salary from \$14.64/hour to \$15.01/hour, ensuring that minimum wage requirements will be met.**

This recommendation was based upon the PECC’s review of the base salaries for three food service positions (General Worker, Lunch Cook, and Manager) in each of Delaware’s school districts and neighboring districts in Maryland and Pennsylvania and comparisons of the average base salaries (see Appendix F for a link to meeting materials from May and June of 2023, containing data that informed this recommendation). For each of the three positions, both base salaries and Step 10 salary comparisons were made. For example, average entry level food service salaries begin at a competitive \$17.13/hour level in Delaware, compared to \$14.30/hour in bordering districts in Maryland, and \$16.77/hour in bordering districts in Pennsylvania; for managers, salaries begin at \$28,609 in Delaware, \$23,841 in bordering districts in Maryland, and \$24,417 in bordering districts in Pennsylvania. During the May

meeting, the PECC members considered total salary for different types of school food service workers, and the part- or full-time nature of their work.

The total cost to the state for Recommendation 4, including other employment costs (OECs), is: \$1,771,234.

Recommendation 5: 14 Del. C. §1324

To ensure that pay for education support staff covered under 14 Del. C. §1324 (paraprofessionals) is competitive with other districts in the region, on June 12, 2023 **the PECC voted to provide a one-time 1% salary increase for FY2025, an increase in the Associate's Degree and ParaPro certification stipend to \$1,000, and the creation of a new Bachelor's degree stipend of \$2,000.**

This recommendation was based upon the PECC's review of the base salaries for two paraprofessional positions: Service Paraprofessionals and Instructional Paraprofessionals. The PECC reviewed salary data in each of Delaware's school districts and neighboring districts in Maryland and Pennsylvania and comparisons of the average base salaries (see Appendix F for a link to meeting materials from May and June of 2023, containing data that informed this recommendation). For each position, both base salaries and Step 10 salary comparisons were made.

Based on the State's prior reviews and efforts around paraprofessional salaries, between 2008 and 2016 paraprofessional scale was collapsed from 24 to 10 steps and paraprofessionals received 2% to 6% salary increases each year, for a total of a 26.1% salary increase between 2008-2016. As a result, Delaware's salaries are currently competitive. For example, average entry level Service Paraprofessional salaries begin at a competitive \$28,220 level in Delaware, compared to \$20,473 in bordering districts in Maryland, and \$21,715 in bordering districts in Pennsylvania; for Instructional Paraprofessionals, salaries are similarly competitive, beginning at \$29,970 in Delaware, \$21,513 in bordering districts in Maryland, and \$22,672 in bordering districts in Pennsylvania. In addition to their salaries, Instructional Paraprofessionals currently receive an annual stipend of \$662 if they have an Associate's degree and 60 semester credits (or pass a comprehensive test). Finding that Delaware already is regionally competitive, during the May meeting it was noted that state resources should be directed to the groups whose salaries are not currently regionally competitive.

Of note, in developing this recommendation, the PECC members noted that many paraprofessional positions are federally funded and that the state will not be funding these federally-supported positions.

The total cost to the state for Recommendation 5, including other employment costs (OECs), is: \$3,096,586.

Recommendation 6: Bus Drivers

Senate Bill 100 also required the PECC to consider job categories where pay scales do not exist, including school bus drivers. To ensure that pay for school bus drivers is competitive with other districts in the region, on August 14, 2023 **the PECC voted to increase the base hourly rate for school bus drivers from \$22.50/hour to \$25.00/hour.**

This recommendation was based upon the PECC's review of the hourly base salary for contractor-employed school bus drivers and district-employed school bus drivers in Delaware and neighboring districts in Maryland and Pennsylvania (see Appendix F for a link to meeting materials from June and August of 2023, containing data that informed this recommendation). The PECC also considered the Public School Transportation Committee's recommendation to increase bus drivers' salaries to \$25.00/hour.

The total cost to the state for Recommendation 6, including other employment costs (OECs), is: \$4,362,613.

Recommendation 7: Information Technology Professionals

To ensure that pay for Information Technology professionals is competitive with other districts in the region, on October 16, 2023, **the PECC voted to create a new unit of funding at 1:150 Division 1 Units for Technology (with fractional units earned, for 12 months) in FY 2025. The PECC further added a caveat that the number of vacancies for all employee groups will be included in the final PECC report to ensure recommendations are financially feasible and fiscally responsible.** This will provide funding for Information Technology employee salaries, which are currently paid from a variety of funding streams, in many cases including district funds using a variety of salary scales including educator, custodian, paraprofessional, and others.

This recommendation was based upon the PECC's review of the average base salaries for three Information Technology positions: Technician, Specialist, and Supervisor. The PECC reviewed average base salaries for these three positions in Delaware and in several neighboring districts in Maryland and Pennsylvania, although data availability limited the number of district comparisons. The PECC also considered Information Technology employee actual average salaries at the Delaware Department of Technology and Information and in Delaware's public schools (see Appendix F for a link to meeting materials from August, September, and October of 2023, containing data that informed this recommendation). The PECC also considered that at the time of data collection there were 4 Information Technology employee vacancies statewide, and developed a list of educator vacancies (see Appendix D).

The total cost to the state for Recommendation 7, including other employment costs (OECs), is: \$6,446,395.

Appendix A. Senate Bill No. 100: An Act to Amend Title 14 of the Delaware Code Relating to the Public Education Compensation Committee



SPONSOR:

Sen. Townsend &
Sen. Sturgeon &
Rep. K. Williams &
Rep. S. Moore & Rep. Bush

Sens. Bonini, Brown,
Ennis, Gay, Hansen,
Hocker, Lawson,
Lockman, Lopez,
Mantzavinos, S. McBride,
Paradee, Pettyjohn,
Pinkney, Poore,
Richardson, Sokola,
Walsh, Wilson; Reps.
Baumbach, Bolden, Freel,
Griffith, Heffernan,
Longhurst, Matthews,
Mitchell, Morrison,
Osienski, Ramone,
Michael Smith

DELAWARE STATE SENATE
151st GENERAL ASSEMBLY
SENATE BILL NO. 100

AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO THE PUBLIC EDUCATION COMPENSATION COMMITTEE.

WHEREAS, educators are responsible for teaching students and contributing to their learning development; and

WHEREAS, according to the Economic Policy Institute, K-12 education ranked second to the leisure and hospitality industry in job losses during the pandemic, amounting to a 4.7% drop in employment nationally as of December 2021; and

WHEREAS the pandemic having come on the heels of the Great Recession, the Economic Policy Institute reported that as of December 2021, K-12 public education employment is down 432,000 or 5.3% from September 2008; and

WHEREAS, the Economic Policy Institute has recorded a 20.3% loss in educational staffing in Delaware from 2008 to 2021 and specifically a 1.9% loss in educational staffing from 2019-2021; and

WHEREAS, according to Join Delaware Schools, as of May 2, 2022, there are 637 vacant educational staffing positions statewide; and

WHEREAS, according to the National Education Association's Rankings of the States in 2020-2021, the Delaware average salary for instructional staff and teachers ranks 16th in the country; and

WHEREAS, according to the National Education Association's Rankings of the States in 2020-2021, Delaware teacher pay when adjusted for inflation from 2019 to 2021 decreased by over 2.9%; and

WHEREAS, according to the National Education Association's Rankings of the States in 2020-2021, the Maryland average salary for instructional staff ranks 8th in the country and 9th for teachers; and

WHEREAS, according to the National Education Association's Rankings of the States in 2020-2021, the Pennsylvania average salary for instructional staff ranks 12th and 11th for teachers; and

WHEREAS, according to the National Education Association's Rankings of the States in 2020-2021, the New Jersey average salary for instructional staff ranks 4th and 7th for teachers; and

WHEREAS most teachers and specialists hold a master's degree or higher; and

WHEREAS, according to the Delaware Department of Education, in 2020-2021 the average student debt amongst educators who qualified for Delaware's High Needs Student Loan Repayment Program was \$52,406.42; and

WHEREAS the Economic Policy Institute reports public school teachers are paid 19.2% less than similar workers in other occupations; and

WHEREAS, nationally, 41% held more than one job in 2019. More than a quarter (27%) held two jobs, about 10% held three jobs, and 5% held four or more jobs. Among teachers with two or more jobs, well over half (62%) worked on weekdays during the academic year, after classes ended for the day; and

WHEREAS, according to a national report on hiring and retaining teachers conducted by Emma García and Elaine Weiss, teachers who quit the profession were more likely to have earned more pay outside of the school system than those who remained in teaching; the report further found that when teachers must explore outside options to supplement low teaching pay, they may find something they would rather pursue full time; and

WHEREAS the Economic Policy Institute's research identifies three primary factors driving the teacher shortage: (1) challenging work environments or "school climates"; (2) inadequate or uneven professional supports for teachers; and (3) low pay relative to peers in other professions with similar credentials and experience; and

WHEREAS, according to Delaware educators who are dual certified in special education and general education, they can no longer manage the paperwork and other regulatory requirements of being both the teacher of record and a special education case manager, especially without additional pay or support; and

WHEREAS, the National Education Association has reported that massive staff shortages in America's public schools are leaving educators increasingly burned out, with an alarming 55% of educators now indicating that they are ready to leave the profession they love earlier than planned.

NOW, THEREFORE:

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

Section 1. Amend Chapter 13, Title 14 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows:

§ 1337. Public Education Compensation Committee.

(a) The Public Education Compensation Committee (hereinafter "Committee") is hereby convened to review Delaware's educator compensation structure and its ability to compete with regional school districts, Delaware's private business sector, and other governmental agencies, in recruiting and retaining qualified and diverse educators, and to develop recommendations to establish a new compensation structure for educators in Delaware, including the following:

(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, which must be based in part on years of experience but must otherwise be 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. Recommendations shall include access to additional compensation that may vary depending on the degree, certification, or competency achieved. The Committee must also consider how additional compensation under this section will be approved and administered.

(6) Provide recommendations on the creation of leadership roles through which educators will receive additional compensation for assuming leadership responsibilities. Recommendations should also allow school districts flexibility to determine the number and type of leadership roles. The Committee should consider positions that: (1) have meaningful adult leadership responsibilities in the areas of curriculum, casework, instruction, student support, family and community engagement, and professional development; (2) maintain a meaningful connection to

student learning; and (3) are supported by classroom or office coverage during times when the educator is away from the classroom or students. Recommendations should include language indicating educators serving in leadership roles shall not be assigned additional responsibilities that are not substantially related to their leadership roles and classroom or professional obligations.

(7) Make recommendations for a process that provides additional compensation for professional responsibilities that are not generally required in the classroom, including special education casework. The Committee shall discuss and make recommendations regarding the types of responsibilities that could qualify for additional compensation. The Committee must also consider how additional compensation under this section will be approved and administered.

(8) Make recommendations regarding the applicability of the new system, which would apply to all educators as defined by Chapter 1202(6) of this title or person paid under §§ 1305, 1306, 1307, 1310 and 1321 of this title. The Committee should provide a timeline and mechanism for transition and implementation.

(9) Review and provide recommendations to increase base levels of pay for education support staff as defined by §§ 1308, 1311, 1322, and 1324 of this title that shall be competitive with other districts in the region.

(10) Identify and consider adopting state pay scales for job categories where one does not exist, including bus drivers and information technology employees.

(b) The Committee shall present its recommendations, including a fiscal note and implementing legislation, to the Governor no later than November 15, 2023, so that its recommendations may be considered for inclusion in the Governor's recommended budget for fiscal year 2025 to be presented to the General Assembly in January 2024.

(c) The Committee shall consist of the following members: the Secretary of Education; the Controller General; the Director of the Office of Management and Budget; the President of the Delaware State Education Association; the Executive Director of the Delaware Association of School Administrators; an educator appointed by the Senate President Pro Tempore; two school financial officers appointed by the Governor; one school superintendent appointed by the Governor; a charter school administrator appointed by the Speaker of the House; a representative of the Office of the Governor; the Chair of the House Education Committee; and the Chair of the Senate Education Committee. The Committee will elect a chair from amongst the membership.

(d) The Committee shall seek input from others including educators, parents, school administrators, local school boards, and higher education representatives. The Committee shall hold public meetings in person or virtually to specifically gather input from educators.

(e) The Department of Education shall provide staff assistance to the Committee and shall convene the first meeting no later than August 1, 2022.

SYNOPSIS

This Act establishes a Public Education Compensation Committee for the purpose of reviewing Delaware's educator compensation structure and its ability to compete with regional school districts, Delaware's private business sector, and other governmental agencies and to develop recommendations to establish a new compensation structure for educators in Delaware.

The Committee will consist of 13 members, including the Secretary of the Department of Education, the Controller General, the Director of the Office of Management and Budget, the Executive Director of the Delaware State Education Association, the Executive Director of the Delaware Association of School Administrators, an educator, two school financial officers, one school superintendent, a charter school administrator, a representative of the Office of the Governor, and the Chairs of the House and Senate Education Committees. The Act 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.

Author: Senator Townsend

Appendix B. Public Education Compensation Committee Members and Working Groups

PECC Voting Members

Mark Holodick (Committee Chair), Secretary of Department of Education (DOE)

Ruth Ann Miller, Controller General, Office of the Controller General (CGO)

Cerron Cade, Director of the Office of Management and Budget (OMB)

Stephanie Ingram, President of the Delaware State Education Association (DSEA)

Tammy Croce, Executive Director of the Delaware Association of School Administrators (DASA)

David Kohan, Educator

Sara Hale, School Financial Officer

Chuck Longfellow, Former School Financial Officer*

Sean Sokolowski, School Financial Officer *

Frank Newton, Former Charter Head of School*

Eric Anderson, Charter Head of School*

Heath Chasanov, School Superintendent

Johnathan Starkey, Office of the Governor

Representative Kimberly Williams, Chair of House Education Committee

Senator Laura Sturgeon, Chair of Senate Education Committee

Representative Michael Smith, Member House Minority Caucus

Senator Brian Pettyjohn, Member Senate Minority Caucus

*Note: In January 2023, Eric Anderson replaced Franklin Newton who left public education. In August, 2023, Sean Sokolowski replaced Chuck Longfellow who retired.

Other Contributors

Department of Education

Tyler Bryan, Education Associate, Transportation Office

Kim Klein, Associate Secretary, Operations Support

Meredith Seitz, Chief of Staff

Tina Shockley, Education Associate

Office of Management and Budget

Nicholas Konzelman, Chief Education Fiscal and Policy Analyst

Controller General's Office

Kiley Thompson, Legislative Fiscal and Policy Analyst

WestEd

Gretchen Weber, Senior Managing Director

Sarah Barzee, Senior Director of State Education Services

Ellen Sherratt, Consultant, Teacher Salary Project

Raifu Durodoye Jr, Senior Research Associate

Ione Heigham, Research Assistant

Nancy Tien, Program Associate

Anna Sullivan, Project Manager

Appendix C. Summary of Recommendations and Costs

Employee Group	Recommendation	FY25	FY26	FY27	FY28	Total per Employee Group:
1305: Teachers and Administrators	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	\$4,362,613	-	-	-	\$4,362,613
IT Employees	1:150 Div I Units, fractionals	\$6,446,395	-	-	-	\$6,446,395
Total per Year:		\$71,396,220	\$52,552,715	\$53,599,083	\$54,668,383	\$232,216,411

*Stipends for custodians include adding existing stipends to the base salary (\$439 for Custodian, \$662 for Assistant Chief Custodian, \$883 for Chief Custodian) and creating an additional stipend for the highest classification, the Skilled Maintenance/Craftsperson (\$1,105). Stipends for paraprofessionals include increasing the existing Associate's Degree and ParaPro certification stipend to \$1,000, and creating a new Bachelor's degree stipend of \$2,000.

Appendix D. Delaware Educator Vacancies

District Name:	1305: Educators	1308: Secretaries	1311: Custodians	1322: Food Service	1324: Paras	Bus Drivers	IT
Academia Antonia Alonso	1	0	0	0	0	0	0
Academy of Dover	0	0	0	0	0	0	0
Appoquinimink	75	2	12	21	39	0	0
Brandywine	26	2	2	1	10	3	0
Caesar Rodney	25	0	2	6	6	0	0
Campus Community School	1	0	0	0	3	0	0
Cape Henlopen	1	0	1	0	0	1	0
Capital	48	2	2	13	5	3	0
Charter School of New Castle	6	0	0	0	0	0	0
Charter School of Wilmington	0	0	0	0	1	0	0
Christina	57	3	12	20	56	5	1
Colonial	40	1	6	13	17	2	0
Delaware Military Academy	0	0	0	0	0	0	0
Delmar	4	0	0	0	0	0	0
Early College School @ DSU	6	0	0	0	1	0	0
EastSide Charter School	1	0	0	0	0	0	0
First State Military Academy	0	0	0	0	0	0	0
First State Montessori Academy	0	0	0	0	0	0	0
Freire Charter School	2	0	0	0	0	0	0

District Name:	1305: Educators	1308: Secretaries	1311: Custodians	1322: Food Service	1324: Paras	Bus Drivers	IT
Gateway Charter School	1	0	0	0	0	0	0
Great Oaks Charter School	4	0	0	0	1	0	0
Indian River	5.15	2.95	0.25	0	74	4	0
Kuumba Academy Charter School	3	0	0	0	0	0	0
Lake Forest	20	0	2	4	6	0	0
Las Americas Aspira Academy	3	0	0	0	0	0	0
Laurel	6	0	0	0	2	0	0
Milford	19	0	2	2	2	0	2
MOT Charter School	1	0	0	0	0	0	0
Newark Charter School	0	0	0	0	0	0	0
NNC Vocational Technical	1	0	0	0	0	0	0
Odyssey Charter School	4	1	1	1	0	0	0
Polytech	0	1	0	1	0	0	1
Positive Outcomes Charter School	0	0	0	0	0	0	0
Providence Creek Academy	0	0	0	0	1	0	0
Red Clay	37	0	0	3	0	0	0
Seaford	19	0	0	2	2	0	1
Smyrna	24	2	3	8	5	1	0
Sussex Academy	0	0	0	0	0	0	0
Sussex Montessori School	1	0	0	0	0	0	0
Sussex Technical	3	0	0	1	0	0	0

District Name:	1305: Educators	1308: Secretaries	1311: Custodians	1322: Food Service	1324: Paras	Bus Drivers	IT
Thomas A. Edison Charter School	0	1	0	0	0	0	0
Woodbridge	7	0	0	1	0	0	1
TOTAL	451.15	17.95	45.25	97	231	19	6

Appendix E. Draft Legislation

Salary Schedule: 1305 Basic salary schedule for teachers, nurses, principals, superintendents, and other school employees.

PECC recommendations: Beginning in Fiscal Year 2025, increase the base salary on the index by 2 percent plus \$1,875 each year, through Fiscal Year 2028 at which time the State share will reflect 70 percent of a base, starting salary of \$60,000.

DRAFT legislative changes required to implement, which could be implemented through the Annual Appropriations Act.

Fiscal Year 2025 Annual Appropriations Act, Section 8 (m) (6)

(i) 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 ~~\$31,692~~\$34,201. 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.

NEW Section in Public Education. Section 8 of this Act increased the Fiscal Year 2025 base salary for 1305 (b) by two percent plus \$1,875. It is the intention of the Governor and General Assembly to amend 14 Del. C. §1305 (b) by increasing the base salary two percent plus \$1,875 each fiscal year through Fiscal Year 2028, at which time the state base salary will be no less than 70 percent of \$60,000.

Salary Schedule: 1308 Salary schedules for administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks.

PECC recommendations: Collapse the existing 5 classifications into 3 classifications and increase the Fiscal Year 2025 salary schedule by 2 percent plus \$500.

DRAFT legislative changes required to implement, which could be implemented through the Annual Appropriations Act.

Fiscal Year 2025 Annual Appropriations Act, Section 8 (m) (6) (iii)

(iii) (a) Amend 14 Del. C. §1308 by making insertions as shown by underlining and deletions as shown by strikethrough as follows:

§1308. Salary schedules for administrative ~~secretaries, financial secretaries, senior secretaries, secretaries and clerks~~ assistants I, II and III.

(a) Each administrative assistant I, II and III ~~secretary, financial secretary, senior secretary, secretary and clerk~~ who works and is paid for 12 months per year shall be paid in accordance with the following schedule:

Step	Clerk*	Secretary*	Senior Secretary*	Financial Secretary*	Administrative Secretary*	Years of Experience
1	20,395	22,045	22,940	23,435	24,255	0
2	20,999	22,647	23,495	23,995	24,823	1
3	21,598	23,202	24,055	24,554	25,390	2
4	22,203	23,756	24,611	25,113	25,956	3
5	22,766	24,310	25,167	25,674	26,589	4
6	23,301	24,865	25,725	26,260	27,228	5
7	23,832	25,419	26,314	26,892	27,872	6
8	24,364	25,971	26,945	27,524	28,510	7
9	24,898	26,593	27,573	28,155	29,152	8
10	25,431	27,219	28,201	28,786	29,791	9
11	25,963	27,844	28,829	29,421	30,431	10
12	26,560	28,469	29,456	30,052	31,070	11
13	27,160	29,094	30,085	30,682	31,712	12
14	27,763	29,721	30,715	31,315	32,351	13
15	28,363	30,347	31,341	31,949	32,990	14
16	28,965	30,974	31,970	32,577	33,634	15
17	29,567	31,597	32,600	33,208	34,273	16
18	30,170	32,224	33,229	33,842	34,912	17
19	30,770	32,848	33,857	34,471	35,553	18
20	31,372	33,475	34,483	35,107	36,193	19
21	31,971	34,099	35,112	35,738	36,832	20
22	32,586	34,739	35,754	36,384	37,487	21
23	33,218	35,394	36,411	37,042	38,154	22

24	33,864	36,063	37,081	37,714	38,838	23
25	34,524	36,743	37,767	38,401	39,537	24

Step	Admin. Assistant I*	Admin. Assistant II*	Admin. Assistant III*	Years of Experience
1	22,486	23,904	24,740	0
2	23,100	24,475	25,319	1
3	23,666	25,045	25,898	2
4	24,231	25,615	26,475	3
5	24,796	26,187	27,121	4
6	25,362	26,785	27,773	5
7	25,927	27,430	28,429	6
8	26,490	28,074	29,080	7
9	27,125	28,718	29,735	8
10	27,763	29,362	30,387	9
11	28,401	30,009	31,040	10
12	29,038	30,653	31,691	11
13	29,676	31,296	32,346	12
14	30,315	31,941	32,998	13
15	30,954	32,588	33,650	14
16	31,593	33,229	34,307	15
17	32,229	33,872	34,958	16
18	32,868	34,519	35,610	17
19	33,505	35,160	36,264	18
20	34,145	35,809	36,917	19
21	34,781	36,453	37,569	20
22	35,434	37,112	38,237	21
23	36,102	37,783	38,917	22
24	36,784	38,468	39,615	23
25	37,478	39,169	40,328	24

* Annual Salary in Whole Dollars.

(b) For purposes of implementing the salary schedule contained in subsection (a) of this section, the 18-year step on the salary schedule is effective for administrative secretaries on July 1, 1989; the 19-year step will be effective for the fiscal year beginning July 1, 1990; and the 20-year step will be effective for the fiscal year beginning July 1, 1991. The 17-year step is effective for clerks, secretaries, senior secretaries, and financial secretaries on July 1, 1989; the 18-year step will be effective for the fiscal year beginning July 1, 1990; the 19-year step will be effective for the fiscal year beginning July 1, 1991; and the 20-year step will be effective for the fiscal year beginning July 1, 1992. In accordance with classification changes effective July 1, 2024, for purposes of this section, administrative secretary is equivalent to administrative assistant III, senior secretary and financial secretary are equivalent to administrative assistant II; and clerk and secretary are equivalent to administrative assistant I.

(c) One twelfth of the salary rate set forth under subsection (a) of this section shall be deducted for each month that the employee is not employed.

(d) These same classifications and pay rates shall apply to the Department of Education, except that the Department shall be authorized to revise the schedule annually to enable the Department to pay salary supplements up to the equivalent of the average of the 3 highest salaries for like positions paid by school districts.

(e) During the fiscal year beginning July 1, 1972, a reorganized school district may employ personnel to be paid pursuant to this section in a number equal to 1 of each full 10 state units of pupils for the first 100 such full state units of pupils and 1 additional for each additional full 12 state units of pupils.

(f) The total number of secretarial employees to which a reorganized school district is entitled shall be as specified in subsection (e) of this section, but the number that may be assigned to each classification beginning July 1, 1989, shall be according to the following and in the order specified:

(1) Up to 8 percent of the total secretarial allocation in each district or a minimum of 2 positions per district, whichever is larger, may be assigned as “administrative assistant III secretary.”

(2) Up to 40 percent of the total secretarial allocation in each district or a minimum of 3 per district plus 1 for each school enrolling 15 or more units of pupils, whichever is greater, may be classified as “~~senior secretary~~” or “administrative assistant II financial secretary.”

~~(3) Twelve percent of the total secretarial allocation in each district shall be classified as “clerk.”~~

(4) The balance of the total ~~clerical~~ administrative assistant allocation in each district shall be classified as “administrative assistant I secretary.”

(b) Amend 14 Del. C. §1309 by making insertions as shown by underlining and deletions as shown by strikethrough as follows:

§1309. ~~Secretarial~~ Administrative assistant classifications and salary supplement for additional training.

(a) The Department of Education shall establish rules and regulations for the assignment of a ~~secretarial~~ administrative assistant classification to personnel employed pursuant to § 1308 of this title who are not otherwise classified.

(b) An administrative assistant I, II or III secretary, ~~financial secretary, senior secretary, secretary or clerk~~ shall receive as a salary the amount for which the employee qualifies under § 1308(a) of this title, plus an annual amount for additional training as defined by the Department of Education as follows:

Professional Secretary Certificate \$662

(Completion of 2 years of college or successful completion of a national examination or equivalent certification program approved by the Department of Education.)

Certified Secretary Certificate \$991

(Eligibility for professional secretary certificate plus completion of 12 semester hours of college courses specified by the Department of Education and 5 years of successful experience.)

Bachelor's Degree Certificate \$1,320

(Completion of a bachelor's degree from an accredited college.)

Salary Schedule: 1311 Salary schedules for school custodians.

PECC recommendations: Beginning in Fiscal Year 2025, collapse the existing 6 classifications into 4 classifications, increase the salary schedules by 2 percent and increase each classification by the existing correlated stipends and adding a new stipend for the highest classifications.

DRAFT legislative changes required to implement, which could be implemented through the Annual Appropriations Act.

Fiscal Year 2025 Annual Appropriations Act, Section 8 (m) (6) (iv)

(iv) Amend 14 Del. C. §1311 by making insertions as shown by underlining and deletions as shown by strikethrough as follows:

(a) Custodians who have the qualifications required by the certifying board and who work and are paid 12 months per year shall be paid in accordance with the following schedule:

Step*	Custodian*	Custodian Firefighter*	Chief Custodian 5 Or Fewer Custodians*	Chief Custodian 6 Or More Custodians*	Maintenance Mechanic*	Skilled Craftsperson*	Yrs of Exp.
1	23,640	24,198	24,482	25,603	26,124	26,619	0
2	24,061	24,620	24,903	26,025	26,651	27,256	1
3	24,482	25,041	25,325	26,464	27,206	27,887	2
4	24,902	25,464	25,744	26,938	27,753	28,519	3
5	25,325	25,883	26,168	27,414	28,235	29,153	4
6	25,744	26,302	26,621	27,891	28,855	29,786	5
7	26,168	26,781	27,098	28,361	29,409	30,417	6
8	26,621	27,258	27,571	28,835	29,959	31,049	7
9	27,098	27,730	28,046	29,311	30,511	31,683	8
10	27,571	28,204	28,519	29,786	31,059	32,316	9
11	28,046	28,678	28,995	30,259	31,613	32,948	10
12	28,519	29,156	29,471	30,731	32,163	33,582	11
13	29,003	29,644	29,958	31,212	32,726	34,232	12
14	29,498	30,144	30,458	31,704	33,302	34,896	13
15	30,003	30,655	30,970	32,204	33,888	35,577	14
16	30,518	31,172	31,489	32,714	34,487	36,272	15

Step*	Custodian*	Asst. Chief Custodian*	Chief Custodian*	Skilled Maint. Craftsperson*	Yrs of Exp.
1	24,552	25,344	26,998	28,256	0
2	24,981	25,774	27,429	28,906	1
3	25,411	26,204	27,876	29,550	2
4	25,839	26,635	28,360	30,194	3
5	26,271	27,063	28,845	30,841	4
6	26,698	27,490	29,332	31,487	5
7	27,130	27,979	29,811	32,130	6
8	27,592	28,465	30,295	32,775	7

9	28,079	28,947	30,780	33,422	8
10	28,561	29,430	31,265	34,067	9
11	29,046	29,914	31,747	34,712	10
12	29,528	30,401	32,229	35,359	11
13	30,022	30,899	32,719	36,022	12
14	30,527	31,409	33,221	36,699	13
15	31,042	31,930	33,731	37,394	14
16	31,567	32,457	34,251	38,102	15

* Annual Salary in Whole Dollars.

~~(b) The salaries stipulated in subsection (a) of this section shall be increased for special training as defined by the certifying board by the addition of the following annual amount:~~

Chief Custodian	\$883
Firefighter and Custodian Firefighter	\$662
Cusodian	\$439

~~(e)~~ (b) One twelfth of the salary rate set forth under subsection (a) shall be deducted for each month that the employee is not employed.

Salary Schedule: 1322 Salary schedules for school food service employees.

PECC recommendations: Beginning in Fiscal Year 2025, increase the salary schedules by 2.5 percent, ensuring a starting salary of no less than \$15/hour for cooks and general workers.

DRAFT legislative changes required to implement, which could be implemented through the Annual Appropriations Act.

Fiscal Year 2025 Annual Appropriations Act, Section 8 (m) (6) (v) and (vi)

(v) Amend 14 Del. C. §1322 (a) by making insertions as shown by underlining and deletions as shown by strikethrough as follows:

(a) School food service managers who work on a program of at least 7 hours per day of the 10-month school year (185 days) shall receive annual salaries in accordance with the following schedule:

SCHOOL FOOD SERVICE MANAGERS*								
Number of Pupils in School Served by Cafeteria								
Step	Below	351-500	501-800	801-1200	1201-1600	1601-2000	2000+	Yrs. of
	351				Exp.			
1	22,239	23,266	24,289	25,311	26,320	27,561	28,176	0
2	22,752	23,774	24,802	25,824	26,781	27,712	28,641	1
3	23,266	24,289	25,311	26,320	27,247	28,176	29,106	2
4	23,774	24,802	25,824	26,781	27,712	28,641	29,571	3
5	24,289	25,311	26,320	27,267	28,176	29,106	30,036	4
6	24,802	25,824	26,781	27,712	28,641	29,571	30,501	5
7	25,311	26,320	27,247	28,176	29,106	30,036	31,005	6
8	25,824	26,781	27,712	28,641	29,571	30,501	31,519	7
9	26,320	27,247	28,176	29,106	30,036	31,005	32,034	8
10	26,781	27,712	28,641	29,571	30,501	31,519	32,547	9
11	27,247	28,176	29,106	30,036	31,005	32,034	33,055	10
12	27,712	28,641	29,571	30,501	31,519	32,547	33,567	11
13	28,176	29,106	30,036	31,005	32,034	33,055	34,083	12
14	28,641	29,571	30,501	31,519	32,547	33,567	34,594	13
15	29,106	30,036	31,005	32,034	33,055	34,083	35,111	14
16	29,571	30,501	31,519	32,547	33,567	34,594	35,626	15
17	30,048	31,023	32,042	33,069	34,091	35,115	36,149	16
18	30,536	31,560	32,578	33,602	34,627	35,646	36,683	17
19	31,036	32,110	33,125	34,145	35,172	36,186	37,227	18
20	31,542	32,673	33,680	34,698	35,728	36,735	37,778	19

SCHOOL FOOD SERVICE MANAGERS*

Number of Pupils in School Served by Cafeteria

Step	Below 351	351-500	501-800	801-1200	1201-1600	1601-2000	2000+	Yrs. of Exp.
1	22,795	23,848	24,896	25,944	26,978	28,250	28,880	0
2	23,321	24,368	25,422	26,470	27,451	28,405	29,357	1
3	23,848	24,896	25,944	26,978	27,928	28,880	29,834	2
4	24,368	25,422	26,470	27,451	28,405	29,357	30,310	3
5	24,896	25,944	26,978	27,949	28,880	29,834	30,787	4
6	25,422	26,470	27,451	28,405	29,357	30,310	31,264	5
7	25,944	26,978	27,928	28,880	29,834	30,787	31,780	6
8	26,470	27,451	28,405	29,357	30,310	31,264	32,307	7
9	26,978	28,928	28,880	29,834	30,787	31,780	32,835	8
10	27,451	28,405	29,357	30,310	31,264	32,307	33,361	9
11	27,928	28,880	29,834	30,787	31,780	32,835	33,881	10
12	28,405	29,357	30,310	31,264	32,307	33,361	34,406	11
13	28,880	29,834	30,787	31,780	32,835	33,881	34,935	12
14	29,357	30,310	31,264	32,307	33,361	34,406	35,459	13
15	29,834	30,787	31,780	32,835	33,881	34,935	35,989	14
16	30,310	31,264	32,307	33,361	34,406	35,459	36,517	15
17	30,799	31,799	32,843	33,896	34,943	35,993	37,053	16
18	31,299	32,349	33,392	34,442	35,493	36,537	37,600	17
19	31,812	32,913	33,953	34,999	36,051	37,091	38,158	18
20	32,331	33,490	34,522	35,565	36,621	37,653	38,722	19

* Annual Salary in Whole Dollars.

Salaries provided for in this schedule shall be paid to the school food service manager of a single cafeteria. A food service manager responsible for the preparation of food for more than 1 cafeteria shall receive \$400 for each additional cafeteria. A manager of satellite cafeteria or cafeterias shall receive the salary provided for in this schedule less \$200. A satellite cafeteria is defined as one where no basic food preparation takes place. A manager who manages more than 1 cafeteria shall receive the salary provided in this scale using the total school enrollments of all cafeterias managed. The salaries listed in this schedule for school food service managers shall be increased for additional training as defined by the State Board of Education as follows:

One Year of College	\$452
Two Years of College	\$682
Bachelor's Degree	\$1,360

(vi) Amend 14 Del. C. §1322 (c) by making insertions as shown by underlining and deletions as shown by strikethrough as follows:

(c) School lunch cooks and school lunch general workers shall be paid no less than the minimum hourly wage in accordance with the federal statutes. School lunch cooks and

school lunch general workers who work on the basis of a formula of 7 hours of labor per 100 meals (including adjusting of a la carte meals) shall receive minimum hourly wages in accordance with the following schedule:

SCHOOL LUNCH COOKS AND GENERAL WORKERS

Step	General Worker	Cook/Baker	Years of Experience
1	14.64	15.53	0
2	14.78	15.66	1
3	14.95	15.79	2
4	15.05	15.90	3
5	15.17	16.06	4
6	15.37	16.24	5
7	15.52	16.35	6
8	15.63	16.45	7
9	15.71	16.56	8
10	15.81	16.70	9
11	15.93	16.85	10
12	16.15	16.98	11
13	16.27	17.14	12
14	16.42	17.27	13
15	16.56	17.38	14
16	16.70	17.55	15
17	16.86	17.73	16
18	17.01	17.83	17
19	17.17	17.92	18
20	17.33	18.05	19
21	17.50	18.16	20
22	17.66	18.27	21

SCHOOL LUNCH COOKS AND GENERAL WORKERS

Step	General Worker	Cook/Baker	Years of Experience
1	15.01	15.92	0
2	15.15	16.05	1
3	15.32	16.18	2
4	15.43	16.30	3
5	15.55	16.46	4
6	15.75	16.65	5
7	15.91	16.76	6
8	16.02	16.86	7
9	16.10	16.97	8
10	16.21	17.12	9
11	16.33	17.27	10

<u>12</u>	<u>16.55</u>	<u>17.40</u>	<u>11</u>
<u>13</u>	<u>16.68</u>	<u>17.57</u>	<u>12</u>
<u>14</u>	<u>16.83</u>	<u>17.70</u>	<u>13</u>
<u>15</u>	<u>16.97</u>	<u>17.81</u>	<u>14</u>
<u>16</u>	<u>17.12</u>	<u>17.99</u>	<u>15</u>
<u>17</u>	<u>17.28</u>	<u>18.17</u>	<u>16</u>
<u>18</u>	<u>17.44</u>	<u>18.28</u>	<u>17</u>
<u>19</u>	<u>17.60</u>	<u>18.37</u>	<u>18</u>
<u>20</u>	<u>17.76</u>	<u>18.50</u>	<u>19</u>
<u>21</u>	<u>17.94</u>	<u>18.61</u>	<u>20</u>
<u>22</u>	<u>18.10</u>	<u>18.73</u>	<u>21</u>

Salary Schedule: 1324 Salary schedules for paraprofessionals.

PECC recommendations: Beginning in Fiscal Year 2025, increase the salary schedules by 1 percent, increase the existing stipend to \$1,000 and create a new Bachelor degree level stipend of \$2,000.

DRAFT legislative changes required to implement, which could be implemented through the Annual Appropriations Act.

Fiscal Year 2025 Annual Appropriations Act, Section 8 (m) (6) (vii)

(vii) Amend 14 Del. C. §1324 (a) and (c) by making insertions as shown by underlining and deletions as shown by strikethrough as follows:

(a) Each service and instructional paraprofessional actually working and paid 10 months per year shall receive annual salaries in accordance with the following schedule:

Step	Service Paraprofessionals*	Instructional Paraprofessionals*	Years of Experience
1	23,835	26,822	0
2	24,740	27,859	1
3	25,684	28,943	2
4	26,671	30,074	3
5	27,700	31,254	4
6	28,776	32,486	5
7	29,899	33,776	6
8	31,074	35,121	7
9	32,299	36,524	8
10	33,577	37,991	9

Step	Service Paraprofessionals*	Instructional Paraprofessionals*	Years of Experience
1	24,073	27,090	0
2	24,987	28,138	1
3	25,941	29,232	2
4	26,938	30,375	3
5	27,977	31,567	4
6	29,064	32,811	5
7	30,198	34,114	6
8	31,385	35,472	7
9	32,622	36,889	8
10	33,913	38,371	9

* Annual Salary in Whole Dollars.

(c) Instructional paraprofessionals, paid under this section who have received an associate degree, completed a minimum of 60 semester credits or have successfully passed a comprehensive testing mechanism to be defined by the Department of Education, shall receive an annual salary supplement in the amount of ~~\$662~~ \$1,000. Any instructional paraprofessionals, paid under this section who have received a bachelor degree or higher shall receive an annual salary supplement in the amount of \$2,000.

Salary Schedule: School Bus Drivers.

PECC recommendations: Beginning in Fiscal Year 2025, increase the bus driver hourly rate in the public school transportation formula to \$25/hour.

DRAFT legislative changes required to implement, which could be implemented through the Annual Appropriations Act.

Fiscal Year 2025 Annual Appropriations Act, Transportation Section (328 in Fiscal Year 2024 Budget)

(New subsection XX) Effective July 1, school bus driver hourly rate used in the public school transportation formula shall be \$25 per hour.

Salary Schedule: Information Technology.

PECC recommendations: Beginning in Fiscal Year 2025, create a new unit entitlement for public education, creating 1 Information Technology unit for every 150 Division I units earned through the annual unit count, including fractional units. These state funded units shall be paid from §1305.

DRAFT legislative changes required to implement, which should be implemented through the stand-alone legislation.

Amend 14 Del. C. c. 13 by making insertions as shows by underline as follows:

§ 1338 Information Technology Staff.

Effective July 1, 2025, each school district and charter school shall receive 1 Information Technology unit for every 150 Division I units certified through the annual unit count, including fractional units. These 12-month positions shall be used to provide appropriate technology staffing supports for public education, with the state share of personnel costs based on the salary scheduled contained in §1305. These units do not qualify for Division II or III funding and are not eligible for cash-in options.

Note: These legislative recommendations may require additional regulatory changes to be made upon enactment of necessary amendments to the Delaware Code.

Appendix F. Meeting Materials and Information that Informed Recommendations

For all meeting agendas, minutes, recordings, and PowerPoint presentations please visit, <https://education.delaware.gov/community/public-education-compensation-committee-pecc/>