

## **Public Education Compensation Committee**

### **Meeting Minutes**

March 18, 2024

Virtual Meeting

Anchor Location: Delaware Department of Education, Secretary's Office Suite,  
401 Federal Street, Suite 2, Dover, DE 19901

The Public Education Compensation Committee (PECC) meeting was held virtually on March 18, 2024, with the following members in attendance:

Mark Holodick, Ruth Ann Miller, Cerron Cade, Carla Cassell-Carter, Nicholas Konzelman, Stephanie Ingram, Tammy Croce, David Kohan, Sara Hale, Sean Sokolowski, Kevin Long, Kimberly Williams, Laura Sturgeon, Michael Smith.

Also participating were Sarah Barzee, Anna Sullivan, and Margie Lopez-Waite, Deb Stevens, Ellen Sherratt, Kiley Thomson, VJ Leonard, Christy Wright, Monica Moriak.

[Audio Recording of Meeting](#)

#### **Welcome/Introductions**

The meeting began at 4:01 p.m. Anna Sullivan from WestEd conducted a member roll call and confirmed that a quorum was present.

#### **Approval of October 16, 2023 Meeting Minutes**

The Chair requested a motion to approve the minutes from the October meeting. Representative Williams motioned to approve the October 16, 2023 meeting minutes, and Representative Smith seconded the motion. All members were in favor and the motion carried. The meeting minutes for October 16 were approved.

Chair Holodick welcomed everyone and provided opening remarks, including a brief update related to the Phase I work of the committee. He noted that the Governor released his recommended budget, which included all of the recommendations drafted by the committee with the exception of the recommendation related to Information Technology employees. He thanked and congratulated the committee for their work and opened the floor for questions from the Committee and discussion. Hearing none, Chair Holodick introduced David Kohan and Margie Lopez-Waite, co-chairs of the Teacher Career Ladder Working Group.

Margie Lopez-Waite summarized the charge of the working group, specifically the items outlined in numbers four through seven in Senate Bill 100. She then introduced David Kohan who provided an overview of the progress of the working group thus far.

Mr. Kohan noted that the group began by reviewing previous efforts around this topic in Delaware, including the work of the Committee to Advance Educator Compensation and Careers (CAECC). After some initial exploration and discussion, the group refocused on recommendations specific to compensation for educators who assume leadership

responsibilities. He described discussions the group has had about the state funding formula and a potential process to allocate fiscal resources to districts via a proposed "Career Ladder Supplement" (CLS). He noted that the group is specifically focused on state vs. local funding and shared different methods by which state funds could be allocated to districts as well as various methods regarding the compensation structure (e.g., percentage, flat amount or an index). Finally, he shared the various levels within the CLS structure (e.g. classroom, school or district) and considerations such as reach and sphere of influence. Mr. Kohan shared that the next meeting of the working group will be Monday, March 25th, 2024.

Representative Williams asked whether the working group had discussed compensation for educators that are dual certified in special education and requested that the group consider this in future meetings. Sean Sokolowski asked whether there had been discussion about the number of staff that teacher leaders would support and what impact that would have on compensation. Mr. Kohan confirmed that this is a topic the working group is actively discussing.

### **Public Comment**

There was no public comment provided during the meeting.

### **Adjournment**

Chair Holodick stated that the next meeting of the full Committee will be held on June 3, 2024 at 4:30 pm. and adjourned the meeting at 4:55 p.m.

Respectfully Submitted,  
Anna Sullivan for WestEd

Updated on 3/20/2024



## Public Education Compensation Committee (PECC) Meeting


March 18, 2024  
4:30 - 5:30 PM



Delaware  
Department of Education

1

# Roll Call



Delaware  
Department of Education

2

## Approval of Meeting Minutes



3

## New Business / Phase I Recap




4

## Teacher Career Ladder Work Group




5



### Meeting the Charge of SB100

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...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.
6. Provide recommendations on the creation of leadership roles through which educators will receive additional compensation for assuming leadership responsibilities.
7. Additional compensation for professional responsibilities that are not generally required in the classroom
8. Applicability of new system for individuals paid under §§ 1305, 1306, 1307, 1310 and 1321.
9. Increase base levels of pay for education support staff as defined by §§ 1308, 1311, 1322, and 1324.
10. Identify and consider adopting state pay scales for job categories where one does not exist.


6



## Meeting the Charge of SB100 (Current Focus)

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...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.
6. Provide recommendations on the creation of leadership roles through which educators will receive additional compensation for assuming leadership responsibilities.
7. Additional compensation for professional responsibilities that are not generally required in the classroom
8. Applicability of new system for individuals paid under §§ 1305, 1306, 1307, 1310 and 1321.
9. Increase base levels of pay for education support staff as defined by §§ 1308, 1311, 1322, and 1324.
10. Identify and consider adopting state pay scales for job categories where one does not exist.


7



## TCLWG Timeline

	TCLWG Meetings	PECC Meetings
<b>March</b>	Monday, 3/25/2024: SB100 #6	
<b>April</b>	Monday, 4/22/2024: SB100 #5	
<b>May</b>	Monday, 5/20/2024: SB100 #5	
<b>June</b>	Monday, 6/17/2024: SB100 #4	Monday, 6/3/2024 Focus: Update on TCLWG progress
<b>July</b>	TBD: SB100 #4/7	
<b>August</b>	TBD: SB100 #7	
<b>September</b>	TBD: review all recommendations	

8




## TCLWG Updates

- Reviewed previous efforts in Delaware (e.g., CAECC report)
- Connected with the Rodel group focused on teacher leadership
- To avoid duplication, refocused on recommendations to compensate educators for assuming leadership responsibilities (currently focused on SB100 # 6)
- Began discussion about the state funding formula to allocate fiscal resources to local districts via a “Career Ladder Supplement”
  - State vs. local control
  - Formula: student count vs. needs based (e.g., AIR report)
  - Compensation structure: flat amount, percent of salary, indexed amount (e.g., 1307)
  - Defining levels: Grade Level(s)/Content, Schools, District
- Next Steps
  - Finish SB100 #6, and move to numbers 4, 5, and 7

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9


# Questions



10


# Next Steps

- TCLWG will continue to meet monthly



The slide features a dark blue background with the title 'Next Steps' in white. Below the title is a single bullet point: 'TCLWG will continue to meet monthly'. At the bottom center is the Delaware Department of Education logo, which includes a stylized figure holding a book above the text 'Delaware Department of Education'. The logo is centered on a horizontal bar with segments of cyan, dark blue, green, orange, and yellow.


11



## Upcoming Meeting Schedule

June 3, 2024 4:30-5:30pm ET

\*Note: The Act (SB100) 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.



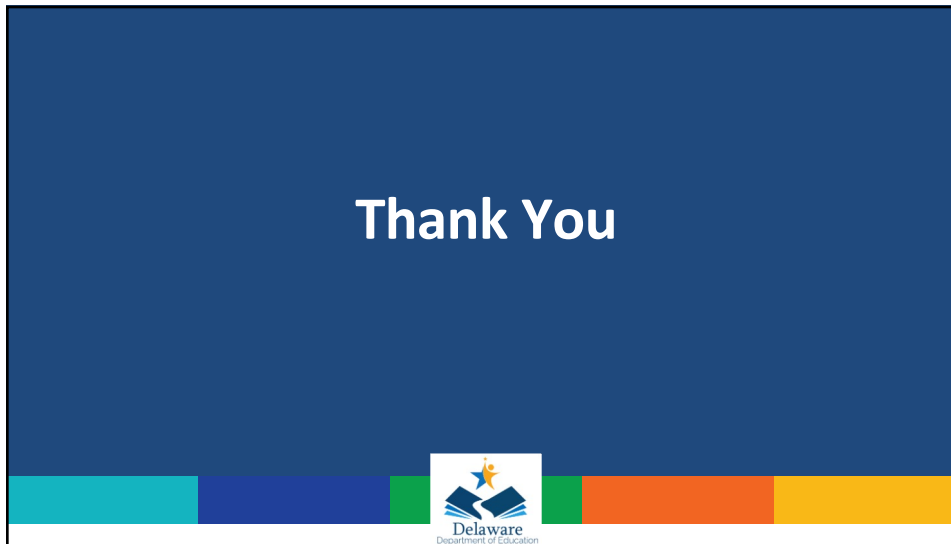
The slide has a dark blue header with the Delaware Department of Education logo on the left and the title 'Upcoming Meeting Schedule' in white. Below the header, the meeting date and time 'June 3, 2024 4:30-5:30pm ET' are displayed in a white-bordered box. At the bottom, a note in a white-bordered box states: '\*Note: The Act (SB100) 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.' A decorative horizontal bar with cyan, dark blue, green, orange, and yellow segments is located at the very bottom of the slide content area.

12





13



14