

Public Education Compensation Committee

Meeting Minutes

October 16, 2023

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 October 16, 2023, with the following members in attendance:

Eric Anderson, Cerron Cade, Carla Cassell-Carter, Tammy Croce, Mark Holodick, Stephanie Ingram, David Kohan, Nicholas Konzelman, Ruth Ann Miller, Brian Pettyjohn, Jonathan Starkey, Courtney Stewart, Laura Sturgeon, Sean Sokolowski, Kimberly Williams

Also participating were Dawn Alexander, Sarah Barzee, Blair Catlin Brown, Anita Bulischeck, Diana Dolan-Beulah, Rachel Donaldson, Taylor Hawk, Lone Heigham, Kimberly Klein, Christine Lim, Gretchen Loose, Kyle Lynch, Mike Matthews, Shelley Meadowcroft, Monica Moriak, Sarah Petrowich, Tina Shockley, Anna Sullivan, Kiley Thomson, Dave Vagnoni, Rashida Wilson

[Audio Recording of Meeting](#)

Welcome/Introductions

The Chair called the meeting to order and Tina Shockley conducted a member roll call and confirmed that a quorum was present. The meeting began at 4:32 p.m.

Approval of September 18, 2023 Meeting Minutes

The Chair requested a motion to approve the minutes from the September meeting. Representative Williams motioned to approve the September 18, 2023, meeting minutes and David Kohan seconded the motion. All members were in favor and the motion carried. The minutes for the September 18th meeting were approved.

Chair Holodick welcomed everyone, provided brief opening remarks, and reviewed the meeting agenda.

In Old Business, Chair Holodick introduced Sean Sokolowski, Director of Business at New Castle County Vo-Tech and member of the finance working group to review additional information about the recommendation pertaining to information technology employees. Mr. Sokolowski noted that at the end of the September meeting a concern was raised about the equity of a guaranteed minimum of one unit for charter schools. The working group revisited the issue and developed two new potential options. He reviewed the revised recommendation options for the committee's consideration. Mr. Sokolowski stated that the recommendation the committee voted on in the September meeting was to establish units for these positions with a ratio of 1:200 Division 1 units in FY25, paid on the 1305 scale, with a guaranteed minimum of one unit per district. He presented two revised options to the committee and noted that the finance committee's recommendation was Option B which was to establish units for these positions with a ratio of 1:150 Division 1 units in FY25, with fractional units

earned and no guaranteed minimum of one unit per district, generating 74 units. In response to questions from committee members about whether any districts or charter schools would get more or less, Mr. Sokolowski shared that if the committee voted for Option B, three districts and all but one charter school would now receive fractional units.

Dr. Barzee asked if there were additional questions or further discussion, or whether there was a motion. Representative Williams motioned to vote on the option that would create 1:150 Division 1 units in FY25 with fractional units earned and no guaranteed minimum of one. The motion was seconded by Senator Pettyjohn. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 11 Yes votes (Eric Anderson, Cerron Cade, Tammy Croce, Mark Holodick, David Kohan, Ruth Ann Miller, Brian Pettyjohn, Jonathan Starkey, Laura Sturgeon, Sean Sokolowski, Kimberly Williams);
- 0 No votes; and,
- 1 Abstention (Stephanie Ingram).

In New Business, Dr. Barzee introduced the plan to move forward the draft final report to completion and submission to the Governor upon approval from PECC members. She opened the floor for questions and discussion. Representative Williams shared that she had not had a chance to review the report and requested additional time to do so. After brief discussion, Chair Holodick proposed that the committee could vote to move the report forward with the caveat that if Representative Williams had any concerns after her review the committee would reconvene. With that suggestion on the floor, Dr. Barzee restated the motion to approve the report with the previously mentioned caveat and the new recommendation regarding IT employees being added to the report. She then asked if there was a motion.

Senator Pettyjohn motioned to approve the report with the caveat that the Information Technology employee recommendation was revised to reflect the vote taken in today's meeting, and that should Representative Williams have concerns after her review of the report the committee would reconvene. The motion was seconded by Dr. Tammy Croce. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 12 Yes votes (Eric Anderson, Cerron Cade, Tammy Croce, Mark Holodick, Stephanie Ingram, David Kohan, Ruth Ann Miller, Brian Pettyjohn, Jonathan Starkey, Laura Sturgeon, Sean Sokolowski, Kimberly Williams);
- 0 No votes; and,
- 0 Abstentions.

In Next Steps, the report will be delivered to the Governor by November 15, 2023. Dr. Barzee noted that the committee will meet in November only if necessary.

David Kohan shared a brief update on the Teacher Career Ladder Working Group, including a tentative scope and sequence. The working group will meet next on October 17th at which time Jon Neubauer from DSEA will make a presentation summarizing the work done by previous committees (e.g., CAECC) in this area. Senator Sturgeon asked about the connection between this working group and another teacher leadership group being run by the Department of Education. Chair Holodick agreed to establish a connection between the two groups and noted that there is very likely room for collaboration.

Public Comment

Kyle Lynch and Gretchen Loose provided public comment urging the committee to reconsider their recommendation related to paraprofessionals.

Adjournment

Dr. Barzee asked for a motion to adjourn the meeting. President Ingram motioned to adjourn the meeting and Jonathan Starkey seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 5:18 p.m.

Respectfully Submitted,
Anna Sullivan for WestEd

Updated on 10/19/23



Public Education Compensation Committee (PECC) Meeting

October 16, 2023
4:30 - 6:00 PM



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Roll Call



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Approval of Meeting Minutes



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Welcome and Remarks



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Information Technology (IT) Employees




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IT Employee Recommendation Cost to the State

VOTED recommendation: In FY25, create a new unit of funding at 1:200 Division 1 Units for Technology. *fractional units are earned with a guaranteed minimum of 1; units are 12 month (81 units)

	Total State Cost with OECs	Total Local Cost with OECs	Combined State and Local Cost
FY25	\$6,926,517	\$2,400,914	\$9,327,430

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IT Employee Recommendation Cost to the State

Option A: Proposed revised recommendation, In FY25, create a new unit of funding at 1:200 Division 1 Units for Technology. *fractional units are earned **without a guaranteed minimum of 1**; units are 12 month (56 units)

	Total State Cost with OECs	Total Local Cost with OECs	Combined State and Local Cost
FY25	\$4,837,830	\$1,653,759	\$6,491,589

Option B: Proposed revised recommendation, In FY25, create a new unit of funding at 1:150 Division 1 Units for Technology. *fractional units are earned **without a guaranteed minimum of 1**; units are 12 month (74 units)

	Total State Cost with OECs	Total Local Cost with OECs	Combined State and Local Cost
FY25	\$6,446,395	\$2,203,630	\$8,650,025

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Discussion & Committee Action



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Reviewing the Final Report



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Discussion & Committee Action



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Next Steps

- Report delivered to the Governor by November 15th



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Upcoming Meeting Schedule

November 13, 2023, *if needed**

*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.

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Update: Teacher Career Ladder Working Group (TCLWG)



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Public Comment



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Thank You

