

## **Public Education Compensation Committee**

### **Meeting Minutes**

July 29, 2022

Virtual Meeting

The Public Education Compensation Committee (PECC) meeting was held virtually on July 29, 2022, with the following members in attendance: Sen. Brian Pettyjohn, Sen. Laura Sturgeon, Rep. Kim Williams, Rep. Michael Smith, Mark Holodick, Ruth Ann Jones, Tammy Croce, David Kohan, Chuck Longfellow, Heath Chasanov, Franklin Newton, Alonna Berry, and Sara Croce.

Also participating were Governor John Carney, Tina Shockley, Nicholas Konzelman, Jeff Taschner, Maureen McGurk, Maureen Keeney, Deb Stevens, Kristin Dwyer, Devon Hynson, Cyndie Romer, Justin Richards, Jon Neubauer, Valerie McCartan, V.J. Leonard, Mike Kempski, Monica Moriak, Christine Lim, and Jess (no last name).

#### [Audio Recording of Meeting](#)

#### **Welcome/Introductions/Membership**

Tina Shockley began the meeting at 2:00 p.m.. A quorum was present. Sec. Mark Holodick welcomed everyone, and the agenda was shared on the screen. Each member introduced themselves and noted their particular interest or association with the work of this committee.

#### **Senate Bill 100 with Senate Amendment 1 Charge**

Sec. Holodick noted that the committee's convening is 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. Additionally, the committee is tasked with developing recommendations to establish a new compensation structure for educators in Delaware.

Sen. Sturgeon noted that she hopes this committee will look beyond pay and will consider workload. Rep. Williams asked about the public comment process and if designees were legally permitted to serve in lieu of those designated in SB 100. Sec. Holodick noted that there was a legal opinion that an a designee is allowed to serve on the committee, but the designee is unable to vote. He agreed to share that legal opinion with everyone, but stated that for today's meeting the individual would not vote. He also noted that DOE and other members can call upon expert staff to help answer questions and join discussions as needed.

Sec. Holodick introduced Mr. Taschner who may serve as such an expert for the Delaware State Education Association (DSEA). Mr. Taschner mentioned The Denver Plan, which could be shared with members, as a sample of this type of work that was done in Denver, Colorado. Dr. Longfellow inquired about the former Committee to Advance Educator Compensation and Careers (CAECC) that was referenced in some of the introductions. Sec. Holodick said he would share the CAECC final report with everyone. Dr. Croce asked for a list of the membership for the two CAECC subcommittees (Educator Work Group and Technical Advisory Group).

While compensation is a broad area, Sec. Holodick suggested the committee consider focusing their efforts on the following areas:

- Diversifying the workforce

- Base salary
- Career Level and Additional Career Level Earnings and Opportunities
- Leadership Roles
- Additional Professional Responsibilities

### **Support and Facilitation**

The Department of Education (DOE) suggested identifying a consultant who has expertise in education compensation who could guide this work, assist with research, and keep the committee moving forward. Some consultants, like one who did similar work in Maryland, have been suggested. He also suggested collaboration with the Council of Chief School Officers (CCSSO), the Southern Regional Education Board (SREB) and the Education Commission of the States (ECS). He encouraged members to send any consultants for consideration to Ms. Shockley. Dr. Longfellow suggested we may need to have someone who can step outside the education space as we need to look more broadly at this topic. Members were fine with moving forward with a consultant if the chosen consultant is voted on by the PECC members.

### **Governor John Carney Remarks**

Gov. Carney joined the meeting to express the importance of this work. There is a great need for teachers following the COVID-19 pandemic and we need to remain competitive with surrounding states. Compensation is a part of it but may not be the priority for those interested in education. He supported and encouraged the committee's work and looks forward to their findings.

### **Election of Chair**

Sen. Brian Pettyjohn motioned to elect Sec. Mark Holodick as Chair, and Rep. Michael Smith seconded the motion. All members were in favor and the motion was carried.

### **Meeting Schedule**

Ms. Shockley suggested the next meeting be held September 12, 2022, which would give time for DOE to gather information on consultants and share it with the committee. It was suggested that a Survey Monkey poll be done next week to gather member feedback on desired meeting logistics. The group agreed to the date for the next meeting and to complete the Survey Monkey poll. Sec. Holodick noted that when completing the poll members should keep in mind that legislative session would be starting in January. Rep. Smith noted that Mondays and Fridays would be best for legislators because of the legislative calendar. Rep. Williams noted that meeting after the school day would be beneficial to educators on the committee.

### **Public Comment**

Sec. Holodick called for public comment. Christine Lim of Red Clay Consolidated School District made comments regarding pay equity (including gender parity) and gave statistics about how pay affects teachers and their morale. A starting teacher makes \$43,000 and in eight years makes \$56,000; however the starting salary for a college graduate is \$55,000. This illustrates there is an \$80,000 deficit in earnings over eight years. Teachers have been through a lot during the pandemic. They also work far more hours than they are paid for, which impacts their home-work life balance. Prospective educators are not entering the profession because they can go to work in a non-education job, work less hours and make more money. She hopes that the committee and the Governor take these comments into consideration.

**Next Steps**

Sec. Holodick will work to identify and gather information about consultants that may support and facilitate future meetings and will share that with members for their consideration at the next meeting.

Meanwhile, Ms. Shockley will be sending out the following information, as requested, for members to review:

- Legal opinion about designees serving on behalf of those named in Senate Bill 100 with Senate Amendment 1
- Public comment process
- Copies of CAECC Final Report, including CAECC and subcommittee members
- List of prospective consultants to support and facilitate this work
- The Denver Plan
- Survey Monkey link for future meeting feedback
- July 29, 2022 meeting minutes

**Adjournment**

Rep. Michael Smith motioned to adjourn the meeting and Rep. Kim Williams seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 3:02 p.m.

Respectfully Submitted,  
Tina Shockley