

## **Delaware Public Education Compensation Committee (PECC)**

### **Meeting Minutes**

October 17, 2022

Virtual Meeting

The Public Education Compensation Committee (PECC) meeting was held virtually on October 17, 2022, with the following members in attendance: Senator Brian Pettyjohn, Senator Laura Sturgeon, Representative Kimberly Williams, Representative Mike Smith, Secretary Mark Holodick, Heath Chasanov, Tammy Croce, Sara Croce, Stephanie Ingram, Ruth Ann Jones, David Kohan, Chuck Longfellow, Franklin Newton, Alonna Berry, and Carla Cassell-Carter.

Also participating were: Tina Shockley, Alyssa Moore, Sarah Barzee, Gretchen Weber, Ellen Sherratt, Raifu Durodoye, Nancy Tien, Jon Neubauer, Jeff Taschner, Kristin Dwyer, Maureen McGurk and Dawn Alexander.

#### **Audio Recording of Meeting**

#### **Welcome/Introductions**

Sec. Mark Holodick, Committee Chair, asked for a motion to begin the meeting. A motion was made by Senator Brian Pettyjohn and seconded by Franklin Newton. All members were in favor, and the meeting began at 3:35 p.m. A quorum was present.

Sec. Mark Holodick welcomed everyone, and Tina Shockley conducted a member roll call.

#### **Approval of September 12, 2022 Meeting Minutes**

Senator Brian Pettyjohn motioned to approve the September 12, 2022 meeting minutes, and Representative Kimberly Williams seconded the motion. All members were in favor and the motion carried. The meeting minutes for September 12 were approved.

The Chair then introduced Sarah Barzee who facilitated the remainder of the meeting.

Sarah Barzee introduced the WestEd team and their roles:

- Dr. Sarah Barzee, Senior Director of State Education Services
- Dr. Raifu Durodoye, Senior Research Associate
- Dr. Ellen Sherratt, Board President, The Teacher Salary Project
- Nancy Tien, Program Associate
- Gretchen Weber, Senior Managing Director
- Dr. Saroja Warner, Director, Educator Development and Diversity

Sarah, Nancy and Gretchen will be regular attendees at PECC meetings, while the rest of the team will attend various meeting dates depending on the various roles each member plays.

Sarah reviewed the process for Public Comment and then provided an overview of committee Working Agreements, the committee charge as detailed in [SB100](#), and the scope and sequence of PECC meeting topics for the year (October 2022 - November 2023). The committee will meet again virtually on November 14, 2022 and December 12, 2022 at 3:30 P.M.

In New Business, Sarah introduced Jeff Taschner, Executive Director, and Jon Neubauer, Director of Education Policy, of the Delaware State Education Association (DSEA). During their presentation, the following information and key points were shared:

- Following the passing of SB100, DSEA developed several models and scenarios to meet the charge around base pay as outlined in SB100.
- In 2021, there was a 23.5% gap in pay between teachers and other, non-teaching professionals with similar education levels.
- In a 2022 study, the Economic Policy Institute found that teacher weekly wages have remained relatively flat compared to non-teaching professionals with similar backgrounds (2022).
- Delaware is at a lower rank compared to nearby states in average teacher starting salary and average teacher salary, coming in at #17 and #16 respectively, compared to other states in the region, including New Jersey (#2, #7), Maryland (#7, #9), and Pennsylvania (#11).
- A possible salary schedule that would meet the committee charge to “make recommendations that strengthen Delaware’s ability to compete with regional school districts in recruiting and retaining qualified and diverse educators, for competitive base pay for educators at all steps in the compensation structure and to make achieving competitive career level earnings in fewer, more meaningful steps.”
- DSEA presented a sample salary schedule that collapses the current state base pay salary schedule from 17 to 10 steps and increases the state’s share of the current base salary from \$30,769 to \$42,000 over three years.
- The DSEA proposed plan that includes teachers and specialists would be rolled out over 3 years: increase the state share of base pay to \$37,000 in year 1, \$40,000 in year 2, and \$42,000 in year 3. In year 1, such an increase in the state’s share would cost the state an additional \$60,000,000; \$45,000,000 in year 2; and \$29,500,000 in year 3. The total cost to increase the state share of base pay would be approximately \$134.5 million.
- The prior mentioned costs account for statutorily provided step increases and 1% salary increase. There is an estimated total of \$20,000,000 alone in costs from just the current system.

Next, committee members brought up questions and discussed information from the presentation. Key questions and points that were made included:

- Educators at the latter end of the career, in the 3-year period of transition, will see a combined increase of 17% or above in the possible salary schedule; additionally, the possible schedule leads to larger increases happening quicker (by Step 10) instead of the traditional small increments over a longer period (by Step 17) as the current system creates. Additionally, condensing the salary schedule will increase career earnings across the board.
- Currently, the state budget for the current step system costs \$10.5 million a year, and the 1-2% salary increases costs the state about an additional \$8 million.
- Committee members asked about the cost impact if/when when administrators are included; also brought up Other Employment Costs (OECs) which were not included in DSEA’s pos
- Local share of salary is determined by the bargaining process in each of the local education agencies and it may take time for local shares to catch up to the possible salary schedule as they vary. There may be a concern for smaller districts to be able to meet requirements.
- Delaware code suggests state pay is intended to be roughly 70% and local 30% and may need to change to better meet any potential increase in teacher base pay to get ahead of any anticipated challenges smaller districts may have in meeting the 70/30 district match.

- There was a question about how much higher Delaware would need to be in order to be competitive with Pennsylvania regarding career earnings and pension system
- There was a question about looking at base pay increases for administrators, secretarial, food service and custodial staff, who were not addressed in the model DSEA presented; DSEA prioritized teachers and specialists
- Cost of Living was calculated into the possible salary schedule through minimum living wage for single-parent, single-child household
- Next steps to include: conversations with OMB and the finance office; a WestEd report comparative to DSEA's report (and include Other Employment Costs (OECs), and daily rate based on # days worked, compared to other occupations; and comparisons to other states
- OECs include FICA, medicare, social security, healthcare and pension, which on average is an add on of 31.93% and healthcare is at around \$16,000 per person; OMB will confirm
- There was question around educators' choice in health insurance plans and concern around increasing healthcare premium costs and the take home amount educators would see, which districts provide cost share for educator benefits, and a call for total compensation numbers in the future. DSEA to follow up with Rep. Williams with more data on insurance premium rates and increases.
- There was additional emphasis on the need to look at base pay for educators to address the crisis in education where educators are leaving at high rates and causing a shortage. There was a request around data regarding shortages in roles beyond educators and specialists. Some members shared that the role of classroom teachers seems to be the hardest hit and causing major system issues.
- Several members clarified and emphasized that the committee charge includes considering compensation for the following groups: educators (1305, 1306, 1307, 1310, 1321), and support staff (1308, 1311, 1322 and 1324)
- Sec. Holodick reminded the committee that the timeline for a report and recommendations to include all compensation considerations for all roles goes until November 2023, and, there is a desire to submit a recommendation sooner (by December 2022) in time for the upcoming 2023 budget; will need additional discussion around specifically focusing on educators first.

### **Public Comment Process and Public Comment**

Sarah Barzee advised everyone that members of the public are welcome to speak before the PECC during the scheduled public comment period as noted on the publicly posted meeting agendas. Interested individuals should:

- (1) Send their name, the name of the group they represent and the topic of their comment via email to DOE staff prior to the meeting to request to have their name put on the public comment list for the upcoming meeting; or
- (2) Put their name/organization/topic in the chat during the meeting.

Those who register ahead of time will be called on to provide public comment first, followed by those listed in the chat.

To provide all members of the public with an equal opportunity to speak before the PECC, each individual is limited to two minutes, unless otherwise noted, at the beginning of the meeting.

Sarah advised anyone wishing to make public comment to put their name in the chat. Sarah noted that there was one person who signed up for public comment prior to the meeting but they were unable to remain for the public comment portion and unable to give public comment. After reviewing the chat, no one was listed to make public comment.

In Next Steps / Follow Up / Homework, the Chair will consult with WestEd following the meeting to prepare for our next meeting. OMB will follow up with benefits office and provide information around OECs and insurance costs. The next meeting will be virtual and is scheduled for November 14<sup>th</sup> at 3:30 P.M.

**Adjournment**

Rep. Williams motioned to adjourn the meeting and Stephanie Ingram seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 4:58 p.m.

Respectfully Submitted,  
Nancy Tien for WestEd



# Public Education Compensation Committee (PECC) Meeting

October 17, 2022



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## The WestEd Team

- Dr. Sarah Barzee, Senior Director of State Education Services
- Dr. Raifu Durodoye, Senior Research Associate
- Dr. Ellen Sherratt, Board President, The Teacher Salary Project
- Nancy Tien, Program Associate
- Gretchen Weber, Senior Managing Director
- Dr. Saroja Warner, Director, Educator Development and Diversity

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## Public Comment

- Members of the public are welcome to speak before the PECC during the scheduled public comment period as noted on the publicly posted meeting agendas. Interested persons should:
    - (1) send their name, the name of the group they represent and the topic of their comment via email to DOE **prior to the meeting** to request to have their name put on the public comment list for the upcoming meeting;
    - OR (2) **put their name, organization and topic in the chat during the meeting**. Those who register ahead of time will be called on by the facilitator to provide public comment first, followed by those listed in the chat.
  - In order to provide all members of the public with an equal opportunity to speak before the PECC, **each individual is limited to two minutes**, unless otherwise noted at the beginning of the meeting.
  - Public comments received in writing will be sent to members for their information via e-mail and will be included with the meeting minutes.
- 

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## Our Community Agreements - Relational

A community agreement is “a consensus on what every person in our group needs from each other and commits to each other in order to feel safe, supported, open, productive and trusting... so that we can do our best work, achieve our common vision, and serve our [students/families/constituents] well.” – National Equity Project

- Be present
  - Attend to equity of voice
  - Avoid repetition of ideas to respect the group’s time, e.g. saying “I agree with person X.”
  - Honor diverse ideas, perspectives, and experiences
  - Disagree with the idea or perspective, not the person
- 

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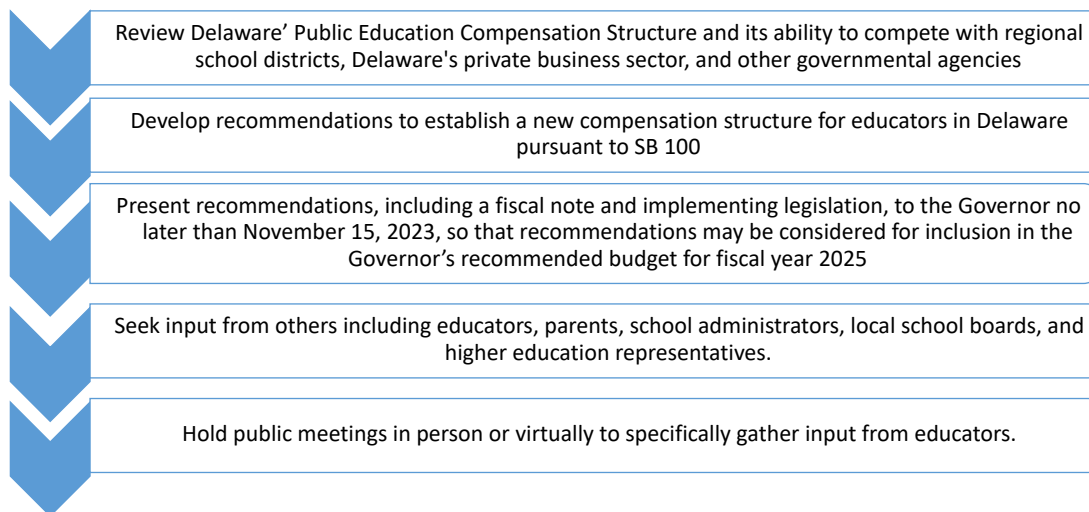
## Our Community Agreements - Operational

- Virtual meetings will be conducted via Zoom.
  - Zoom Chat is only available for attendees to communicate to host any technical assistance needs or request for public comment.
- We will begin and end on time.
- Secretary Holodick will call the meeting to order, conduct verbal roll call, confirm a quorum, and call a motion to approve previous meeting minutes by a verbal roll call vote.
- Decision making will be by consensus.
- If a decision cannot be reached through consensus, the facilitator will move to call a vote that will be conducted via a verbal roll call.

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## Committee Charge – SB 100



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# Committee Scope and Sequence

October 2022 – November 2023



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Month	Scope Ideas
<b>October 2022</b>	The Charge of the Committee; Vision Statement and Goals <b>Topic:</b> Base Pay & Salary Scales Across the Career Continuum
<b>November 2022</b>	<b>Topic:</b> Base Pay & Salary Scales Across the Career Continuum (continued)
<b>December 2022</b>	<b>Topic:</b> Base Pay & Salary Scales Across the Career Continuum (continued)
<b>January 2023</b>	<b>Topic:</b> Other Types of Compensation Beyond an Increase in Base Pay
<b>February 2023</b>	<b>Topic:</b> Retaining and Sustaining DE Educators and Career Pathways (Ladders and Lattices, Teacher Leadership)
<b>March 2023</b>	<b>Topic:</b> Retaining and Sustaining DE Educators and Career Pathways (Ladders and Lattices, Teacher Leadership) (continued)
<b>April 2023</b>	Assess impact/feasibility and reach consensus on proposed recommendations
<b>May 2023</b>	Refine and draft recommendations
<b>June 2023</b>	Draft recommendations & potential options ready
<b>July 2023</b>	(No PECC Meeting - writing report)
<b>August 2023</b>	Submit first draft of report ready for review by Delaware DOE
<b>September 2023</b>	Refine and finalize report
<b>October 2023</b>	Finalize recommendations report and slide deck for final presentation to the Committee
<b>November 2023</b>	Deliver final report

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# Compensation Reform

## A Recruitment and Retention Imperative

October 2022

Jon Neubauer, Director of Education Policy  
Jeff Taschner, Executive Director

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## FRAMING

**How underpaid are teachers in your state?**

Depending on the state, teachers make between 3.4% and 35.9% less than other comparable college-educated workers

**Notes:** Figure shows state-specific regression-adjusted weekly wage penalties for public school teachers (elementary, middle, and secondary) relative to their college-educated, non-teaching peers. See Allegretto and Mishel 2019, Appendix A, for more details on data and methodology.

**Source:** Author's analysis of pooled 2016–2021 Current Population Survey Outgoing Rotation Group data accessed via the EPI Current Population Survey Extracts, Version 1.0.29 (EPI 2022). <https://microdata.epi.org>

Economic Policy Institute

<https://www.epi.org/publication/teacher-pay-penalty-2022/>

In Delaware, teachers are paid

# 10.9%

less than other comparable college-educated workers

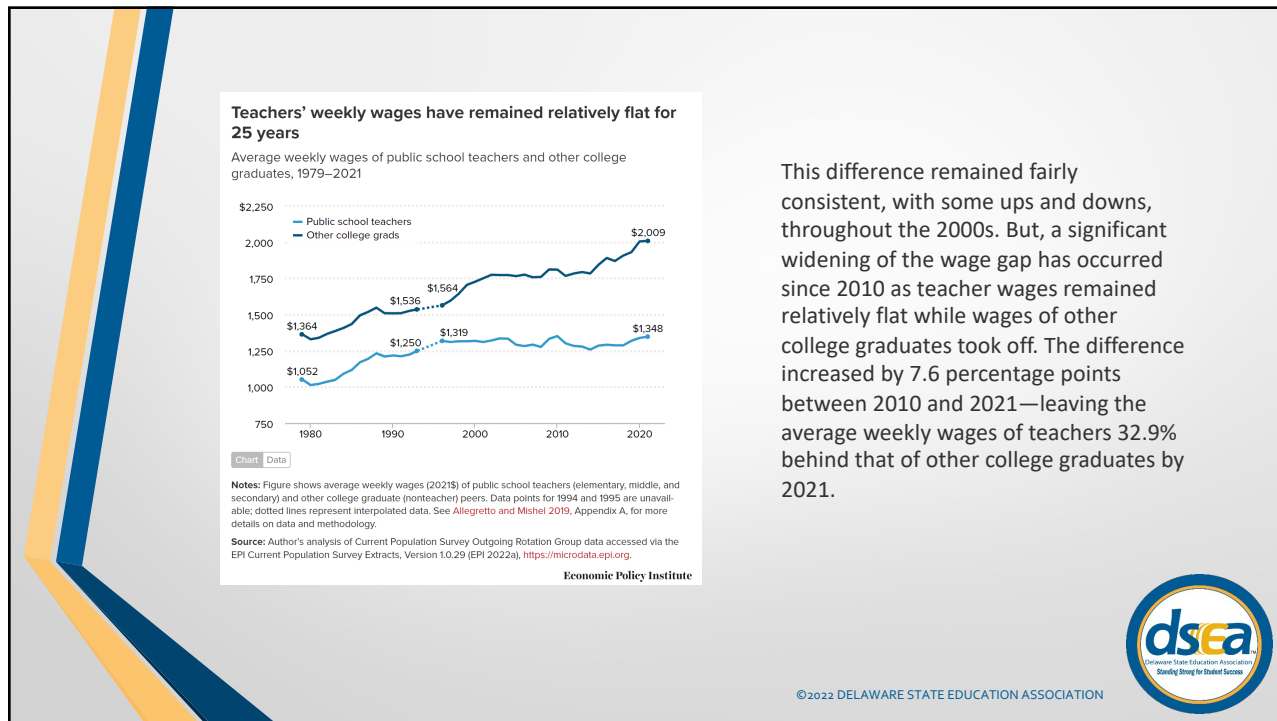
Read more: [www.epi.org/teacherpay22](https://www.epi.org/teacherpay22)  
Source: Current Population Survey Outgoing Rotation Group

EPI

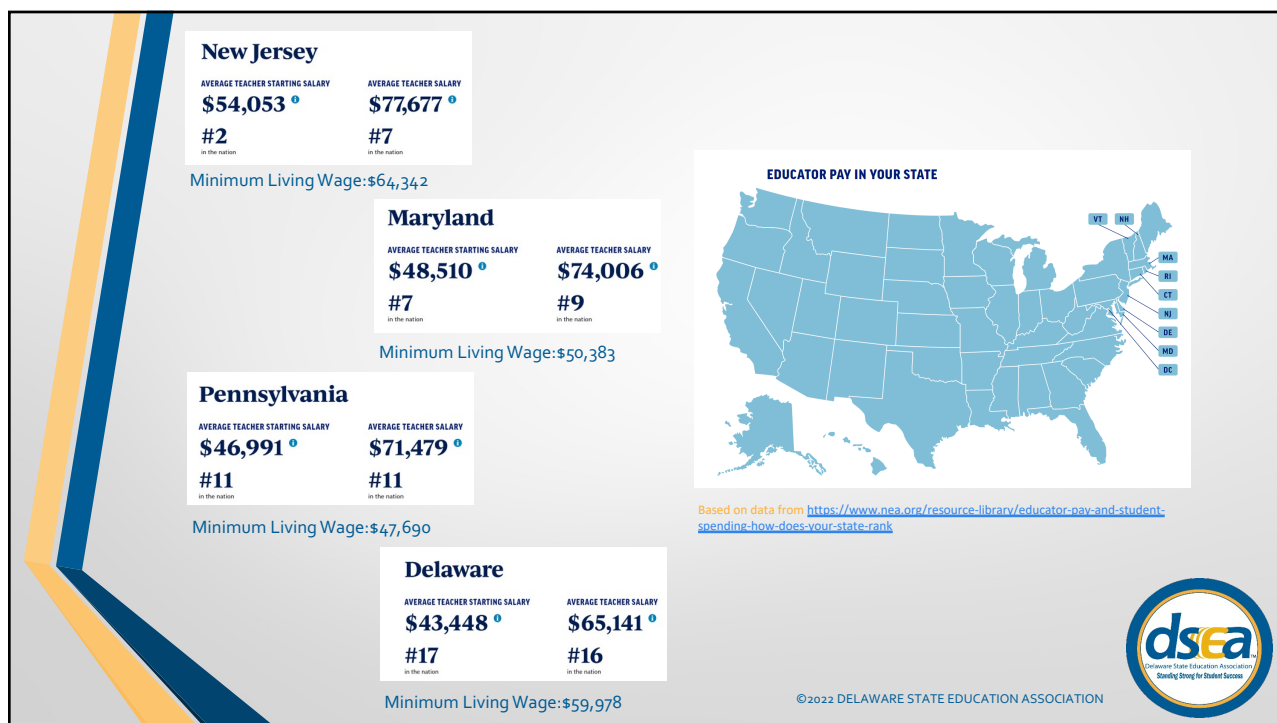
- In 2021, teachers earned **23.5% less than non-teacher college-educated professionals** – a record high.
- In 1996, the pay gap stood at 6.1%. After reaching a then record 22% in 2018, the pay gap narrowed slightly (due to Red for Ed) to **19.2% in 2019** before widening in each of the past two years with the most recent data (**2021**) showing a **record-high 23.5% teacher pay penalty**.
- Even when health insurance and retirement benefits are accounted for, the **total compensation penalty was still 14.2%, as compared to 2.7% in 1993**.

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# Let's Start with Increases in Base Pay

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## MEETING THE CHARGE OF SB 100

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. Salary advancement for acquisition of relevant degrees, certifications and competencies
5. Compensation for acquiring additional knowledge and skills
6. Teacher Leadership Opportunities
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



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# A Sample Base Salary Structure

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**Current Salary Schedule- Comprised of 9 Lanes and 17 Steps**

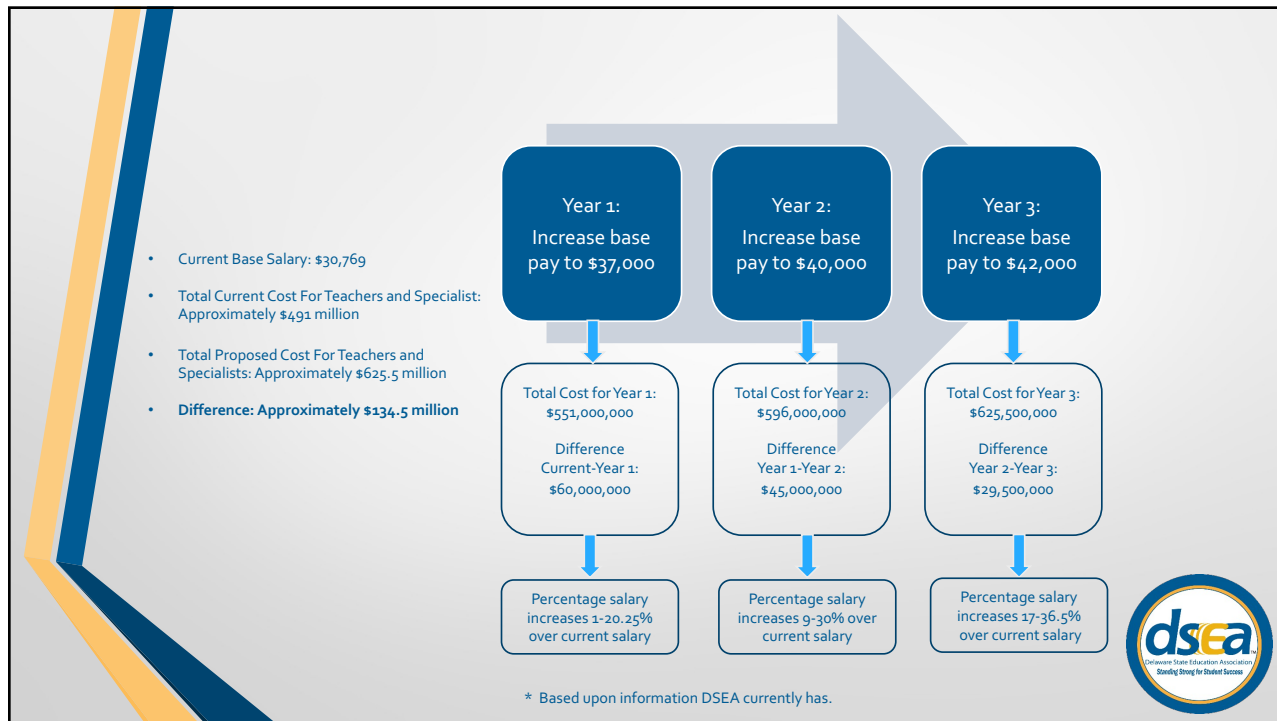
Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$29,590.85	\$30,769.00	\$31,947.15	\$33,126.52	\$34,894.51	\$36,073.88	\$37,252.34	\$38,433.87	\$39,613.24
2	\$29,883.47	\$31,065.00	\$32,244.37	\$33,422.52	\$35,190.51	\$36,369.88	\$37,548.03	\$38,727.40	\$39,905.85
3	\$30,149.00	\$31,358.53	\$32,536.99	\$33,716.36	\$35,484.35	\$36,662.49	\$37,805.87	\$39,023.40	\$40,201.85
4	\$31,210.84	\$32,388.99	\$33,568.36	\$34,749.89	\$36,517.88	\$37,696.02	\$38,875.40	\$40,053.85	\$41,233.23
5	\$32,096.37	\$33,186.52	\$34,248.36	\$35,338.50	\$36,929.26	\$37,989.87	\$39,316.01	\$40,495.39	\$41,673.84
6	\$33,186.52	\$34,248.36	\$35,338.50	\$36,400.34	\$37,989.87	\$39,061.25	\$40,141.85	\$41,233.23	\$42,293.84
7	\$34,248.36	\$35,338.50	\$36,400.34	\$37,461.26	\$39,061.25	\$40,141.85	\$41,233.23	\$42,293.84	\$43,354.75
8	\$35,338.50	\$36,400.34	\$37,461.26	\$38,552.33	\$40,141.85	\$41,233.23	\$42,293.84	\$43,366.14	\$44,445.82
9	\$36,400.34	\$37,461.26	\$38,552.33	\$39,613.24	\$42,825.83	\$43,886.75	\$44,974.74	\$46,038.73	\$47,126.72
10	\$37,461.26	\$38,552.33	\$39,613.24	\$40,673.85	\$43,886.75	\$44,974.74	\$46,038.73	\$47,126.72	\$48,187.33
11	\$38,552.33	\$39,676.32	\$40,673.85	\$41,765.23	\$44,974.74	\$46,038.73	\$47,126.72	\$48,187.33	\$49,251.63
12	\$38,552.33	\$39,676.32	\$41,765.23	\$42,825.83	\$46,038.73	\$47,126.72	\$48,187.33	\$49,251.63	\$50,339.62
13	\$38,552.33	\$39,676.32	\$42,885.83	\$43,886.75	\$47,126.72	\$48,187.33	\$49,251.63	\$50,339.62	\$51,400.23
14	\$38,552.33	\$39,676.32	\$42,885.83	\$44,974.74	\$48,187.33	\$49,251.63	\$50,339.62	\$51,400.23	\$52,461.15
15	\$38,552.33	\$39,676.32	\$42,885.83	\$45,516.58	\$49,251.63	\$50,339.62	\$51,400.23	\$52,461.15	\$53,552.21
16	\$38,552.33	\$39,676.32	\$42,885.83	\$45,516.58	\$50,339.62	\$51,452.54	\$52,461.15	\$53,552.21	\$54,613.13
17	\$38,552.33	\$39,676.32	\$42,885.83	\$45,516.58	\$50,339.62	\$51,452.54	\$53,543.60	\$54,667.59	\$55,695.58

**Proposed Salary Schedule- Comprised of 9 Lanes and 10 Steps**

Step	No Degree	Bach. Degree	Bach. Degree Plus 15 Grad. Credits	Bach. Degree Plus 30 Grad. Credits	Mast. Degree	Mast. Degree Plus 15 Grad. Credits	Mast. Degree Plus 30 Grad. Credits	Mast. Degree Plus 45 Grad. Credits	Doctor's Degree
1	\$40,391.82	\$42,000.00	\$43,608.18	\$45,218.04	\$47,631.36	\$49,241.22	\$50,849.82	\$52,462.62	\$54,072.48
2	\$40,791.24	\$42,400.00	\$44,013.30	\$45,622.08	\$48,035.40	\$49,645.26	\$51,253.44	\$52,863.30	\$54,471.90
3	\$41,150.70	\$42,804.72	\$44,413.72	\$46,025.18	\$48,430.40	\$50,044.68	\$51,605.40	\$53,267.34	\$54,875.94
4	\$42,603.12	\$44,211.30	\$45,821.16	\$47,433.96	\$49,847.28	\$51,455.46	\$53,065.32	\$54,673.92	\$56,283.78
5	\$43,811.88	\$45,299.94	\$46,749.36	\$48,237.42	\$49,886.84	\$51,856.56	\$53,466.76	\$55,276.62	\$56,885.22
6	\$45,299.94	\$46,749.36	\$48,237.42	\$49,886.84	\$51,856.56	\$53,466.76	\$55,276.62	\$57,731.52	\$59,179.68
7	\$46,749.36	\$48,237.42	\$49,886.84	\$51,135.00	\$53,346.30	\$54,794.04	\$56,283.78	\$57,731.52	\$60,669.00
8	\$48,237.42	\$49,886.84	\$51,135.00	\$52,624.32	\$54,794.04	\$56,283.78	\$57,731.52	\$59,195.22	\$60,669.00
9	\$49,886.84	\$51,135.00	\$52,624.32	\$54,072.48	\$58,457.70	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46
10	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46	\$65,776.20
11	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46	\$65,776.20
12	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46	\$65,776.20
13	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46	\$65,776.20
14	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46	\$65,776.20
15	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46	\$65,776.20
16	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46	\$65,776.20
17	\$51,135.00	\$52,624.32	\$54,072.48	\$55,520.22	\$59,905.86	\$61,390.98	\$62,843.34	\$64,328.46	\$65,776.20

**Within 3 years, increase state share base salary to \$42,000 and collapse index table to 10 steps.**

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# Questions and Discussion

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## Upcoming Meeting Schedule

- November 14th at 3:30 P.M.
  
  - December 12th at 3:30 P.M.
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## Public Comment

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    - (1) send their name, the name of the group they represent and the topic of their comment via email to DOE prior to the meeting to request to have their name put on the public comment list for the upcoming meeting;
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- 

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Thank You

