

**Public Education Compensation Committee**  
**Meeting Minutes**  
November 14, 2022  
Virtual Meeting

The Public Education Compensation Committee (PECC) meeting was held virtually on November 14, 2022, with the following members in attendance: Sen. Brian Pettyjohn, Carla Cassell-Carter, Cerron Cade, Chuck Longfellow, Courtney Stewart, David Kohan, Franklin Newton, Heath Chasanov, Jonathan Starkey, Rep. Kimberly Williams, Sen. Laura Sturgeon, Sec. Mark Holodick, Rep. Mike Smith, Ruth Ann Jones, Sara Croce, Stephanie Ingram and Tammy Croce.

Also participating were: Emily Cunningham, Tina Shockley, Kimberly Klein, Sarah Barzee, Nancy Tien, Ellen Sheratt, Ione Heigham, Gretchen Weber, Jeff Taschner, Jon Neubauer, Kristin Dwyer, Jason Cameron, Dawn Alexander, Bert Scoglietti, Deb Stevens, Justin Richards, Kiley Thompson, Kristin Dwyer, Linnea Bradshaw, Mark Baxter, Mike Kempski and Shelley Meadowcroft.

[Audio Recording of Meeting](#)

**Welcome/Introductions**

Sec. Mark Holodick, Committee Chair, asked for a motion to begin the meeting. A motion was made by Rep. Kimberly Williams and seconded by Rep. Mike Smith. All members were in favor, the motion carried and the meeting began at 3:31 p.m.

Sec. Mark Holodick welcomed everyone, and Tina Shockley conducted a member roll call. A quorum was present.

**Approval of October 17, 2022 Meeting Minutes**

Sec. Holodick requested a motion to approve the minutes of the October 17, 2022 meeting. Sen. Laura Sturgeon motioned to approve the minutes, and Franklin Newton seconded the motion. All members were in favor and the motion carried. The meeting minutes for October 17, 2022 were approved.

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

Dr. Barzee reviewed the process for Public Comment, a quick reminder of committee Working Agreements, and a summary of the committee's discussion from the October meeting:

- Wage comparison by the Economic Policy Institute (comparing apples to apples)
- Must consider Other Employee Costs (OECs)
- Considerations regarding a 70/30 state/local cost share: challenges smaller districts may have in meeting the 70/30 cost share
- Rising health insurance premiums
- Importance of communications on how experienced teachers will benefit from change to current policy
- A WestEd parallel cost analysis to DSEA's
- What data do we have to evidence shortages? What shortage areas do we want to prioritize first?
- Are we addressing shortages of teachers & specialists, administrators, and/or all school system employees?

In New Business, Dr. Barzee introduced Nicholas Konzelman from the Office of Management and Budget (OMB) to present on Other Employee Costs (OEC) rates. Chair Holodick noted

that any additional compensation for educators would not change the overall OEC rate, and instead changes the amount of dollars the state dedicates towards public education as OEC rates are currently a state obligation (31.93%). Dr. Barzee then shared that there are several decisions for the PECC to consider in order to potentially put forth early recommendations to inform the Governor's budget for 2024. Sec. Holodick shared that PECC recommendations are due November of 2023, and any early recommendations would be a positive start. Delaware Financial Advisory Committee (DFAC) will meet on December 19th and will identify an accurate revenue projection and benchmarks on the recommended level of growth for the state operating budget. Rep. Williams shared that there may be a state issue regarding Medicare that will impact the state budget. Director of the Office of Management and Budget (OMB) Cade shared that there are also other priorities across the state that would impact the budget across the board, stating, "there are so many dollars to go around." Rep. Mike Smith agreed with Director Cade and requested data on the amount of the state's budget for the previous year that was put towards state employer merit-based raises and a matrix of comparisons of strategic investments across employee groups. The Office of Management and Budget will follow up on this request. Director Cade commented on the complexity involved when a specific employee group is prioritized in isolation (e.g., teachers and specialists versus all employee groups) in relation to the decision regarding increases in base pay for employees included under 1305 in the state code. He also suggested determining what costs would be for everyone versus one group now and other groups later and executing a phase-in.

Dr. Barzee then introduced a discussion protocol to facilitate committee members input re: compelling points, concerns and additional considerations. Next, committee members brought up questions and discussed information from the presentation regarding Decision Point #1: Whether to send early recommendations to the Governor by December 2022. Key questions and points that were made include:

- There is some mention that the Governor has expressed interest in receiving an early recommendation but no specific request.
- Doing so may help to stem the crisis of educator shortages, especially by making the state regionally competitive to address the loss of educators from Delaware to neighboring states.
- Certificated educators are the largest group and allows the committee to make a decision that impacts the most individuals while still considering and planning for longer-term plans to increase pay for non-certified educators and other roles in 1305.
- There is urgency to improve learning conditions for students via recommendations to increase teacher pay.
- There need to be considerations regarding both starting salary and salaries at later career points in order to retain educators.
- Director Cade shared that the Governor has stated his intent to address pay policy this year within his recommended budget, independent of any early recommendations from the PECC. Any early recommendations would still require time to plan.
- PECC recommendations submitted in November 2023 would impact the fiscal year 2025 budget.
- Need to look at the state and local share independently; local shares are negotiated every year and affect property taxes. Currently, some local districts are struggling with their ability to fund roles.
- Heath Chasanov suggested moving away from the \$60,000 base pay salary proposal and more towards what would be considered a regionally competitive salary and comprehensive approach.
- Chuck Longfellow added a suggestion to consider a flat amount increase instead of a percentage increase, as it benefits starting employees more than a percentage would.

- There are several education initiatives, including reimagining the education funding system and reassessment, which both impact districts and would be important in considering the final committee recommendations.
- Support for consolidating steps includes providing for greater career earnings in the long run for educators.

Committee members Stephanie Ingram and Sen. Laura Sturgeon support the idea to present early recommendations on increasing teacher base pay salary to impact the upcoming budget, especially to strengthen the potential for the state Joint Finance Committee to advocate for educator pay in the coming budget planning process. Sen. Sturgeon emphasized the importance of addressing urgent current student needs and suggested action between this meeting and June 30, 2023, and the importance of PECC establishing a position on the recommendation. Stephanie Ingram commented that, “general pay increases of 2% would not cut it.” Tammy Croce shared concerns about 1305, all other pay offs of 1305 and supported a comprehensive plan over a plan that separates employee groups. Several members, including Representative Kimberly Williams, Chuck Longfellow, Sara Croce, and Heath Chasanov shared concerns around what the early recommendation would be and what the associated costs would be for such a recommendation; it was also shared that an early recommendation would take away from a focus on a more comprehensive and long-term planning process and the long-range goals of the committee. There was agreement between members that 6-8 weeks would be too quick to determine any early recommendations.

Regarding Decision Point #3, the consideration to consolidate steps from 17 to 10, Sen. Sturgeon requested a career earnings model be developed showing what it would look like for Employee A & B (same year, same amount of education), projected over a 30-year career under a 17 step system versus a 10-step system. Additionally, David Kohan requested data regarding Maryland’s plan and how their plan is being implemented across employee groups. Stephanie Ingram followed up later and shared that Maryland’s plan focuses on certificated educators.

Regarding Decision Point #1, a majority of committee members agreed to not put forth an interim recommendation to the Governor in December. Members Stephanie Ingram and Sen. Sturgeon shared their positions in opposition to the group decision to not put forth early recommendations. Stephanie Ingram shared discouragement with the discussion. Sen. Brian Pettyjohn commented that there may be potential when DFAC and the Joint Finance Committee meet and can impact educator pay and Rep. Kimberly Williams agreed, echoing the desire to present clearer plans that fully consider costs and outcomes. The committee reached consensus regarding Decision Point #2 to consider all employee groups outlined in 1305 rather than immediately starting with and putting forward an interim recommendation regarding teachers and specialists. The committee reached consensus regarding Decision Point #3 and will hold off on making a decision regarding consolidating steps until the committee has more information to inform such a decision. Sec. Holodick asked for group consensus for future recommendations from the committee to comprehensively include all employee groups, which still allows for different potential solutions for distinct employee groups. Jason Cameron was asked to share information regarding employee shortages and echoed committee members’ sentiments to keep teachers and administrators grouped together regarding any committee recommendations. Sec. Holodick reemphasized the Governor’s interest in including numbers in the upcoming recommended budget and summarized the overall committee comments to shift on focusing on a more comprehensive plan regarding salary base pay increase for educators. Sen. Sturgeon emphasized the importance of presenting recommendations that aspire to the committee charge and then develop the approach to fund such through the budget after.

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

Dr. 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.

Dr. Barzee advised anyone wishing to make public comment to put their name in the chat. After reviewing prior registration and the chat, no one was listed to make public comment.

In Next Steps / Follow Up, WestEd will provide information regarding Maryland pay increase policy and a chart comparing total compensation in Delaware to Maryland, Pennsylvania, and New Jersey. Committee members were encouraged to send any additional data for the committee's consideration to DDOE no later than November 21<sup>st</sup>. Chuck Longfellow suggested gathering financial data around the costs for certain levels of raises for educators' base pay in salary. Sec. Holodick suggested the creation of a subgroup of financial experts from the committee to pull numbers ahead of committee meetings and there was consensus to create the group. Sec Holodick nominated Chuck Longfellow and Nick Konzelman. Others were invited to express their interest in serving on the subgroup by notifying Sec. Holodick.

## **Adjournment**

Dr. Barzee asked for a motion to adjourn. Stephanie Ingram motioned to adjourn the meeting and Cerron Cade seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 5:17 p.m.

Respectfully Submitted,  
Nancy Tien, WestEd

Revised 11.28.22



# Public Education Compensation Committee (PECC) Meeting

November 14, 2022



## 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.



## 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
- 



## 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.
  - 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.
-



# What We Heard in October

1. Wage comparison by the Economic Policy Institute (comparing apples to apples)
2. Must consider Other Employee Costs (OECs)
3. Considerations regarding a 70/30 state/local cost share:
  - Challenges smaller districts may have in meeting the 70/30 cost share
4. Rising health insurance premiums
5. Importance of communications on how experienced teachers will benefit from change to current policy
6. A WestEd parallel cost analysis to DSEA's
7. What data do we have to evidence shortages? What shortage areas do we want to prioritize first?
8. Are we addressing shortages of teachers & specialists, administrators, and/or all school system employees?



# Other Employee Costs (OEC) Rates

FY2023

**PENSION**

State Employee

**Pension Rate 22.62%**

**OTHER OECs**

FICA	6.20%
Medicare	1.45%
Worker's Compensation	1.55%
Deferred Compensation	0.00%
Unemployment Insurance	0.11%

**Subtotal 9.31%**

**OVERALL OEC RATE 31.93%**

\*1.10 percent included in the Basic Pension Rate to cover the Disability Insurance program for State Employee Plan only. Percent adjusted annually based on claims.



## Looking at Total Compensation

State	State Base Salary	Pension	Steps	OECs	Cost of Living Adjustment
Delaware					
Maryland					
Pennsylvania					
New Jersey					



## Today's Objectives

In order to put forth early recommendations to inform the Governor's 2023 budget, consider and seek to reach consensus on the following decisions:

- **Decision 1:** Do we still seek to send an early recommendation to the Governor by December 2022?
- **Decision 2:** Which employee group(s) will we begin with?
- **Decision 3:** Do we collapse the number of steps in the state salary schedule from 17 to 10?







## Discussion Protocol

What is compelling?

What is concerning?

What else should we consider?



## The Delaware School Staff Shortage

**What data do we have in order to best make a data-informed decision?**

1. We have seen reports in the media of the lengths districts are going to deal with teacher shortages. How bad is it, both in scale and impact?
  - Delaware data indicates the most urgent shortage is in teacher and specialist roles.
2. We have also seen reports in the media of the shortage of principals and other school staff. How bad is it, both in scale and impact?





## Considerations

- If the desire is to put forth a recommendation following the December 12<sup>th</sup> meeting, do we want to move further faster by focusing our efforts (e.g. focusing on teachers and specialists now, and the remaining employee groups in future meetings)?
  - What is reasonable given the state's budget in 2023?
    - If the proposed cost is too high, there may be a full year delay in any salary increase, or none at all.
  - What salary range does the committee consider competitive?
    - The average beginning accountant in Delaware earns \$62,065.
    - The average beginning nurse in Delaware earns \$70,065.
    - The average beginning teacher in Delaware earns \$43,448.
- 



## Title 14, Chapter 13 Salaries and Working Conditions of School Employees

- 1305** Basic salary schedule for teachers, nurses, principals, superintendents, and other administrative and supervisory employees
- 1306** Salary schedule for chief school officers
- 1307** Salary schedule for principals subordinate to a chief school officer
- 1308** Salary schedules for administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks
- 1311** Salary schedule for school custodians
- 1322** Salary schedule for school food service employees
- 1324** Salary schedule for paraprofessionals

### Which employee group(s) will we begin with?

- 1) All employee groups listed above
- 2) All employee groups listed above excluding paraprofessionals
- 3) All of 1305
- 4) Teachers, specialists, and nurses
- 5) Teachers and specialists
- 6) Another combination of employee groups



## What is the appetite in Delaware on base pay salaries?

**Is there an appetite to make Delaware a top-state for teachers, a national exemplar, and a place where teachers flock to from the region, or is the appetite to increase the state schedule salary for competitive base pay within the \$50K range?**

There are 3 potential levels of recommendation(s) in raises:

- 1) Low and "affordable"
- 2) Regionally competitive
- 3) Make DE a top state for teachers



## Collapse of Salary Schedule Steps

**Should our recommendation(s) assume a collapse in the number of steps in the state salary schedule from 17 to 10?**

- 1) Yes, collapse the steps from 17 to 10
- 2) No, provide a salary increase evenly across teachers of different experience levels
- 3) No, collapse only steps 1 & 2 in first year of implementation and gradually collapse other steps
- 4) Other approaches (please specify)

*Note: This would only impact the state table; it would not impact local salary tables.*





## Next Steps

**What do you need in order to support the Committee's goal to reach consensus or vote on an increase in state salary schedule base pay and the collapse of steps?**

**WestEd will:**

- Provide a chart comparing total compensation to MD, PA, and NJ (slide 7).

**We ask that you:**

- Send any additional data for the PECC's consideration no later than Monday, November 21; we will share this by email with the PECC to review before the December meeting.
- 



## 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.
-



## Upcoming Meeting Schedule

December 12<sup>th</sup> at 3:30 P.M.

2023 meeting dates will be shared at the December meeting.



# Thank You

