

Public Education Compensation Committee

Meeting Minutes

January 23, 2023

Virtual Meeting

The Public Education Compensation Committee (PECC) meeting was held virtually on January 23, 2023, with the following members in attendance:

Sec. Mark Holodick, Ruth Ann Jones, Courtney Stewart, Carla Cassell-Carter, Nicholas Konzelman, President Stephanie Ingram, Tammy Croce, David Kohan, Sara Croce, Chuck Longfellow, Jonathan Starkey, Alonna Berry, Representative Kimberly Williams, Representative Mike Smith, Senator Laura, Sturgeon, Senator Brian Pettyjohn, and Director Cerron Cade.

Also participating were Tina Shockley, Dr. Sarah Barzee, Kimberly Klein, Joanna Adams, Gretchen Weber, Raifu Durodoye, Ione Heigham, Nancy Tien, Alisha Leonard, Amelia Hodges, Amy Mirolli, Bert Scoglietti, Christine Lim, Christy Wright, Dawn Alexander, Deb Stevens, Eric Buckson, James Borruto, Jeannette Wilt, Jeff Taschner, Jess Hurst, Jill Szymanski, Jon Neubauer, Jossette Threats, Julia Zammith, Kristen Dassel, Lauren Graves, Lauren Sokola, Linnea Bradshaw, Melissa Tracy, Mike Kempski, Monica Moriak, Tameka Mays, Tara Brady, Tara Curry-Cooke, Tonya Pierce.

[Audio Recording of Meeting](#)

Welcome/Introductions

The Chair asked for a motion to begin the meeting. A motion was made by Director Cerron Cade and seconded by Rep. Kimberly Williams. All members were in favor, and the meeting began at 3:35 p.m. Tina Shockley conducted a roll call and confirmed a quorum was present.

Chair Mark Holodick welcomed everyone and shared updates and remarks, which included welcoming Eric Anderson, who will replace Franklin Newton who is retiring. Additionally, the Chair shared the creation of a OneDrive file sharing system to share materials with PECC members. Meeting materials will be sent via email and uploaded to OneDrive. Chair Holodick also announced the Governor's proposed increases to public education compensation for FY24 and expressed appreciation to the members who worked on the salary cost options presentation for today's meeting: Dr. Sara Croce, Chuck Longfellow, Nick Konzelman, and Ruth Ann Jones. He previewed the proposed Committee Scope and Sequence to be presented later in the meeting. Finally, the Chair commented about the PECC scope and timeline, highlighting the fact that the Maryland Blueprint addressed increased pay for a singular employee group, teachers, and was developed over a period of two and a half years, whereas the PECC has eighteen months to address numerous employee groups. After answering a question regarding how in-depth PECC is expected to be when looking at increasing teacher pay related to regional comparison, Chair Holodick then introduced Dr. Sarah Barzee to facilitate the remainder of the meeting.

Approval of December 12, 2022 Meeting Minutes

Sen. Brian Pettyjohn motioned to approve the December 12, 2022 meeting minutes, and Rep. Mike Smith seconded the motion. All members were in favor and the motion carried. The meeting minutes were approved.

In Old Business, Dr. Barzee reviewed the public comment process, operational updates, and revisited the charge of the PECC as outlined in SB100, as well as the salary employee groups under Title 14, Chapter 13. She then introduced the proposed scope and sequence for the remaining PECC meetings through August 2023. The scope and sequence outlines a proposed process in which each topic (e.g., 1305 pay scale) will be addressed over two or more monthly meetings, as appropriate. Generally speaking, the topic will be introduced and discussed in one month (e.g., 1305 pay scale in January 2023) and as appropriate, a recommendation will be made through the established decision making process in the subsequent month's meeting (e.g., February 2023).

In New Business, Dr. Barzee introduced Dr. Sara Croce, Chief Financial Officer, Milford School District and Chuck Longfellow, Chief Financial Officer, Christina School District, who provided an overview of the salary cost options developed by a small group of finance experts mentioned by the Chair in his opening remarks, and the rationale for the different options and the benefits and disadvantages of each model (i.e., why there are options with percentage and/or flat increases, including the cost difference). The salary cost options represent applying increases to base pay through three different models: a straight percentage, a combined percentage and flat amount, and a percentage on the base amount and a flat amount to each cell; the cost options presented represent these models over both a four and five year phase in period. The cost options presented were modeled using Delmar as an example given that they are currently the lowest paid district in the state, thus applying the various cost options would get base pay there to \$60,000; districts that currently have higher salaries would exceed \$60,000. The cost options presented also assume a 2% local share increase in order to reach \$60,000.

A facilitated discussion followed the presentation of the salary cost options. There were questions and discussion regarding the Governor's announcement about his proposed budget which includes salary increases for all employees covered under 1305 and an additional 6% for teachers only. Requests were made to see a version of the various cost options if the Governor's proposed budget does not come to fruition, to seek insight from Maryland about the local impact of their new teacher salary policy on negotiations and/or tax increases for an upcoming meeting, and to discuss administrative salaries in the future. Additional discussion points included taking into account the fiscal effort of localities as it relates to compensating their educators, the current system for equalization, positions the state does not fund (e.g., Title I, Title II etc.), the fact that some administrator salaries are regionally competitive because of the local share versus the states contribution (e.g., state only pays \$12.00 per day for an Assistant Principal with MA and 5 years experience versus a teacher with an MA plus 5 years experience), and ensuring that the retention of experienced teachers remains a priority.

Dr. Barzee then transitioned to the discussion about DE's pension system and introduced Joanna Adams, Delaware State Pension Administrator. Ms. Adams gave a brief overview of her background, outlined the responsibilities within the purview of the state pension office, and provided an overview of DE pension plans, including the importance of maintaining compliance with the Internal Revenue Service (IRS) in enacting policies.

Following the presentation, Dr. Barzee facilitated questions and discussion. Discussion points included the importance of considering total compensation, the Delaware pension system's

top ranking compared to other states, and Return to Work restrictions and penalties for employees in the later years of their career. To conclude this section, Dr. Barzee reminded members that Ms. Adams will be returning to continue the discussion in February and encouraged any members to send advance questions to her or Tina Shockley.

Finally, Dr. Barzee summarized Next Steps, including the possibility of a recommendation regarding 1305, if appropriate, an introduction to 1308, and continued discussion about DE's pension system. The next PECC meeting is scheduled for February 13, 2023 from 4:30 pm to 6:00 pm.

Public Comment

One attendee, James Borruto, signed up in advance to share public comment. He emphasized his hope that Delaware can pass legislation to make the state better than all other states, and not just within the region. Bill Doolittle also provided public comment, sharing his thoughts about the equalization system.

Finally, Sec. Holodick thanked members for their presentations and participation. Dr. Barzee once again reminded members about the next meeting. She asked if there were any final questions. A member asked whether it was possible for Education Service Professionals (ESPs) to receive the same increases as those proposed in the Governor's recommended budget to which other members replied that the state's future financial status must be considered, other employee groups must be considered, and that the PECC has to look at equity as it pertains to the state contribution.

Adjournment

Dr. Barzee asked for a motion to adjourn. President Ingram motioned to adjourn the meeting and Sen. Sturgeon seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 6:05 p.m.

Respectfully Submitted,
Nancy Tien for WestEd

Updated on 1.30.2023



Public Education Compensation Committee (PECC) Meeting

January 23, 2023
4:30 - 6:00 PM



Welcome and Remarks from the Chair



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, **ideally 7 days in advance of the meeting**, to request to have their name put on the public comment list for the upcoming meeting;
 - OR (2) **raise their hand during the meeting**. Those who register ahead of time will be called on by the facilitator to provide public comment first, followed by those who raise their hand during the meeting.
 - 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 by DOE 7 days in advance will be sent to members with advance meeting materials via email. All written public comments will be included with the meeting minutes and publicly posted following each committee meeting.
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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.
 - Decision making will be by consensus and/or vote.
 - Attendees who wish to make public comment and did not register in advance may use the Raise Hand function to indicate their interest in providing public comment.
 - Meeting materials will be uploaded into OneDrive (see guidance document) and emailed to PECC members 7 days in advance of meetings.
 - Decision making on agenda items requiring a consensus or vote will be conducted during the meeting following the month the topic was presented.
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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. 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.



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**

Note: SB 100 also addresses job categories where state pay scales do not exist, including bus drivers and information technology employees.



Scope and Sequence to Address SB100

Employee Group	Data Presentation and Discussion	Decision/ Recommendation
1305 teachers, nurses, principals, superintendents, and other administrative and supervisory employees	January	February
1308 administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks	February	March
1311 school custodians	March	April
1322 school food service employees	April	May
1324 paraprofessionals	May	June
bus drivers	June	July
information technology employees	July	August
Other charges from SB100 (e.g. teacher leadership, etc.)		

Title 14, Chapter 13

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1305 Salary Cost Options

Questions and Discussion



Overview of Delaware Pension System



Next Steps

February 13th Meeting:

- Decision Point on 1305
- Presentation Regarding 1308
- Discussion on Pension
- Other Items



Upcoming Meeting Schedule

February 13, 2023
March 13, 2023
April 17, 2023
May 15, 2023
June 12, 2023
August 14, 2023
September 18, 2023
October 16, 2023
November 13, 2023



Public Comment

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Public Comment

Thank You

