

## **Public Education Compensation Committee**

### **Meeting Minutes**

April 17, 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 April 17, 2023, with the following members in attendance:

Heath Chasanov, Sara Croce, Tammy Croce, Alonna Berry, Brian Pettyjohn, Carla Cassell-Carter, Chuck Longfellow, Courtney Stewart, David Kohan, Eric Anderson, Jonathan Starkey, Kimberly Williams, Mark Holodick, Nicholas Konzelman, Michael Smith, Ruth Ann Jones, and Stephanie Ingram.

Also participating were Alexis Wrease, Tina Shockley, Kimberly Klein, Cora Scott, Meredith Seitz, Sarah Barzee, Raifu Durodoye, Ione Heigham, Nancy Tien, Amanda Ebersole, Christina Knotts, Christy Wright, Deb Stevens, Jarek Rutz, Jeannette Wilt, Jon Neubauer, Sherry Long, Taylor Hawk, and VJ Leonard.

[Audio Recording of Meeting](#)

#### **Welcome/Introductions**

Secretary Holodick, PECC Chair, asked for a motion to begin the meeting. A motion was made by Senator Brian Pettyjohn and seconded by Representative Kimberly Williams. All members were in favor and the meeting began at 4:30 p.m. Tina Shockley conducted a verbal roll call and confirmed a quorum was present.

Chair Holodick welcomed everyone and expressed gratitude to Dr. Sara Croce, Dr. Chuck Longfellow, Kim Klein, Nick Konzelman, Ruth Ann Jones and others from OMB and Delaware State Education Association who have been helpful in preparing the numbers for tonight's meeting and supporting PECC to make progress over the next few months. The Chair also recognized the WestEd team for sending information and articles regarding other states who are responding to the Delaware PECC's efforts regarding compensation with their own committees and efforts, although many are addressing only teachers rather than all employee groups as is being done in DE.

#### **Approval of March 13, 2023, Meeting Minutes**

The Chair then asked for a motion to approve the minutes from the March meeting. Rep. Williams motioned to approve the March 13, 2023, minutes and Courtney Stewart seconded the motion. All members were in favor and the motion carried. The meeting minutes for March 13, 2023 were approved.

Chair Holodick then introduced Dr. Sarah Barzee to facilitate the remainder of the meeting.

In Old Business, Dr. Barzee shared an update regarding sending members materials via email and via OneDrive. She then reviewed the PECC charge pursuant to SB 100, today's objective to present and vote on salary cost options and recommendations for employees covered under Sections 1308 and 1311, and the scope and sequence for the remaining PECC meetings.

Dr. Barzee then introduced Dr. Chuck Longfellow and Dr. Sara Croce. Dr. Longfellow reviewed information previously presented at last month's meeting regarding employees covered under Section 1308 and shared the proposed recommendations to collapse existing classifications from five to three on the state side, to add a one-time 2% increase with a \$500 flat increase on top of the proposed general salary increase of 3% for fiscal year 2024 to the 1308 state share (FY24). He noted that local districts will not be required to adopt the collapsed classifications. He then shared proposed FY25 combined state/local starting salary scales for three DE districts at the low-, mid- and high-range (Delmar, Appoquinimink, and Sussex Tech) and a comparison of the proposed FY25 Appoquinimink salaries to assumed FY25 Maryland border districts' salaries. Finally, he shared a slide outlining the total costs to the state if these recommendations are adopted. During discussion, members had questions and made statements regarding whether Maryland's Blueprint policy applies to salaries beyond teachers as is the case in DE per SB100, confirmation that the proposed FY25 salary increases for employees covered under Section 1308 will meet the new state law requiring a \$15 minimum wage in 2025, the impact of local or general salary increases on salaries and proposed recommendations, the adverse effects of bargaining agreements regarding condensing classification groups on seniority, aligning current percentages to proposed classifications to meet allocations as defined by and generated according to state code, the cost of shifting certain staff roles into the new proposed classifications, the potential need to revisit code to update such allocations, the process for seeking feedback from the public and/or employees that would be directly impacted by the proposed recommendations, support for the collapsed classifications given that this will allow more movement and higher salaries, and whether the proposed recommendation is different from last month's. It was confirmed that the recommendation is different from last month's given that the current recommendation includes an additional \$500 flat increase in addition to the 2% increase. There was a suggestion to have Rep. Williams and Sen. Sturgeon, as members of the Joint Finance Committee, or members from DEFAC, join the small group conversations to inform what the cost impacts of the recommendations will be on the larger budget. Before seeking a motion to vote on the proposed recommendation for Section 1308, Dr. Barzee clarified that Dr. Longfellow's recommendation to address the \$15.00 minimum wage issue in this recommendation may be better addressed via a blanket motion given that it will also apply to other employee groups. She then asked for a motion to approve the recommendation as presented: to collapse 1308 classifications from five to three along with a one-time 2% increase and a \$500 flat increase. A motion was made by Rep. Williams and was seconded by Dr. Sara Croce. Ms. Shockley conducted a vote via a verbal roll call.

The motion carried with the following votes:

- 14 Yes votes (Sec. Mark Holodick, Ruth Ann Jones, Courtney Stewart, Stephanie Ingram, Tammy Croce, David Kohan, Sara Croce, Chuck Longfellow, Heath

Chasanov, Eric Anderson, Jonathan Starkey, Rep. Kimberly Williams, Rep. Mike Smith and Sen. Brian Pettyjohn);

- 0 No votes; and,
- 1 member was not present to vote (Sen. Laura Sturgeon).

In New Business, Dr. Barzee reintroduced Dr. Sara Croce and Dr. Longfellow to speak on the recommendations for employees under Section 1311, the custodial employee group. Dr. Sara Croce reviewed information from the previous PECC meeting regarding employees covered under Section 1311, including a proposed change to collapse classifications from six to four. She stated that local districts would not be required to adopt proposed state changes to employee titles or salary scale. The updated recommendation presented proposes a one-time 2% flat increase in addition to the collapsed classifications. The flat increases represent the addition of current training stipends for custodial, and maintenance mechanic staff, and a similarly calculated stipend for skilled maintenance/craftspersons. Dr. Sara Croce also shared proposed FY25 salary scale examples at the low-, mid- and high-range of districts (Lake Forest, Milford, and Sussex Tech) and the proposed FY25 salaries in comparison to assumed Maryland border districts FY25 salaries. Questions and discussion included maintaining the distinction between maintenance mechanics and skill craftsperson which would not impact a significant number of employees, the budget impact and cost of the proposed recommendation, reiteration regarding seeking feedback from employees that would be directly impacted by the proposed recommendations, clarification around how and why some districts currently use custodial state funds for other positions such as IT staff, and support to discuss the funding of technology positions in future PECC meetings. Dr. Barzee then summarized the proposed recommendation pertaining to employees covered under Section 1311: to collapse classifications from 6 to 4 and a one-time 2% flat increase (and additional amount from previous stipends) and asked for a motion for the committee to vote on the recommendation. A motion was made by Rep. Williams and seconded by Sen. Pettyjohn. Ms. Shockley conducted a vote via verbal roll call.

The motion carried with the following votes:

- 14 Yes votes (Sec. Mark Holodick, Ruth Ann Jones, Courtney Stewart, Stephanie Ingram, Tammy Croce, David Kohan, Sara Croce, Chuck Longfellow, Heath Chasanov, Eric Anderson, Jonathan Starkey, Rep. Kimberly Williams, Rep. Mike Smith and Sen. Brian Pettyjohn);
- 0 No votes; and,
- 1 member was not present to vote (Sen. Laura Sturgeon).

In Next Steps, Dr. Barzee shared that the next meeting on May 15, 2023, will feature discussion around employee groups covered under Sections 1322, school food service employees, and 1324, paraprofessionals.

### **Public Comment**

The Department of Education received 3 requests for public comment: two individuals shared written comments that were shared with PECC members in advance of the meeting, and one individual initially requested to speak at the meeting but withdrew the request before the meeting due to illness. All written public comments are attached at the end of these minutes.

During the meeting Sherry Long requested the opportunity to provide public comment and posed a question regarding how the proposed recommendation to fold in stipends for employees covered under 1311 will affect custodial training requirements. Chair Holodick asked Ms. Long to provide her contact information so that a member of the PECC workgroup could follow up with her following the meeting. Rep. Williams requested that the information also be shared with PECC members.

### **Adjournment**

Dr. Barzee asked for a motion to adjourn the meeting. Rep. Williams motioned to adjourn and Sen. Pettyjohn seconded the motion. President Ingram was recognized and indicated that since the motion to adjourn had already occurred, she would share her comment via email and requested that it be shared with PECC members. All members were in favor of adjournment and the motion carried. The meeting adjourned at 5:36 p.m.

Respectfully Submitted,  
Nancy Tien for WestEd

Updated on 4.28.2023



# Public Education Compensation Committee (PECC) Meeting

April 17, 2023  
4:30 - 6:00 PM



## Welcome and Remarks from the Chair





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

## 1308 Salary Cost Options





## 1308 Total Average Starting Salary by State

	DE Districts 0 Years Salary	MD Border Districts 0 Years Salary	PA Border Districts 0 Years Salary
<b>Clerk</b>	\$28,470	\$31,878*	\$35,962**
<b>Secretary</b>	\$31,445	\$32,074	\$35,190
<b>Senior Secretary</b>	\$33,068	\$35,130	n/a
<b>Financial Secretary</b>	\$34,597	\$35,363	\$40,514
<b>Administrative Secretary</b>	\$36,813	\$37,987	\$43,812

*\*Half or more of the districts do not have salary scales for this position.*

*\*\*Includes only one district.*



## 1308 Review

- All 12-month employees: administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks
  - SY22-23: 839 total employees
- Recommendation to collapse classifications from 5 to 3.
  - Will impact 242 employees (67 Clerks and 175 Senior Secretaries).
- Recommendation to update titles on the state salary schedule.
  - Local districts would not be required to adopt proposed state changes to employee titles or local salary scales.





# 1308 Proposed Changes to Classifications

Clerk	<b>Administrative Assistant I</b>
Secretary	
Senior Secretary	<b>Administrative Assistant II</b>
Financial Secretary	
Administrative Secretary	<b>Administrative Assistant III</b>

*Local districts would not be required to adopt proposed state changes to employee titles or salary scale.*



# 1308 Proposed Recommendation (for FY25)

**Proposed recommendation:** collapse classifications from 5 to 3, and a one-time 2% increase with \$500 flat increase (in addition to 3% general salary increase for FY24)

	DE 0 Years Salary State Contribution with 3% General Increase (FY24)	Collapsed Classification	Adjusted 0 Years Salary State Contribution with 2% + \$500 Increase (FY25)
Clerk	\$20,395	<b>Administrative Assistant I</b>	\$22,986
Secretary	\$22,045		
Senior Secretary	\$22,940	<b>Administrative Assistant II</b>	\$24,404
Financial Secretary	\$23,435		
Administrative Secretary	\$24,255	<b>Administrative Assistant III</b>	\$25,240

*Salary numbers only reflect state contribution.*



## Proposed FY25 Combined State/Local Starting Salary

	Delmar (Proposed FY25)		
	0 Years Starting Salary	10 Years Starting Salary	20 Years Starting Salary
<b>Administrative Assistant I</b> (Clerk / Secretary)	\$29,020 / \$29,748	\$35,746 / \$36,472	\$43,921 / \$44,650
<b>Administrative Assistant II</b> (Senior Sec / Financial Sec)	\$31,869 / \$32,908	\$38,774 / \$39,817	\$47,018 / \$48,053
<b>Administrative Assistant III</b>	\$35,366	\$42,458	\$50,548

Salary numbers reflect total salary (combined state & local contribution).  
Does not include general salary increases nor local increases.



## Proposed FY25 Combined State/Local Starting Salary

	Sussex Tech (Proposed FY25)		
	0 Years Starting Salary*	10 Years Starting Salary*	20 Years Starting Salary*
<b>Administrative Assistant I</b>	\$36,516	\$42,292	\$49,168
<b>Administrative Assistant II</b>	\$41,607	\$47,711	\$55,438
<b>Administrative Assistant III</b>	\$48,025	\$54,217	\$61,841

Salary numbers reflect total salary (combined state & local contribution).  
\*Sussex Tech has a local salary schedule that reflects the proposed collapsed categories.



## Proposed FY25 Combined State/Local Starting Salary

	Appoquinimink (Proposed FY25)		
	0 Years Starting Salary	10 Years Starting Salary	20 Years Starting Salary
<b>Administrative Assistant I</b> (Clerk / Secretary)	\$32,110 / \$33,215	\$40,610 / \$42,815	\$50,618 / \$54,002
<b>Administrative Assistant II</b> (Senior Sec / Financial Sec)	\$35,108 / \$36,938	\$44,890 / \$47,441	\$56,141 / \$59,488
<b>Administrative Assistant III</b>	\$38,604	\$49,488	\$61,899

Salary numbers reflect total salary (combined state & local contribution).



## Proposed FY25 Total Salary Comparison

	Appoquinimink Proposed FY23 0 Years Starting Salary	MD Border Districts FY23 0 Years Starting Salary	Appoquinimink Proposed FY25* 0 Years Starting Salary	MD Border Districts ESTIMATED FY25** 0 Years Starting Salary
<b>Administrative Assistant I</b>	\$31,632	\$32,074	\$34,078	\$33,370
<b>Administrative Assistant II</b>	\$35,287	\$35,363	\$37,923	\$36,792
<b>Administrative Assistant III</b>	\$36,912	\$37,987	\$39,638	\$39,552

Salary numbers reflect total salary (combined state & local contribution).

\*Local assumes 2% in FY24 and FY25, state assumes 2% General Salary in FY25, in addition to PECC recs (2% + \$500)

\*\*MD FY25 salary reflect assumptions of 2% general salary increase for FY24 & FY25.



# 1308 Salary Cost Option

## Collapse 1308 Classifications with 2% Increase + \$500 Flat Increase

	Total Cost	Total Cost w/ OECs	Increase to Base
<b>Collapse 1308 w/ 2% Increase and \$500 Flat Increase</b>	\$ 26,645,269	\$ 35,153,103	\$ 1,407,799
<b>Section 1308 (Admin Assist I, Admin Assist II, Admin Assist III)</b>	\$ 26,645,269	\$ 35,153,103	\$ 1,407,799
Collapsed Lanes			184,982
2% Increase			678,606
\$500 Flat Increase			544,211

## Discussion & Committee Action



# 1311 Salary Cost Options



## 1311 Total Average Starting Salary by State

	DE Districts 0 Years Salary	MD Border Districts 0 Years Salary	PA Border Districts 0 Years Salary
<b>Custodian</b>	\$30,640	\$30,701	\$30,607
<b>Custodian Firefighter</b>	\$32,343	\$32,904	\$33,291
<b>Chief Custodian</b>	\$35,835	\$34,845	\$35,329
<b>Maintenance Mechanic</b>	\$36,882	\$36,505	\$43,927
<b>Skilled Craftsperson</b>	\$42,010	\$41,960	\$52,393



## 1311 Review

- These employees are 12-month positions: Custodian, Custodian Firefighter, Chief Custodian (5 or Fewer Custodians), Chief Custodian (6 or More Custodians), Maintenance Mechanic, and Skilled Craftsperson.
  - SY 22-23: 1,492 total employees
- Recommendation to collapse classifications from 6 to 4.
  - Will impact total of 114 employees (Chief Custodian 5 or Less and Maintenance Mechanic).
- Recommendation to also update titles on the state salary schedule.
  - Local districts would not be required to adopt proposed state changes to employee titles or salary scale.



## 1311 Proposed Changes to Classifications

Custodian	<b>Custodian</b>
Custodian Firefighter	<b>Assistant Chief Custodian</b>
Chief Custodian (5 or Fewer Custodians)	<b>Chief Custodian</b>
Chief Custodian (6 or More Custodians)	
Maintenance Mechanic	<b>Skilled Maintenance/Craftsperson</b>
Skilled Craftsperson	

*Local districts would not be required to adopt proposed state changes to employee titles or salary scale.*



# 1311 Proposed Recommendation (for FY25)

**Proposed recommendation:** collapse classifications from 6 to 4, and a one-time 2% plus flat increase.

	Salary State Contribution with 3% General Increase (FY24)	Collapsed Classification and Increase	Adjusted State Contribution with 2% + Flat Increase (FY25)
Custodian	\$23,640	Custodian (2% + \$439)	\$24,551
Custodian Firefighter	\$24,198	Assistant Chief Custodian (2% + \$662)	\$25,344
Chief Custodian (5 or Fewer Custodians)	\$24,482	Chief Custodian (2% + \$883)	\$26,998
Chief Custodian (6 or More Custodians)	\$25,603		
Maintenance Mechanic	\$26,124	Skilled Maintenance/Craftsperson (2% + \$1,105)	\$28,257
Skilled Craftsperson	\$26,619		

Salary numbers only reflect state contribution.



# Proposed FY25 Combined State/Local Starting Salary

	Lake Forest		
	0 Years Starting Salary	10 Years Starting Salary	20 Years Starting Salary
<b>Custodian</b>	\$30,579	\$36,133	\$40,848
<b>Assistant Chief Custodian</b>	\$32,323	\$37,956	\$42,691
<b>Chief Custodian (Chief 5 / Chief 6)</b>	\$34,772 / \$35,654	\$40,584 / \$41,464	\$45,282 / \$46,159
<b>Skilled Maintenance/Craftsperson* (Maintenance Mechanic / Skilled Craftsperson)</b>	\$35,236	\$42,593	\$48,337

Salary numbers reflect combined state & local contribution.

\*Lake Forest already pay Maintenance Mechanic and Skilled Craftsperson the same salary.



## Proposed FY25 Combined State/Local Starting Salary

	Sussex Tech		
	0 Years Starting Salary	10 Years Starting Salary	20 Years Starting Salary
<b>Custodian</b>	\$37,486	\$41,972	\$45,920
<b>Assistant Chief Custodian</b>	\$41,771	\$46,469	\$50,711
<b>Chief Custodian*</b> (Chief 5 / Chief 6)	\$46,549	\$51,456	\$55,726
<b>Skilled Maintenance/Craftsperson</b> (Maintenance Mechanic / Skilled Craftsperson)	\$49,984 / \$59,697	\$56,318 / \$71,392	\$61,387 / \$80,368

Salary numbers reflect combined **state & local contribution**.

\*Sussex Tech local salary schedules already pay Chief Custodian 5 and Chief Custodian 6 the same salary.



## Proposed FY25 Combined State/Local Starting Salary

	Milford		
	0 Years Starting Salary	10 Years Starting Salary	20 Years Starting Salary
<b>Custodian</b>	\$31,984	\$36,768	\$40,592
<b>Assistant Chief Custodian</b>	\$32,905	\$37,803	\$41,613
<b>Chief Custodian*</b> (Chief 5 / Chief 6)	\$37,037	\$42,121	\$45,992
<b>Skilled Maintenance/Craftsperson*</b> (Maintenance Mechanic / Skilled Craftsperson)	\$39,278	\$45,908	\$50,891

Salary numbers reflect combined **state & local contribution**.

\*Milford local salary schedules already pay Chief Custodians the same, and Mechanics and Skilled Craftspersons the same.





# Proposed FY25 Total Salary Comparison

	Milford Proposed FY23 0 Years Starting Salary	MD Border Districts FY23 0 Years Starting Salary		Milford Proposed FY25* 0 Years Starting Salary	MD Border Districts ESTIMATED FY25** 0 Years Starting Salary
<b>Custodian</b>	\$30,384	\$30,701		\$32,767	\$31,941
<b>Assistant Chief Custodian</b>	\$31,054	\$32,904		\$33,704	\$34,233
<b>Chief Custodian</b>	\$34,896	\$34,845		\$37,965	\$36,253
<b>Skilled Maintenance/Craftsperson</b>	\$36,865	\$41,960		\$40,266	\$43,655

Salary numbers reflect total salary (combined state & local contribution).

\*Local assumes 2% in FY24 and FY25, state assumes 2% General Salary in FY25, in addition to PECC recs (2% + category increase).

\*\*MD FY25 salary reflect assumptions of 2% general salary increase for FY24 & FY25.



# 1311 Salary Cost Option

	Total Cost	Total Cost w/ OECs	Increase to Base
<b>Collapse 1311 w/ 2% Increase</b>	\$ 45,066,522	\$ 59,456,263	\$ 2,290,559
<b>Section 1311 (Custodian, Assist Chief, Chief, Skilled Maint)</b>	\$ 45,204,647	\$ 59,638,491	\$ 2,472,787
Collapsed Lanes			127,837
2% Increase			1,146,689
Apply Special Training Stipends to Scale			1,198,261

## Discussion & Committee Action



## Next Steps

Review and Discuss:

- 1322 (school food service employees)
- 1324 (paraprofessionals)





## Upcoming Meeting Schedule

<b>May 15, 2023</b>
June 12, 2023
August 14, 2023
September 18, 2023
October 16, 2023
November 13, 2023

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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, **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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# Public Comment



# Thank You



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## Fwd: PECC Letter

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Shockley Tina <Tina.Shockley@doe.k12.de.us>

Wed, Mar 22, 2023 at 2:43 PM

FYI see written comment below from Ms. Dennehy. Please include with next month's meeting materials.

Begin forwarded message:

**From:** "Dennehy, Yvette"  
**Date:** March 22, 2023 at 2:49:59 PM EDT  
**To:** Shockley Tina <[tina.shockley@doe.k12.de.us](mailto:tina.shockley@doe.k12.de.us)>  
**Cc:** "Galati, Kristin"  
**Subject:** PECC Letter

To Whom it May Concern:

For the past decade, the amount of people entering the teaching profession and field of education in general has been declining. The demands that teachers face, and the lack of adequate compensation has only attributed to this decline. Consequently, our state and our nation are now facing a crisis. Classrooms are overcrowded, behaviors are escalating, and teacher workloads are unmanageable, resulting in frustration levels that have reached the breaking point and an exodus of experienced teachers. According to the Wall Street Journal, "After two years of weathering pandemic disruptions, safety concerns, and tense public scrutiny, burned-out teachers have quit the profession in droves. At least 300,000 public-school teachers and other staff left the field between February 2020 and May 2022." (Dill, 2022) However, even before the pandemic, teachers were quitting the profession, and research shows that 44% of new teachers leave the profession within the first 5 years, citing excessive responsibilities, changing initiatives, lack of support, toxic work environments, and a lack of compensation. (Gomez, 2022) Society often perceives that teachers work shortened hours, not realizing the amount of extra time spent on training, grading, planning, and committee work. There is also a perception that teachers have excessive time off since they do not work during the summer. What society fails to realize is that teachers are not paid for the time they have off in the summer. Many teachers teach summer school or have part-time seasonal jobs to supplement their income because their salaries fail to support the cost of living. In essence, teachers are not being paid enough for the workload they are expected to carry. In fact, on average, teachers earn 76.5 cents on the dollar compared to other college graduates (Will, 2022) Teachers are also undercompensated in terms of paid leave. In Delaware, at a minimum state employees accrue 12 paid sick days and 12 paid vacation days per year, compared to teachers who only earn 3 personal days and 7 sick days per year. (Delaware.gov, 2022) In essence, teachers are being overworked, underpaid, and valued less. If there are not substantial changes to the way teachers are compensated and supported, we will be left with schools full of an uneducated workforce and overcrowded classrooms where classroom management and effective teaching are obsolete, resulting in students who are stripped of the opportunity to learn and earn an education that prepares them for the future, and that is a travesty. We must act now by offering teachers better compensation and support before the crisis becomes a catastrophe.

Delaware.Gov. Retrieved December 12, 2022, from <https://merb.delaware.gov/state-merit-rules/state-merit-rules-chapter-5/>

Dill, Kathryn; Wendy Grider. (2022, June 20). *School's Out for summer and many teachers are calling it quits*. The Wall Street Journal. Retrieved December 12, 2022, from <https://www.wsj.com/articles/schools-out-for-summer-and-many-teachers-are-calling-it-quits-11655732689>

Gomez, Daphne. (2022, May 13). *Why Teachers Quit*. *Teacher Career Coach*. Retrieved December 12, 2022, from <https://teachercareercoach.com/why-teachers-quit/>

Will, Madison. (2022, August 22). *The Gap Between Teacher Pay and Other Professions Hits a New High. How Bad Is It?*. Education Week. Retrieved December 12, 2022, from <https://www.edweek.org/teaching-learning/the-gap-between-teacher-pay-and-other-professions-hits-a-new-high-how-bad-is-it/2022/08#:~:text=In%20other%20words%2C%20on%20average,earned%20working%20in%20other%20professions>

Yvette Dennehy  
ML Coordinator  
Morris Early Childhood Center

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**FW: Public Comment regarding PECC for April**

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**Shockley Tina** <Tina.Shockley@doe.k12.de.us>

Mon, Mar 20, 2023 at 8:31 AM

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**From:** Ballance, Rebecca  
**Sent:** Wednesday, March 15, 2023 6:28 PM  
**To:** Shockley Tina <[Tina.Shockley@doe.k12.de.us](mailto:Tina.Shockley@doe.k12.de.us)>  
**Subject:** Public Comment regarding PEC for April

To whom it May Concern,

Though I know this is a topic that has been brought up, repeatedly, I believe it is still not being adequately addressed.

I recently had to apply for public assistance in an attempt to afford childcare for my 1.5 year old twins. I am a single mother and am solely financially responsible for my children. Daycare costs around \$2,000 a month in this area. The only daycare that had open spots (most wait lists are 2 years long) for my two is \$2,120 per month. That is only a few hundred dollars less than a make in a month, making it impossible to pay all of my other bills or for me to survive without applying for public assistance.

As a highly educated professional, I am having a hard time accepting the fact that I have to apply for public assistance to just afford childcare. Members of this profession are grossly underpaid- childcare is a necessity.

Kind regards,

Becky Ballance

Milford School District

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**From:** James Borruto  
**Sent:** Monday, April 17, 2023 11:29 AM  
**To:** Shockley Tina <[Tina.Shockley@doe.k12.de.us](mailto:Tina.Shockley@doe.k12.de.us)>; Meadowcroft Shelley [DE]  
**Subject:** [External] PECC Meeting Today

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I was planning on reading the following at today's meeting however I came down with a really bad illness today and I don't think I'm going to be able to do so. I am just going to submit as a written statement. Thanks and here it is.

I know the goal was 60,000 for entry positions and the rest of the pay scale was to be adjusted accordingly from that. I have a few clarifying questions I'd like answered by the committee. I do apologize if this was covered last time, however I've been attending all the meetings, but the last one was daylight saving time and I totally forgot and signed on late only to see the vote.

1. What did we accomplish overall? After 5 years what is the starting number and was the rest of the PayScale adjusted accordingly for veteran educators?
2. What will the committee be doing in the future to address the shortfall?
3. Will the committee be recommending that local communities pass referendums in order to make up that shortfall?
4. If so, will you be giving those local communities incentives to do so?
5. Is there any planned legislation in order to get rid of the referendum process like Representative Jacques recommended years ago?
6. Lastly, will negative changes to the health care educators receive as part of their compensation happen in upcoming years? This is for current and retired educators.
  - a. And I'd like to expand on that last part. If you raise health care costs or lessen our coverage then someone going to have to explain to me and others what's the point of being an educator? That's certainly not what myself or any other teacher signed up for. Why would any take the time and money it costs do got to College not to have excellent health care?
  - b. On this note I would like to take the time to remind the committee or anyone for that matter how hard educators work and how generous they are with their time. I'll use myself as an example. 7 years coaching high school football, 10 years Special Olympics Basketball, 3 years of elementary weekly fitness clubs, off season workout conditioning programs, and the list goes on and on. That is thousands of hours of my time I've donated for free; unpaid to my community and the state. This is a small example of what every teacher has done for the state and how generous they are with their time. I would say that it is time the state is generous with us.

Thank you,

James Borruto