

Public Education Compensation Committee
Meeting Minutes
June 12, 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 June 12, 2023, with the following members in attendance:

Heath Chasanov, Sara Hale, Stephanie Ingram, Ruth Ann Miller, David Kohan, Chuck Longfellow, Eric Anderson, Jonathan Starkey, Alonna Berry, Courtney Stewart, Cerron Cade, Nicholas Konzelman, Laura Sturgeon, Kimberly Williams

Also participating were Tina Shockley, Kimberly Klein, Sarah Barzee, Ione Heigham, Anna Sullivan, Amiee Brennan, Amy Mirolli, Carla Cassell-Carter, Chastity Cook, Christy Wright, Jon Neubauer, Justin Richards, Kiley Thomas, Kristen Dassel, Mike Kempski, Monica Moriak, Nicole Kennedy, Paul Kiefer, Sam Haut, Shelley Meadowcroft, Taylor Hawk.

Audio Recording of Meeting

Welcome/Introductions

Secretary Holodick was unable to attend the meeting and requested that Mr. Chasanov serve as Chair in his absence. Chair Chasanov asked for a motion to begin the meeting. A motion was made by Dr. Hale and seconded by Director Cade. All members were in favor, and the meeting began at 4:33 p.m. Tina Shockley conducted a member roll call and confirmed that a quorum was present.

The Chair welcomed everyone and provided opening remarks, including a brief update on the status of the new workgroup, which will be comprised of a diverse group of experienced educators who will address the teacher career path and make recommendations to the full PECC Committee. The group is anticipated to be named shortly. The Chair reminded the committee that there will not be a July meeting. Chair Chasanov introduced Dr. Sarah Barzee to facilitate the remainder of the meeting.

Approval of May 15, 2023 Meeting Minutes

Dr. Barzee requested a motion to approve the minutes from the May meeting. President Ingram motioned to approve the May 15, 2023 meeting minutes, and Representative Williams seconded the motion. All members were in favor and the motion carried. The meeting minutes for May 15 were approved.

In Old Business, Dr. Barzee reviewed the charge of SB100 and the scope and sequence for the remaining committee meetings. She reviewed the plan to introduce information and proposed recommendations for bus drivers at this meeting and as appropriate, to take action on those recommendations in August. Dr. Barzee then introduced Dr. Chuck Longfellow and Dr. Sara Hale to review information regarding Section 1322, salary cost options for food service employees and 1324, salary cost options for paraprofessionals.

Dr. Longfellow reviewed the average state wages for food service employees in the region, noting that Delaware is already regionally competitive and in good standing relative to a \$15 per hour benchmark. He noted there are two distinct salary schedules within 1322: 1322a (Food Service Managers), and 1322c (Lunch Cooks and General Workers). Key distinctions between

these groups include the number of days worked and the percentage of the salary schedule paid by state funds. Dr. Longfellow reintroduced the recommendation of a one-time 2.5% salary increase for all in fiscal year 25, in addition to any general salary increases made in that year.

Dr. Barzee opened the floor for discussion. Representative Williams asked for clarification about the total salary for food service workers and asked for confirmation that food service managers were making at least minimum wage. Other members confirmed that it is common practice for districts to pay a local percentage beyond that which is required by the state funded amount.

Following discussion, Dr. Barzee restated the recommendation and asked for a motion to move that recommendation forward to a vote. Director Cade motioned to vote on the recommendation, and it was seconded by Representative Williams. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 9 Yes votes (Eric Anderson, Heath Chasanov, Sara Hale, Stephanie Ingram, David Kohan, Chuck Longfellow, Ruth Ann Miller, Jonathan Starkey, Laura Sturgeon);
- 0 No votes; and,
- 0 Abstentions.

Dr. Barzee then reintroduced Dr. Hale, who reviewed information and recommendations for employees in Section 1324, paraprofessionals. Dr. Hale shared the total average starting salary for employees in this group compared to Maryland and Pennsylvania border districts. She also shared background information regarding employees covered by Section 1324, and noted previous salary increases for paraprofessionals based upon recommendations from the PECC in 2007. Dr. Hale stated two proposed recommendations for Section 1324, 1) an Associate's Degree and ParaPro Certification stipend increase to \$1,000 and the creation of a Bachelor's Degree stipend of \$2,000, and 2) a 1% increase in FY25 in addition to any general salary increase in that year.

Dr. Barzee opened the floor for discussion. A member asked if this discussion included groups contracted out by local districts. Dr. Hale and Dr. Longfellow clarified that this recommendation would only affect those paid on the 1324 scale.

Director Cade motioned to vote on the recommendation to increase Associate Degrees and ParaPro Certification stipends to \$1,000, and to create a Bachelor's Degree stipend of \$2,000. The motion was seconded by Senator Sturgeon. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 9 Yes votes (Eric Anderson, Heath Chasanov, Sara Hale, Stephanie Ingram, David Kohan, Chuck Longfellow, Ruth Ann Miller, Jonathan Starkey, Laura Sturgeon);
- 0 No votes; and,
- 0 Abstentions.

Dr. Barzee opened the floor for questions and further discussion regarding the second part of the recommendation to provide a one-time 1% increase in fiscal year 25. Hearing none, she asked if there was a motion to move the recommendation forward. Representative Williams motioned to vote on the recommendation. The motion was seconded by Senator Sturgeon. Ms. Shockley conducted a verbal roll call for voting. The motion carried with the following votes:

- 9 Yes votes (Eric Anderson, Heath Chasanov, Sara Hale, Stephanie Ingram, David Kohan, Chuck Longfellow, Ruth Ann Miller, Jonathan Starkey, Laura Sturgeon);
- 0 No votes; and,

- 0 Abstentions.

In New Business, Dr. Chuck Longfellow presented information regarding bus drivers including that roughly one third of drivers are district employees with the remainder hired as contractors. Dr. Longfellow noted that there is currently no state salary scale for bus drivers, but rather a state base rate. He stated that the fiscal year 24 budget is anticipated to increase the state base rate for bus drivers from \$21 per hour to \$22.50 per hour but noted that the Public School Transportation Committee has recommended increasing bus driver salaries to \$25 per hour. The proposed recommendation is to create a state salary schedule for bus drivers starting at \$25 per hour in Step 1 with a 1% increase between steps up to Step 15. Dr. Longfellow also noted that while bus aides were not specifically included in SB 100, the state currently funds aides earned through the formula based on the service paraprofessional salary schedule. As such, state funding for bus aides would be addressed through any modifications to the service paraprofessional salary schedule.

Dr. Barzee opened the floor for discussion. A member noted the need for clarity about which positions were included in the estimated cost to the state for increasing the paraprofessional salary scale.

In Next Steps, PECC members will review and, as appropriate, take action on recommendations for bus drivers at the August 14th meeting. Information and recommendations related to Information Technology Employees will be introduced at the August meeting. Dr. Barzee reminded members there is no July meeting.

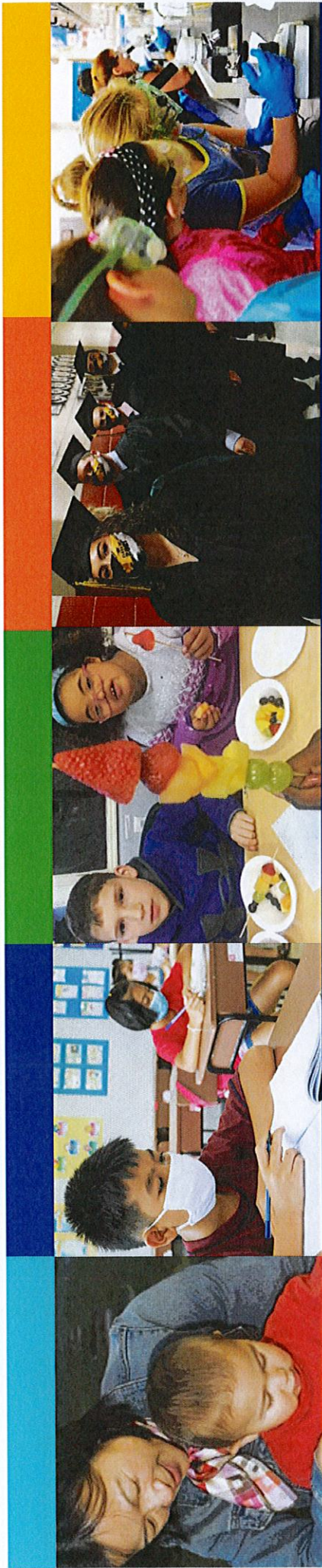
Public Comment

Four individuals contacted DDOE prior to today's meeting indicating a desire to provide public comment. Grace McConkie and Alena Bandy submitted written comments that will be shared with PECC members. Amiee Brennan posed a question and will submit the written question to the committee following the meeting. James George provided public comment during the meeting regarding previous increases to bus driver salaries and will also submit a written question to the committee following this meeting.

Finally, following public comment, members flagged the need to review custodial positions currently being used to fund information technology positions, and raised a desire to consider creating an additional workgroup to address paraprofessionals. The meeting adjourned at 5:13 p.m.

Respectfully Submitted,
Anna Sullivan for WestEd

Updated on [June 15, 2023]



Public Education Compensation Committee (PECC) Meeting

June 12, 2023
4:30 - 6:00 PM



Delaware
Department of Education

Roll Call



Approval of Meeting Minutes



Welcome and Remarks





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 §§ 1202, 1211, 1222 and 1224**



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: SB100 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
Bus drivers and aides	June	August
Information technology employees	August	September
Other charges from SB100 (e.g. teacher leadership, pathways, etc.)		

1322 & 1324 Salary Cost Options





1322 Total Average Starting Wages by State

	DE Districts Salary (2022-2023)	MD Border Districts Salary (2022-2023)	PA Border Districts Salary (2022-2023)
General Worker Step 1	\$17.13/hr	\$14.30/hr	\$16.77/hr
General Worker Step 10	\$18.57/hr	\$16.38/hr	n/a
Cook Step 1	\$18.21/hr	\$14.96/hr	\$17.34/hr
Cook Step 10	\$19.62/hr	\$18.30/hr	n/a
Manager, Below 351 Step 1	\$28,609	\$23,841	\$24,417
Manager, Below 351 Step 10	\$33,775	\$29,667	n/a



1322a and 1322c Overview

- 1322a Food Service Managers and 1322c Lunch Cooks and General Workers
- School Food Service Managers work 185 days a year.
- The State funds 73% of the salary schedule for Food Service Managers and 62% of the salary schedule for Lunch Cooks and General Workers.
- For those districts that pay additional wages above 100% of the state salary schedule, they may continue to do so.



1322 Proposed Recommendation (for FY25)

Proposed recommendation: 2.5% increase in FY25 for all.

	DE Step 1 Salary Schedule with 3% General Increase (FY24)	DE Adjusted Step 1 Salary Schedule with 2.5% Increase (FY25)
General Worker	\$14.64/hr	\$15.01/hr
Lunch Cook	\$15.53/hr	\$15.92/hr
Manager, Below 351 Students	\$22,239	\$22,795
Manager, 351-500	\$23,266	\$23,848
Manager, 501-800	\$24,289	\$24,896
Manager, 801-1200	\$25,311	\$25,944
Manager, 1201-1600	\$26,320	\$26,978
Manager, 1601-2000	\$27,561	\$28,250
Manager, 2000+	\$28,176	\$28,880



1322 Recommendation - Cost to the State

Proposed recommendation: 2.5% increase in FY25 for all.

	Cost
General Worker / Cook increase by 2.5% to \$15.01 per hour minimum	\$1,490,380
Food Service Manager increase by 2.5%	\$280,854
Total Cost	\$1,771,234



Discussion & Committee Action



1324 Paraprofessionals Salary Cost Options





1324 Total Average Starting Salary by State

	DE Districts Salary	MD Border Districts Salary	PA Border Districts Salary
Service Para Step 1	\$28,220	\$20,473	\$21,715
Service Para Step 10	\$38,732	\$27,172	\$24,961**
Instructional Para Step 1	\$29,970	\$21,513	\$22,672
Instructional Para Step 10	\$41,192	\$28,211	\$24,961**

** only one district



1324 Overview

- Most are 10-month employees and work 185 days a year. In SY22-23:
 - 450 Service Paraprofessionals - provide support services other than instructional assistance.
 - 2,767 Instructional Paraprofessionals - provide instructional assistance to students.
- Currently, Instructional Paraprofessionals who have received an associate degree, completed a minimum of 60 semester credits or have successfully passed a comprehensive testing mechanism, receive an annual salary stipend supplement in the amount of \$662.
- In its report dated May 16, 2007, the previous Public Education Compensation Committee reviewed the status of Paraprofessional salaries and made several recommendations to provide competitive salaries.
 - Implementation of those recommendations began in Fiscal 2008 and completed in Fiscal 2016, with implementation being delayed between Fiscal 2009 and 2011 due to fiscal constraints.
 - During this time period, the Paraprofessional scale was collapsed from 24 to 10 steps, and they received salary increases ranging between 2% and 6% per year.
 - This was a 26.1% total increase between Fiscal 2008 and 2016 to Paraprofessional salaries state share.



1324 Proposed Recommendation (for FY25)

Proposed recommendations: 1% increase in FY25 for all

Increase Associate Degree and ParaPro Certification level stipend to \$1,000, and create Bachelor Degree level stipend of \$2,000

	Salary State Contribution with 3% General Increase (FY24)	Adjusted State Contribution with 1% Flat Increase (FY25)
Service Paraprofessional Step 1	\$23,835	\$24,073
Service Paraprofessional Step 10	\$33,577	\$33,913
Instructional Paraprofessional Step 1	\$26,822	\$27,090
Instructional Paraprofessional Step 10	\$37,991	\$38,371

Salary numbers only reflect state contribution.



1324 Recommendations - Cost to the State

Proposed recommendations: 1% increase in FY25 for all;

Increase Associate Degree and ParaPro Certification level stipend to \$1,000,
and create Bachelor Degree level stipend of \$2,000

	Cost
1. Increase scale by 1.0%	\$1,367,086
2. Modify and expand education stipends	\$1,729,500



Discussion & Committee Action



Delaware Department of Education

Bus Drivers





Bus Drivers Overview

- Bus Drivers are either district employed or contractors.
- The FY23 state base rate for bus drivers is \$21/hr for all drivers regardless of years of experience.
- Districts that employ bus drivers, in many cases, have created local salary steps for bus drivers.
- State share = 90%, local share = 10% (with a few exceptions, such as students living in foster care)
- The Public School Transportation Committee has recommended to increase bus driver salaries to \$25/hr.
- The FY24 budget is anticipated to increase the state base rate to \$22.50/hr.





Delaware Bus Driver State Base Hourly Rate 2022-2023

	DE State Hourly Base Rate
Bus Driver	\$21.00





Maryland Bus Driver Hourly Rates 2022-2023

	Contractor Employed Average Hourly Rate	District Employed Hourly Rate Schedule
Caroline County	\$29.00	\$17.75 - \$29.86
Cecil County	\$25.00	\$18.65 - \$23.44
Dorchester County	\$24.48	\$15.85 - \$22.80
Kent County	\$25.14	\$20.11 - \$24.41
Queen Anne's County	\$25.00	-
Wicomico County	\$25.50	\$15.91 - \$25.39
Worcester County	\$25.00	-





Pennsylvania Bus Driver Starting Rates 2022-2023

	Contractor Employed Starting Hourly Rate	District Employed Starting Hourly Rate
Avon Grove School District	\$22.00	-
Chichester School District	-	\$19.75
Garnet Valley School District	-	\$25.46
Kennett Consolidated School District	\$25.15	-
Unionville-Chadds Ford School District	-	\$21.21



Bus Driver Proposed Recommendation (for FY25)

Proposed recommendation: create a salary schedule starting at \$25/hr in Step 1 with a 1% increase between steps up to Step 15.

	DE Step 1 Base Rate with General Increase (FY24)*	DE Adjusted Step 1 Salary Schedule with \$25/hr Increase (FY25)
Step 1	\$22.50/hr	\$25.00/hr
Step 2	-	\$25.25/hr
Step 3	-	\$25.50/hr
Step 4	-	\$25.76/hr
Step 5	-	\$26.02/hr
Step 6	-	\$26.28/hr
Step 7	-	\$26.54/hr
Step 8	-	\$26.81/hr

	DE Step 1 Base Rate with General Increase (FY24)*	DE Adjusted Step 1 Salary Schedule with \$25/hr Increase (FY25)
Step 9	-	\$27.08/hr
Step 10	-	\$27.35/hr
Step 11	-	\$27.62/hr
Step 12	-	\$27.90/hr
Step 13	-	\$28.18/hr
Step 14	-	\$28.46/hr
Step 15	-	\$28.74/hr



Bus Driver Recommendations - Cost to the State

	Cost
Base Driver Hourly Increase from \$22.50 to \$25.00	\$4,847,347.84
Increase to implement 15 steps	\$3,537,982.24
Total Combined Cost	\$8,385,330.09
State Cost of Total (Funded at 90%)	\$7,546,797.08



Bus Aides Overview

- Bus aides were not specifically included in SB 100.
- State currently funds aides earned through the formula based on the service paraprofessional salary schedule.
 - State funding for bus aides would be addressed through any modifications to the service paraprofessional salary schedule.
- There is a wide variety in how school districts handle salaries for bus aides. The work group is continuing to review.



Discussion



Next Steps

Review and Discuss:

- Recommendations and Committee Action on Bus Drivers

Introduce:

- Information Technology Employees





Upcoming Meeting Schedule

July - no meeting
August 14, 2023
September 18, 2023
October 16, 2023
November 13, 2023



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

