

A young boy with short dark hair, wearing a grey and blue striped shirt, is sitting and smiling while reading a red book. In the background, a teacher with blonde hair is partially visible, and there are bookshelves filled with books. The overall scene is bright and educational.

**Committee to
Advance Educator
Compensation
& Careers (CAECC)**

Meeting #6

October 9, 2014

Goals Today

During today's meeting we will discuss the following topics:

- Recap the feedback obtained during the Educator Working Group sessions last week.
- Review our guiding design principles and the educator compensation landscape.
- Discuss what our career ladder approach means in practice.

Below are a few points to frame today's discussion:

- These numbers are preliminary and illustrative.
- They are intended to help you conceptualize what we have discussed to-date.
- All numbers are draft numbers to help begin the conversation and are subject to change.

- **Part 1: Educator Working Group feedback summary**
- Part 2: Guiding design principles and the educator compensation landscape
- Part 3: The career ladder approach in practice
- Next steps
- Public Comment

Educator Working Group: Discussion Topics

Participants discussed the following topics:

- **Background and context for this work**, including an overview of the visioning conversations to-date and Senate Bill 254.
- **Information regarding the proposed career ladder framework**, including the framework's levels, the pace of progression, and the vision for formal Teacher Leadership and Senior Teacher Leadership roles.
- Their **experience with existing teacher leadership roles**, including what works, what doesn't work, and the leadership roles they think are needed.
- The **significant milestones in a teacher's career**, including when educators should have access to EPER and formal leadership roles, when educators should hit specific levels within the system, and what they believe the titles for each level should be.

Educator Feedback

- Educators were overwhelmingly supportive of leadership roles that allow **teacher leaders to keep “a foot in the classroom”**.
- While many educators understand the need to **protect novice teachers** from additional responsibilities during their first year in the classroom, ultimately, they felt that this should be a **local decision**.
- Educators cited the **need for clear selection criteria and a selection process** to ensure there is increased transparency, that teachers leaders have the opportunity to apply, that the candidate is the best fit for the role, and in order for teacher leaders to maintain credibility with their peers.
- While many teachers are **in favor of term limits**, others had **concerns regarding the volatility** it would cause in educators’ base salaries.
- There was significant concern about how the model will **recognize and reward excellent educators who choose to stay in the classroom** and are not interested in filling a leadership role.

Overview

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Current system: Steps & Lanes ⁽¹⁾

Years Exp.	No Degree	Bach Degree	Bach Plus 15	Bach Plus 30	Mast Degree	Mast Plus 15	Mast Plus 30	Mast Plus 45	Doctoral Degree
0.0	38,139	39,687	41,235	42,783	45,104	46,652	48,200	49,752	51,300
1.0	38,524	40,076	41,624	43,172	45,493	47,041	48,589	50,137	51,685
2.0	38,874	40,461	42,009	43,557	45,878	47,426	48,974	50,526	52,074
3.0	40,267	41,814	43,362	44,914	47,236	48,783	50,331	51,879	53,427
4.0	41,429	42,862	44,255	45,688	47,775	49,168	50,911	52,458	54,006
5.0	42,862	44,255	45,688	47,081	49,168	50,601	51,994	53,427	54,820
6.0	44,255	45,688	47,081	48,474	50,601	51,994	53,427	54,820	56,213
7.0	45,688	47,081	48,474	49,907	51,994	53,427	54,820	56,213	57,646
8.0	47,081	48,474	49,907	51,300	55,518	56,911	58,340	59,737	61,166
9.0	48,474	49,907	51,300	52,693	56,911	58,340	59,737	61,166	62,559
10.0	49,907	51,383	52,693	54,125	58,340	59,737	61,166	62,559	63,956
11.0	49,907	51,383	54,125	55,518	59,737	61,166	62,559	63,956	65,385
12.0	49,907	51,383	55,598	56,911	61,166	62,559	63,956	65,385	66,778
13.0	49,907	51,383	55,598	58,340	62,559	63,956	65,385	66,778	68,171
14.0	49,907	51,383	55,598	59,805	63,956	65,385	66,778	68,171	69,603
15.0	49,907	51,383	55,598	59,805	65,385	66,845	68,171	69,603	70,996
16.0	49,907	51,383	55,598	59,805	66,845	66,845	69,591	71,068	72,417

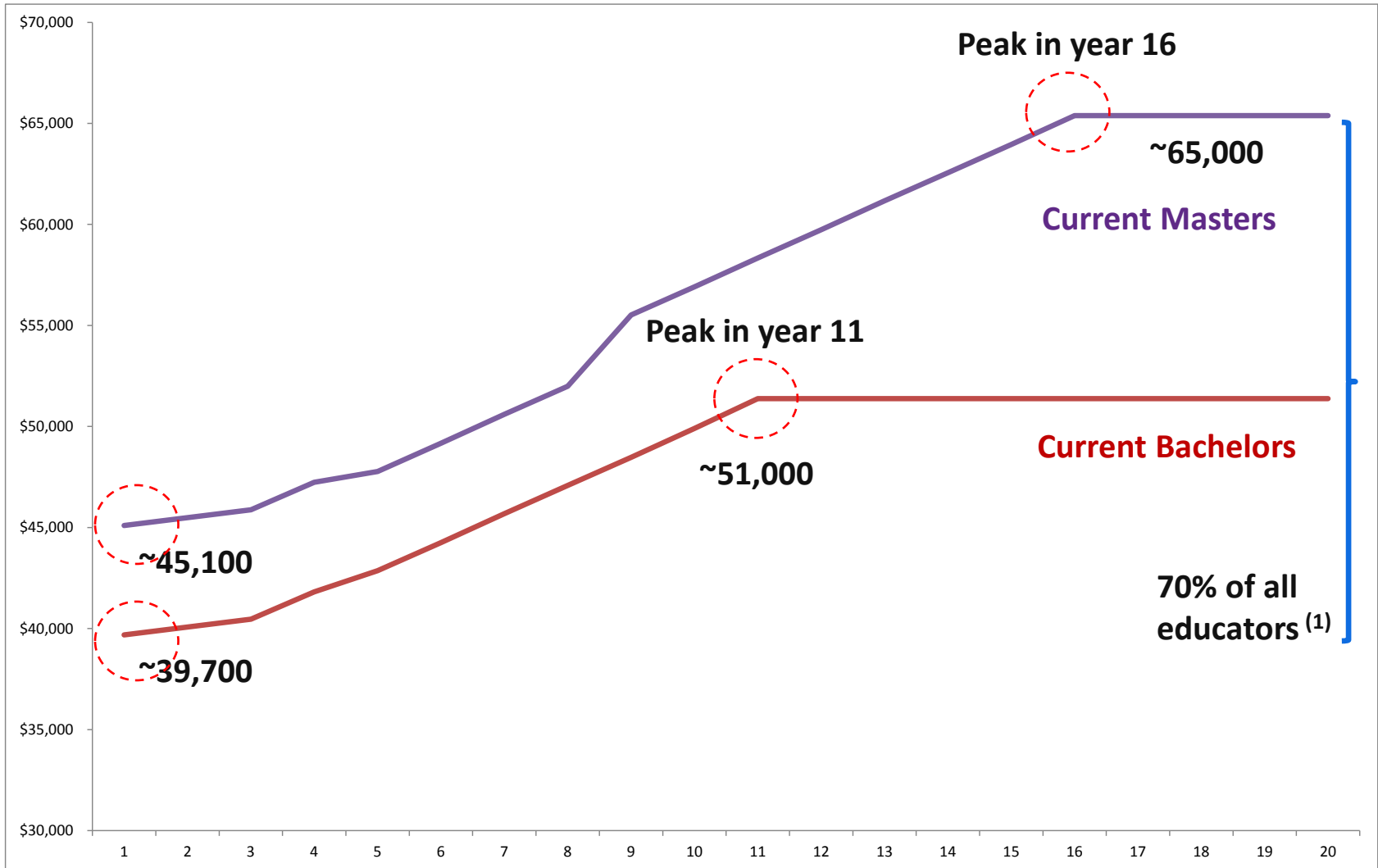
Percent of total: ⁽²⁾ 7% **19%** 6% 5% **34%** 10% 9% 9% 2%

Notes:

(1) Figures represent salaries from Ch. 14, §1305 and adjusted for average 30% local contribution to total educator salary

(2) Based on 10,242 professional staff through step 44 excluding Administrators via DEPS

Current system: Steps & Lanes



Notes: Delaware figures represent MA and BA salaries from Ch. 14, §1305 and adjusted for average 30% local contribution to total educator salary

(1) Based on 10,242 professional excluding Administrators via DEPS

Starting Salaries: Competitive Context

Year 1 (Step 0)	Bachelors	Masters
Delaware ⁽¹⁾	\$39,700	\$45,100
Neighbors ⁽²⁾	\$47,100	\$52,000
Neighbors (adjusted for cost of living) ⁽³⁾	\$42,100	\$46,400
Delaware competitiveness gap	(\$7,400)	(\$6,900)
Delaware competitiveness gap (adjusted for cost of living) ⁽³⁾	(\$2,400)	(\$1,300)

Notes:

- 1) Delaware reflects base salary figures indicated by Ch. 14, §1305 and adjusted for average 30% local contribution to total educator salary
- 2) Neighbors represents median figures from 19 school districts in Maryland, New Jersey and Pennsylvania with publically available salary schedules
- 3) Adjusted based on average cost of living difference versus Dover and Delaware for 7 counties from which the comparison districts were selected; 11% adjustment used on all base figures

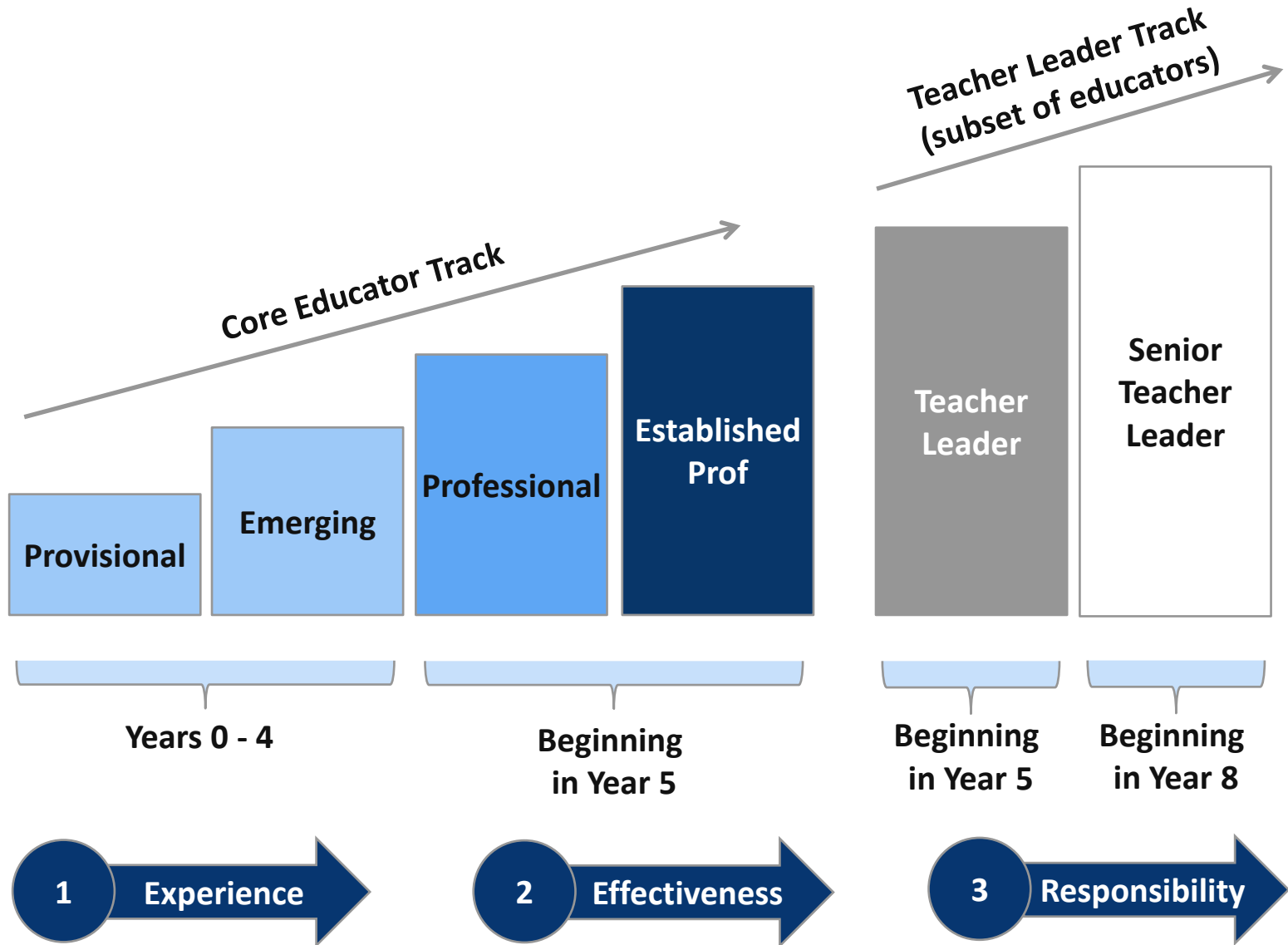
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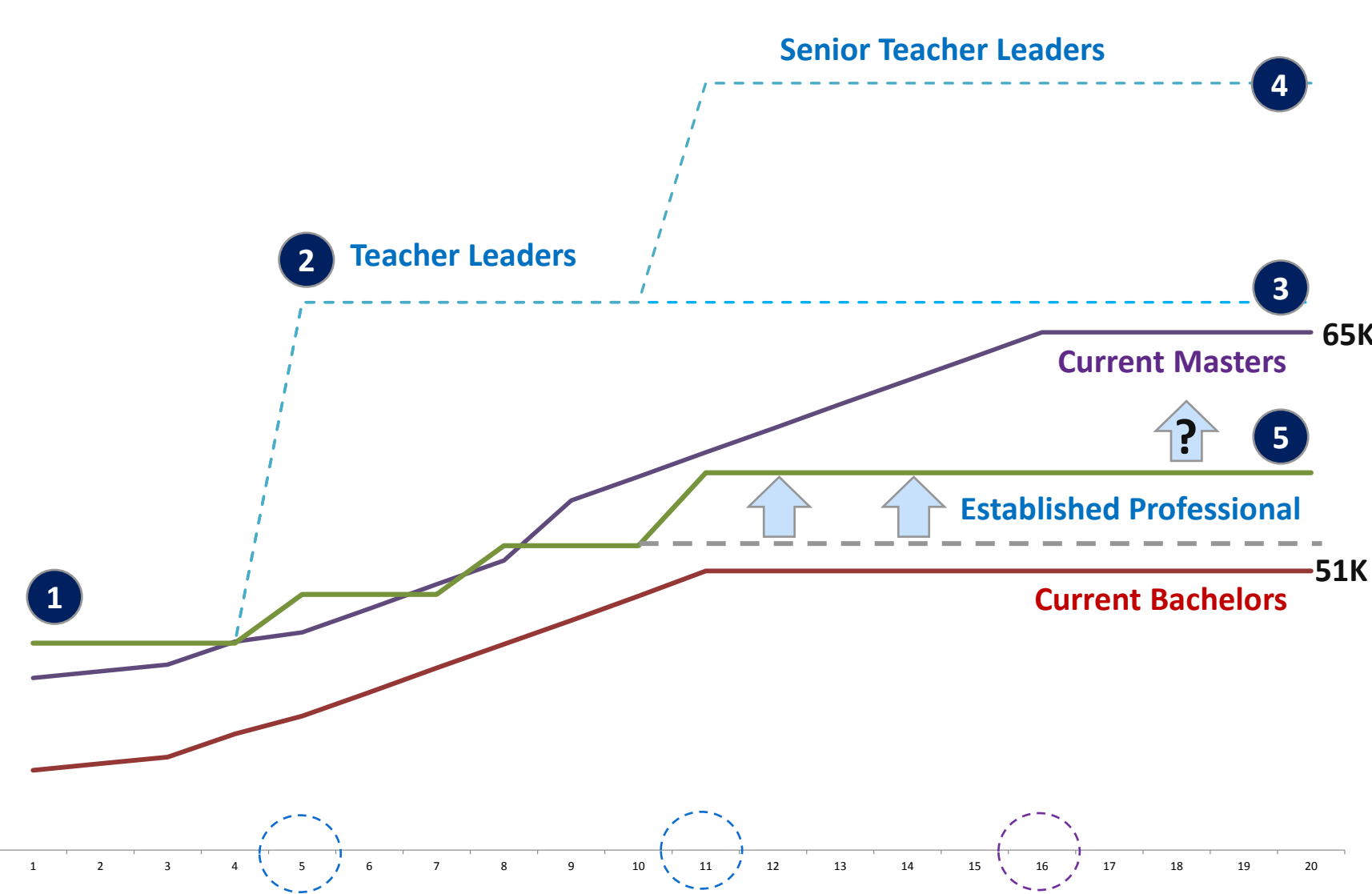
How do we tackle this? Guiding Principles

- **Principle 1** – raise starting salaries
- **Principle 2** – provide opportunities to reach peak earnings faster
- **Principle 3** – teacher leader positions should pay more than what vast majority of educators earn today
- **Principle 4** – senior teacher leader positions that offer salaries broadly commensurate with assistant principals
- **Principle 5** – fair professional salary for those who do not take on teacher leadership roles

Proposed Career Ladder



Illustrative Example: 5 principles in practice



Illustrative Example: Career Earnings Comparison

		Early Career First 4yrs	First 10yrs Total	Next 10yrs Total	20 Year Total
Bachelors	Core Educator	\$18,573	\$39,786	\$40,319	\$80,106
	Teacher Leader	\$18,573	\$105,786	\$110,319	\$216,106
	Senior Teacher Leader	\$18,573	\$105,786	\$200,319	\$306,106
Masters	Core Educator	\$3,402	\$1,024	(\$42,876)	(\$41,853)
	Teacher Leader	\$3,402	\$67,024	\$27,124	\$94,147
	Senior Teacher Leader	\$3,402	\$67,024	\$117,124	\$184,147

Notes:

- Core Educator assumes no TL position is held in Year 5 through 20
- Teacher Leader assumes TL position is held in Year 5 through Year 20
- Senior Teacher Leader assumes TL position is held in Year 5 and Senior Teacher Leader status is awarded in Year 11

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Next Steps

Stakeholder Engagement

- **In-Person Town Hall Sessions:**
 - October 27, 2014 – Sussex County (2 sessions)
 - October 28, 2014 – Kent County
 - October 29, 2014 – New Castle County
- Ongoing informational meetings with **key organizations and advisors**
- Second round of **Educator Working Groups** on November 3 and 10

Upcoming CAECC Meetings

- Begin discussing the details of the system, including specific salary numbers and systems costs

Announcements

- **Next CAECC meeting:**
 - October 20 from 5:00pm – 7:00pm
 - Room 1A, Bear Library, Bear, DE
- **Website:**
 - <http://www.doe.k12.de.us/caecc/>

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