

A young boy with short dark hair, wearing a grey and blue striped shirt, is sitting cross-legged and smiling while reading a red book. In the background, a teacher with blonde hair is partially visible, and a bookshelf filled with books is in the upper right. The overall scene is a bright, happy classroom environment.

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

Meeting #7

October 20, 2014

Goals Today

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

- Review the costs of the current educator compensation system
- Revisit the career ladder approach we discussed last week
- Discuss a revised career ladder proposal and alternative options

As a reminder, below are a few points to frame today's discussion:

- 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 based on your feedback.

Overview

- **Part 1: Review the current and proposed system**
- Part 2: Policy options and cost considerations
- Next steps
- Public Comment

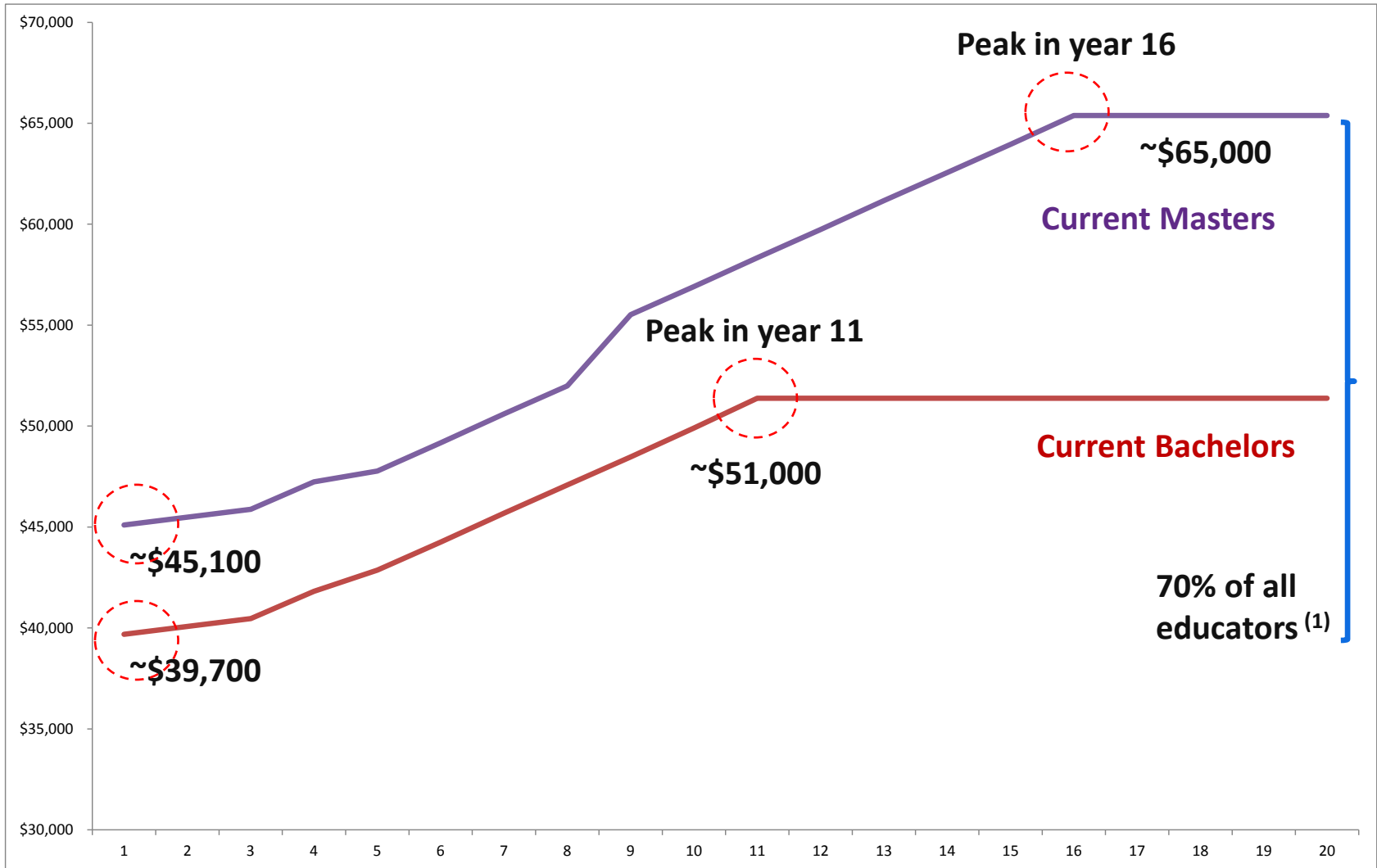
Current system: Steps & Lanes

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



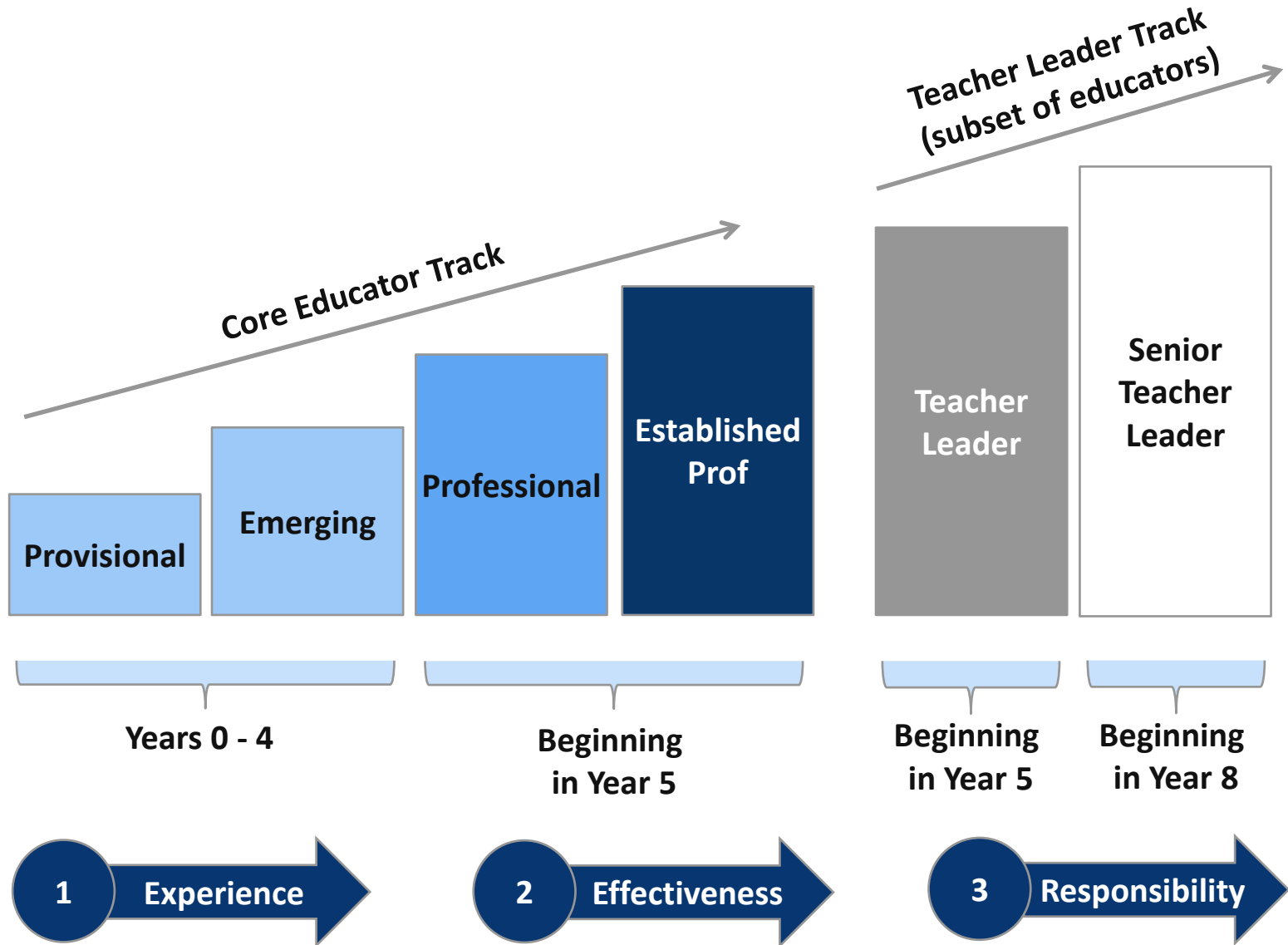
Notes: Delaware figures represent MA and BA salaries from Ch. 14, §1305 and adjusted for average 30% local contribution to total educator salary

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

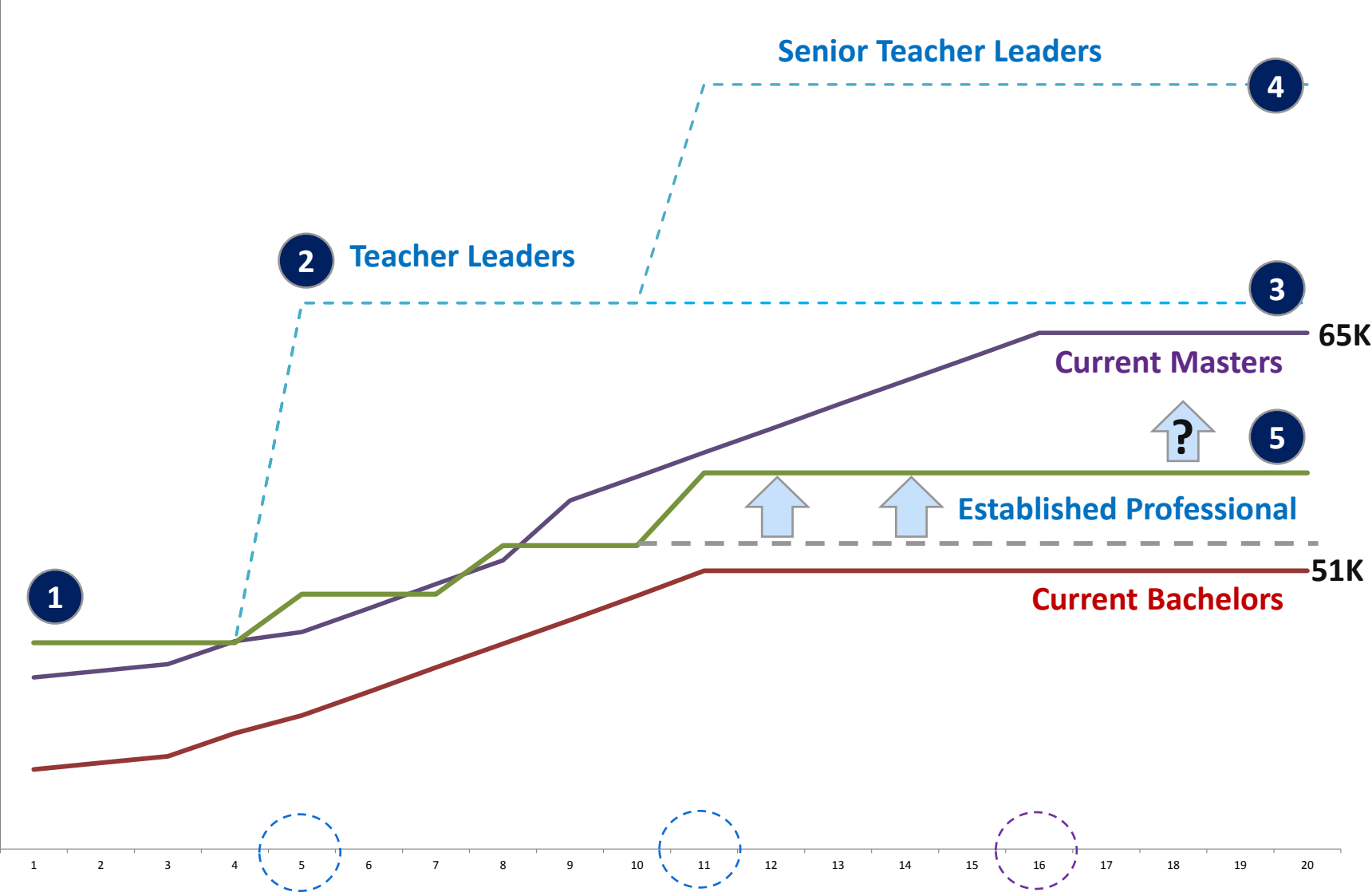
Guiding Principles

- **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



Overview

- Part 1: Review the current and proposed system
- **Part 2: Policy options and cost considerations**
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Scenario:

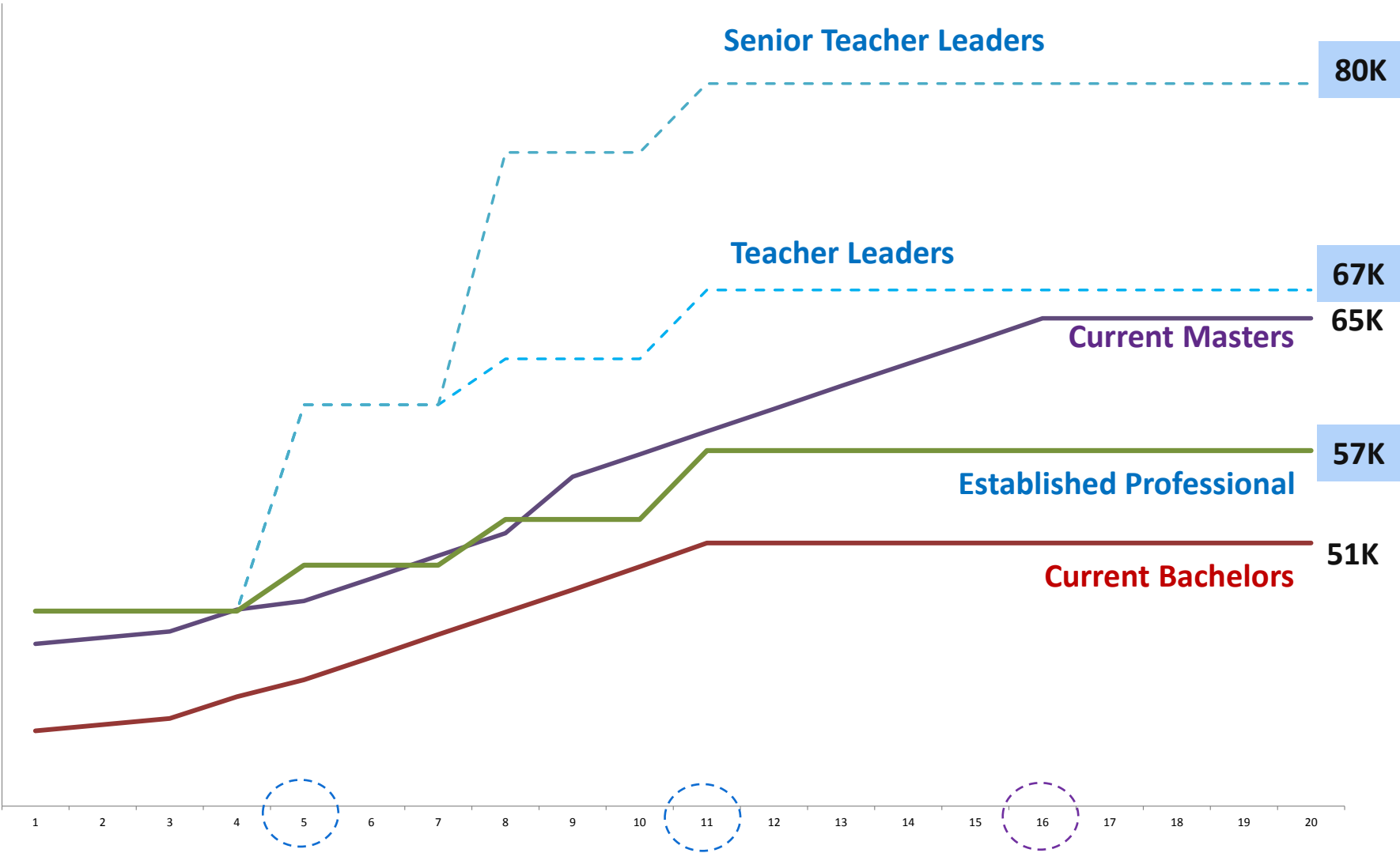
Base Case

Base Case: Overview

Critical inputs that determine magnitude and pace of costs:

- **Base salaries:** (state share / state + local share)
 - Provisional:** \$33,000 / \$47,143
 - Emerging:** \$33,000 / \$47,143
 - Professional:** \$35,000 / \$50,000
 - Established Professional I:** \$37,000 / \$52,857
 - Established Professional II:** \$40,000 / \$57,143
- **Teacher Leader Supplement:** \$7,000 / \$67,143
- **Senior Teacher Leader Supplement:** \$16,000 / \$80,000
- **Teacher Leadership roles:** 25% of total population opted-in
 - **No. of Teacher Leaders:** ~22-23%
 - **No. of Senior Teacher Leaders:** Up to 2%
- **Year 1 Opt in:** ~21%

Base Case: Career Trajectory



Base Case: 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	\$81,786	\$110,319	\$192,106
	Senior Teacher Leader	\$18,573	\$135,786	\$200,319	\$336,106
Masters	Core Educator	\$3,402	\$1,024	(\$42,876)	(\$41,853)
	Teacher Leader	\$3,402	\$43,024	\$27,124	\$70,147
	Senior Teacher Leader	\$3,402	\$97,024	\$117,124	\$214,147

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

Key Cost Drivers

The system's cost is driven by a number of key factors, including:

- **Salary levels**
 - Increasing the starting salary
 - Maximum earnings level for the Established Professional level
 - Supplement sizes for Teacher Leadership
- **Number of Teacher Leadership and Senior Teacher Leadership roles**
- **Teacher opt-in rate**
- **The pace of implementation**

Scenario:

Option 1

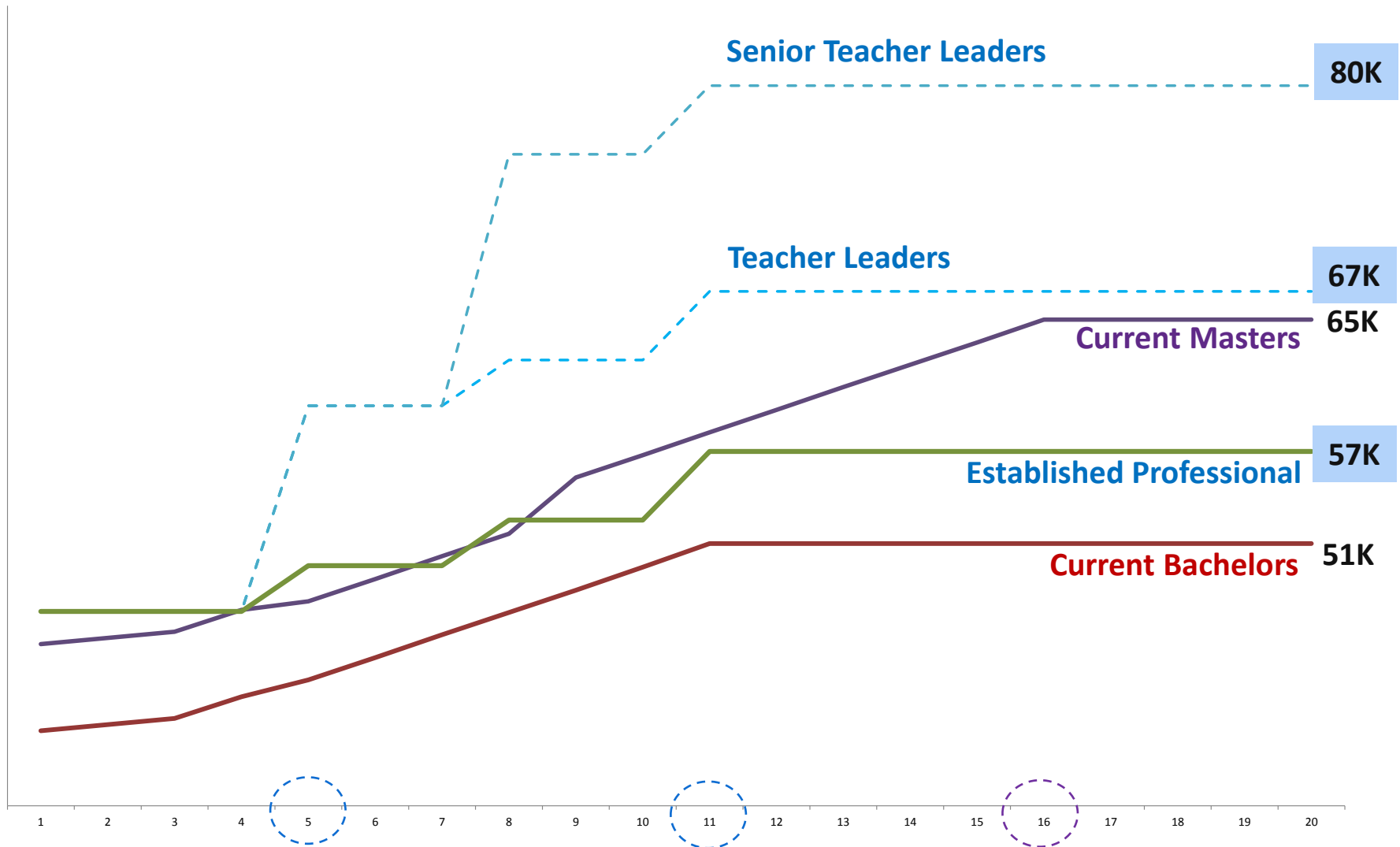
Option 1: Overview

Cost Parameters: Costs cannot be higher than \$10-15MM per year over status quo cost growth through Year 10.

Key Changes	Base Case	Option 1
Base salaries		
Provisional	\$33,000 / \$47,143*	\$33,000 / \$47,143
Emerging	\$33,000 / \$47,143	\$33,000 / \$47,143
Professional	\$35,000 / \$50,000	\$35,000 / \$50,000
Established (year 8)	\$37,000 / \$52,857	\$37,000 / \$52,857
Established (year 11)	\$40,000 / \$57,143	\$40,000 / \$57,143
Teacher Leader supplement	\$7,000/\$67,143	\$7,000/\$67,143
Senior Teacher Leader supplement	\$16,000/\$80,000	\$16,000/\$80,000
Number of Teacher Leader roles	~22-23%	Gradual increase to 20%
Number of Senior Teacher Leader roles	2%	2%
Year 1 opt-in rate	~21%	~21%

* (state share / state + local share)

Option 1: Career Trajectory



Option 1: 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	\$81,786	\$110,319	\$192,106
	Senior Teacher Leader	\$18,573	\$135,786	\$200,319	\$336,106
Masters	Core Educator	\$3,402	\$1,024	(\$42,876)	(\$41,853)
	Teacher Leader	\$3,402	\$43,024	\$27,124	\$70,147
	Senior Teacher Leader	\$3,402	\$97,024	\$117,124	\$214,147

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

Scenario:

Option 2

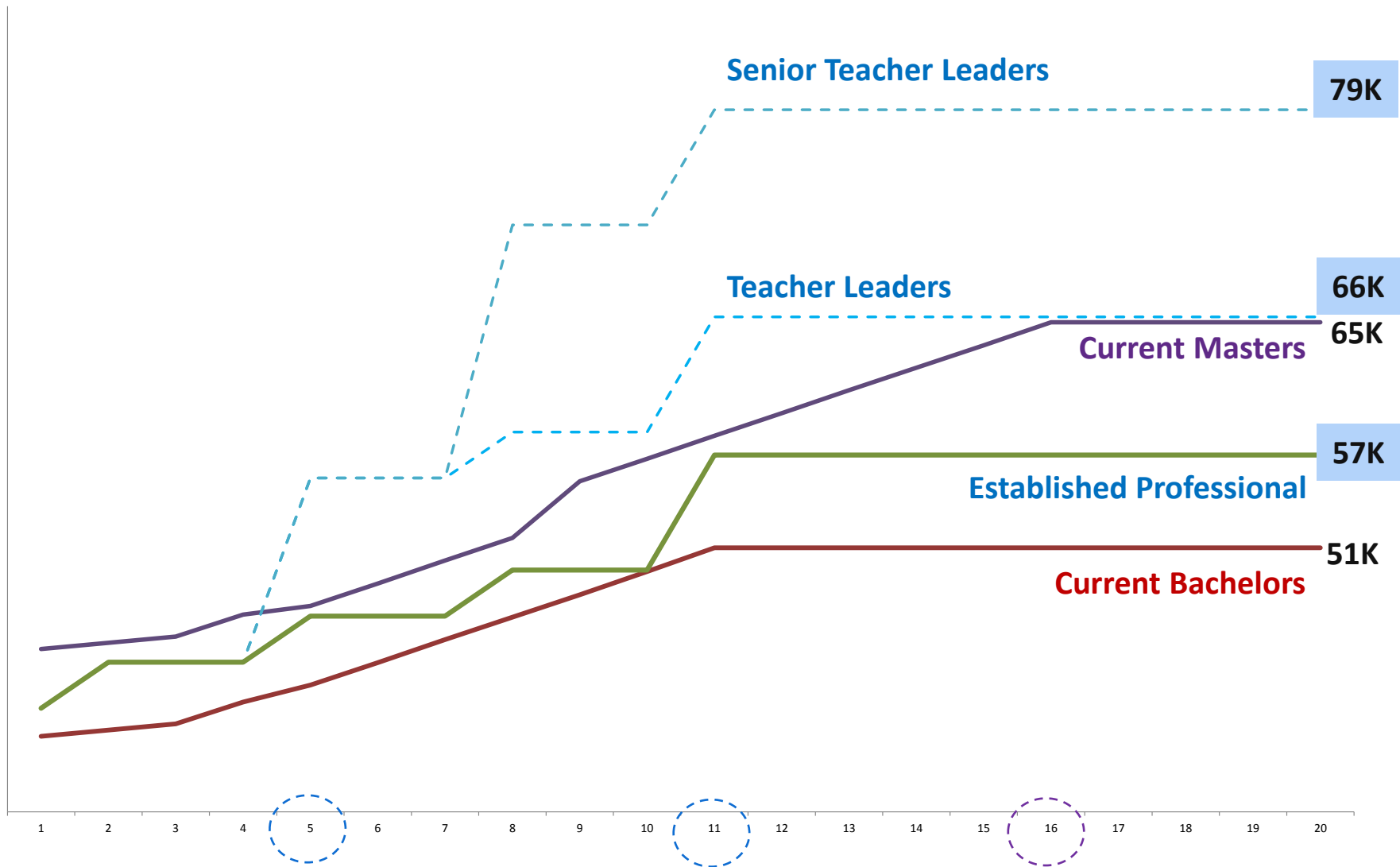
Option 2: Overview

Cost Parameters: Costs cannot be higher than \$10-15MM per year over status quo cost growth through Year 10.

Key Changes	Base Case	Option 2
Base salaries		
Provisional	\$33,000 / \$47, 143	\$29,000 / \$41,429
Emerging	\$33,000 / \$47,143	\$31,000 / \$44,286
Professional	\$35,000 / \$50,000	\$33,000 / \$47,143
Established (year 8)	\$37,000 / \$52,857	\$35,000 / \$50,000
Established (year 11)	\$40,000 / \$57,143	\$40,000 / \$57,143
Teacher Leader supplement	\$7,000/\$67,143	\$6,000 / \$65,714
Senior Teacher Leader supplement	\$16,000/\$80,000	\$15,000/\$78,571
Number of Teacher Leader roles	~22-23%	~22-23%
Number of Senior Teacher Leader roles	2%	2%
Year 1 opt-in rate	~21%	19%

* (state share / state + local share)

Option 2: Career Trajectory



Option 2: Career Earnings Comparison

		Early Career First 4yrs	First 10yrs Total	Next 10yrs Total	20 Year Total
Bachelors	Core Educator	\$8,573	\$17,786	\$40,319	\$58,106
	Teacher Leader	\$8,573	\$53,786	\$100,319	\$154,106
	Senior Teacher Leader	\$8,573	\$107,786	\$190,319	\$298,106
Masters	Core Educator	(\$6,598)	(\$20,976)	(\$42,876)	(\$63,853)
	Teacher Leader	(\$6,598)	\$15,024	\$17,124	\$32,147
	Senior Teacher Leader	(\$6,598)	\$69,024	\$107,124	\$176,147

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

Alternative Scenarios: Cost Overview

Cost Parameters: Costs cannot be higher than \$10-15MM per year over status quo cost growth through Year 10.

Base Case	Option 1	Option 2
Year 1: \$12.8MM	Year 1: \$10.4MM	Year 1: \$7.2MM
Year 2: \$14.7MM	Year 2: \$12.2MM	Year 2: \$7.9MM
Year 3: \$15.8MM	Year 3: \$13.5MM	Year 3: \$7.8MM
Year 4: \$16.3MM	Year 4: \$14.4MM	Year 4: \$7.8MM
Year 5: \$16.7MM	Year 5: \$14.7MM	Year 5: \$7.4MM
Year 8: \$18.5MM	Year 8: \$15.0MM	Year 8: \$7.2MM
Year 10: \$17.4MM	Year 10: \$13.9MM	Year 10: \$4.8MM

Key Considerations

Alternative Option 1

Strengths

- More affordable costs
- Gradual implementation of leadership roles over time

Considerations

- Fewer Teacher Leader roles available when you launch the system
- Fewer Teacher Leader roles available ultimately

Alternative Option 2

Strengths

- More affordable costs, allowing you to reinvest in priorities over time

Considerations

- Slightly lower starting salaries than intended
- Fewer people stand to benefit from the system, further driving down the opt in rate

Overview

- Part 1: Review the current and proposed system
- Part 2: Policy options and cost considerations
- **Next steps**
- Public Comment

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
- Second round of **Educator Working Groups** on November 3 and 5
- Ongoing informational meetings with **key organizations and advisors**

Upcoming CAECC Meetings

- Continue discussing the details of the system, including specific salary numbers, systems costs, the transition approach, and implementation planning

Announcements

- **Next CAECC meeting:**
 - October 30 from 5:00pm – 7:00pm
 - Cabinet Room, Townsend Building, Dover
- **Website:**
 - <http://caecc.us>

Overview

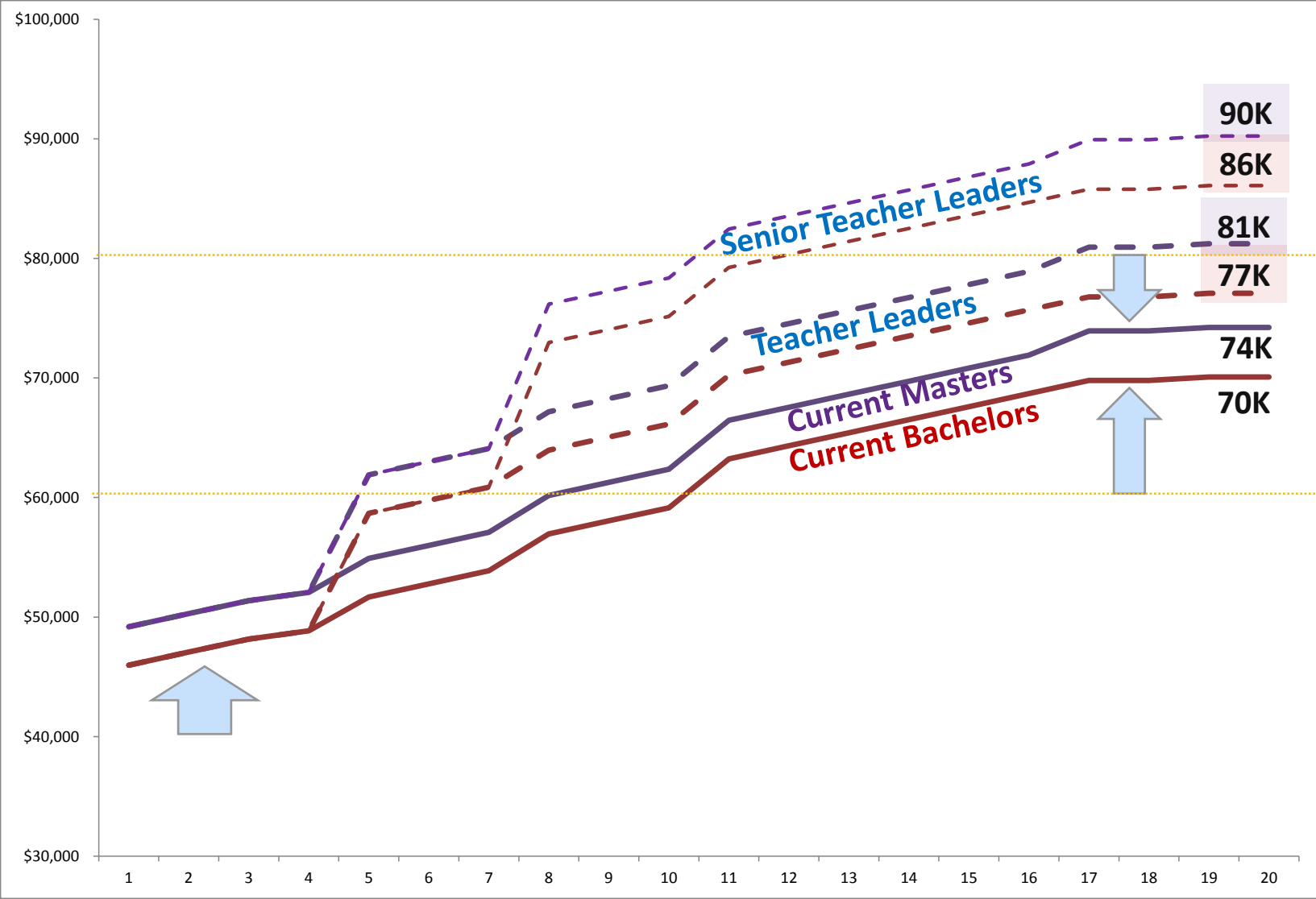
- Part 1: Review the current and proposed system
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- Next steps
- **Public Comment**

Appendix

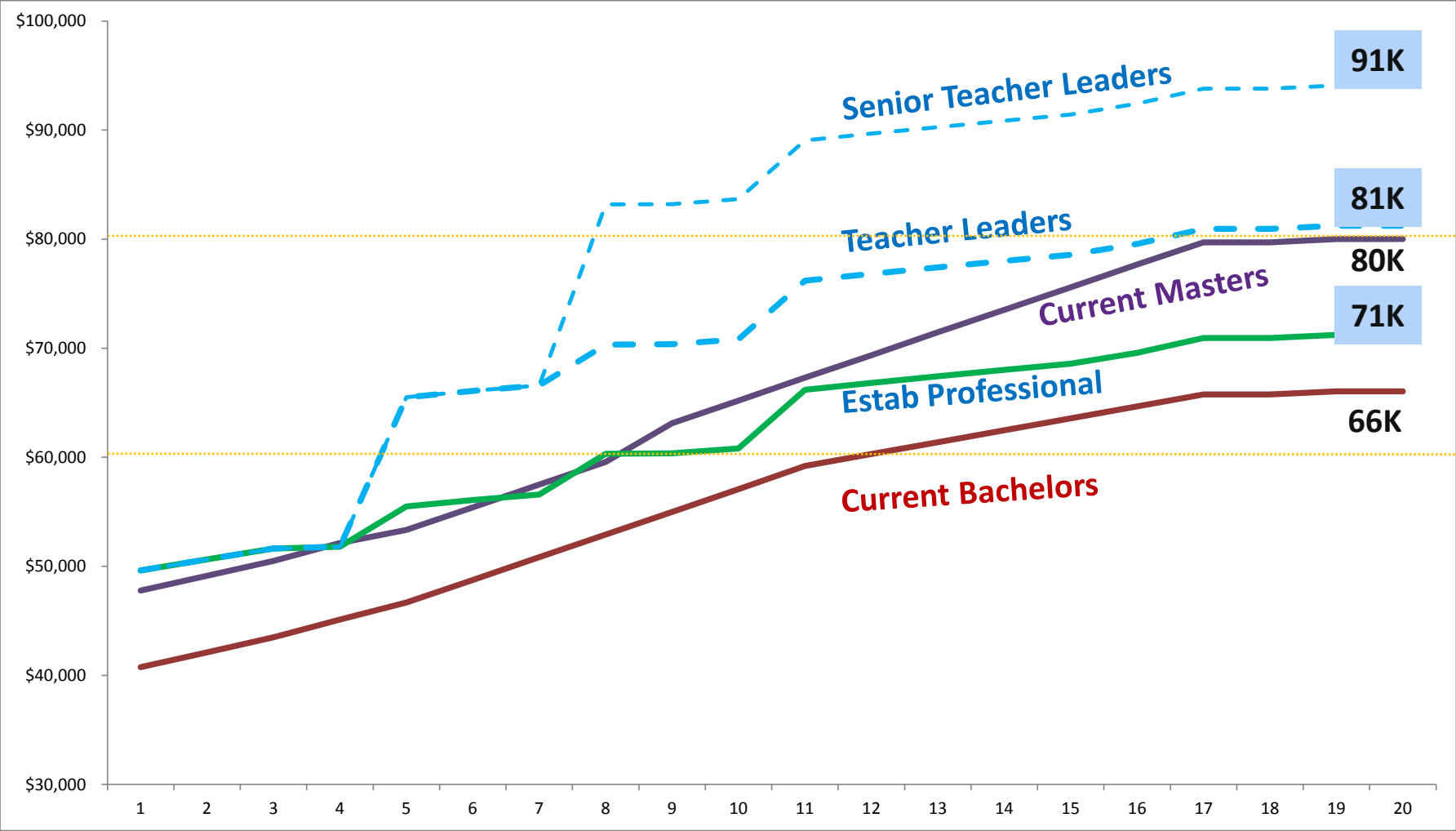
District Example: Current State



District Example: No change to local share



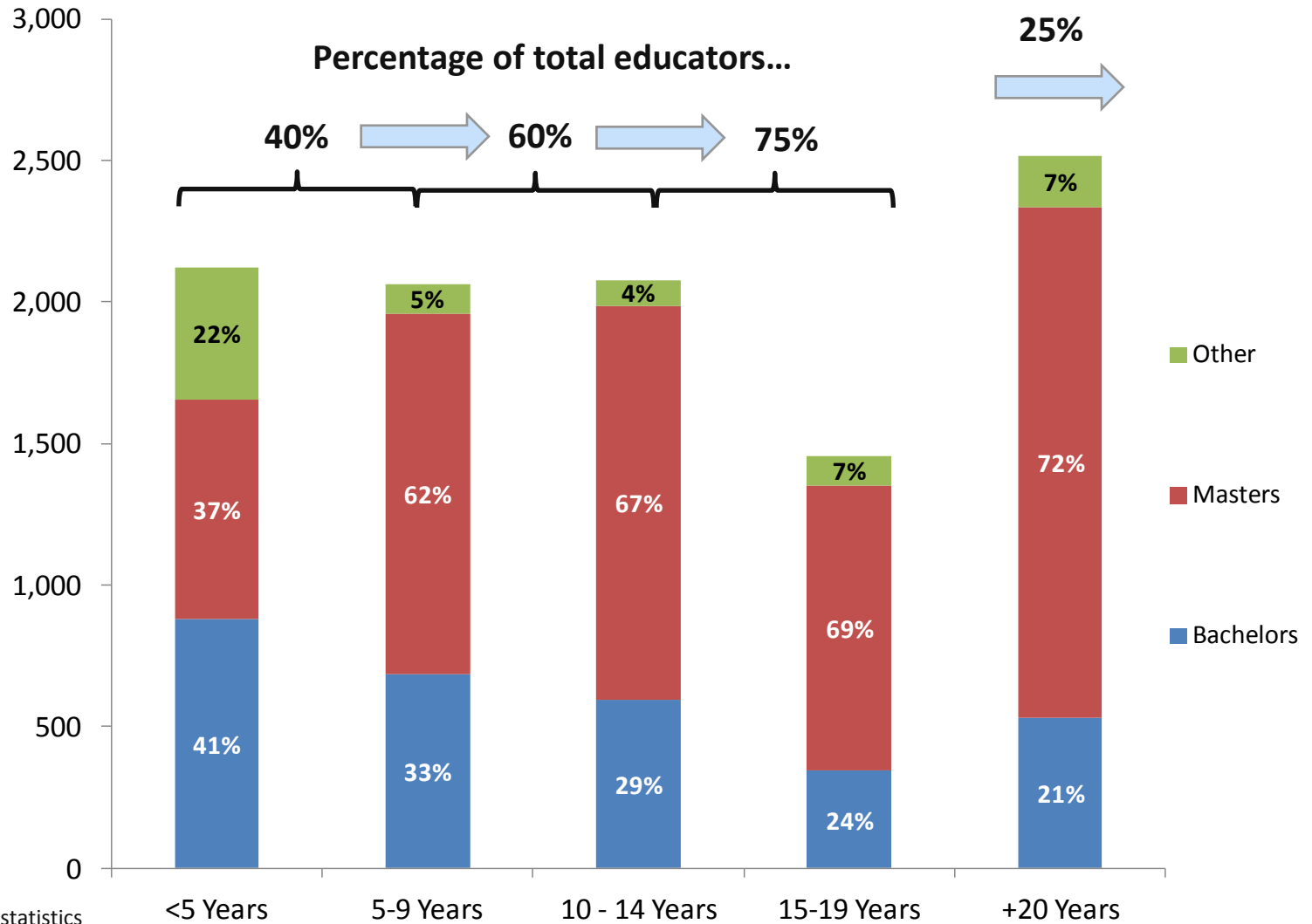
District Example: Full alignment



Current Educator Demographics

Years of Exp.	No Degree	Bach Degree	Bach Plus 15	Bach Plus 30	Mast Degree	Mast Plus 15	Mast Plus 30	Mast Plus 45	Doctoral Degree	Total
-	205	100	2	3	80	3	10	8	2	413
1	128	160	17	10	109	18	13	7	2	464
2	71	159	29	13	126	6	10	4	1	419
3	30	156	36	9	139	14	11	8	2	405
4	27	138	45	2	173	17	13	8	0	423
5	23	106	31	7	164	26	10	8	2	377
6	20	106	24	7	200	34	12	9	3	415
7	16	123	24	9	192	35	21	9	8	437
8	14	99	22	9	216	36	22	6	5	429
9	9	86	24	8	191	40	29	14	6	407
10	21	72	20	22	195	38	28	20	2	418
11	6	89	19	12	187	34	24	14	5	390
12	13	65	18	21	192	41	34	21	15	420
13	7	75	35	30	187	53	29	25	8	449
14	6	70	25	21	153	46	36	36	8	401
15	12	41	28	27	143	47	42	26	13	379
16	11	33	20	17	98	46	29	35	10	299
17	8	33	14	13	87	36	42	34	13	280
18	7	36	13	18	70	35	36	28	11	254
19	4	22	12	16	70	33	35	37	17	246
20	5	27	18	14	51	46	28	35	9	233
21	4	21	15	17	65	35	38	39	5	239
22	4	17	8	14	56	28	28	47	8	210
23	4	19	11	11	41	28	29	23	7	173
24	5	10	6	11	36	26	22	31	10	157
25	7	10	5	6	35	22	22	35	4	146
26	6	13	17	13	19	21	37	38	7	171
27	5	10	8	19	29	19	21	27	2	140
28	9	10	13	11	25	18	19	45	4	154
29	4	12	10	11	25	23	28	35	4	152
30	3	10	8	12	26	9	16	33	5	122
31	4	1	3	9	14	13	18	33	5	100
32	3	9	5	9	8	7	21	30	6	98
33	2	4	7	8	13	7	16	21	6	84
34	3	2	2	11	15	10	18	26	5	92
35	2	2	0	2	11	8	12	16	8	61
36	0	4	1	7	7	5	7	15	1	47
37	2	1	3	1	3	2	6	15	2	35
38	3	3	3	2	4	3	5	17	1	41
39	0	3	1	0	1	4	5	5	1	20
40	1	1	0	2	1	1	3	2	2	13
41	0	0	1	2	0	0	4	2	1	10
42	1	0	0	2	0	0	0	2	1	6
43	0	0	0	2	3	0	0	1	0	6
44	0	1	0	1	0	0	0	3	2	7
Total	715.0	1,959.0	603.0	471.0	3,460.0	973.0	889.0	933.0	239.0	10,242.0
% Total	7%	19%	6%	5%	34%	10%	9%	9%	2%	100%

Current Educators: Experience & Degrees



Source: DEPS statistics

Notes: Figures reflect 2012 – 2013 figures inclusive of 10,242 professional staff on 10, 11 and 12 month contracts excluding Administrators. Bachelors and Masters figures inclusive of educators with plus credits; Other includes those educators with less than a Bachelor degree or a PhD

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