

Committee to Advance Educator Compensation & Careers

Meeting Minutes

Meeting #1: July 30, 2014

5:30 – 7:00pm

Governor's Conference Room, Tatnall Building
Dover, Delaware

Attendance:

Committee members present:

- Teri Quinn Gray (CAECC Chair) – President, State Board of Education
- Lindsay O'Mara – Education Policy Advisor to Governor Markell, Governor's Office
- Mark Murphy – Secretary of Education, Department of Education
- Frederika Jenner – President, Delaware State Education Association (DSEA)
- Jeff Taschner – Executive Director, Delaware State Education Association (DSEA)
- Mark Holodick – President, Chief School Officers Association (CSOA); Superintendent, Brandywine School District
- Darryl Scott – Chair, House Education Committee and Representative, District 31
- David Sokola – Chair, Senate Education Committee and Senator, District 8
- Harvey Kenton – Representative, District 36
- Brian Pettyjohn – Senator, District 19
- Meaghan Brennan – Director, Budget Development, Planning & Administration, Office of Management & Budget
- Mike Morton – Controller General, Office of the Controller General

Committee staff present:

- Ryan Fennerty (CAECC Director) – Special Advisor, Governor's Office
- Donna Johnson (CAECC Stakeholder Engagement Lead) – Executive Director, State Board of Education

Others present:

- Jack Markell (Governor)
- James Dawson (Delaware Public Media)
- Kim Siegel (Lieutenant Governor's Office)
- Elizabeth Lewis (OMB)

Welcome & Overview of the Agenda

Committee Chair Teri Quinn Gray welcomed Committee members as she called the meeting to order at 5:30pm. She highlighted the goals of the meeting and provided an overview of the agenda before introducing Delaware Governor, Jack Markell, to provide welcoming remarks.

Governor Markell thanked the Committee for convening to discuss the critical issue of educator compensation and urged it to think broadly about the opportunities Delaware provides new teachers to ensure it can attract and retain great educators. The Governor pointed to the fact that the single most important factor in a student's success is access to a great teacher, and urged the Committee to ensure Delaware's starting salaries are attractive relative to our neighbors while also providing opportunities for great educators to stay in the classroom without having to leave for administration later in their careers.

Part 1: Process to-date

The Committee reviewed the process that had led to Senate Bill 254 and the formation of the CAECC. Lindsay O'Mara, Governor Markell's Education Policy Advisor, provided a brief overview of the processes and discussions that preceded Senate Bill 254, including the "Pika Commission" in 1998, as well as conversations between the Department of Education, Governor's Office, and DSEA over the past year to explore framing principles for an alternative compensation system for future generations of educators.

Part 2: What we must accomplish

The Committee reviewed Senate Bill 254 in detail to ensure members understood the core parameters that would guide the design of the alternative system. The Committee discussed the implications of a transition to a career pathway with few and meaningful steps, introducing leadership roles for educators to receive additional pay for leadership responsibilities as well as senior leadership roles for a small subset of educators. It also clarified that the legislative charge required that the Committee identify levels of base pay at all steps in the career pathway as well as levels of supplemental pay for leadership roles.

The Committee also discussed that it would determine the applicability of the new system and opt-in mechanisms as part of the proposal it will submit to the Governor on November 15, 2014.

Part 3: How we will work together

The Committee discussed how the design process would proceed and how its work would be supported by staff and educator input. Committee Chair, Teri indicated that the Committee will define what needs to be addressed and what questions to prioritize as the staff conducts research and analysis to develop proposals for its consideration. Those proposals would then be taken to education stakeholders at critical junctures throughout the process for their direct input so that the Committee could re-evaluate and iterate draft proposals. Ultimately, the CAECC will continually evaluate what it is best placed to decide and resolve as a body while developing a list of issues that are more appropriately deferred to a broader planning phase led by education stakeholders.

The Committee reviewed an overview of stakeholder engagement opportunities, including planned virtual town halls, in-person town halls, and educator work groups for reactions and thoughts. The Committee approved the draft plans and committed to revisiting the plans as stakeholder engagement efforts take place in the weeks ahead.

Part 4: Where we are today

Committee Director Ryan Fennerty provided the group with a brief survey of where conversations with a number of education stakeholders, DSEA, the Department of Education, and the Governor's Office had left off in the processes that preceded Senate Bill 254.

The Committee reviewed the current State pay scale and the primary incentives implied by the current state structure, while discussing what other professional pay scales emphasize as incentives to support a professional career pathway. The Committee discussed the implications of moving from a system tied almost exclusively to credentials and experience to one that also considers incentivizing taking on responsibilities beyond the core classroom through Teacher Leadership so that educators have more options to earn additional pay and recognition.

Public Comment

No public comment.

Next Steps and Closing

Teri Quinn Gray closed the discussion by asking Committee members to provide CAECC Director Ryan Fennerty with an appropriate contact for all scheduling, materials, and communications needs throughout the Committee process.

Teri announced that the next meeting would take place on August 6 from 5:00 – 7:00pm in the Cabinet Room of the Townsend Building in Dover, Delaware.