



SPONSOR: Sen. Townsend & Sen. Sokola & Rep. Scott & Rep. K. Williams  
Sens. Blevins, Bushweller, Hall-Long, Poore, Venables;  
Reps. Baumbach, Heffernan, Keeley, Miro, Osienski

DELAWARE STATE SENATE  
147th GENERAL ASSEMBLY

SENATE BILL NO. 254

AN ACT TO ESTABLISH THE COMMITTEE TO ADVANCE EDUCATOR COMPENSATION AND CAREERS AND DEVELOP AN ALTERNATIVE COMPENSATION STRUCTURE AND CAREER PATHWAY FOR EDUCATORS IN DELAWARE.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

1           WHEREAS, the State of Delaware is fortunate to have thousands of dedicated educators who have devoted their  
2 careers to the success of our children; and

3           WHEREAS, our educators are assuming ever-increasing levels of responsibility for the growth of their students  
4 and their peers and demonstrating leadership in their classrooms and schools; and

5           WHEREAS, we value the leadership and the growing commitment of our educators, particularly in serving our  
6 highest-need students; and

7           WHEREAS, we must recognize and reward leadership and provide additional opportunities for career  
8 advancement and increased assumption of responsibility to retain our great educators and to compete successfully to attract  
9 the next generation of highly qualified educators; and

10           WHEREAS, Delaware has already recognized the need to develop and invest in alternative educator compensation  
11 systems through the work of the Education Salary Schedule Improvement Committee, established by Governor Carper  
12 through Executive Order Number 50, which recommended, among other things, that the state provide educators with  
13 additional compensation for assuming additional responsibilities in their schools and classrooms; and

14           WHEREAS, despite the efforts of many policymakers and education stakeholders over the years, Delaware's  
15 current educator compensation system does not reflect what we value most about the work our educators are already doing  
16 and limits our ability to compete for talent with our neighboring states; and

17           WHEREAS, Delaware's educator compensation system has not been substantially revisited in decades despite a  
18 profession and workforce that has evolved considerably in the face of a competitive knowledge economy that is demanding  
19 more of our students, educators, and schools; and

20 WHEREAS, all of our educators deserve a career path that offers meaningful steps on a progression towards  
21 mastery, with opportunities for increased pay and responsibility and more opportunities to shape their schools and  
22 profession; and

23 WHEREAS, we must ensure that becoming an educator is attractive relative to other professions that have  
24 improved career pathways and expanded opportunities to better compete for talented graduates, especially in light of the  
25 fact that the next generation of educators is projected to make up nearly half of the workforce by 2020; and

26 WHEREAS, there is no more important investment we can make in education than in supporting, retaining, and  
27 attracting great educators because a substantial body of research has shown that teacher quality is the single most important  
28 school-related factor in our children's academic success; and

29 WHEREAS, it is more important than ever that our students are prepared to thrive in an increasingly competitive  
30 global economy, and thus it is imperative that key stakeholders in the education community come together to improve  
31 educator compensation; and

32 WHEREAS, a new system should guarantee that current employees retain their rights under the existing system  
33 but also provide opportunities for current educators to voluntarily join the new system; and

34 WHEREAS, a new compensation system should reflect what Delaware values most in its current and future  
35 educators, including their contributions to student achievement, leadership of their colleagues, service in high-need schools,  
36 and mastery of content; and

37 WHEREAS, a new system must have the flexibility to adapt to an uncertain future and meet the unique needs of  
38 local districts over time; and

39 WHEREAS, a new system must provide educators with meaningful career pathways; and

40 WHEREAS, a new system must provide educators with opportunities to serve in leadership roles and to receive  
41 additional compensation for assuming additional responsibilities, particularly for serving high-need students; and

42 WHEREAS, a new system must provide educators who have served in leadership roles with an opportunity to  
43 receive significant additional compensation while remaining in the classroom; and

44 WHEREAS, a new system must increase salaries for educators in their first five years to ensure that we can  
45 compete effectively with our neighboring states for talented educators; and

46 WHEREAS, all affected stakeholders – most importantly educators – should have an opportunity to participate in  
47 developing the new compensation system and career pathway; and

48 WHEREAS, a committee with strong teacher organization representation should be formed to develop the details  
49 of an improved compensation system that meets these objectives and is aligned with the parameters set forth in this  
50 legislation, taking into consideration input from affected stakeholders; and

51 WHEREAS, the committee’s consideration of improvements to the compensation system should be designed to  
52 produce an improved compensation system and career pathway for all educators;

53 NOW THEREFORE:

54 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

55 Section 1. The Committee to Advance Educator Compensation and Careers (hereinafter “Committee”) is hereby  
56 established to develop a plan to establish a new compensation structure and career pathway for educators in Delaware (the  
57 “Plan”) consistent with the following:

58 1. The Plan must create a career pathway with few and meaningful steps. The Plan must also specify how  
59 educators move along the career pathway, which may be based in part on years of experience, but must otherwise be based  
60 on the demonstration of effectiveness and the acceptance of leadership responsibilities.

61 2. The Plan must establish a number of leadership roles through which educators will receive additional pay for  
62 assuming leadership responsibilities. Leadership roles must be open for application from all eligible applicants on a regular  
63 basis, and must be allocated by school districts through a selection process that (1) meaningfully engages other educators  
64 and (2) does not restrict or prioritize the allocation of leadership roles based on years of work experience or attainment of  
65 academic credits or advanced degrees. The Plan shall allocate leadership roles across school districts, but shall guarantee  
66 that each school receives at least one such role, and shall provide a greater proportion of leadership roles to high-need  
67 schools. It shall also allow school districts flexibility to determine the nature and type of responsibilities required of  
68 educators serving in leadership roles, but all such positions must (1) have meaningful adult leadership responsibilities in the  
69 areas of curriculum, instruction, assessment, and/or professional development; (2) maintain a meaningful connection to  
70 student learning; and (3) have significant responsibility for student growth. The Plan shall also provide that educators  
71 serving in leadership roles shall not be assigned additional responsibilities that are not substantially related to their  
72 leadership roles and classroom and/or professional obligations.

73 3. The Plan must establish senior leadership positions for a small sub-set of experienced educators who have  
74 previously served in leadership roles and demonstrated the highest level of effectiveness. All senior leadership roles shall  
75 be eleven-month positions and shall (1) have significant responsibility for curriculum, instruction, professional  
76 development, assessment, and/or school or district leadership; (2) maintain a meaningful connection to student learning;  
77 and (3) have significant responsibility for student growth.

78 4. The Plan must specify the applicability of the new system, which would apply to all educators including but not  
79 limited to classroom teachers, specialists, counselors, nurses, and must be mandatory for all newly hired educators.  
80 Further, the plan must provide a mechanism and timeline for current educators to opt-in to the new system.

81 5. The Plan shall determine levels of base pay for educators at all steps in the career pathway. Base salaries for  
82 teachers in their first five years shall be commensurate with other districts in the region with which we compete for

83 educators. The Plan shall also provide for significant supplemental pay for educators serving in leadership roles and senior  
84 leadership roles. Supplemental pay shall be higher for those educators serving in leadership roles in high-need schools.

85 6. The Committee shall present the Plan, including a fiscal note and implementing legislation, to the Governor no  
86 later than November 15, 2014, so that its recommendations may be considered for inclusion in the Governor's  
87 recommended budget for fiscal year 2016 to be presented to the General Assembly in January 2015.

88 7. The Committee shall consist of the following members: the President of the Delaware State Education  
89 Association ("DSEA") or her designee; the Executive Director of DSEA or his designee; the Secretary of Education or his  
90 designee; the Director of the Office of Management and Budget or her designee; a representative of the Office of the  
91 Governor appointed by the Governor; the Chair of the House Education Committee or his designee; the Chair of the Senate  
92 Education Committee or his designee; the Controller General or his designee; the President of the Delaware Chief School  
93 Officers Association or his designee; and the President of the State Board of Education or her designee, who shall serve as  
94 chair.

95 8. The Committee shall seek input from other affected stakeholders including, but not limited to, educators,  
96 parents, school administrators, local school boards, and higher education representatives. At a minimum, the Committee  
97 shall hold a meeting in each county specifically to solicit the input of educators.

98 9. The Department of Education shall provide staff assistance to the Committee.

99 Section 2. The Act shall become effective on July 1, 2014.

#### SYNOPSIS

Recognizing (1) that our educators are assuming greater levels of responsibility and demonstrating leadership in their classrooms and schools, (2) that our current educator compensation system does not reflect the work we value in our educators or provide them with a meaningful career pathway or ability to earn additional compensation for assuming additional responsibility, and (3) that we must retain and attract great educators to ensure that our students are prepared to compete in an increasingly global economy, this bill establishes parameters for an improved educator compensation system, the details of which will be developed by a Committee to Advance Educator Compensation and Careers. The Committee's work will involve an alternative compensation structure and career pathway for educators aligned with the parameters set forth in the bill, including providing educators with a meaningful career pathway, including higher starting salaries and recognition for working with high-needs students, and significant leadership opportunities for career advancement that keeps talented educators in the classroom. The Committee must submit its proposed plan to the Governor by November 15, 2014, for consideration for inclusion in the Governor's recommended budget for fiscal year 2016.

Author: Senator Townsend