



SPONSOR: Sen. Gay & Rep. Neal & Sen. Sturgeon & Rep. S. Moore
 & Rep. Heffernan
 Sens. Hansen, Lockman, Poore, Sokola; Reps. Baumbach,
 Parker Selby

DELAWARE STATE SENATE
 152nd GENERAL ASSEMBLY

SENATE BILL NO. 294

AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO SALARY SCHEDULES FOR EARLY CHILDHOOD PERSONNEL.

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

Section 1. Amend § 1336, Title 14 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows:

~~§ 1336. Salary schedule for Department of Education early childhood personnel resulting from early childhood governance reorganization [For application of this section, see 84 Del. Laws, c. 81, § 8(m)(6)].~~

~~(a) An early childhood employee of the Department of Education who works and is paid for 12 months per year shall be paid in accordance with the following schedule from the first day of the first full pay cycle of the fiscal year through the last day of the pay cycle that contains the last day of the fiscal year:~~

Title	Chilicare Licensing Specialist	Chilicare Licensing Supervisor	Administrator
Step 1	32,640	36,911	39,273
Step 2	33,283	37,639	40,047
Step 3	33,925	38,363	40,822
Step 4	34,567	39,094	41,598
Step 5	35,210	39,822	42,372
Step 6	35,852	40,550	43,147
Step 7	36,574	41,369	44,019
Step 8	37,297	42,187	44,892
Step 9	38,019	43,006	45,762
Step 10	38,742	43,824	46,634
Step 11	39,464	44,643	47,506
Step 12	40,268	45,553	48,475
Step 13	41,070	46,461	49,443

22	Step 14	41,874	47,372	50,412
23	Step 15	42,676	48,281	51,381
24	Step 16	43,479	49,191	52,350

25 ~~(b) The Department of Education shall be authorized to revise the salary to be paid to any of its personnel, which~~
 26 ~~shall enable the Department to pay salary supplements up to the equivalent, but in no case to exceed the average of the 3~~
 27 ~~highest salaries for like positions paid by school districts. The Department of Education shall establish rules and regulations~~
 28 ~~for the assignment of early education personnel employed pursuant to § 1336 of this title who are not otherwise classified.~~

29 ~~(c) Any employee paid from this section shall receive as a salary the amount for which the employee qualifies~~
 30 ~~under subsection (a) of this section, plus an annual amount for additional education that is clearly related to the individual's~~
 31 ~~responsibilities as defined by the Department of Education as follows:~~

32	Certificate	Education Supplement
33	Bachelors	\$0
34	Bachelor's +15	\$1,520
35	Bachelors +30	\$1,720
36	Master's	\$1,920
37	Master's +15	\$2,120
38	Master's +30	\$2,320
39	Master's +45	\$2,520
40	Doctorate	\$2,720

41 Section 2. This Act takes effect on July 1 following its enactment into law.

SYNOPSIS

This Act removes assigned salary schedules established for child care licensing specialists and child care licensing supervisors, who are employed through the Department of Education. By removing this language, the Department of Education will be able to provide equitable compensation to early childhood personnel within the Office of Child Care Licensing. Attracting and retaining employees is critical to ensure the State's child care licensing system is sufficiently staffed. Currently, the statute prevents child care licensing specialists and child care licensing supervisors from equitable pay within the Department of Education, leading to high rates of turnover and inter-Department transfer. A lack of staffing limits the ability of the State to investigate complaints being made against child care centers.

Author: Senator Gay