



SPONSOR: Rep. K. Williams & Sen. Sturgeon & Rep. Bush &  
Rep. Dorsey Walker  
Reps. Chukwuocha, Heffernan, Lambert, Osienski,  
Romer; Sen. Lockman

HOUSE OF REPRESENTATIVES  
152nd GENERAL ASSEMBLY

HOUSE SUBSTITUTE NO. 2  
FOR  
HOUSE BILL NO. 252

AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO SALARY STEP FOR COMPLETION  
OF TEACHER RESIDENCY PROGRAM.

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

1 Section 1. Amend § 1312, Title 14 of the Delaware Code by making deletions as shown by strike through and  
2 insertions as shown by underline as follows:

3 § 1312. Experience.

4 (a) In the case of a teacher, principal or superintendent, or other administrative employee, the term “years of  
5 experience” in determining salary in accordance with § 1305 of this title means years of service in any public school or  
6 regularly organized private school. Ninety-one days in any school year shall constitute 1 year of experience, but not more  
7 than 1 year of experience may be credited for any 1 calendar year. Years of service in the armed forces shall also be  
8 counted as years of experience in accordance with the rules and regulations adopted by the Department of Education in this  
9 respect. A graduate of a 5-year preservice program that includes an extensive clinical component in the fifth year, or a  
10 graduate of a 4-year preservice program who graduates with a grade point average (GPA) of 3.75 or higher on a 4.0 scale,  
11 or the equivalent, must be granted 1 year of experience in addition to any other experience granted in accordance with this  
12 section.

13 (b) A graduate who has completed a year-long Delaware Institute of Higher Education residency program, and has  
14 met all other requirements under § 1281 of this title, must be granted 1 year of experience credit in addition to any other  
15 experience granted under this section.

16 ~~(b)~~ (c) In the case of a person employed as a teacher of trades and industries, or as a coordinator of distributive  
17 education, work experience shall be allowed on a year for year basis for full-time work experience in the trade of the  
18 teaching subject for those years of work experience beyond years counted toward qualification for certification under rules

19 and regulations of the Department of Education. One hundred and thirty-one working days in any school year shall  
20 constitute 1 year of work experience but not more than 1 year of experience may be credited for any 1 calendar year.

21 ~~(e)~~ (d) In the case of a Department of Education employee who is required to meet certification requirements as  
22 specified in the Manual for the Certification of Professional Public School Personnel but is employed in the non-  
23 instructional areas of transportation, finance/business management, human resources/personnel management, purchasing,  
24 community/public relations, administrative services, pupil services, audiology, occupational therapist, physical therapist,  
25 psychologist, speech language pathologist, human relations, nurse, social work/services, information technology or a  
26 specialized assignment comparable to these areas, work experience shall be allowed on a year for year basis for full-time  
27 work experience in a directly related position in public or private business in accordance with rules established by the  
28 Department of Education. Nothing in this section shall be construed as changing or modifying the certification  
29 requirements relating to these noninstructional positions.

30 ~~(d)~~ (e) In the case of personnel whose salaries are based wholly or in part upon §§ 1306, 1307, 1308, 1309, 1310,  
31 1311, 1321, 1322, 1324, and 1336 of this title, experience shall be evaluated by the Department of Education, taking into  
32 consideration the number of months and the nature of the services rendered.

33 ~~(e)~~ (f) Beginning with the fiscal year ending June 30, 1998, experience for all public education employees shall be  
34 credited according to the provisions of subsections (a) through ~~(d)~~ (e) of this section. No employee shall be entitled to  
35 retroactive payment of salary as a result of any changes in experience resulting from the provisions of subsections (a)  
36 through ~~(d)~~ (e) of this section.

37 ~~(f)~~ (g) In the case of a teacher or specialist with at least 4 years of full-time ~~(e)~~ experience as a Title 1 or instructional  
38 paraprofessional in a public school who has been issued a permit by the Department of Education or an equivalent agency  
39 in another state prior to becoming a teacher or specialist, the teacher or specialist is given 1 year of experience credit on the  
40 salary schedule under § 1305 of this title for every 2 years of full-time experience as such a paraprofessional in a public  
41 school. This subsection only applies to teachers hired after August 9, 2023.

#### SYNOPSIS

This Substitute bill differs from House Bill No. 252 by placing the Delaware Institute of Higher Education year-long teacher residency program under Section 1312 of Title 14 rather than Section 1305. This Substitute bill grants graduates of the Delaware Institute of Higher Education teacher-residency program 1 year of experience credit in addition to any other experience granted under Section 1312. The goal of this Act is to incentivize a new graduate who has completed the year-long Delaware residency program to stay and teach in Delaware by elevating their starting pay grade level by giving them 1 year of experience credit.