SPONSOR: Sen. Cruce & Rep. K. Williams
Sens. Brown, Buckson, Hansen, Hocker, Hoffner, Huxtable, Lawson, Lockman, Mantzavinos, Paradee, Pettyjohn, Pinkney, Poore, Richardson, Seigfried, Sokola, Sturgeon, Townsend, Walsh, Wilson; Reps. Berry, Gorman, Griffith, Harris, S. Moore, Morrison, Neal, Ortega, Osienski, Kamela Smith

DELAWARE STATE SENATE
153rd GENERAL ASSEMBLY

SENATE JOINT RESOLUTION NO. 14
AS AMENDED BY
SENATE AMENDMENT NO. 1

DIRECTING THE DEPARTMENT OF EDUCATION TO CONDUCT A STUDY AND REPORT ON WORKFORCE DATA RELATING TO PUBLIC EDUCATION SUPPORT PROFESSIONALS.

WHEREAS, education support professionals are critical members of the public education workforce whose work keeps Delaware's public schools running and supports student learning, health, and safety; and

WHEREAS, education support professionals consist of the following career families: food service, transportation, custodial and maintenance workers, clerical services, security services, IT services, skilled trades, and paraeducators or other individual student aides; and

WHEREAS, despite their critical role, Delaware's education support professionals often must take on a second job to support their families; and

WHEREAS, Delaware has a compelling interest in maintaining a stable, qualified, and respected education workforce across all local education agencies (LEA); and

WHEREAS, fair and adequate compensation affirms the dignity of work and reflects the value of education support professionals to Delaware's public education system; and

WHEREAS, persistent vacancies and high turnover among education support professionals undermine continuity of services and place additional strain on remaining staff and school communities; and

WHEREAS, compensation that fails to meet basic living standards limits workforce sustainability and challenges the State's ability to recruit and retain skilled education support professionals; and

WHEREAS, ensuring that members of the education workforce earn at least a minimum living wage supports family stability, workforce retention, and strong school communities; and

WHEREAS, according to the Massachusetts Institute of Technology's (MIT) Living Wage Calculator, an individual in a household with 1 adult and 1 child must earn $39.89 per hour to support themselves and their family, working full-time; and

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WHEREAS, informed policy decisions require accurate and comprehensive data regarding workforce size, vacancies, and compensation; and

WHEREAS, the collection and analysis of such data will assist the General Assembly in evaluating existing compensation structures and considering future investments in the education workforce; and

WHEREAS, the General Assembly affirms its commitment to valuing education support professionals as essential public servants whose work advances the public good and the educational mission of the State.

NOW, THEREFORE:

BE IT RESOLVED by the Senate and the House of Representatives of the 153rd General Assembly of the State of Delaware, with the approval of the Governor, that the Department of Education shall develop a report on the following information for the most recent school year in which data have been collected.

BE IT FURTHER RESOLVED that the Department of Education shall include the following in the report:

a. The number of currently employed education support professionals by local education agency, job classification, and whether the education support professionals are considered temporary or permanent employees.

b. The number of permanent and temporary vacant education support professional positions by local education agency.

c. The number of currently employed education support professionals statewide that earn less than $40 per hour, by LEA and job classification.

d. The number of currently employed education support professionals by LEA and job classification that are working on a casual/seasonal basis. For this determination, a casual/seasonal employee works less than 29.75 hours per week.

e. For each job classification of education support professionals, the average hourly rate paid by the LEA and the difference between the current rate paid compared to a $40 per hour rate.

BE IT FURTHER RESOLVED that for the purposes of this report, education support professionals must include the following nonsupervisory job categories: food service, transportation, custodial and maintenance workers, clerical services, security services, IT services, skilled trades, and paraeducators or other individual student aides.

BE IT FURTHER RESOLVED that the Department of Education shall collaborate with the LEAs to ensure the collection and validation of this data for inclusion in the final report.

BE IT FURTHER RESOLVED that the Department of Education must submit the report to the House Education Chair, the Senate Education Chair, the Chairs of the Joint Finance Committees, the Director of the Office of Management and Budget, and the Controller General by November 2, 2026.

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