153rd GENERAL ASSEMBLY
FISCAL NOTE

BILL:	**HOUSE BILL NO. 425**
SPONSOR:	**Representative Minor-Brown**
DESCRIPTION:	**AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO EMPLOYEES AND SALARY SUPPLEMENTS.**

Assumptions:

1. This Act becomes effective upon signature of the governor.

2. This Act increases the salary supplement for school nurses that have been certified by the National Board for Certification of School Nurses and school counselors that have been certified by the National Board for Certified Counselors. The salary supplement for these individuals would increase from 6% to 12% of the state share of their salary. Based on data provided by the Department of Education (DOE), a total cost of $719,664 can be calculated based on the following:
    a. For school counselors there were 14 eligible staff identified. An additional 6% salary supplement plus 33.41% OECs is $71,202.
    b. For school nurses there were 136 eligible staff identified. An additional 6% salary supplement plus 33.41% OECs is $648,462.

3. This Act allows the DOE to identify additional positions that would qualify for either a 6% or a 12% salary supplement through regulation. As no additional positions have been identified at this time, there is no additional cost estimate.

4. This Act requires that an individual must be working in a position that corresponds to the certification in order to be eligible for the salary supplement. Based on this update to eligibility requirements for individuals currently receiving a salary supplement, it is estimated that the overall cost of this Act may be reduced. However, the impact of this reduction is indeterminable as further analysis of individuals position title and description would be required.

5. An annual inflationary adjustment of 7% is used for Fiscal Years 2027 and 2028 to represent the implementation of salary increases recommended by the Public Education Compensation Committee. An annual inflationary adjustment of 2% is used for Fiscal Year 2029.

6. The proposed Fiscal Year 2027 Appropriations Act includes an appropriation of $500,000 to support estimated costs associated with this act. The expenditure of these funds shall be contingent upon passage of this legislation.

Cost:

Fiscal Year 2027: $770,040
Fiscal Year 2028: $823,943
Fiscal Year 2029: $840,422

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