

Dear Members,

Educators are woefully undercompensated. This unassailable fact is how I opened my comments at the September 12th meeting of the Public Employee Compensation Committee (PECC). And this is something that I will work to change as a member of the PECC.

The committee's focus on reforming base pay for teachers is reinforced by recent data from NEA regarding state rankings for educator pay. This data shows that Delaware's starting teacher salary currently ranks 17th in the nation (\$43,448), with the average of all teacher salaries at 16th nationally (\$65,141). These totals rank behind our neighbors Maryland, Pennsylvania, and New Jersey.

Reforming both starting and educator salaries at every experience benchmark, the committee will be well positioned to meet one of the key charges of Senate Bill 100: Strengthening Delaware's ability to compete with regional school districts in recruiting and retaining qualified and diverse educators.

In addition to the discussion about reforming base pay, the meeting also saw the introduction of WestEd, an education consulting firm, who will assist PECC with gathering relevant information and forming recommendations. The committee set its next meeting date as [October 17th](#), where DSEA will present the Compensation Reform plan we have developed.

If you wish to receive future updates regarding PECC meetings, participate in them, and be an advocate for educator compensation reform, sign up at [PECC Updates](#).

In Solidarity,



Stephanie Ingram
DSEA President
