

STATE OF DELAWARE



**EXECUTIVE DEPARTMENT
DOVER**

EXECUTIVE ORDER
NUMBER FIFTY

TO: HEADS OF ALL STATE DEPARTMENTS, AGENCIES AND AUTHORITIES,
AND ALL POLITICAL SUBDIVISIONS AND GOVERNMENTAL UNITS OF THE
STATE OF DELAWARE

RE: ESTABLISHING THE EDUCATION SALARY SCHEDULE IMPROVEMENT
COMMITTEE

WHEREAS, the State of Delaware is fortunate to have thousands of dedicated Delaware teachers and principals who have devoted their careers to educating our children; and

WHEREAS, the State recognizes that the professional development of these educators is essential to education reform; and

WHEREAS, the State has greatly increased professional development funding during the last five years to help educators improve their skills, knowledge, and performance and to bring the State's academic standards to life in the classroom; and

WHEREAS, the State's salary schedule for educators is designed to provide financial rewards to educators who obtain genuinely relevant graduate-level degrees

and credits; and

WHEREAS, the premise of this large investment is that teachers who obtain graduate degrees and credits will perform better in the classroom; and

WHEREAS, this premise is a good one if backed by requirements that the graduate degrees and graduate credits obtained be rigorous and be relevant to improving classroom performance. Unfortunately, the system has not been backed by such requirements. The salary schedule provides compensation for graduate degrees which are not relevant to the professional's school duties, and -- despite the clear language of the law to the contrary -- the schedule has been administered in such a manner as to permit salary credit for in-service credits which do not involve graduate level work; and

WHEREAS, the salary schedule should therefore be reformed so that it rewards only genuinely relevant graduate level training, and so that it rewards national teacher certification and the pursuit of graduate level career specialty certificates; and

WHEREAS, the salary schedule should also be reformed so as to provide for a longer work year for new teachers so as to address the shortage of time for staff and curriculum development activities. Fair compensation for the extra days worked must be provided; and

WHEREAS, the state should develop a recertification process to ensure that teachers and other professionals continue to pursue high-quality continuing training; and

WHEREAS, such a recertification process should not be overly bureaucratic or burdensome; and

WHEREAS, ideally, professionals who obtain salary scale credit for continuing education under a reformed salary schedule should thereby satisfy any continuing education requirements of the State's certification system and they should not be subject to additional continuing education requirements; and

WHEREAS, any reform of the salary schedule should improve Delaware's ability to recruit the brightest new teachers; and

WHEREAS, any reform of the salary schedule should guarantee that current employees retain all their current rights under the existing schedule but also provide enhanced incentives for current employees to pursue high-quality, classroom-relevant training and to devote additional days to staff and curriculum development activities; and

WHEREAS, affected stakeholders -- particularly teachers -- should have an opportunity to participate in the consideration of improvements to the salary schedule; and

WHEREAS, a committee with strong teacher organization representation should be formed to consider improvements and seek input from affected stakeholders; and

WHEREAS, the committee's consideration of improvements in the salary schedule should be designed to produce an improved schedule for implementation for starting teachers in the 1999-2000 school year; and

WHEREAS, to that end, the committee shall consider as a focal point for reform the improved salary schedule outlined in Exhibit A to this Order.

NOW, THEREFORE, I, Thomas R. Carper, by the authority vested in me as Governor of the State of Delaware, do hereby declare and order as follows:

1. The Education Salary Schedule Improvement Committee shall be created and shall consist of the following members: five members appointed by the Governor, one of whom shall be Chairperson; the President of the Delaware State Education Association (“DSEA”), or her designee; the Executive Director of the DSEA, or his designee; the Chairpersons of the Joint Finance Committee, or their respective designees; the Chairperson of the Professional Standards Council, or her designee; and the President of the Delaware Chief School Officers Association, or her designee.
2. The Committee shall consider reforms to the State’s salary schedule for education professionals so as to : 1) ensure that the schedule provides positive salary incentives for relevant and rigorous graduate level continuing education and ensure that the schedule does not provide incentives for continuing education which is not of such relevance and quality; 2) address the need for more time for teachers to participate in staff and curriculum development activities by paying teachers more in exchange for more days worked; 3) provide Delaware teachers with competitive starting salaries and the opportunity to be rewarded for pursuing national certification, relevant graduate degrees, and

career certificate specialties and for undertaking leadership roles which require additional hours of work; and 4) provide a sound basis for implementing an efficient recertification process to guarantee the continued professional development of all school professionals. The recommendations for improvement shall guarantee that current teachers and administrators may elect to continue to be compensated under the existing salary schedule or to opt-in voluntarily to any new salary schedule under procedures which are fiscally responsible. The Committee shall also make recommendations to improve the incentives for current teachers to pursue high-quality training, and the ability of school districts to direct staff to relevant training. The Committee shall also address whether teachers and administrators should be paid off of the same salary schedule.

3. The Committee shall seek input from affected stakeholders including local school boards, teachers, principals, other school administrators, and parent organizations.

4. The Committee shall present its recommendations, including a fiscal note and implementing legislation, to improve the State's education salary schedule to me on October 15, 1998 so that such recommendations for change can be considered for inclusion in the proposed budget for fiscal year 2000 to be presented to the General Assembly in January, 1999.

5. The Department of Education and the State Budget Office shall provide staff assistance to the Committee.

Approved this 20 day of January, 1998



Thomas R. Carper
Governor

Attest:

Edna J. Lavelle
Secretary of State