



# SMYRNA SCHOOL DISTRICT

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## SMYRNA SCHOOL DISTRICT OFFICIAL STATEMENT

Recent media reports, containing numerous inaccuracies, have created a false narrative about salary increases for our educators and staff. We want to ensure our community has the full and accurate picture.

### History of Local Salary Increases

Over the past four years, employees have received annual increases in addition to step movement for years of service:

- **2024–25:** \$250 off pay scale (equivalent to 1–3.8% depending on classification)
- **2023–24:** 2.5% on pay scale
- **2022–23:** 2.0% on pay scale
- **2021–22:** 3.0% on pay scale

In addition:

- Step increases for years of experience are built into the pay scale.
- Longevity bonuses were added in 2021 and further increased in 2024.

### Salary Scales

- The pay schedule for teachers covers 0–30 years of experience, with multiple educational lanes: Bachelors, Bachelors +15, Bachelors +30, Masters, Masters +15, Masters +30, Masters +45, and Doctorate.
- While local starting pay at the Bachelor's level (0 years' experience) is lower than some neighboring districts, the local salary schedule exceeds neighboring districts in many other cells.
- The local paraprofessional salary schedule is one of the highest compared to neighboring districts.

All increases on the state portion of salaries have been passed on to employees as recommended by the Public Education Compensation Committee (PECC) and implemented by order of the General Assembly and Governor's Office. This includes the 7.3% increase for teachers and a 2% increase for all other classifications.

Without the passage of two operating referendums (March 2024 and 2025), progress has still been made to improve compensation and we remain committed to attracting and retaining high-quality educators and staff. Negotiated agreements outside of compensation have also been provided to employees due to the lack of additional sustained revenue via property tax increases. We have continued to have open and honest dialogue with the Smyrna Educators' Association leadership to keep them apprised of our financial situation in the hopes of finding common ground. Our district will continue working with employees, the community, and state partners to provide competitive pay while maintaining fiscal responsibility. Negotiations continue for the 2025-26 school year with an opportunity to reopen again for next year.

The Smyrna School District does not discriminate in employment, educational programs, services or activities based on race, color, marital status, creed, religion, national origin, gender, age, genetic information, sexual orientation, gender identity, disability or any other protected category or status in accordance with state and federal laws. Inquiries should be directed to the District Superintendent.