

Legislative Wins

Together, A Stronger Voice



The Delaware State Education Association and its over 13,000 members is a powerful voice for the schools our children deserve. DSEA remains a strong advocate to increase funding for special education services, fair wages and benefits for all educators, and for the programs and supports that will ensure Delaware students are ready to succeed in life. Scan the QR codes on the back to stay up-to-date on important education legislation and to donate to PAC.



Historic Pay Increases for Educators and a Path to \$60k Starting Teacher Salaries

Over the last two years, DSEA advocated to raise the base salary for teachers and specialists by 11% and between 6%-18% for education support professionals, depending on their job classification. Educators deserve more and that is why our union continues to advocate for a \$60,000 starting salary for teachers and specialists by school year 27-28.



Protect and Respect Educator Time

Delaware educators, like all professionals, have lives and families outside of school. DSEA fought to provide paid leave for educators who experience pregnancy loss and to increase the number of accrued sick days an educator can use for personal reasons to 5. DSEA also fought to modernize and decrease the number of state-mandated trainings for educators.



Direct Funding for Mental Health Professionals in Our Schools

DSEA is part of a coalition of groups that helped pass legislation funding mental health services units in elementary, middle and high schools (House Bills 100, 200 & 300). In total, DSEA has successfully advocated for almost \$100 million in funding for districts to hire the mental health professionals that will help Delaware students get the support they need.



Safe Schools and Communities

DSEA is proud to have supported bills that strengthened background check investigations, raised the firearm purchase age to 21, and banned the sale of large-capacity magazines and assault weapons. DSEA continues to advocate for funding to enhance school security and programs that address student behavior and school climate issues.



Competitive and Respectful Benefits for Educators

DSEA fought to restore a benefit that will allow educators to claim up to a \$500 tax deduction to cover the cost of their union dues. DSEA continues to work diligently, alongside fellow unions and retired members, to preserve robust healthcare benefits for active and retired members, and fighting to make healthcare more affordable for all Delawareans.



Pathways into the Teaching Profession

Paraprofessionals who transitioned to classroom teacher roles often found themselves facing pay cuts in their new position. DSEA fought to make sure their years of experience in the classroom will be recognized on the teacher salary scale. DSEA is also working to expand opportunities for students who are interested in becoming educators.



12 Weeks of Paid Family and Medical Leave for State Employees

DSEA was a lead advocate for the creation of a Paid Family and Medical Leave program in Delaware, which offers eligible workers up to 12 weeks of paid leave to address their own serious health condition; care for a family member with a serious health condition; bond and care for a new child; or to address the impact of a family member's military deployment.

FAQs about Political Action Committees (PACs)

What is a PAC?

PAC stands for Political Action Committee. The Internal Revenue Service (IRS) requires that each PAC, because it operates for political purposes, be established as a separate account for the receipt of voluntary contributions. The contributions are not deductible for income tax purposes.



What can PAC funds be used for?

PAC funds are normally used to make contributions to political candidates for their campaign expenses, to political parties for election activities, and for independent expenditures during elections. PAC contributions cannot be made to a candidate or office holder in order to encourage them to take an action or cast a particular vote.



Why does DSEA have a PAC?

DSEA has a PAC so that we can combine the small donations of our members into meaningfully-sized contributions. These contributions are used to support candidates, political parties, and referenda elections which advance the issues that benefit our members and the children who attend public schools. Our PAC, called the DSEA Advocacy Fund for Children and Public Education, is issue-based, member-driven and ensures that the voices of public educators in Delaware are heard and respected.



Will my contributions make a difference?

Yes. DSEA's PAC exists to make a difference in the lives of all of its members. The small, meaningful contributions made by those 13,000-plus members combine to have a powerful, positive effect on our democratic election process. The reverse side of this document shows the most recent examples of the types of critical change DSEA's PAC can effect.

How has DSEA previously used PAC funds?

In the 2022 election cycle, DSEA PAC contributed to 45 recommended candidates for the General Assembly, both Republicans and Democrats. We also made contributions and campaigned for State Treasurer Colleen Davis, Attorney General Kathy Jennings, and State Auditor of Accounts Lydia York. In addition, DSEA used PAC funds to support district referenda in 2021 and recommended school board candidates in 2022.



How can members make contributions?

DSEA members typically use the payroll deduction system to make regular, affordable contributions. For example, most professional members elect to contribute \$2 per paycheck, totalling \$44 per year, to both the DSEA Advocacy Fund for Children and Public Education and the NEA PAC. Education Support Professional members typically contribute \$1 per paycheck, totalling \$22 per year, to both PACs. Contributions can be made or adjusted online.



Can I make changes to my contributions?

Yes. You can make contribution changes at any time.



Where can I see how the money collected by the DSEA Advocacy Fund is used?

Copies of the required reports filed by DSEA are available online at: <https://cfrs.elections.delaware.gov>. DSEA also produces annual internal reports that are reviewed by the DSEA Executive Board.



DSEA LAC

← Use the QR code to to the left, or visit bit.ly/dsea-lac, to stay up to date on the important legislation being debated in Legislative Hall and how you can be an advocate.

→ Use the QR code to to the right, or visit bit.ly/dsea-pac-form, to make or modify your PAC donation. Remember, your donations are what allows us to advocate for the issues that will make a difference in the lives of students and elect candidates who support public education.



DSEA PAC