

Our mission is to promote education reform for the benefit of all North Carolina children while ensuring the recruitment, development and retention of qualified educators.

Engaging students is a critical component in ensuring academic success, especially for at-risk students and with the obstacles that educators are encountering with remote learning. PENC supports efforts to ensure sufficient funds are available to continue the state's commitment to providing the highest quality education for our students and to provide the support necessary for our teachers. The recruitment and retention of the most capable educators and high quality school leaders will only be possible if we can: (1) offer/sustain a sufficient and realistic salary schedule for **ALL** levels of educator experience, (2) modify and implement a flexible accountability system that reflects the current pandemic and (3) restore the State Health Plan coverage for newly hired teachers at retirement. North Carolina should do everything possible to retain good teachers and encourage qualified individuals to enter the teaching profession. Salary schedules should be revisited from the reforms made in to 2015 that will give a homogeneous balance of recruitment and retention of highly effective educators. Funding should be provided to ensure each educator has appropriate time to plan, collaborate, discuss & observe best practices, participate in professional development and receive sufficient mentoring.

## PROMOTING CLASSROOM SUCCESS

- **PENC members support amending the School Grading System to more accurately reflect schools' performance.** The formula for calculating school grades should be modified to reflect student performance and student growth in a more equitable manner. Considering the current pandemic schools should not be given school grades or be held accountable considering the current education environment.
- **PENC members support taking all measures and providing all resources available to make our schools safe and healthy environments for learning and working.** PENC members support funding for the continuation of the needed PPE and supplies necessary for school environment disinfectant.
- **PENC members support the efforts to reduce excessive testing and the practice of using testing assessments at such a large percentage when factoring student growth.** Also, with the current pandemic we feel our educators should not be held accountable with the testing.
- **PENC members support providing funding for the following resources:**
  - **Classroom support staff so that educators have access to this invaluable assistance.** Also, Quality mentoring programs for beginning teachers.
  - **The continuation of Class Size funding for the enhancement classes and provide a waiver process to those schools that are put at a disadvantage due to inadequate numbers of teachers and lack of infrastructure.**
  - **Professional development opportunities, especially resources that address heightened emphasis on sustained improvement in reading comprehension.**
- **PENC supports revisiting school calendar issues:**
  - PENC members believe that local communities are best suited to develop a school calendar that is best for families and teachers. PENC members support allowing the end of semester/EOC exams to be administered before the holidays.
- **School Resource Officers at every school as well as an improved ratio of School Counselors and School Psychologists.**

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## EDUCATOR COMPENSATION AND BENEFITS

- **PENC consistently supports a vibrant and competitive salary schedule for educators. PENC also recognizes that educators and support staff were the only state group that did not receive a pay raise during the last biennium. It is an expectation from PENC to receive a substantial pay increase that will amply compensate our teachers and support staff. PENC supports an equitable distribution throughout the salary schedule (across the board) so that regardless of educator's years of service no one is penalized. Considering growth of our schools in North Carolina, we need to do all we can to retain and attract educators for our state.**
- **PENC members value the State Health Plan coverage as an essential part of their compensation package. Maintaining coverage and sustaining the viability of the Plan should be as important as salary adjustments. This also includes retaining the State Health Plan coverage for retirees entering teaching that reverses the legislation regarding newly hired 2021 educators.**
- **PENC members support cost of living increases for retirees for their dedicated years of service to the state of North Carolina.**
- **PENC members support reinstating funding for Masters Degree supplements, and other advanced degree supplements which will enhance recruitment and retain our teachers while being a small cost to the state.**
- **PENC members support preserving the funding for National Board supplements.**
  - **PENC members support correction of the calculation of National Board supplements.** Teachers who obtain National Board status should have their supplement calculated on the basis of their level of teaching status instead of using only the base level for all. Teachers on the Masters level realize a loss of 1.2 percent in their supplement.
- **PENC members support restoring the tax credit for educators which would allow them to deduct from their income up to \$250 for out-of-pocket expenses for classroom supplies.**
- **PENC members support full funding of textbook needs—whether electronic or paper—and classroom supplies to support remote learning during the pandemic.**
- **PENC members support maintaining the current State Retirement benefits for educators.**
- **PENC members support maintaining the concept of career status for educators. In 2011, new methods (S 466, Modify Career Status, and SL 2011-348) were provided that would allow principals to address ineffective teachers. Those changes need to be allowed to work along with the present evaluation system.**