



## 2019-2021 PRIORITIES

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.

### EDUCATOR COMPENSATION AND BENEFITS

#### PENC members support...

- **revisiting the salary schedule** reforms implemented in 2015 to regain a more robust increase for teachers in the higher levels of creditable years of service.
- **reinstating funding for Master's Degree supplements** and other advanced degree supplements which will enhance recruitment and retain our teachers while being a small cost to the state.
- **incorporating cost-of-living increases** into the current pay plan to prevent erosion of educator pay.
- **restoration of Longevity Pay** for teachers so that it aligns with salary schedules of all state employees who continue to receive a meaningful longevity payment.
- **preserving the funding for National Board supplements.**
  - correction of the calculation of National Board supplements. National Board supplements are now calculated based upon the Bachelor's Degree Schedule, rather than the Master's Schedule, resulting in a 1.2 percent loss in supplement. PENC members support reinstating the calculation of NBCT supplement based upon the Master's Schedule.
  - calculating the NBCT supplement for those who are required to hold an advanced degree using the advanced degree pay. Those for which the Bachelor's Schedule does not apply should not have their supplement calculated using that inapplicable schedule.
- **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 reversing the legislation regarding newly hired 2021 educators that states they will not have guaranteed State Health Plan coverage upon retirement.
- **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.
- **a school funding formula** that would include valid estimates of school population growth in the base model to ensure sufficient classroom staffing.
- **full funding of textbook needs** – whether electronic or paper -- and classroom supplies.
- **maintaining the current State Retirement benefits** for educators.
- **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 newly implemented evaluation system.

### 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. The focus on performance fails to provide an accurate reflection of the success of the school, the students and the educators.

- **reducing excessive testing** and the practice of using testing assessments at such a large percentage when factoring student growth.
- **providing resources to make our schools safe environments for learning and working.** PENC members support funding for School Resource Officers at every school as well as an improved ratio of School Counselors and School Psychologists.
- **revisiting school calendar issues:**
  - local communities are best suited to develop a school calendar that is best for families and teachers, granting the needed flexibility to cope with inclement weather policies.
  - allowing the end of semester/EOC exams to be administered before the holidays.
- **funding** for the following resources:
  - **Classroom support staff** so that educators have access to this invaluable assistance.
  - 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.**
  - **Quality mentoring programs** for beginning teachers.
- **true duty-free planning time** during the school day. When given sufficient time to plan lessons, assess student work and reflect upon practices, educators will be able to better develop effective lessons, give meaningful feedback to students and modify practices to improve student achievement.

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