

PROFESSIONAL EDUCATORS OF NORTH CAROLINA



THE voice for educators

LEGISLATIVE PRIORITIES

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23

INTRODUCTION

Dear Legislators,

Professional Educators of North Carolina (PENC) would like to take this opportunity to thank you for all that you do to ensure the best public education is available to all students in North Carolina. We understand the long and difficult task that you have with the process to build a budget. We do want to express our appreciation to you for taking our priorities into consideration for this extensive task. If we can answer any questions, please feel free to contact us.

Mission, Vision, and Values of PENC

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

Our vision is to promote and support confident and effective educators capable of developing well rounded and responsible learners who aspire to achieve their full potential as adult citizens in our state. We will do this by working independently and collaboratively with all stakeholders in the North Carolina education system to improve schools and to advance knowledge, policy, and practice in our state.

PENC values:

- PENC is committed to equal treatment, fairness, and respect for diversity.
- PENC is committed to advocating for members to advance and protect their interests and promote education reform for the benefit of students.
- PENC recognizes the need to recruit and retain quality educators who are afforded fair compensation as well as a stimulating and safe work environment.
- PENC is committed to building a vibrant and effective professional association
- PENC strives for excellence through continuous reflection and improvement.

LEGISLATIVE PRIORITIES

Recruit

Nationally Competitive Teaching Salaries

North Carolina needs to set a nationally competitive salary schedule for teachers and support staff.

Restore Teaching Fellows to Original Entirety

Restoring Teaching Fellows to its original form will combat the teacher shortage in North Carolina and increase the number of teachers coming through the pipeline each year.

Restore Retirement Healthcare Benefits for New Hires

Medical benefits are always essential. While young recruits may not know the value when they initially commit to NC public education, these benefits are essential to the recruiting and ultimately retaining new teachers to the state.

Develop

More time to teach

- Limit structured programs—teachers learn how to build sound lessons that align with the NC standards for learning, so they want flexibility to be able to utilize these skills for teaching meaningful lessons outside of prescribed programs.
- Limit testing/assessment days—excessive days spent assessing students limits the number of days students receive quality instruction.

Ample Planning Time

- 3 uninterrupted planning times per week--this is essential to proper lesson preparation and ensure effective instruction.
- Duty Free Lunch for All Teachers (minimum 25 minutes per day)

Restore Master's Supplement

- Spending 2 years to obtain a higher degree in a field that directly impacts a teachers practice should be acknowledged with a supplement; this will encourage further training for all teachers.

Retain

School Safety

- Student Support after acting out/assault incidents for students without an IEP.
 - a. School placement evaluation
 - b. Alternative placement
 - c. Support Program to reteach behavior
- Teacher Assault Support
 - a. Extended leave—when teachers are subject to student assault, at any grade level K-12, they should be granted 3-5 days of leave for both mental and physical recovery. This leave should be at the cost of the LEA/school district.
 - b. Protect self with restraint training—all teachers should have hands-on physical restraint training, not just Exceptional Children's teachers.
 - c. License Protection—teachers should not fear the loss of their teaching license when faced with protecting themselves or other students. Protection language needs to be entered into the safety bill.

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