

## *Moving North Carolina to the Head of the Class*

- ✓ Quality Staff
- ✓ High Achieving Learners
- ✓ Excellent Schools

### ***NCAE believes that:***

- *North Carolina should seek to attract and retain quality teachers and other public school employees.*
- *North Carolina should assure all students the opportunity to succeed at the highest level.*

## COMPENSATION

### ***Salary:***

- Move teacher salaries beyond the national average.
- Establish a beginning salary for teachers of at least \$40,000.
- Reduce the number of steps on the teachers' salary schedule to 15.
- Establish uniform increments throughout the salary schedule.
- Create as many training/education columns as possible with increased and uniform differentials.
- Enact a minimum state salary schedule for all teacher assistants, recognizing differences in training, preparation, and experience.
- "Link" the teacher assistants' salary schedule to the teachers' salary schedule.
- Establish a *living wage* for all public school classified employees.
- Provide assistant principals with a step increase for salary placement purposes for every three years of experience, as is currently done with principals.
- Pay principals on the basis of total number of staff rather than the number of certified staff.
- Increase longevity rates for all public school employees.
- Oppose merit and differentiated pay plans.
- Increase compensation for substitutes in order to attract quality personnel at all times.

### ***Retire/Rehire:***

- Extend the sunset for the retire/rehire option for teachers to October 1, 2011.
- Expand the provision to include all school building level employees.
- Reduce the required period of separation from service before becoming eligible for re-employment.

### ***Health Insurance:***

- Maintain full funding of employee premium to keep the current level of benefits.
- Ensure coverage under the State Health Plan for thermography as a screening tool for breast cancer.
- Ensure mammograms are for all employees as prescribed by attending physician.
- Ensure that prescription drugs can be written for a 90-day supply.
- Provide a Medicare Supplemental Plan as an employee option and subject to revision by the individual.

### ***Retirement:***

- Provide a cost-of-living adjustment (COLA) to retirees equal to the salary increases to actives or based on the CPI, whichever is greater.
- Increase the formula from 1.82 to 1.85.
- Increase the rate of the employer's contribution to the employee's account by at least 5%.
- Protect the defined benefits plan.

## **WORKING/LEARNING CONDITIONS**

### ***Student Achievement:***

- Ensure that all school employees have direct involvement in decision making at the building and school district levels. Issues should include, but not be limited to, budgeting issues, staffing decisions, and scheduling.
- Ensure the enforcement of the School Improvement Team legislation.
- Support the repeal of G.S. 98-95, which prohibits collective bargaining by any public entity in North Carolina.
- Fund the implementation of the findings of the Teacher Working Conditions Survey, as well as the continuation of the survey, related research, and an associated Advisory Board.
- Ensure that all school-based personnel are involved in the development of the individual school's budget.
- Create and fund a weighted class size formula to facilitate the inclusion of exceptional children in the regular instructional program.

- Provide adequate alternative education opportunities in each LEA.
- Allocate monies for literacy coaches on recurring basis. Literacy coaches should be made available to all middle and high schools.
- Reduce the student/school counselor allotment from 1:400 to 1:250.
- Allocate assistant principals on the basis of a 1:400 ratio.
- Reduce class size in all curriculum areas and at all grade levels.
- Support full funding for More-at-Four and Smart Start initiatives.
- Move kindergarten enrollment date from August 31 to July 1.
- Allocate teacher assistant positions at a ratio of one per twenty students in grades K-5, except in priority schools where teacher assistants should be allocated at one per fifteen students.
- Change compulsory attendance to ages 5-18.
- Allocate a full-time certified media specialist and media assistant in every school that has between 1-1,000 students. Schools exceeding 1,000 students qualify for an additional specialist and an assistant.
- Provide funding to adequately support the arts and physical education instruction in the public schools of North Carolina.
- Allocate a full-time certified technology facilitator/specialist for each school.

### ***Professional Development:***

- Allocate funding for mentors for each school system based on one mentor for each fifteen beginning teachers.
- Ensure that all staff have input in the selection of professional development that is meaningful to them.
- Maintain support for the North Carolina Teacher Academy.
- Maintain adequate funding for the Teacher Cadet program, operated by the North Carolina Foundation for Public School Children.

### ***Fair Employment and Dismissals:***

- Maintain the current Fair Employment and Dismissal Act.
- Strengthen due process procedures for all non-certified employees.
- Maintain the current law that ensures principals will have a 4-year contract if renewed following the initial contract.
- Assure all certified probationary employees the right to a hearing before the local school board prior to non-renewal.
- Amend G.S. 126-84B to provide employees protection when reporting matters of public concern to co-workers, supervisors, or the general public.

### ***Employee Leave:***

- Allow teachers to use two personal leave days without substitute pay deduction.
- Provide personal leave without pay deduction to all teacher assistants who require substitutes in special education classes.

- Provide bereavement leave for all school employees.
- Restore the statute that grants pay for forfeited vacation days.
- Allow sick leave to be shared with other employees in the same manner as shared annual leave.

### ***Safe Schools:***

- Ensure that alternative education opportunities are available in each LEA that promote safe, orderly school environments.
- Provide nurses or trained nursing assistants to perform medical duties.
- Continue to upgrade technology in school buildings to include two-way intercoms or phones in each classroom.
- Enact stiffer penalties for those who physically assault a school employee, as well as for those who communicate threats to a school employee.
- Prohibit all forms of violence in public schools, including corporal punishment, bullying, discrimination, harassment, and hate speech.
- Enact legislation to require a principal to report any student assault or battery that causes injury to a school employee or the communication of a threat to cause death or bodily injury.

### ***Public School Support:***

- Oppose any effort to allocate state funds to non-public schools or to privatize public school services.
- Honor the constitutional requirement that a sound, basic education be accessible to every child in North Carolina with adequate and equitable funding and other resources.
- Maintain the current cap of 100 charter schools.
- Maintain an elected state superintendent.
- Allow the forgiving of days lost due to inclement weather or other catastrophic or unusual events.

### ***Public School Finance:***

- Increase the percentage of the state budget going to PK-12 public schools.
- Prohibit the diversion of lottery proceeds for programs other than those outlined in the original statute creating the lottery. Lottery proceeds for public schools are not to be used to supplant other public funding.
- Support a state bond referendum for public school construction.
- Create a legislative study commission to address the long-range funding needs of the state's public schools.

### ***Participatory Democracy:***

- Support legislation to provide that electioneering be allowed at all early voting locations in North Carolina.
- Expand public financing of elections for Council of State races.