



Legislative Priorities

1 Improve Compensation & Benefits Package

- Increase pay for teachers, administrators, and support personnel.
- Ensure a Healthcare Package that is affordable.
- Restore Master's Pay
- Restore Retirement Health Benefits
- Provide supplement pay for teachers with Exceptional Children certification to address the EC teacher shortage.

2 Protect Classroom Instruction Time

- Protect teacher planning times with clearer language in legislation. This will ease stress and workload along with address a reason for increased attrition.
- Address student discipline with a focus on higher parent accountability.
- Reduce the number of testing days during the school year for elementary and middle schools.
- Establish a set dollar amount to be allocated to teachers for classroom supplies within the schools' funding.

3 Opportunity Scholarships Accountability

Require schools that accept Opportunity Scholarship moneys to implement accountability measures that provide transparency in student gains and achievement.

4 Improve New Teacher Mentor Programs

- With the increase in new teachers and residency licensed teacher, it is vital that districts have a strong and effective mentor program. A strong program would include matching effective veteran teachers with new teachers.
- Supplemental pay for mentor teachers [this should/could fall under advanced teaching roles].

To recruit and retain good, effective teachers the compensation package must be **THE Top Priority!**



Please support
\$60K - \$90K
Teacher Pay Scale

PENC Advocacy Team



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Our Vision

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.

Our Mission

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.

FACTS:

38th

NC Teacher
Pay US
Ranking
(\$15,000 ↓)

1 in 8

NC Classrooms
started with **NO**
Teacher in 2023

\$57,000

Average
Teacher Salary
in NC

\$70,000

Average
Teacher Salary
in US

11.5%

Teacher
Turnover Rate
in 2023

THE voice for educators