

NEWS BULLETIN

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NORTH CAROLINA ASSOCIATION OF EDUCATORS

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NCAE is working for you!

When members heard talk that School

Improvement Plans and Personalized Education Plans (PEPs) were going to be eliminated from the budget through legislative action, the outcry was so great that the Association lobbied to have the plans restored and won.

NCAE views School Improvement Plans as useful tools for addressing what schools need to be successful and to empower educators to meet the needs of their students. These plans are crafted by School Improvement Teams (SIT) and are a huge part of what the teams are charged to do. The North Carolina School Boards Association asked the General Assembly to eliminate these plans in an effort to reduce paperwork in school districts.

“Totally eliminating school improvement plans would have been detrimental to the way schools operate,” said Marge Foreman, NCAE research specialist. “Although the idea was to eliminate the plans and not the teams, if there are no school improvement plans in place, the work of School Improvement Teams is greatly compromised.”

SIT teams are part of the School-Based Management and Accountability Program, established in 1996 by the Legislature to improve student performance. All school districts in the state are required to participate in the program and the law specifies that each school develop a school improvement plan. Local school boards are mandated to ensure that each principal establishes a SIT team, which consists of representatives from all levels of the school community as well as parents.

Foreman said the great work being done by SIT teams is evident because 96 percent of schools received ABC bonus money when it was being awarded by the state for meeting or exceeding their expectations for

NCAE restores School Improvement Plans and PEPs

the state’s school-based accountability

program. Plans developed by teams focus on student achievement, the school environment, the needs of the teacher and parent community, and administrative issues.

Eliminating Personalized Education Plans (PEPs), which are also important components for student achievement, would have put students at risk of not getting the assistance needed to succeed and could have possibly increased the number of student drop outs. PEPs are focused intervention plans that are tailored to improve a student’s performance to grade-level proficiency.

“Unlike the federally mandated format locals must adhere to for Individualized Education Plans (IEPs), there is no mandated format for developing PEPs,” said Angela Farthing, manager of the NCAE Center for Teaching and Learning. “When it comes to PEPs, each local determines which format is best suited to address student needs.”

An IEP is a written statement for a student with a disability that is developed by a team of professionals knowledgeable about the student and the parent(s). The plan describes the strengths of the child and the concerns of the parents for enhancing the education of their child, and when, where and how often services will be provided. The IEP is required for all exceptional children and must include specific information about how the student will be served and what goals he/she should be meeting.

Having School Improvement Plans and PEPs restored was a victory for NCAE. “The GR staff lobbied key education budget writers in the House and Senate to get these plans placed back in the budget,” Foreman said. “Many of our members called their legislators to share their concerns as well. The combined efforts of our members and staff resulted in this important language being reclaimed.



The request of a few Winston-Salem/Forsyth

County teacher assistants has benefitted 170 of their colleagues in a big way. With the help of NCAE, a potential pay issue was corrected resulting in TAs receiving back pay totaling \$500,000.

“This situation just points to the importance of being a member with an Association behind you that can ask the right questions and follow through,” said Ann Petitjean, president of the Forsyth County Association of Educators (FCAE). When the Association was alerted

NCAE action nets \$500,000 in back pay for TAs

about the issue, we put out a call through our

ARs to have TA members submit pay stubs for our review.”

Petitjean said it was discovered that one person in the group was not being paid at the state minimum, so the UniServ directors requested a meeting with the district’s chief financial officer. “He said the district would look into it. We followed up with him a few weeks later and after that meeting he went to the superintendent to

(Please see \$500,000 in back pay on page 2)

Prepare to vote on NCAE candidates

April 4-11, 2012, are the days members will vote on candidates for the following positions: president, vice president, NEA director, district/cluster officers and state-allotted delegates.

The president and vice president will serve two-year terms. The NEA director — one of whom shall be a classroom teacher and one of whom must be African American (Article V, Section 2-c of the NCAE Constitution) — shall be nominated and elected by the membership in the same manner as the president and vice president. The term served will be three years.

Members will elect representatives of the NCAE Board of Directors in District 1-A, District 1-B (two-year term), Cluster 2, District 3-A and Cluster 6. Each will serve a three-year term. District/cluster presidents, vice presidents and secretaries will also be elected and will serve one-year terms.

There are approximately 40 positions for state-allotted NEA delegates who will serve one-year terms.

Officers for the ESP Division, Student Services Division and Principals/Administrators Division will also be voted on by their division membership.

- **ESP Division** – open are the positions of president and vice president, which carry two-year terms. ESP Board of Director positions are available in District 1-A, District 1-B, Cluster 2, District 3-A and Cluster 6.
- **Student Services Division** – positions open are vice president and treasurer (three-year terms). Board positions available are District 1-A, District 1-B, Cluster 2, District 3-A and Cluster 6.
- **Principals/Administrators Division** – Division members will vote on principals/administrators state-allotted NEA delegates.

\$500,000 in back pay *(Continued from Page 1)*

request a full investigation into the matter.”

Shortly thereafter, the district informed NCAE that it found 170 TAs who had not been paid correctly for three years. The school board voted to correct the error and the back pay payment was included in their mid-November paychecks.

“I’m not sure an individual educator, working alone, could do what we did,” Petitjean added. “It was the incredible NCAE staff and the partnership with the administration and central office that our local affiliate has built through several past presidents which made the difference. And, Marge Foreman, research specialist at NCAE, helped us find the information on the state minimum pay on the DPI Web site. We’re making sure our ARs share with other educators how NCAE has helped them. I want all members to know that they should contact their Association for help if they think there is a problem.”

The forms for nominations for all positions are available on the NCAE Web site. The filing date for all offices is January 17, 2012. Nominations must be mailed to the NCAE Center by certified mail and postmarked no later than January 17. Contact Derevana Leach at 1-800-662-7924, ext. 205, with questions.

January 17 is also the deadline for submitting new resolutions to be considered at the 2012 Representative Assembly. Regular mail is acceptable for new resolutions, which should be mailed to Linda Powell-Jones, P.O. Box 27347, Raleigh, NC 27611.

Proposed amendments to the NCAE Constitution should be submitted in writing. They should be mailed and postmarked no later than March 16, 2012, to the Office the President, P.O. Box 27347, Raleigh, NC 27611, or be presented prior to the close of the first business session — March 23, 2012 — of the annual convention.

Any New Business Items to be considered should be mailed to Cathy Barnes, P.O. Box 27347, Raleigh, NC 27611, and postmarked no later than March 16, 2012. New Business Items can also be submitted at the 2012 annual convention prior to the close of the first business session.

If you are a candidate for president, vice president, NEA director, or district/cluster director, your nomination form **MUST** be accompanied by an official NCAE biographical form and a professional-quality print photograph or a high-resolution digital photograph (300 dpi or higher). Candidate information submitted after the January 17 deadline, or without **ALL** of the proper documents, **WILL NOT** be published in the *NCAE News Bulletin*.

NOTE: Election forms are available on the NCAE Web site, www.ncae.org.

REMINDER!

The NEA Mid-Atlantic Regional Leadership Conference will be held January 27-29, 2012, in Arlington, VA. For more information, visit <http://www.nea.org/grants/41150.htm>.

Message from the Vice President



The outcome of the 2012 election hinges on all of us being engaged and actively involved. In order for change to happen, we are going to have to share our message and partner with other organizations that are facing the same crisis as the education profession. [Click here](#) to read the vice president's thoughts.

Meet your NCAE Board Members

Get to know who represents you on the NCAE Board as the *News Bulletin* continues to highlight district directors, division presidents, and NEA directors/alternate directors in each issue and why they joined the Association. Please use this information in membership recruitment efforts.



Frances Cummings, president of the North Carolina Retired School Personnel Division

"I joined the Association because I knew I wanted to be a voice of change and help improve working conditions for educators. The conditions under which I was teaching motivated me to become a change agent. During that time, I was a member of the North Carolina Teachers Association, which merged with the North Carolina Education Association to become NCAE."

Andrew Corbin, District 4-B director, Guilford County

"I have been a member of NCAE since college. I joined my professional organization — almost 15 years ago — because I wanted to feel connected to a community of like-minded people." Corbin represents members in Guilford County.



Jenny Wood, District 1-A director, Haywood County

"I was a member of SNCAE while in college and continued my membership when I began teaching. Once I became more involved and learned more about NCAE, I became more passionate about education and knew that I could be a positive advocate for the profession." Woods has been a member for 17 years and represents Asheville City, and Buncombe, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, Polk, Swain and Transylvania counties.

Jameel Williams, District 7-A director and NEA director at-large

"I have been a member of NCAE for 20 years and was encouraged to join by some veteran educators early in my career. I respected them so I signed on the dotted line." Williams represents members in Nash-Rocky Mount, Weldon City, Roanoke Rapids City, Tarboro City, and Edgecombe, Franklin, Granville, Halifax, Northampton, Vance, Warren and Wilson counties.



Convention Housing Form Coming Soon

The housing form for the NCAE Convention will be available on the NCAE Web site in the next few weeks. **The deadline for housing reservations is February 28, 2012.** The Representative Assembly will be held at the M.C. Benton Convention Center in Winston-Salem March 23-24.

nea Member Benefits

If you enjoy saving money all year long, check out the NEA Click and Save site. You will find discounts on everything from vacations to movie tickets.

<http://www.ncae.org/Images/Users/17/NEADEC11AD.pdf>

Changes have been made to the Renewal Credits Policy

The number of renewal credits required for a teacher to renew a Standard Professional 2 license has been reduced from 15 to 7.5. A task force has been created by the State Board of Education to consider options for renewal credits.

Recommendations of the task force include:

- ▶ 1 renewal credit for literacy
- ▶ 1 renewal credit in the specific academic subject area and
- ▶ 5.5 general credits (as determined by the LEA)

Credit is no longer given for teaching experience. In addition, teachers who complete National Board Certification may earn 7.5 credits. Those who are in the 10-year National Board renewal cycle may earn 2 credits (1 for content and 1 for literacy).

Principals and assistant principals earn 3 credits focused on the school executives as instructional, human resources and managerial



leader. The remaining 4.5 credits may be general credits.

Teachers who allow their teaching license to expire, or those with a provisional license, will need to earn 15 CEUs. The new policy change **only impacts** teachers and principals who are renewing their Standard License.

“Members may be disappointed that they can no longer receive credit for their years of teaching, but the new requirements will provide more flexibility in addressing professional development needs,” said Angela Farthing, manager of the NCAE Center for Teaching and Learning.

The Board’s policy (TCP-A-005) addressing renewal requirements is available online at <http://sbepolicy.dpi.state.nc.us> (click on NCSBE Policy Manual Table of Contents then the link for TCP series). Questions may be directed to Eliz Colbert at eliz.colbert@dpi.nc.gov or Lynne Johnson at lynne.johnson@dpi.nc.gov

Benefits and Employment Policy Manual is a must-have

Do you have a question about the correct way to use annual, personal and sick leave or want to know more about at-will employment? The Department of Public Instruction offers a Benefits and Employment Policy Manual that all public school employees should familiarize themselves with. This helpful resource is available on the DPI Web site and can be downloaded and printed by clicking <http://bit.ly/u0APZs>. The manual, which is updated annually, consists of 16 sections on benefits and policies with topics ranging from episodes of violence, to workers’ compensation, to calendar laws.



NCAE Phone App is Here!

Members can now access NCAE on their Smartphones. If you own a Blackberry, iPhone or Droid, you have access to the free NCAE app. No matter your location, you can find information on the Association quickly and effortlessly. You can also contact NCAE leaders and staff, view a map for directions to the Center, link to social media sites such as the NCAE YouTube, Flickr and Facebook pages, and see a calendar of upcoming events. Downloading the app is easy. [Click here](#) for more information.



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Empower
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