



REQUEST FOR BOARD ACTION

ITEM NO. 4

DATE OF MEETING: January 21, 2014

REQUESTED BY: Commissioner Chester Ward

SHORT TITLE: Resolution Supporting the Pender County Board of Education's Resolution Requesting the State of North Carolina to Provide Adequate Teacher Compensation

BACKGROUND: To support the Pender County Schools/Board of Education in their Resolution (as adopted by the Pender County Board of Education on December 9, 2013) supporting a change in the North Carolina teacher salary schedule that provides an increase in the base for all teachers, including an increase for the starting salary for teachers in their first five years, and establishes increases for teachers as they gain experience and credentials.

SPECIFIC ACTION REQUESTED: To consider the "attached" resolution authorizing the Board of Commissioners to support the Pender County Schools/Board of Education in requesting the State of North Carolina provide adequate teacher compensation.



PENDER COUNTY BOARD OF EDUCATION
PROVIDING ADEQUATE TEACHER COMPENSATION
RESOLUTION

WHEREAS, the teachers of Pender County Schools positively impact this community, this great state, and the nation for years to come; and

WHEREAS, amid changes in curricula and testing and despite reductions in per-pupil spending, North Carolina's teachers continue to provide a high-quality education for all students; and

WHEREAS, apart from a 1.2 % increase in 2012-13, teacher salaries in the state of North Carolina have been stagnant since 2008-2009; and

WHEREAS, there have been no step increases for experience in the past five years, meaning that a sixth-year teacher will be paid the same in 2013-2014 as a first-year teacher; and

WHEREAS, a sixth-year teacher in 2013-14 will earn \$4,580 less than a sixth-year teacher earned in 2008-2009; and

WHEREAS, North Carolina ranks 46th in the nation on teacher pay; and

WHEREAS, North Carolina's teacher starting salary is lower than any of our neighbor states; and

WHEREAS, North Carolina's average salary trails our region's average by \$5000 and is \$10,000 less than the national average; and

WHEREAS, North Carolina will no longer provide a pay schedule that rewards teachers for achieving advanced degrees; and

WHEREAS, low pay can hinder efforts to recruit and retain the best teachers; and

WHEREAS, maintaining a corps of excellent educators is the key to providing the education all of our students deserve; and

WHEREAS, there can be no greater investment than an investment in knowledge and in the future of our children;

NOW, THEREFORE, BE IT RESOLVED, the Pender County Schools Board of Education recognizes that the students of Pender County are served by caring, competent teachers who deserve to be adequately compensated; and

BE IT FURTHER RESOLVED, the Pender County Schools Board of Education does hereby support a change in the North Carolina teacher salary schedule that provides an increase in the base for all teachers, includes an increase for the starting salary for teachers in their first five years, and establishes increases for teachers as they gain experience and credentials.

Adopted this 9th day of December, 2013.

Karen Rouse, Chair
Pender County Board of Education

Dr. Terri R. Cobb, Superintendent
Pender County Schools