

OUR MISSION

The North Carolina Association of School Administrators (NCASA) was established in 1976 and is the only professional organization in the state that represents the entire leadership team of North Carolina's school systems and individual schools. Our goal in representing our 7,000 members is to ensure quality learning experiences for all students through visionary and effective leadership. We seek to accomplish this mission by providing all our members an opportunity to grow professionally and to work together to strengthen public education and by providing a unified voice for school administrators on issues affecting the funding and daily operations of North Carolina's public schools.

GUIDING PRINCIPLES

In the absence of NCASA member feedback on a specific issue affecting North Carolina's public schools, NCASA will use the following principles as guidelines for formulating the association's position:

APPROPRIATIONS/FUNDING

- The General Assembly should provide sufficient resources to ensure that all public school allotments are fully funded.
- All state mandates should be accompanied by a fiscal note and fully funded before implementation.
- New and/or expanded programs should not occur at the expense of existing public school programs and services.

PUBLIC SCHOOL POLICIES

- Ensuring the academic growth for every student should be the driving force behind each public policy decision affecting North Carolina's public schools.
- Since one size does not fit all in North Carolina's public schools, local control should be preserved to ensure individual needs in different schools and school districts are met.
- NCASA supports efforts to ensure that public school administrators are well-prepared, highly motivated and strongly supported, since these individuals play a key role in delivering quality educational services to students in Grades K-12.

UNIFIED VOICE FOR SCHOOL ADMINISTRATORS

NCASA is an umbrella organization that unifies 11 North Carolina school administrator groups. Our 30-member Board of Directors includes representatives from each of the following organizations:

North Carolina School Superintendents' Association
North Carolina Principals & Assistant Principals' Association
Personnel Administrators of North Carolina
North Carolina Association of Career & Technical Education Administrators
North Carolina Association of School Business Officials
North Carolina Council of Administrators of Special Education
North Carolina Professors of Educational Leadership
North Carolina School Public Relations Association
School Nutrition Association of North Carolina
North Carolina School Pupil Transportation Association
North Carolina Technology in Education Society

OUR LEADERSHIP

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LEGISLATIVE PLATFORM



2009-2011 SESSION

NORTH CAROLINA GENERAL ASSEMBLY

North Carolina Association of School Administrators

2009-2011 LEGISLATIVE PRIORITIES

Based on member feedback, the North Carolina Association of School Administrators respectfully requests the North Carolina General Assembly to address the following objectives during the 2009-2011 biennium.

Provide Adequate Funding for All Public School Operations

- Maintain operational funding for public schools at levels approved by the 2008 General Assembly and increase as necessary to accommodate enrollment growth
- Enact the state budget before the July 1 start of the fiscal year to enable school districts to plan appropriately for staffing and program delivery for that school year
- Provide school districts with more flexibility with state funding allotments to improve educational services
- Increase funding for school transportation services to reflect fluctuating market rates for diesel fuel and to cover costs for replacing buses and parts
- Increase funding for public school technology personnel, training and equipment upgrades compatible with 21st century instruction
- Provide state funding for child nutrition programs to offset lower participation rates due to the healthier menu requirements
- Enhance exceptional children's services by increasing funding for Children with Disabilities and Academically and Intellectually Gifted
- Enhance support for workforce readiness skills through Career-Technical Education by basing ADM funding on Grades 6-12 and increasing months of employment for CTE personnel
- Increase funding for students who have Limited English Proficiency
- Strengthen the capacity of the school district central office to improve support services for schools and students
- Restore the state sales tax refund for public schools or make them exempt
- Provide public schools the \$748 million collected from fines and forfeitures from 1996-2005 without supplanting or reducing other public school funding
- Provide state funding for the North Carolina Virtual Public School without passing those program costs to school districts or detracting from existing Average Daily Membership (ADM) funds

Support All Public School Personnel through Pay and Benefit Enhancements

- Maintain state-paid health care premiums for all employees and retirees, limit increases in costs for family/dependent coverage and prevent erosion of State Health Plan benefits
- Make adequate salary increases for all public school personnel a top priority and ensure they are equitable for all groups of employees
- Protect and enhance retirement benefits for current and former school personnel

- Prevent an increase in the employer/school district costs for providing employee participation in the State Health Plan and the Teachers' and State Employees' Retirement System
- Increase and improve professional development for all school personnel

Increase Funding for Public School Facility Construction and Renovations

- Maintain all current state and local revenue streams designated for public school facilities
- Initiate a statewide bond referendum to help public schools address the more than \$10 billion in estimated school construction and renovation needs statewide
- Extend through 2021 the requirement for public schools to receive their current share of local sales tax funding earmarked for school facilities

Enhance Recruitment and Retention of Principals and Assistant Principals

- Ensure that all National Board Certified teachers who move into public school administration are paid the higher of the two salaries to reflect their additional responsibilities
- Fund additional assistant principals and increase their months of employment
- Approve North Carolina's participation in a new National Board Certification program for principals and assistant principals that will provide a salary differential in recognition of their enhanced training and qualifications
- Increase the advanced degree supplement for principals and other administrators
- Restore the 6 percent salary differential for assistant principals to encourage quality individuals to enter the ranks of school leadership
- Continue state support for the Principal Fellows Program and the Principals' Executive Program

Enhance Teacher Recruitment and Retention

- Increase the pay for beginning teachers
- Provide incentives, such as bonus or differentiated pay, to exemplary teachers who agree to teach in at-risk schools or hard-to-staff positions
- Add steps to the salary schedule to encourage exemplary veteran teachers to continue their work with public schools and to mentor new teachers
- Fund additional mentors for beginning teachers

Increase Graduation and Readiness for Higher Education and the 21st Century Workforce

- Provide additional support for dropout prevention efforts that are sustainable, successful and replicable
- Enhance efforts to raise student achievement and close the gaps
- Continue high school reform efforts but also focus on elementary and middle school interventions for at-risk students
- Increase funding for student remediation and quality after-school programs
- Facilitate the delivery of professional development for school personnel by lifting some of the current restrictions on the scheduling of teacher workdays
- Align the calendars of public schools, community colleges and universities to facilitate dual enrollment and enhance educational opportunities for students

Revise the State's Return to Work Policy for Retirees

- Extend the Oct. 1, 2009 sunset on the law allowing retirees to be re-employed as teachers exempt from the post-retirement earnings cap
- Make other groups of school personnel eligible to return to work after retirement without earnings restrictions if they fill hard-to-staff positions
- Reduce the 6-month break that is required before a retiree may return to work

Improve the Governance Structure for K-12 Public Schools

- Ensure that the State Superintendent is charged with overseeing the daily operations of the Department of Public Instruction and serving as the spokesperson for K-12 education

Protect Public Schools from Proposals That Could Erode Their Funding and Support

- Oppose vouchers or tax credits for K-12 education provided outside public schools
- Maintain the current cap of 100 charter schools
- Maintain the limited state funds now provided for traditional public school facilities and do not shift any portion of those funds to charter schools or private entities
- Oppose allowing local governments to provide facility funding for charter schools or private entities
- Preserve the governmental immunity status of school districts without imposing a financial hardship on the district or increasing liability exposure for individual school employees
- Maintain the state's ban on collective bargaining by public employees