


Dues	<p>\$162/year for Certified Staff \$84/year for 1st Year Educators & Classified Staff \$25/year for Students FREE membership for Partner Members*</p>	<p>Around \$500 depending on your LEA. You pay Local, State and National dues.</p>
Liability Insurance Coverage	<p>The limits of liability on the PENC policy are \$1,000,000 per insured per occurrence and \$3,000,000 per occurrence if more than one member is involved, plus defense costs</p>	<p>The limits of liability on the NCAE policy are \$1,000,000 per member per occurrence and \$3,000,000 per occurrence if more than one member is involved, plus defense costs, but limited to \$300,000 on civil rights cases, including defense costs.</p>
Education Policy	<p>PENC’s focus is on <i>policies</i>, not <i>politics</i>. PENC believes education policies should not be political. PENC considers policies from the perspective of its mission. PENC participates in and monitors state level meetings of concern to educators & speaks on behalf of its members.</p> <p>PENC makes No Political Endorsements. PENC provides its members and lawmakers with information based in fact and without political bias.</p>	<p>NCAE is a highly partisan organization that views policy issues as political issues. NCAE has a Political Action Committee that contributes money to political campaigns. NCAE endorses candidates running for public office.</p>
Legislative Accomplishments	<p>PENC is NON-PARTISAN.</p> <p>Our Executive Director, Associate Executive Director, Lobbyist and Board of Directors work with the North Carolina General Assembly, State Board of Education, State Health Plan and Retirement System to advocate tirelessly for the benefit of educators. We work with Democrats and Republicans to promote legislative priorities that are designed and formulated by our members, our board and our staff.</p> <p>We understand the quality and type of advocacy directly reflects upon the reputation of our organization and more importantly on the reputation of educators in our state. We work very hard to ensure that our actions are dignified and effective, and support and enhance the profession and the reputation of North Carolinas’ educators.</p>	<p>NCAE’s aggressive and antagonistic approach is increasingly seen as a detriment to the teaching profession. It appears the organization has eroded their own reputation through some unprofessional conduct</p>

		
<p>Employment Rights Insurance</p>	<p>PENC’s insurance covers each member up to \$10,000 attorney fees for the defense of employment rights. Of this amount, \$1,500 is provided for initial attorney fees to determine proper disposition of the problem, without regard to final outcome. Civil rights cases, not included under the above, are covered up to \$10,000 regardless of the result. Members pay NOTHING out of pocket!</p>	<p>NCAE’s insurance policy provides no coverage for employment rights.</p> <p>NOTE: NCAE provides on-staff legal services because this service is not provided by their insurance. Legal help is rendered to NCAE members at the discretion of NCAE.</p>
<p>Scholarships & Grants</p>	<p>PENC awards over \$15,000 in scholarships & grants each year.</p> <ul style="list-style-type: none"> 2 Scholarships for Children of PENC Members 16 New Teacher Grants –1st, 2nd & 3rd year teachers 4 Professional Development Scholarships 2 National Board Scholarships Multiple NCCAT “Subs On Us” Grants 1 School Leadership Scholarships 	<p>Check with a NCAE Representative.</p>
<p>Workshops</p>	<p>PENC offers FREE workshops for ALL educators. Whether you are a PENC, any other affiliation or no affiliation, you are welcome to attend our National Board workshops for FREE. We also provide workshops in Reading Literacy and Quality Teaching and Learning for nominal fees.</p> <p>Visit www.pencweb.org for more information.</p>	<p>NCAE provides workshops “boot camp” for National Board Certification. Cost for attendance ranges from \$40-\$400.</p>
<p>Member Benefits</p>	<p>PENC has a variety of member benefits, including theme park tickets, Biltmore tickets and retail discounts.</p> <p>PENC provides members with opportunities to acquire insurance (auto, home, life, health, accident, etc.) from several endorsed agencies. To maintain our affordability, we entrust insurance matters, above and beyond our liability insurance, to the professionals.</p>	<p>NCAE offers a variety of entertainment, travel, automotive and insurance discounts.</p>