The 2013 Long Session of the North Carolina General Assembly had historic significance: it was the first time since 1868 that a Republican Governor worked with a Republican-led Legislature. Back in 1868, the Republicans presided over the volatile period of Post-Civil War Reconstruction. This time, the Republican Majority – with veto-proof margins in both chambers – also presided over a time of volatility, but one that was attributable to a slow recovery from economic recession and the usual disagreements between opposing political parties.

But other reasons behind the session’s volatility included the political differences between factions within their own party and the personal ambitions of some politicians. During the session, House Speaker Thom Tillis (R-Mecklenburg) announced that he would be a candidate for the U.S. Senate seat occupied by Kay Hagan (D-Guilford). Rumors circulated for months that Senate Leader Phil Berger (R-Rockingham) would also be a candidate. The consequences of all of this were major changes in education, tax and other policies that were driven through both bodies as a political juggernaut quashed debate, ignored opposing ideas and disregarded Gov. Pat McCrory.

In all, 1751 bills and resolutions were introduced by lawmakers during the 2013 Session – 1,024 in the House and 727 bills in the Senate. Of those, 418 are now recorded as Session laws. Lawmakers overrode both of Gov. McCrory’s vetoes on September 3 and 4.

Education Reforms Railroaded Through Senate, House
As was predicted in the Winter Edition of The Voice, the 2013 Session was a bumpy ride for educators and education policy. All of the issues we mentioned in that article were raised and acted upon. Both the Senate and the House held debates on items such as the repeal of tenure, elimination of Master’s Degree Supplements, school vouchers (tagged as opportunity scholarships), merit pay, school grades, teacher evaluations, and other items. Those debates were, in many cases, limited. The end result was that all of those items upon which PENC worked hard, with members’ assistance, to amend or defeat, were rolled into S402, Appropriations Act of 2013, forcing an up or down vote on those changes along with the rest of North Carolina’s budget. Of course, all of those provisions...
On behalf of the Executive Board, we hope the beginning of your school year has been one of fun, excitement, and continued success. This is always a thrilling time of year!

In this edition of The Voice, we highlight technology and its use in the classroom. As educators, I believe that before implementing any device or web tool we should first ask ourselves how the use of technology will impact students, their growth, and their ability to learn the content being taught. When developing lesson plans, student learning is chief. Technology shouldn’t be seen merely as a fancy, new, fun gadget, but instead as a tool, medium, or vehicle to which learning can be shared and demonstrated.

This concept is fully explained through the TPACK Model, a model that suggests that there are three important areas when thinking about using technology in the classroom – one’s technological knowledge, pedagogical knowledge, and content knowledge. Technological knowledge refers to one’s ways of thinking about and working with technology, tools, and resources in a lesson. It’s the ability to identify technology resources and appropriately fit them – not force them – into a lesson. Pedagogical knowledge refers to teachers’ knowledge about the process and practices or methods of teaching and content knowledge is about the subject matter – does the teacher know the subject matter? This model emphasizes the merging of the three, and at this merger students learn and grow best.

As you begin looking for technology tools to enhance your teaching – that is, your content knowledge and pedagogical knowledge – I have shared a few easy web tools below to help you get started. Check them out!

In conclusion, as educators, please remember that YOU are the key to student learning – your content and pedagogy are integral and coupled with technology will only take student learning to the next level. YOU are the key in student learning and development. In the words of Bill Gates, “Technology is just a tool. In terms of getting the kids working together and motivating them, the teacher is the most important.”

Yours in education,

Vann M. Lassiter

Dr. Vann M. Lassiter, Vice-President
Building Technology Driven Courses for the Non-Ideal Student

by B. Seth Buchanan

During the course of my education, in-class learning has evolved. In the beginning, teachers used chalkboards. Chalkboards became overhead projectors. From there, overhead projectors gave way to Powerpoint presentations using digital projectors and Smartboards. Within the past decade or so, a new method of presentation has come to light: online learning.

Using the option of online learning, we as educators can open a whole world of possibility for our students. Audio clips, digital video, and learning games all become available with a click of the mouse. But how do we continue to serve those students who cannot access the needed material?

When creating a course, teachers have the tendency to build the course for what is considered an “ideal student” (Varvel, 2001). Ideal students have been shown to express the following traits: time management skills, discipline and motivation, sense of community (people skills), communication skills, computer/online familiarity and comfort, and access to technology.

However, the ideal student is actually in the minority. Still, there are several things that a teacher can do when creating online courses in order to make them more accessible to students who don’t fit the ideal.

Maffett (Maffett, 2007) describes a “digital divide” that faces some students. The digital divide questions whether or not students have access to the required hardware and software and whether or not the students are aware of how to use the equipment. According to a 2010 study (Smith, 2010), only 58.6 percent of North Carolina residents have internet access at home. Of that group, 3.5 percent access the internet via dial-up connection. Nationally, 40 percent of the country does not have high-speed internet access at home.

One method to ease the digital divide is for teachers to create lessons that the students can take home with them (Varvel, 2001). In order to help students who do not have access to a computer or internet at home, teachers should try to create web pages that are printer friendly. Students would be able to print the information while on campus or at a library.

If the material that you are providing your students is of a digital nature, such as audio or video clips, be prepared to offer it in ways other than a website or offer alternative viewing suggestions (Varvel, 2001). If a student doesn’t have access to the internet at home or the connection is slow (via dial-up), have a list of local resources, such as libraries that the student can visit to complete the task. Or, if possible, have the information available on a CD or USB drive. This would also give the teacher a back-up copy in case the internet suddenly became unavailable at his/her school.

There is also the possibility that a technophobe, a person who is afraid of technology, could be in your class. To help these students, you can take several steps when designing the course (Varvel, 2001). First, create a list of support services that can answer a variety of technical questions. Next, the teacher should make his/her self available should the student need to contact them with any problems. Finally, the teacher should have patience when dealing with the technophobe.

Most of all, be patient and understanding with your students. Integration of any new technology into a course can be a challenge, both for the teacher and the student. Make yourself available to answer any questions or challenges that a student might have, either through email, telephone, discussion boards, or office hours. Additionally, consider offering online office hours, a specific time...
The body of laws, policies, standards and expectations impacting education and educators continues to grow and change year after year. If there is one constant in education, it’s the promise of change. While it certainly keeps life interesting, it does not always make educators confident in the landscape they are required to navigate. From one day to the next, a policy or standard can change and what was acceptable yesterday is no longer acceptable today.

It is important to be aware of the constant changes so you understand your rights and responsibilities as an educator. That said, it would be nearly impossible for you to single-handedly keep up with all of the changes. As you are in your school serving, teaching, developing lesson plans, collaborating with peers, assessing students, nurturing, developing social skills and sometimes wiping noses and tears, lawmakers and policymakers are busy affecting change at the state level. The North Carolina legislature meets in January of each odd-numbered year for roughly six months and in May of every even-numbered year for roughly six weeks. The State Board of Education meets monthly and takes action at every meeting to implement new or change existing state policies. In addition, the State Health Plan and the State Retirement System meet regularly to adjust benefits. Not to mention, the Governor may have a separate agenda that he is working to implement. On top of all of this, there are federal regulations and local policies that govern the profession and your classroom.

It is inevitable that at some point during your career, you will have a question about your rights and responsibilities as an educator. That said, it would be nearly impossible for you to single-handedly keep up with all of the changes. As you are in your school serving, teaching, developing lesson plans, collaborating with peers, assessing students, nurturing, developing social skills and sometimes wiping noses and tears, lawmakers and policymakers are busy affecting change at the state level. The North Carolina legislature meets in January of each odd-numbered year for roughly six months and in May of every even-numbered year for roughly six weeks. The State Board of Education meets monthly and takes action at every meeting to implement new or change existing state policies. In addition, the State Health Plan and the State Retirement System meet regularly to adjust benefits. Not to mention, the Governor may have a separate agenda that he is working to implement. On top of all of this, there are federal regulations and local policies that govern the profession and your classroom.

The changes in education will keep you on your toes, just don’t let them knock you off your feet. Over the past year, many changes have been made in education that have eroded the confidence in our system. After such a difficult year for education in North Carolina, why are you back? Because your kids need you. They need your talent and compassion now more than ever.

You are a PENC member, and we promise to be here for you just as you are there for your students. We’ve counseled our members through tears, encouraged our members through fear, anger and frustration. At PENC, we will continue to counsel and guide with compassion, because we know that you need it now more than ever.

Carol Vandenbergh, Executive Director
were included without any salary increase for teachers or state employees. A lengthier explanation about education policies can be found in the Legislative Summary on the PENC website.

On a more positive note, one item of significance and a priority item on PENC’s legislative agenda was the school safety package built in a bipartisan way by Representatives Bryan Holloway (R-Stokes) and Rick Glazier (D-Cumberland). Those provisions will make available important resources for safer schools at all grade levels. We are heartened by the law’s new requirement that counselors spend at least 80 percent of their time providing direct services to students, essentially preventing them from being used as testing coordinators. PENC is grateful that these provisions were included in what was otherwise a bleak year for educators and public schools.

PENC Advocates with Members for Members
The difficult environment within which PENC advocates for educators is fraught with obstacles. Some of those obstacles are attributable not as much to partisanship but to lack of experience in education or pent-up frustrations with the status quo. Former PENC President Jeffrey Elmore (R-Wilkes) is the only active classroom teacher and fewer than 10 former teachers are serving in the General Assembly. The General Assembly lost nearly 500 years of legislative experience following the 2012 elections. The decisions that were made during this session were indicative of the lack of experience of freshman legislators. Most of the changes that were implemented were lifted nearly entirely from reforms put into place in states with entirely different environments and track records than those here in North Carolina.

Florida was often cited as the incubator for reforms. But Florida is different than North Carolina in many ways. Florida does not fund its schools in the same way North Carolina does. Florida is not dealing with a Leandro-type funding problem. Florida’s schools were in different and more dire straits than North Carolina’s in regards to student performance and proficiency. Now, there is sufficient data to evaluate the results of Florida’s reforms and the reviews are mixed, especially as they relate to testing, grade retention and teacher evaluations. The reforms implemented there were done so during a time of economic growth. The implementation of merit pay is easier in an environment where teachers continue to earn cost of living increases than in North Carolina where teachers have gone without meaningful salary increases in five years. But, in the minds of a majority of lawmakers in Raleigh, what’s good for Florida is good for North Carolina. PENC disagreed and pleaded with lawmakers to consider the impact of what they were about to do. PENC will continue to work with lawmakers to point out what is good about North Carolina’s education tradition and to encourage reconsideration of many of the changes, particularly those that could have adverse consequences on students.

An overwhelming number of PENC members responded to calls to action in communicating with legislators. Especially toward the end of session, PENC put out several calls for help with the budget vote using our new advocacy tool. Members conveyed concerns to Gov. McCrory. While those efforts did not turn around the budget vote, because of the concerns raised by teachers, several legislators voted against the budget, including Rep. Linda Johnson (R-Cabarrus), an Appropriations Co-Chairperson in the House. She expressed concerns about what the budget would do to education and courageously voted against her own party with her “no” vote on the budget. Although Gov. McCrory did not veto the budget as we asked, the more than seven thousand emails and letters we sent have caused him to rethink his position on several education measures, including supplements for advanced degrees. Gov. McCrory invited PENC members to serve in an advisory capacity on education. Our strategies, tactics, and nonpartisan approach are making a difference slowly, but surely.

Thank you for working with us as we move towards educating our elected officials and requesting solutions that are in the best interest of education in our state. Most importantly, thank you for what you do every day in the classroom for all of North Carolina’s children!

Evelyn Hawthorne, Lobbyist
Technology Driven Courses... continued from page 3

during the day or night to serve only distance learners.

By adapting our courses for both ideal and non-ideal students, we can help everyone be more successful and prepared for the technology of our future.

Works Cited


B. Seth Buchanan is the Program Associate for Project Promise, the TRIO Student Support Services Grant at Sandhills Community College (SCC). He assists low-income/first generation college students earning a degree. He has also served as an online instructor at SCC, teaching Success & Study Skills and Educational Technology.

Mr. Buchanan holds an Associate in Arts from Sandhills Community College, a Bachelor of Arts in Management Information Technology from Saint Andrews Presbyterian College and a Master of Science in Instructional Technology from East Carolina University. In addition, he also received a Graduate Certificate in Distance Instruction from East Carolina University.

Online Resources for Educators:

Kidblog.org – Facilitates blogging for little people
- acts as a digital portfolio
- displays student work
- it’s about what they say, not about grammar & punctuation

Comments4kids.com – Connect with other bloggers across the nation
- kids can comment on blogs and others can comment on their blog
- you can put news on twitter via #comments4kids

Wonderopolis.org – Wonder of the day nurtures curiosity and love of learning
- creative and exciting prompts that get kids excited about writing
- gives kids interesting things to ponder

Symbaloo.com – Visually bookmark your favorite sites and access them from any computer
- use this for help in setting up centers
- easily provide parameters for kids to ensure only safe sites are visited
- set up different tabs for reading and math, etc…
- Symbaloo.com/profile/kinderchat – a favorite of elementary teachers!

The Voice Newsletter - Fall 2013 Issue
Renewal Reminders

By now, the membership year is well underway. The deadline for enrolling in Payroll Deduction has now passed, but educators still have until October 15 to enroll in the Installment Payment Plan. The PENC office is very busy processing your enrollment and renewal forms and answering emails and questions. I am still processing enrollments and mailing out packets, but if you think it has been a reasonable length of time and you have not received your packet please contact me.

If you are a current Payroll Deduction member, you should begin to see deductions come out in October. If you do not see a deduction after October and know you should be on Payroll Deduction or have any questions about your membership do not hesitate to contact me via email at Annette@pencweb.org.

For members on the Installment Payment plans, you will see your first draft from your bank account or charge to your credit card at the end of November. We will be sending out an email reminder to our Installment Payment members closer to this date, so please be sure to log into your PENC account and make sure we have your correct contact information in your membership profile!

For all members planning to use the vision discount please be sure to look through your packet for the vision discount card. The card is a blue and white card about the size of a business card, and can easily be overlooked amongst the information in your membership packet. Take the card with you when going to participating vision care providers. For a list of participating providers in your area, visit www.ncvision.com.

Annette Thomas, Office Manager

Renew your membership online at www.pencweb.org/renew

PENC Board

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Presidential Appointee: Brian Cullen
Burke Co., Brian@pencweb.org
In each issue of The Voice, we spotlight one of our Member Representatives. Are you interested in serving at your school? Do you know a Member Rep who deserves recognition? Let us know! Email us at communications@pencweb.org.

Ms. McKeithan is a National Board Certified Special Education teacher at Athens Drive High School in Wake County. A PENC member for over 13 years, she has served as a member representative since 2003. Ms. McKeithan has also served as the PENC National Board Consultant since 2007, providing high-quality National Board workshops to educators across the state.

**PENC:** Why did you join PENC?

**Glennda McKeithan:** I was a NCAE member, but when I transferred to a new school in 2000 I learned about PENC. It was much less expensive and offered the same level of professional support that NCAE offered. I have remained in the organization since then because I appreciate the quality of service and the positive tone of PENC. For example, NCAE typically publishes and distributes pamphlets and flyers each year designed to solicit membership. I can respect that, but I don’t think it is fair to readers that much of what they say about PENC is fabricated. Of course I was angry about what they were saying so I contacted PENC. Their response was simply they would not be a part of that type of negative communication about other educators. They consistently take the high road and remain supportive of all NC educators even if they are not PENC members. I think it is wonderful PENC offers free workshops to all educators; NCAE even charges their own members. As a member rep, I have even tried to help new PENC members discontinue their NCAE membership, and I realized how difficult they make it to leave the organization. I am proud my professional organization remains professional when they interact with other teachers, members of the legislature and other stakeholders. Just recently, the NCAE president was arrested for refusing to leave the premises while the leaders in our organization were inside the legislative building engaged in professional negotiations with legislators. I sincerely appreciate that PENC diligently works to interact with lawmakers in an intelligent, rational and professional manner.

**PENC:** What is your biggest concern as an educator today?

**GM:** The biggest concern I have as an educator today is low staff morale from the administration to the custodial crew. While I certainly understand how discouraging the legislative decisions have been over the past several years, I think it is important for us to keep a positive attitude at school both with students and staff. Staying focused on the negative aspects of our situation is not going to make it easier. In times like these we must focus rather on why we do what we do. We make a difference in the lives of students, and we are fortunate to be part of the greatest profession.

**PENC:** Do you have any suggestions for policymakers/lawmakers?

**GM:** The fact that most of us have been part of the school system at one point or another tends to lead to much “arm chair quarterbacking.” Legislators who believe they know what is best are just not making the most informed decisions when they decide what is wrong and right with our education system. It would be beneficial if policymakers would remember teachers have the most
accurate information about what works and doesn’t work. It is unfortunate they have chosen to disregard the teachers, our professional organizations and even our state superintendent. I understand the financial reasons they decided to refuse to pay teachers for advanced degrees and remove tenure. I do not believe they understand the larger implications of this decision. I really believe these decisions will result in many teachers ultimately leaving the state just to earn money to pay back school loans, and our best/brightest students will likely consider alternative career paths to teaching. Ironically, the negative types of educators they hoped to target with these choices may be the only people willing to remain in the profession.

Thank you for all that you do to help PENC, Glennda!

Grace Warden and Krista Bond

PENC members Krista Bond and Grace Warden are the recipients of a $3,000 grant from NCTIES. They will be using iPod touch devices as a method of hands-on instruction that will increase student engagement, provide real-world application, and boost inquiry-based learning opportunities. Their students will be refining their 21st century skills as they use iPod Touches to build their content area skills through tutorials, videos, and iTunes U. The students will also create products through the use of Web 2.0 applications and corresponding apps. Both teachers are National Board Certified and teach 4th and 5th grade looping classes at DF Walker Elementary School in Edenton, NC.

Congratulations Grace and Krista!

Nina Johnson-Davis

Nina Johnson-Davis, grades 6-12 Academic Literacy Coach for the Guilford County Schools’ Enrichment Region, was awarded the Emerging Leaders Fellowship from the Conference on English Leadership, which is part of the National Council of Teachers of English. The organization chooses at least five fellows through a competitive, nationwide proposal process. Ms. Johnson-Davis’ proposal would create a curriculum to strategically “infect” her region with effective and deliberate literacy instruction. She will also collaborate with a mentor from a community of highly experienced English leaders and scholars.

The fellowship is for two years and will culminate with a formal presentation at the conference convention in Washington in 2014.

Congratulations Nina!

Do you or a PENC member you know deserve Props!? Let us know! Don’t forget to include a color photo, name, school name, and email address of the person you want to recognize. Props! are written for awards, scholarships, and other education-related achievements. Please send your submissions to communications@pencweb.org.
Scholarship and Grant Opportunities

Professional Development Scholarships

PENC is offering four scholarships of up to $250 each to Support level members who plan to pursue professional development opportunities. Two scholarships will be awarded in November, and two will be awarded in March. The purpose of these scholarships is to help Support level members enrich their careers, acquire knowledge and skills, and reach their professional learning goals.

Awardees will receive funds of up to $250 as payment for or reimbursement towards registration fees or tuition for professional development opportunities such as workshops, higher education classes, conferences, and seminars.

Applicants must be active PENC Support level members at the time of the event, which must occur prior to the end of the Membership Year (June 30, 2014). Members may apply as many times as they wish, but past recipients of this scholarship are not eligible to reapply for this opportunity.

* Principal’s Letter of Support: Letter must be signed on school stationary, confirm the employment status of the applicant, demonstrate support for the professional development, and indicate the anticipated student learning.

National Board Scholarships

PENC is offering two scholarships of $500 each to members who are pursuing their initial National Board Certification. Recipients will be notified at the end of February and these scholarships will be awarded upon receipt of proof of portfolio submission. The purpose of these scholarships is to help defer the cost for members as they seek to achieve National Board Certification.

Awardees will receive funds of $500 as reimbursement towards the $2500 fee for first-time candidates.

Applicants must be active PENC members at the time of National Board registration, and must meet the criteria for the National Board certification process.
Scholarships for Children of PENC Members

PENC is offering college tuition scholarships to children of active PENC members. Two scholarships of $500 each will be awarded to applicants who graduate from a high school or GED program and are enrolled as a full-time college student by the fall semester of the calendar year in which they earn the scholarship.

Recipients will be notified at the end of February 2014. Checks made out to the college or university will be presented to the recipients at a ceremony at the PENC Annual Board meeting on Saturday, May 3, 2014.

Continuing Education Scholarships

Each year, PENC awards two $1,000 scholarships to PENC Educator level members who pursue graduate studies in education. We support your professional endeavors by making the check out directly to your college/university. Checks will be presented to the recipients at a ceremony at the PENC Annual Board meeting on May 3, 2014.

New Teacher Grants

New Teacher Grants are available to members in their first three years of practice who demonstrate a need for instructional supplies. PENC will award sixteen $250 grants. Grant applications require teachers to make a proposal in 300 words or less, explaining how the $250 will be used for instructional materials that will have a direct impact on student learning. PENC encourages applicants to propose innovative ways to utilize instructional materials that actively engage students. Teachers from all areas of practice are encouraged to apply.

As a new teacher, you may apply during any of your first three years of teaching. However, you may only receive one award during the three-year period. You may reapply only if you are not selected as a grant winner during any previous year.

* Principal’s Letter of Support: Letter must be signed on school stationary, confirm the employment status of the applicant, demonstrate support for the grant proposal, and indicate the anticipated impact on the students, classroom, school, or community.

The 2013-14 scholarship and grant applications are now available to our members on the PENC website, or by calling the PENC office at 800.542.8844. For deadlines and application information, please visit www.pencweb.org/scholarships. For additional information on any of these opportunities, please contact Sandy Cyr at sandy@pencweb.org.
Young Artists Competition

2013 Annual Young Artists Competition Winners

The results are in! The winners of PENC’s 7th Annual Young Artists Competition have been chosen. Their artwork will be displayed at the PENC office in Raleigh and will appear in future PENC publications. Each piece of visual art was submitted on behalf of a student by a North Carolina art teacher. PENC received an overwhelming number of submissions from students of all ages and from all regions of the state. The six winning artists received a monetary award and a certificate of achievement from PENC. Additionally, each winner and their art teacher were recognized at the PENC Executive Board meeting in September.

PENC is committed to recognizing the hard work and dedication of North Carolina’s visual art educators and students. We look forward to continuing the Young Artists Competition in 2014!

Honorable Mention

Because we received such a large number of great pieces this year, we would like to give special recognition to the following young artists for their submissions:

Salma Abkar, Fourth Grade (Region 3)
Reedy Creek Elementary
Kim Atkins - Art Teacher

Madeleine Goodman, First Grade (Region 3)
Reedy Creek Elementary
Kim Atkins - Art Teacher

Gavyn Griffiths, Seventh Grade (Region 3)
Zebulon GT Magnet Middle School
Lisa Peszko - Art Teacher

Spencer Hicks, Seventh Grade (Region 3)
Zebulon GT Magnet Middle School
Lisa Peszko - Art Teacher

Adonia Jenkins, Tenth Grade (Region 4)
Fairmont High School
Thomas Volkman - Art Teacher

Michael Livingston, Tenth Grade (Region 4)
Fairmont High School
Thomas Volkman - Art Teacher
Elementary
Samantha Blough, First Grade (Region 3)
Reedy Creek Elementary
Kim Atkins - Art Teacher

Heidi Cazarez-Manilla, Second Grade (Region 2)
Wrightsboro Elementary
Bronwen Guthrie - Art Teacher

Middle School
Keith Amboya, Sixth Grade (Region 3)
Zebulon GT Magnet Middle School
Lisa Peszko - Art Teacher

Wade Creech, Seventh Grade (Region 3)
Zebulon GT Magnet Middle School
Lisa Peszko - Art Teacher

High School
Naomi Breitenfeld, Twelfth Grade (Region 4)
Massey Hill Classical High School
Mona Brown - Art Teacher

Haley Patterson, Eleventh Grade (Region 4)
Fairmont High School
Thomas Volkman - Art Teacher
PENC National Board Workshops

Initial Certification and Renewal Workshops

Saturday, November 2:
Heritage Middle School
Burke County

Saturday, December 7:
Union Pines High School
Moore County

Saturday, February 8:
Lancy High School
New Hanover County

Saturday, March 22:
PENC Office, Raleigh
Wake County

Register for National Board Workshops online at www.pencweb.org. For questions regarding our offerings, please contact us at workshops@pencweb.org.

2014 Young Artists Competition

Professional Educators of North Carolina is currently accepting electronic entries for its 8th annual Young Artists Competition. The goal of this project is to highlight the hard work of North Carolina’s visual art teachers and their students.

Six works of art will be selected as the winning entries by a PENC panel of judges during the summer. The pieces will be duplicated for display in the PENC office in Raleigh, on the PENC website and may be used in future publications. The six winning entrants will receive an award of $50.00 and a certificate of achievement from PENC. The art teachers will also be presented with a certificate and a gift bag at the Fall 2014 Executive Board Meeting.

For submission guidelines, please visit www.pencweb.org.
Retirement Workshops

There are no workshops scheduled by the Retirement Systems Division of the Department of State Treasurer at this time. Please check the TSERS website for updates on workshops.

Retirement’s Member Services team has suspended scheduling Retirement Planning Conferences until further notice. If you are a TSERS member, please watch the Retirement Planning Conference videos, which mirror the conference presentation. Additional information is available on the Retirement Systems Division website at www.nctreasurer.com/Retirement-and-Savings.

PENC Office Closed

November 11, 2013 (Veterans Day)
November 27-29, 2013 (Thanksgiving)
January 20, 2014 (Martin Luther King, Jr. Day)
April 18, 2014 (Good Friday)
April 21, 2014 (Easter Monday)
May 26, 2014 (Memorial Day)

Annual Meeting

The PENC Board invites members to join us for our Annual Meeting in Raleigh on Saturday, May 3, 2014. Meet and greet fellow members, celebrate Scholarship recipients, vote on bylaw amendments and elect new board members!
Take a minute to give us a current email address!
PENC sends out a monthly newsletter via email with legislative updates, State Board of Education updates, and other important information. Many members do not receive this information because we do not have a current email address on file. If you know a member who is not receiving our updates, have them email us at admin@pencweb.org or call 800.542.8844.