

Human Resource Administrators Newsletter - January 23, 2008

Colleagues,

It's the beginning of a new year, a time when we remember the year that's past, make resolutions, plan for the new challenges ahead. We look forward as usual working with all of you in year 2008 -- the year to be great.

Here's the latest!

- 1. REEMPLOYMENT OF RETIREES:** The reemployment of retirees is still under review. We will notify you immediately upon receipt of this clarification.
- 2. STATE BOARD OF EDUCATION MET JANUARY 8-10, 2008:** The agenda is online at:
www.ncpublicschools.org/sbe_meetings/0801/0801sbagenda.html.
- 3. UPDATE ITEM FROM THE FINANCIAL SERVICES (FBS) NEWSLETTER:** IRS Deferred Compensation 409A Guidelines:

Attached you will find 3 documents to assist you with complying with the IRS Ruling on Deferred Compensation which impacts 10 month employees being paid over 12 months. One of the documents is a sample election form which can be modified to meet your school systems needs.

- Keys are to hold an election for all eligible 10 month employees who can be paid over 12 months.
- Election by the employee can be changed up until the 1st day of work for next school year.
- Once the employment starts next school year, it is irrevocable and cannot be changed until the following school year.
- Once the above points are satisfied, there is no tax due by any of your employees.
- If you allow 1 person to change their election after the beginning of the start of employment for the next school year, you are subjecting all employees electing the deferred compensation method to pay a 20% tax on April 15th.

If you have any questions, please feel free to contact Larry Simmons 919.807.3364, e-mail lsimmons@dpi.state.nc.us , or Paul LeSieur at 919.807.3701, e-mail plesieur@dpi.state.nc.us.

The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details on other issues, click on:
www.ncpublicschools.org/fbs/resources/newsletters/.

4. EDUCATION CAREER FAIR AT EAST CAROLINA UNIVERSITY - FEBRUARY. 13, 2008:

The annual Education Career Fair at East Carolina University is fast approaching! It's not too late to register- your organization is cordially invited to attend the fair on Wednesday, February 3, 2008 at The Greenville Convention Center. I have attached the details.

5. JANUARY 11, 2008 - NCDPI WEB HIGHLIGHTS:

www.ncpublicschools.org/whatsnew/.

- Tuition for Exceptional Children Training Available To view or download the document, please visit www.ncpublicschools.org/curriculum/.
- Redesigned Child Nutrition Site Features New Sections, Improved Tools: To see what is new and improved on the Child Nutrition site, please visit www.ncpublicschools.org/childnutrition/.
- Tuition for Exceptional Children Training Available: Visit www.ncpublicschools.org/ec/development/training/spring/ to learn more.
- EVAAS Web Site Launched: To read more about EVAAS or to view the resource guide, please visit www.ncpublicschools.org/evaas/guide.
- Upcoming Conferences and Meetings: Registration information and a list of currently registered participants can be found at www.ncpublicschools.org/ec/directorsinstitute/.
- Seminar on Online K-12 Professional Development Scheduled: To register and learn more please visit www.ncpublicschools.org/distancelearning/onlinek12pd.htm, or contact Linda Walters, phone 919.807.3497 or email lwalters@dpi.state.nc.us.

ARTICLES OF INTEREST:

1. LEXX-IS SCHOOL LAW PROGRAMS - NOVEMBER 2007 – MARCH 2008

The rules of technology law in schools are fast evolving. The most recent Cyber e-Law Update described how school officials sometimes fail to realize both the boundaries and opportunities established by these rules. Click link to see details to register for the following classes: www.lex-is.com/programs.php.

- Executive Law Institute (Jan. 24)
- 1st Amendment Symposium (Feb. 18)
- Personnel Law Academy for Schools of Choice (Feb. 22)
- Special Education Law Academy (Mar. 11)

2. PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST – JANUARY 18, 2008.

For details on articles click: www.publiceducation.org/newsblast_current.asp.

NEW GRANT AND FUNDING INFORMATION

"Community-Campus Partnerships for Health Award"

The Community-Campus Partnerships for Health Award recognizes exemplary partnerships between communities and higher educational institutions that build on each other's strengths to improve higher education, civic engagement and the overall health of communities. Maximum Award: public recognition. Eligibility: "community partner" - individual, organization or agency; "higher education partner" - community college, college, university or residency program, including affiliated administrators, faculty, staff and students. Deadline: February 12, 2008.

"Arts Education Award"

The Americans for the Arts Education Award is presented to a local arts agency that can demonstrate systemic and sustainable results in support of learning in the arts, or through the arts, for public school students for a minimum of five years. Other important criteria include the integration of work into school or district infrastructure, involvement of public school and discipline-based arts educators, effective partnerships, industry-recognized work, success in building capacity for the organization itself and for the community, and conscientious efforts to build the scale of the work. Maximum Award: recognition. Eligibility: professionals, administrators, educators, and community arts leaders who plan, implement, and fund arts education. Deadline: February 15, 2008.

"Fiskars Project Orange Thumb"

Fiskars Project Orange ThumbSM grants give Fiskars Garden Tools and materials such as plants, seeds, mulch, etc. to eligible gardening groups. Maximum Award: \$1,500 in implements and materials. Eligibility: gardens and/or gardening projects geared toward community involvement, neighborhood beautification, horticultural education and/or sustainable agriculture. Deadline: February 15, 2008.

"YSA American Young Ambassadors Program"

The American Young Ambassadors Program, Ltd. global leadership program recognizes the significant accomplishments academically, athletically or through public service efforts of U.S. high school students. The youth selected for this program will represent the United States as Young Ambassadors-at-large at the 2008 Summer Olympics in Beijing, China. Maximum Award: Four days in Beijing during the 2008 Summer Olympics. While at the Olympics, the Young Ambassadors will be volunteering at various venues; hosting a youth summit; and hosting several leadership receptions including an International Sports Leadership Reception with world-accomplished athletes and a World Leaders

Reception with heads of state and leaders of corporations. Eligibility: youth ages 15-18. Deadline: March 3, 2008.

"NCSS Outstanding Social Studies Teacher of the Year Award"

Outstanding Social Studies Teacher of the Year Awards recognize exceptional classroom social studies teachers for grades K-6, 5-8, and 7-12 who teach social studies regularly and systematically in elementary, and at least half time in middle or junior high, and high school settings. Maximum Award: \$2,500. Eligibility: Anyone may nominate. Self-nominations will be accepted. NCSS Membership is required. Deadline: April 1, 2008.

Joan T. Crump, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3366

Human Resource Administrators Newsletter - February 4, 2008

Colleagues,

Hope everyone had a great weekend and having a successful week. Please help us to better serve you by contacting us with your recommendations, suggestions and questions.

Here's the latest:

1. I hope you are looking forward to our up-coming **Spring PANC Conference** scheduled for April 6 - 9, 2007 in Wilmington. The PANC Steering Committee is planning another phenomenal conference that you don't want to miss. As planning continues to unfold, we will keep you posted. If you are retiring or know of someone who has retired since the PANC Fall Conference in October 2007 and wants to be recognized at the PANC Spring Conference, please submit that information to Debbie Durham at ddurham@wcps.org no later than March 28, 2008.

2. STATE BOARD OF EDUCATION SCHEDULED TO MEET February 5-7, 2008: The agenda is online at:
www.ncpublicschools.org/sbe_meetings/0802/0802sbagenda.html

3. UPDATE ITEM FROM THE FINANCIAL SERVICES (FBS) NEWSLETTER: The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details: www.ncpublicschools.org/fbs/resources/newsletters/.

HRMS Regional Training Sessions: The HR Service Management Team is gearing up for the 2008 HRMS Regional Training sessions. These sessions provide a number of opportunities for you to enhance your knowledge of the latest revisions in HRMS.

Space in the Regional Training sessions is limited and you must register to attend. All classes will be held at Regional Training Facilities provided by host LEAs. All instruction will be a "live demo" and all training materials will be provided. Lunch is on your own. You must register online to reserve a seat. A separate registration for each attendee is required. Reservations will be made on a first-come-first-served basis.

For more information and to register, please visit the HRMS Communications Site at <http://hrmscomm.dpi.state.nc.us/> and click on Training.

4. DPI CAST: VIEW CURRENT HOT TOPICS: FEBRUARY 4, 2008

Project K-Nect Bets on Cell Phones to Help Raise Math Scores in 9th Grade Classrooms

JACKSONVILLE, N.C. and SAN DIEGO - February 4, 2008 - The North Carolina Department of Public Instruction, Digital Millennial Consulting and Qualcomm Incorporated (Nasdaq: QCOM), a leading developer and innovator of advanced wireless technologies and data solutions, today announced the joint distribution of 100 Smartphones to four high schools in three school districts across the state of North Carolina.

Project K-Nect is a pilot education program using Smartphones with advanced mobile broadband technologies to deliver educational material to 9th grade students in Onslow, Durham and Winston-Salem/Forsyth Counties to improve math proficiency levels in the state. During today's launch ceremony of the project at Southwest High School, located in Onslow County, Dr. June St. Clair Atkinson, North Carolina state superintendent, Congressman Walter Jones (R-NC), Tim Magner, director of the Office of Education Technology for the U.S. Department of Education, Dr. Irwin M. Jacobs, chairman and founder of Qualcomm, along with other distinguished guests and program supporters, officially announced the beginning of this innovative project. Project K-Nect video footage is available online by visiting www.qualcomm.com/wirelessreach/projects/education.html.

5. WHAT'S NEW ON THE WEB is online at www.ncpublicschools.org/whatsnew/

Following issues are addressed:

- Help Us Spread the Word about Web Highlights
- Parent/Family Empowerment Training Packet Online
- RACG's 2008 Winter Newsletter on the Web
- ELA Live!
- NC Graduation Project Implementation Guide

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - February 1, 2008: Further details on articles click: www.publiceducation.org/newsblast_current.asp.

Open Meadows Grants for Projects Run by Women and Girls

Open Meadows Foundation is a grant-making organization for projects that are led by and benefit women and girls. It funds projects that reflect the diversity of the community served by the project. Maximum Award: \$2,000. Eligibility: 501(c)3 organizations with an organizational budget no larger than \$150,000. Projects must be designed and implemented by women and girls. Deadline: Feb 15, 2008. www.openmeadows.org/

"Excellence Through Ethics Scholarship Contest"

Junior Achievement and Deloitte's fourth annual "Excellence through Ethics" essay contest asks students to apply their knowledge of ethical decision-making and share their views on the importance of ethics in business. To enter, students must compose an original essay of 500 words or less in response to an ethical dilemma posted on Junior Achievement's website. Maximum Award: \$5,000. Eligibility: high school seniors. Deadline: March 28, 2008.
<http://studentcenter.ja.org/asp/LearnEthics/>

"Sprint Ahead for Education Grants"

The Sprint Foundation Sprint Ahead for Education grant program awards grants to school districts and individual schools to fund the purchase of resources that facilitate and encourage character education among K-12 students. Maximum Award: \$25,000. Eligibility: all U.S. public schools (K-12) and U.S. public school districts. Deadline: April 15, 2008.
www.sprint.com/citizenship/education/sprintahead/

"Presidential Awards for Excellence in Math and Science Teaching"

The Presidential Awards for Excellence in Mathematics and Science Teaching are among the nation's highest honors for teachers of mathematics and science and recognize highly qualified teachers for their contributions in the classroom and to their profession. Maximum Award: \$10,000. Eligibility: teachers with five years experience teaching math or science. Deadline: May 1, 2008.
www.paemst.org/controllers/home.cfc?method=view

"History Channel Save Our History Initiative"

Save Our History is a national history education and preservation initiative that seeks to raise awareness and support for preserving local heritage. Historic organizations across the United States that are interested in funding for preservation projects developed with local schools or youth groups are encouraged to apply. Maximum Award: \$10,000. Eligibility: elementary, middle, and high school teachers who teach American, state, or local history in a social studies or history class in a public, private, or home school located within the 50 states and the District of Columbia. Deadline: June 6, 2008.
www.history.com/minisite.do?content_type=Minisite_Generic&content_type_id=51650&display_order=3&sub_display_order=5&mini_id=51103

HR MATTERS E-TIPS - Published by Personnel Policy Service, Inc.

THIS WEEK'S TIP: Limiting Negligent Hiring Claims

Most HR professionals know that reference checking and work history verification are fundamental steps in applicant screening. What many may not realize is that these simple steps not only weed out bad candidates but also may help protect the employer from negligent hiring exposure if there is an incident of workplace

misconduct or violence later. Unfortunately, you may be tempted to skip these checks in order to make a quick hiring decision. However, the consequences of omitting them can be devastating and range from huge monetary settlements and bad publicity to, in the worst case scenarios, loss of life. You can help prevent these problems and limit your organization's exposure by taking a few basic precautions in checking candidate backgrounds.

What is Negligent Hiring?

The legal theory of negligent hiring is based on the premise that an employer can be liable for the violent acts or wrongdoing of its employees if it did not investigate adequately their backgrounds or qualifications. Negligent hiring claims often involve employees both who are in a position to pose a threat of injury to the public (such as a driver or delivery person) and who subsequently attack another employee or an outside third party (such as a client or customer).

To establish negligent hiring, the harmed person generally must show:

1. That the employer did not exercise reasonable care in hiring the employee (for example, by talking to former employers);
2. That the employee had dangerous tendencies which should have been apparent if the employer had exercised reasonable care (such as by conducting an adequate pre-employment investigation); and
3. That the employer placed the employee in a position where others could be injured.

The employer's legal liability typically depends on the circumstances leading up to the employee's misconduct and on whether the employee was acting within the scope of his employment duties. For example, in *Judith M. v. Sisters of Charity Hospital*, 93 N.Y.2d 932 (N.Y. 1999), a hospital was not liable for the negligent hiring of an employee who was accused of sexually assaulting a patient. The New York Court of Appeals found that the hospital acted with reasonable care in hiring and supervising the employee and that its management did not authorize, participate in, consent to, or ratify the employee's alleged conduct. Similarly, in *Vinci v. Las Vegas Sands, Inc.*, 984 P.2d 750 (Nev. 1999), the Nevada Supreme Court determined that the employer could not be held liable for negligent hiring since there was no evidence that it failed to conduct a reasonable background check.

Simple Steps to Prevent Claims

Clearly, the best way to limit negligent hiring claims is to follow common sense procedures to get as much information from the candidate as you can and then to verify the information before offering a position. To accomplish these goals, consider taking the following eight steps:

1. Train your interviewers. Every interviewer should be familiar with your hiring policy and know what types of background checks are required.

2. Have each applicant fill out an application form which you carefully review. Pay particular attention to gaps in employment and inconsistencies, and require references.
3. Question the candidate about any gaps in work history. Make sure you have an accurate timeline of past employment dates and know what happened during any periods of unemployment.
4. Check references. At a minimum, confirm the applicant's dates of employment and position. Try to get substantive information about past performance and disciplinary records.
5. Ask about criminal convictions. Remember, however, that asking about arrest information (as opposed to convictions) could violate state discrimination laws.
6. Perform additional background checks appropriate to the position being sought. For example, consider credit checks on candidates who will handle money and review the motor vehicle records of potential drivers.
7. Conduct criminal conviction checks on candidates who will be in "positions of confidence." For example, if you are filling a position in which the employee would work in a customer's home, with impaired individuals, or in a daycare center or hospital, a criminal check is appropriate (and required by some state laws). Make sure these checks cover each jurisdiction where the candidate has lived.
8. Document the steps you take to investigate the candidate. Even if you can't get in touch with a reference or if a background check does not produce any information, make sure you have a clear record of the steps you took. Remember, too, if you ask a consumer reporting agency to conduct any of your investigations, you must comply with the notice and disclosure requirements of the Fair Credit Reporting Act.

Better Safe than Sorry

However, the risks of having to defend against claims, and the negative publicity surrounding them, far outweighs the time and cost of taking a few simple steps to prevent them. As a general rule, your first line of defense is to weed out high-risk applicants before making hiring decisions. Your last line is to have clear documentation showing you took the reasonable steps a prudent employer is expected to take to avoid a negligent hiring action.

Joan T. Crump, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3366

Human Resources Administrators Newsletter – February 17, 2008

Colleagues,

We can't express enough how much we appreciate all you do. Hope the information we share bi-weekly is helpful in assisting you in your day-to-day operation. Have a great week.

Here's the latest:

1. PERSONNEL ADMINISTRATORS OF NC (PANC) SPRING

CONFERENCE: The Personnel Administrators of North Carolina (PANC) Spring Conference will be held on April 7-9, 2008 at the Hilton Wilmington Riverside in Wilmington, NC. The conference will begin at 8:15 a.m. Monday, April 7 and conclude at 12:00 p.m. on Wednesday, April 9, 2008. You can review the conference information and make your hotel reservations online at www.ncpublicschools.org/panc/ or by contacting the Hilton toll free at 888.324.8170. The PANC Steering Committee arranged for a block of rooms at \$143.17 per night. Hotel reservations should be made no later than March 10, 2008.

If you are retiring or know or know someone who has retired since the PANC Fall Conference in October 2007 and wants to be recognized at the PANC Spring Conference, please submit that information to Debbie Durham at ddurham@wcps.org no later than March 28, 2008.

2. We are currently updating the Employee Benefit Manual with the new FMLA Leave Rules for Soldiers' Relatives. For further details on this new ruling, please access: www.dol.gov/esa/whd/fmla/fmlaamended.htm.

3. STATE BOARD OF EDUCATION MET February 5-7, 2008: The agenda is online at: www.ncpublicschools.org/sbehighlights/2008/02highlights.html.

4. UPDATE ITEMS FROM THE FINANCIAL SERVICES (FBS)

NEWSLETTERS: The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details click on www.ncpublicschools.org/fbs/resources/newsletters/.

5. DPI CAST: VIEW CURRENT HOT TOPICS: FEBRUARY 2008:
www.ncpublicschools.org/newsroom/news/2007-08/

6. WHAT'S NEW ON THE WEB is online at www.ncpublicschools.org/whatsnew/.

Following issues are addressed:

- Institutions of Higher Education Program Approval Site Launched: www.ncpublicschools.org/ihe/.
- New KHA Forms Available on the Web: www.nchealthyschools.org/
- Child Nutrition Announces Food Recall: www.ncpublicschools.org/childnutrition/whatsbrewing
- Nicky Discusses 21st Century Skills Online: www.ncpublicschools.org/curriculum/socialstudies/elementary/
- Recognition Program Established for PBS: www.ncpublicschools.org/positivebehavior/data/recognition/
- February E-Newsletter for Student Support Services Available: www.ncpublicschools.org/studentssupport/enewsletter/
- 2008 Melinda Awards Highlights Young Adult Literature: www.ncwiseowl.org/teenreadnc

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - February 15, 2008:
Further details on articles click: www.publiceducation.org/newsblast_current.asp

NEW GRANT AND FUNDING INFORMATION:

"Sony/Intel Student Film Contest"

Sony Creative Software and Intel's Technology in Motion: Vision of the Future student film contest offers participating high school students the chance to experience the process of producing a professional project from start to finish using the Sony Vegas Pro 8 video and audio production platform. From script to screen, students will conceptualize, produce and edit short films that present their own visions of how technology will shape their future. To encourage participation in the contest and highlight the importance of multimedia education, Sony Creative Software will provide each participating classroom with a "Technology in Motion" launch kit containing a free version of Sony Vegas Pro 8 video editing software, free Sony Vegas Pro 8 video tutorials and a free Digital Video and Audio Production Vegas Pro 8 teaching guide. Maximum Award: two Sony VAIO laptop computers, a video camera, software and accessories worth more than \$25,000. Eligibility: high school students and their teacher

representative. Deadline for call to entry: February 22, 2008.

www.sonycreativesoftware.com/techinmotion

"Civic Ventures Purpose Prize"

The Civic Ventures Purpose Prize awards Americans 60 and older whose creativity, talent and experience is transforming the way our nation addresses critical social problems. Maximum Award: \$100,000. Eligibility: Americans 60 years of age by March 1, 2008 and currently working in a leadership capacity in an organization or institution (public, private, nonprofit, or for-profit) to address a major social problem. Deadline: March 1, 2008.

www.purposeprize.org/prize/index.cfm

"Harold McGraw, Jr. Prize in Education"

The 2008 Harold W. McGraw, Jr. Prize in Education celebrates the theme of global awareness in U.S. education and recognizes those behind educational programs that help students develop the knowledge and skills they need to function as workers, citizens and fulfilled individuals in an increasingly interconnected world. Maximum Award: \$25,000. Eligibility: policy makers, leaders in higher education, and school-based personnel. Deadline: March 21, 2008.

www.mcgraw-hill.com/prize/about_history.shtml

"Scholarship for Teachers of Gifted Children"

The National Association for Gifted Children Harry Passow Classroom Teacher Scholarship awards teachers who have shown the ability to meet the needs of gifted students and a commitment to furthering the development of their teaching skills. Maximum Award: \$2,000. Eligibility: teachers K-12 who have been members of NAGC for at least one year. Deadline: April 7, 2008.

www.nagc.org/index.aspx?id=1255

"Bridgestone Firestone Driving Safety Film Contest for Teens"

The Bridgestone Firestone 2008 Safety Scholars Video Contest will award college scholarships for the most compelling and effective videos that drive home life-saving messages on auto and tire safety, and includes a chance for young filmmakers to have their auto safety videos broadcast as a public service commercial. Maximum Award: \$5,000 scholarship and a new set of Bridgestone tires. Eligibility: high school students. Deadline: June 24, 2008.

www.safetyscholars.com/

HR MATTERS E-TIPS - Published by Personnel Policy Service, Inc.

THIS WEEK'S TIP: New FMLA Leave Rules for Soldiers' Relatives: What Employers Need to Know:

For the first time since it was enacted in 1993, the Family and Medical Leave Act (FMLA) has been expanded to give employees substantial new leave rights. These amendments, providing leave for employees with family members in the Armed Forces, which was signed by President Bush on January 28, creates two new categories of FMLA leave for the relatives of military personnel. The two new categories of leave available to employees who are related to a service member, who is called to active duty or injured in the military, these new provisions apply only to covered employers; i.e., those that have at least 50 employees, and to otherwise FMLA-eligible employees.)

First new type of leave:

- Covers employees who have a spouse, parent, or child who is on or has been called to active duty in the Armed Forces. These workers may take up to 12 weeks of FMLA leave when they experience "any qualifying exigency." ("Qualifying exigency" is to be defined by DOL, but it probably will include -- at a minimum -- covering necessary family and childcare responsibilities of the service member when that family member is called to active duty.)
- Employees who request this type of leave are subject to most of the same requirements as other forms of FMLA leave, including employee eligibility and notice requirements, maintenance of benefits, and job reinstatement.
- Employers may require certification that the employee's family member is on active military duty in accordance with guidance to be provided by the Secretary of Labor.
- Employers should grant these leave requests liberally until DOL defines the term "qualifying exigency".

Second new type of leave:

- Employees may take an unprecedented 26 weeks of FMLA leave when a spouse, parent, child, or other blood relative for whom they are "next of kin" incurs a serious injury or illness on active duty in the Armed Forces.
- This 26 week total includes regular FMLA leave.
- Leave may be taken intermittently, but must be completed in a 12-month period.
- This is a one-time leave entitlement.

- "Next of kin" is an entirely new category of family member; it applies only to this specific type of leave.
- "Serious injury or illness" is much broader than the typical serious health condition; it applies only to this specific type of leave.
- As with other FMLA leave, employers may require employees to take this type of leave concurrently with paid leave such as vacation, personal, or sick leave.
- Employers may require certification of service member's health condition.

Joan T. Crump, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3366

Human Resource Administrators Newsletter - March 4, 2008

Colleagues,

We hope everyone had a great weekend and looking forward to a productive week. The PANC Spring Conference is quickly approaching, therefore don't forget to register.

Here's the latest:

1. PERSONNEL ADMINISTRATORS OF NC (PANC) SPRING

CONFERENCE: The Personnel Administrators of North Carolina (PANC) Spring Conference will be held on April 7-9, 2008 at the Hilton Wilmington Riverside in Wilmington, NC. The conference will begin at 8:15 a.m. Monday, April 7 and conclude at 12:00 p.m. on Wednesday, April 9, 2008. You can review the conference information and make your hotel reservations online at www.ncpublicschools.org/panc/ or by contacting the Hilton toll free at 888.324.8170. The PANC Steering Committee arranged for a block of rooms at \$143.17 per night. Hotel reservations should be made no later than March 10, 2008.

If you are retiring or know or know someone who has retired since the PANC Fall Conference in October 2007 and wants to be recognized at the PANC Spring Conference, please submit that information to Debbie Durham at ddurham@wcps.org no later than March 28, 2008.

2. STATE BOARD OF EDUCATION MET March 4-6, 2008: The agenda is online at: www.ncpublicschools.org/sbe_meetings/0803/0803sagenda.html.

3. UPDATE ITEMS FROM THE FINANCIAL SERVICES (FBS)

NEWSLETTERS: The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details click on www.ncpublicschools.org/fbs/resources/newsletters/.

4. DPI CAST: VIEW CURRENT HOT TOPICS: FEBRUARY 2008:

www.ncpublicschools.org/newsroom/news/2007-08/

5. WHAT'S NEW ON THE WEB is online:

www.ncpublicschools.org/whatsnew/

Following issues are addressed:

- New Internal Audit and Advisory Services Site:
www.ncpublicschools.org/internalaudit/.
- 2007 Statistical Profile Available Online or through Publication Sales,;
www.ncpublicschools.org/fbs/resources/data/.
- Child Nutrition Updates
 - What's Brewing this Week?:
www.ncpublicschools.org/childnutrition/whatsbrewing.
 - *Eat Smart Move More* Information Sheets:
www.ncpublicschools.org/childnutrition/esmm/.
 - *National School Breakfast Week* Brochure:
www.ncpublicschools.org/childnutrition/.
 - 2007-08 Lunch Meal Prices:
www.ncpublicschools.org/childnutrition/financial/.
- Updated Facilitated IEP Forms Now Available:
www.ncpublicschools.org/ec/policy/dispute/meeting/.
- Dates for Title I and Title V 2008-09 Application Meetings Online:
www.ncpublicschools.org/comped/.
- February/March Newsletter for AP/IB Program on Web:
www.ncpublicschools.org/apinitiatives/newsletter/.

ARTICLES OF INTEREST

2008 School Law Academy: For School Executives:

Attached please find information on the 2008 School Law Academy being offered by NCSBA, PEP, and NCASA on April 15 and 16, 2008 at the NCSBA offices in Raleigh, NC.

HR MATTERS E-TIPS: Published by NORTHERN EXPOSURE - WORKPLACE VIOLENCE (Copy Attached)

Workplace violence has become a hot topic among labor, employment, and health and safety regulators. Of course, workplace violence is hardly a new phenomenon. Certain workers like police officers have an inherent risk of workplace violence. Also, put enough people in an enclosed area under stressful conditions (i.e., the typical office scenario) and some form of conflict is bound to result.

Whether it's actual physical aggression or other forms of workplace violence like threats or harassment, some research suggests that such conduct is on the rise.

What is workplace violence?

Workplace violence is not limited to acts of physical aggression. Most people think of violence as a physical assault. However, workplace violence is a much broader problem. It is any act in which a person is abused, threatened, intimidated or assaulted in his or her employment. Workplace violence includes:

- Threatening behavior – such as shaking fists, destroying property, or throwing objects.
- Verbal or written threats – any expression of intent to inflict harm.
- Harassment – any behavior that demeans, embarrasses, humiliates, annoys, alarms, or verbally abuses a person and that is known or would be expected to be unwelcome. This includes words, gestures, intimidation, bullying, or other inappropriate activities.
- Verbal abuse – swearing, insults, or condescending language.
- Physical attacks – hitting, shoving, pushing, or kicking.

It also includes any threats that give a worker reasonable grounds to believe he or she is at risk of physical injury.

Workplace violence may occur within a traditional workplace or off-site at conferences, work-related social events, or even at a home office via telephone or e-mail.

Regulation of workplace violence

Federal and provincial occupational safety legislation, like the [U.S. Occupational Safety and Health Act](#), contains general prohibitions to ensure that the workplace is safe. These prohibitions may be broad enough to recognize (and impose liability for) violence, threats, or any such conduct that makes the workplace unsafe. Such legislation also usually contains provisions protecting persons who work alone or in remote locations.

These provisions go further than the general provisions and spell out specific standards and requirements for employers. Under most of these laws employers must generally:

- create a comprehensive workplace violence prevention policy;
- conduct “risk assessments”;
- to the extent reasonably practicable, develop “controls” and “procedures” to eliminate or minimize workplace violence;

- provide training for managers;
- develop procedures for investigating and reporting incidents and calling for assistance when required;
- allow employees to refuse to work where they reasonably believe they may be in danger of workplace violence; and
- maintain various records.

What should employers do?

Unfortunately, workplace violence seems to be on the rise. In addition to the legal risks, incidents of workplace violence take their toll on organizations in other ways. These may include lower worker morale, turnover, blemished company image, and loss of clients.

Some things that employers should consider doing are as follows:

- Review legislative and regulatory requirements to ensure compliance.
- Establish a comprehensive workplace violence policy.
- Undertake the risk assessment and other measures outlined above.
- Offer a confidential Employee Assistance Program to allow employees subject to workplace violence or those with personal problems to seek help.
- Ensure that proper security measures are in place.
- Keep detailed records of any workplace violence, investigation or work refusal.

In short, as employers you should be vigilant and you should ask your employees to be vigilant.

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - February 29, 2008: Further details on articles click:

www.publiceducation.org/newsblast_current.asp

NEW GRANT AND FUNDING INFORMATION

"Do Something Plum Youth Grants"

Do Something Plum Youth Grants are available to young people who submit creative proposals to further the growth and success of their existing community action project. Maximum Award: \$500. Eligibility: Applicant must be 25 or younger at the time of application. Deadline: weekly.

www.dosomething.org/plum_youth_grant_application.

"MetLife Foundation Ambassadors in Education Award"

The MetLife Foundation Ambassadors in Education Award recognizes teachers who have undertaken extraordinary and voluntary efforts to connect with their students' communities and to make themselves an active member of their community. Qualified nominees build partnerships and increase communication between the school, families, local businesses/nonprofits and local government. Maximum Award: \$5,000. Eligibility: middle or high school teachers in one of 25 participating school districts (see website). Deadline: March 7, 2008.

www.ncl.org/metlife/index.html

"Motorola Lincoln Grants"

The Motorola Foundation will partner with the Chicago History Museum to commemorate the 200th anniversary of Abraham Lincoln's birth by identifying and funding projects developed by civic, educational and cultural organizations that actively engage the public in the lessons from Lincoln's life. Grants will be provided on the basis of three themes: Bringing History into the Future; Engaging in Current Events; and Leadership Skills. Eligibility: individuals or organizations, including civic, educational and cultural organizations nationwide. Deadline: March 30, 2008. Maximum Award: varies.

www.cybergrants.com/pls/cybergrants/ao_login.login?x_gm_id=1505&x_proposal_type_id=10220

"Grants for Programs that Benefit Youth and Scientific Education"

The American Honda Foundation makes grants to K-12 schools, colleges, universities, trade schools and other youth-focused nonprofit organizations for programs that benefit youth and scientific education. Maximum Award: \$100,000. Eligibility: Schools and youth-focused nonprofit organizations. Deadline: May 1, 2008.

<http://corporate.honda.com/america/philanthropy.aspx?id=ahf>

"2008 Butler-Cooley Excellence in Teaching Awards"

The Turnaround Management Association (TMA) is now accepting nominations for the 2008 Butler-Cooley Excellence in Teaching Awards. The awards honor teachers who have demonstrated exceptional dedication and skill in shaping the lives of children and teens through education. Maximum Award: \$5,000 cash and travel and lodging expenses to TMA's 2008 Annual Convention and 20th anniversary. www.turnaround.org/about/awards.aspx

Joan T. Crump, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3366

Human Resource Administrators Newsletter - March 17, 2008

Colleagues,

Spring is quickly approaching and so is the PANC Spring Conference. Hope everyone is looking forward to an exciting and informative conference.

I hope you find the information of interest and thanks for all you do!

Here's the latest:

1. PERSONNEL ADMINISTRATORS OF NC (PANC) SPRING

CONFERENCE: The Personnel Administrators of North Carolina (PANC) Spring Conference will be held on April 7-9, 2008 at the Hilton Wilmington Riverside in Wilmington, NC. The conference will begin at 8:15 a.m. Monday, April 7 and conclude at 12:00 p.m. on Wednesday, April 9, 2008.

You can still review the conference information and make your hotel reservations online at www.ncpublicschools.org/panc/ or by contacting the Hilton toll free at 888.324.8170. The online registration site will close at the end of the day on Thursday, March 20, 2008. The rooms are no longer available at the special rate.

2. UPDATE ITEMS FROM THE FINANCIAL SERVICES (FBS)

NEWSLETTERS: The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details click on www.ncpublicschools.org/fbs/resources/newsletters/.

3. WHAT'S NEW ON THE WEB is online at

www.ncpublicschools.org/whatsnew/. Following issues are addressed:

- NCVPS Site Redesigned

The North Carolina Virtual Public School (NCVPS) offers a variety of online courses and academic services to the state's public school students in middle and secondary grades. Visitors to the redesigned site will find it easier to navigate and more information for educators, parents and students. New features, such as the Director's Blog, have been added to enhance communications with stakeholders. Visit the revamped site at www.ncvps.org to see the changes, and learn how NCVPS is providing expanded academic options to students across the state.

- New Personal Financial Literacy Site Launched

The new Personal Financial Literacy Web site combines personal financial literacy resources for elementary, middle and secondary grades in one location. The site provides a wealth of instructional material in a variety of formats for stakeholders committed to improving the quality of personal financial literacy education. To learn more about this new site, and view its resources, please visit www.ncpublicschools.org/pfl.

- Behavioral Support Resources Added

Forms and details pertaining to PRC 29 Funding for fiscal year 2008-09 are now online. Visit www.ncpublicschools.org/ec/funding/2008-09/ and click on the appropriate link for details.

- Preliminary Results for Computer Skills Test on Web

The Report of Student Performance on the North Carolina Test of Computer Skills for the 2006-07 school year is now available on the Web at www.ncpublicschools.org/accountability/testing/reports/cskillsandcomp. This preliminary report provides results for student in grades 8-12.

- 2007 Statistical Profile Available through Publication Sales & Online

The 2007 Statistical Profile is a collection of statistical information about North Carolina's public schools. The purpose of this book is to provide general statistical data to the public, professional educators and the General Assembly. This profile includes information on public school pupils, personnel and finances. To purchase a copy of the Statistical Profile please refer to the "Featured Publications" section at the end of the Web Highlights. The profile also is available online at www.ncpublicschools.org/fbs/resources/data.

ARTICLES OF INTEREST

- 2008 School Law Academy

Attached please find information on the 2008 School Law Academy being offered by NCSBA, PEP, and NCASA on April 15 and 16, 2008 at the NCSBA offices in Raleigh, NC.

- HR MATTERS E-TIPS: Published by NORTHERN EXPOSURE –
Termination Meetings

Getting a dismissed employee's last meeting right by Karen M. Sargeant and Donovan G. Plomp. (Copy Attached)

Spring will soon be upon us, and with it may come the urge to do some "spring cleaning" in the home and the workplace. This might mean ending an employment relationship that isn't working out. "At will" employment, it's

particularly important that employers handle the delicate issue of termination carefully. Messing it up can increase your liability substantially.

The termination meeting is awkward for everybody. It's obviously tough on the employee. Facing an employee and telling him that he is dismissed is also difficult and stressful. Emotions can get the better of people. Mistakes get made.

What to do:

This concept of fairness and good faith in handling a termination is a vague concept that can be confusing for employers. The following are some tips on how employers can meet their duty of good faith and fair dealing when conducting a termination meeting.

- If at all possible, conduct a face-to-face meeting. Avoid informing the employee of the termination by telephone, e-mail, or courier.
- Provide an employee with a letter confirming the termination including the employee's last day of work and a summary of amounts to be paid to the employee.
- Inform employees accurately regarding all entitlements they may have upon termination, including insurance conversion and pension entitlements.
- Have two members of management attend the meeting. One person should take extensive notes of what is said and by whom.
- Hold the meeting in a private location. Minimize attention from other employees to avoid interruptions and embarrassment to the employee being terminated.
- Try to avoid conducting the meeting on or near significant events such as birthdays, weddings, graduations, important religious holidays, or vacations.
- Consider offering outplacement counseling. Consider having outplacement counselors on site to meet with the employee afterwards for difficult terminations or particularly sensitive employees.
- Provide brief reasons for the termination, but don't engage in a debate. The decision has been made. Arguments should be avoided.
- Don't allege cause for dismissal if you can't prove it.
- Keep the meeting short.
- Keep the meeting professional.
- Consider whether you really need to escort the employee off your premises. Where practical, allow the terminated employee to remove personal belongings, speak to co-workers, and leave your workplace in the least embarrassing or humiliating way possible.
- In conclusion, follow the Golden Rule: Do unto others as you would have them do unto you.

- Published by Diversity Insight: Seeking Talent – Generational Conflicts at Work
Three tips for recruiting diverse talent. If you want to attract a broad base of talented workers, you must be more proactive in your recruiting efforts, says employment lawyer and diversity consultant Natalie Holder-Winfield, author of Recruiting & Retaining a Diverse Workforce: New Rules for a New Generation. Holder-Winfield, president and chief strategic officer of Quest Diversity Initiatives, offers these three tips for getting started:

1. Create opportunities for candidates to learn more about what they deem is important about your corporation - "Assuming that a candidate wants to meet with other diverse employees stereotypes that candidate," she says. "However, by asking the candidate which areas of the firm they are most interested in learning about – the affinity groups, practice areas, etc. - the candidate is treated as an individual instead of as a member of a monolithic group."
2. Go to where the action is - Research events hosted by organizations that support and celebrate the accomplishments of diverse communities (such as historically black colleges and universities or women's trade organizations). "Recruiters need to support these events with their attendance and active participation," Holder-Winfield says, adding that "buying a table at an awards function and not sending anyone from the corporation to the function sends a clear message when there is an empty table." Also, the recruiter who stands around a diversity event like a wallflower misses out on opportunities to get to potential candidates, she says.
3. Create the action - To truly show a commitment to developing and investing in the careers of candidates who have been historically underrepresented in the workplace, corporations should consider hosting skills training and development seminars - everything from business development and rainmaking workshops to resume writing classes – for their potential recruits.

- PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - March 14, 2008:
Further details on articles click: www.publiceducation.org/newsblast_current.asp

- NEW GRANT AND FUNDING INFORMATION

"Questbridge College Prep Program for High School Juniors"

Questbridge, a non-profit organization dedicated to giving high-achieving low-income students resources during the college application process, is accepting applications for its College Prep Program for High School Juniors. Maximum Award: full scholarship to summer program, coverage of expenses for college travel visits, SAT prep course and material, and a new laptop computer.

Eligibility: Qualified low-income High School Juniors. Deadline: March 31, 2008.
www.questbridge.org/access/collegepretext/

"IREX U.S. Embassy Policy Specialist Program"

The IREX U.S. Embassy Policy Specialist Program will allow fellows to travel to Eurasia and serve the embassy as policy specialists on a chosen topic and also pursue their own research project independently. Fellows will serve the embassy and conduct their own research for up to eight weeks. Fellowship length and dates will be decided upon consultation with the specific embassy. Examples of embassy service can include conducting field research, writing policy papers, consulting embassy staff, and assisting with grant panels. Maximum Award: Eight week fellowship. Eligibility: Fellowships are available to successful applicants who demonstrate how their experience, skills, and knowledge will benefit US embassy personnel, as well as the academic merit and feasibility of their proposed research. Deadline: April 4, 2008.

www.irex.org/programs/eps/index.asp

"ESA Grants for Youth Programs"

The ESA Foundation is dedicated to supporting geographically diverse projects and programs that benefit American youth of all races and denominations and make a difference in the quality of their life, health and welfare. The Foundation seeks to harness the collective power of the interactive entertainment industry to create positive social impact in our communities, and supports. Maximum Award: varies. Eligibility: 501(c)(3) organizations with programs that serve youths ages 7-18. Deadline: April 15, 2008.

www.theesa.com/foundation/grant.php

"Green Works! Service Learning Projects"

Project Learning Tree GreenWorks! offers grants to implement community action and service-learning projects. GreenWorks! projects should address an environmental issue and involve students from pre-school to high school in hands-on community action. Maximum Award: \$5,000. Eligibility: applicant must have received training in PLT; youth must implement the project; project must integrate student learning and community service; project must include at least one community partner, such as a local organization or business; project must acquire 50% matching funds. Deadline: April 30, 2008.

www.plt.org/cms/pages/21_22_18.html

"College Bound Scholarship"

Coca-Cola Food Services and Chuck E. Cheese's are offering a College Bound Scholarship. Maximum Award: \$25,000 college scholarship to an accredited U.S. college or university. Eligibility: legal residents of the U.S. and Canada who are 18 years or older at the time of entry. Deadline: May 1, 2008.

www.chuckecheese.com/promotions/ncaa.php

"Challenge 20/20 Partnership"

The National Association of Independent Schools has created Challenge 20/20, a program that brings together two schools: one from the United States and one from outside the country. Teacher-student teams from both schools work together throughout the fall 2008 school semester to come up with a solution to a global problem. Challenge 20/20 is based on Jean Francois Rischard's book, High Noon: 20 Global Problems, 20 Years to Solve Them. Maximum Award: n/a. Eligibility: All U.S. schools, elementary and secondary, public or private. Deadline: August 15, 2008.

www.nais.org/resources/index.cfm?ItemNumber=147262

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919-807-3366 (phone)
919-807- 3723(fax)

Human Resource Administrators Newsletter - March 31, 2008

Colleagues,

We look forward to seeing you next week in Wilmington as the Spring PANC Conference gets underway. Anticipate an outstanding conference designed with your needs in mind.

Have a great week and a safe trip in your travel.

Here's the latest:

1. PERSONNEL ADMINISTRATORS OF NC (PANC) SPRING

CONFERENCE: The Personnel Administrators of North Carolina (PANC) Spring Conference will be held on April 7-9, 2008 at the Hilton Wilmington Riverside in Wilmington, NC. The conference will begin at 8:15 a.m. Monday, April 7 and conclude at 12:00 p.m. on Wednesday, April 9, 2008. The online registration site is closed. All registration will now take place on site.

2. STATE BOARD OF EDUCATION TO MEET April 1-3 2008: The agenda is online at: www.ncpublicschools.org/sbe_meetings/0803/0803sbagenda.html.

3. UPDATE ITEMS FROM THE FINANCIAL SERVICES (FBS)

NEWSLETTER: The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details click on www.ncpublicschools.org/fbs/resources/newsletters/.

4. DPI CAST: VIEW CURRENT HOT TOPICS: FEBRUARY 2008: The Raising Achievement and Closing Gaps Twelfth Annual Conference will be held March 31-April 2 at the Sheraton Four Seasons/Koury Convention Center, Greensboro. The Conference has a national reputation for providing quality, timely topics and sessions with nationally acclaimed speakers. The 3,500 participants who attend will leave with new information and energy to meet the many challenges they face when they return to their work places. The list of speakers and topics reflect the innovative, creative venue required to meet the Conference's theme, *"Exploring Root Causes and Strategies for Promoting Achievement."* www.ncpublicschools.org/newsroom/news/2007-08/

5. WHAT'S NEW ON THE WEB is online at www.ncpublicschools.org/whatsnew/

Following issues are addressed:

National Board Certification Applications Being Accepted

Applications for 2008-09 National Board Candidates will be accepted March 3-Oct. 31. The state of North Carolina will pay, up front, the candidate assessment fee for eligible teachers. Eligible teachers are those that have:

- completed three full years in North Carolina public schools (this includes DOC, DHHS, Office of Juvenile Justice and public charter schools);
- hold a valid, continuing North Carolina teaching license;
- have not previously received state funds for participating in the NBPTS assessment. (If a candidate received funding, withdrew from the process and fulfilled the repayment obligation, he/she can be funded again.); and
- engage in direct classroom instruction, library/media work or school counseling 70 percent of the time over the course of the academic year.

Teachers do not have to repay the fee as long as they complete the full National Board Certification process and teach the year following completion. The deadline for requesting state funding is Oct. 31. No late requests will be accepted. To learn more about National Board Certification please visit the Recruitment and Retention Web site at www.ncpublicschools.org/recruitment/nationalboardcertification/. Links to the National Board for Professional Teaching Standards and the application for state funding are available on the site.

Report Deadlines, Information for Teacher Programs on IHE Site

Title II of the Higher Education Act requires annual reports on the quality of teacher preparation. Schools are to report to states the pass rates of their graduates on state certification assessments and other program data in April. In October, states are required to report data to the U.S. Department of Education on certification and licensure requirements, pass rates on state assessments disaggregated and ranked by institution, and other information. A calendar of submission deadlines for these annual reports is available on the Institutions of Higher Education Web site at www.ncpublicschools.org/ihe/dates/. Resources, including approved teacher education programs at public and private institutions in North Carolina, also are available at www.ncpublicschools.org/ihe/.

NC Healthy Schools Site Feature new Page

A new page has been added to the NC Healthy Schools Web site that provides resources and news for current health issues. To learn what's available, please visit www.nchealthyschools.org/healthissues/.

NC Healthy School Professional Development Opportunities

Want to learn more about the NC Healthy Schools Institute in June? Need to find a professional development opportunity for the coming school year? Information about the Institute and the updated Professional Development Brochure for 2008-09 are now available. Visit www.nchealthyschools.org/ and click on the appropriate link in the orange box to learn more.

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST – March 28, 2008:
Further details on articles click: www.publiceducation.org/newsblast_current.asp.

NEW GRANT AND FUNDING INFORMATION

Grants for Music Education

The Music Is Revolution Foundation administers a grant program for Music Is Revolution activities designed by teachers to implement, support and/or improve their ability to provide quality music education for their students. Funds may be used for supplies, materials, equipment, transportation for a field trip, and/or to bring a performer or musical group to the school. Maximum Award: \$500. Deadline: April 15, 2008. www.musicisrevolution.org/

Fordham Fellows

The Thomas B. Fordham Foundation Fellowship program seeks to bring bright and ambitious people into the world of education policy. Five fellows will come to Washington, D.C. in fall 2008 to work full-time for nine months (Labor Day to Memorial Day) at a different education policy organization in the city. Each will be integrated into that organization, be involved in a challenging project, have access to organization leaders and contribute to fulfilling the organization's mission and goals. Maximum Award: \$25,000. Eligibility: applicants must have an undergraduate degree. Deadline: April 30, 2008.

www.edexcellence.net/foundation/fordhamfellows/index.cfm

Grants for Athletics for Young Women

Women's Sports Foundation GoGirlGo! Grants provide financial assistance to sports/physical activity programs seeking to add new or expand program participation opportunities for an under-served population of girls, particularly economically disadvantaged girls and/or girls from populations with high incidences of health-risk behaviors. Average Award: \$5,700. Eligibility: School, amateur, community and/or nonprofit organization whose program members are female, enrolled in 9th through 12th grade and residents of the United States. Some area restrictions apply. Applicants must provide a minimum eight-week sports/physical activity program with preference given to organizations working consistently with girls throughout the year. Deadline: May 9, 2008.

www.womenssportsfoundation.org/cgi-bin/iowa/funding/featured.html?record=40

Grants for Math and Science

The Toshiba America Foundation makes grants for projects in math and science designed by classroom teachers to improve instruction for students in grades K-12. Maximum Award: \$10,000. Eligibility: Grades K-12. Deadline: Decisions about grants under \$5,000 (K-6: \$1,000) are made on a rolling basis and applications are accepted throughout the year. Deadline for large grants grades 7-12: August 1, 2008. www.toshiba.com/tafpub/jsp/home/default.jsp

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919-807-3366 (phone)
919-807- 3723(fax)

Human Resource Administrators Newsletter - April 15, 2008

Colleagues,

Hope everyone enjoyed and benefited from the spring PANC conference in Wilmington. As we move forward, we will keep you posted on the upcoming New Personnel Administrator conference coming up in July 22-25, 2008.

Here's the latest:

1. NC Model Teacher Education Consortium offers Praxis I and Praxis II test preparation seminars. The fee is reduced for staff members of NCMTEC partnering school systems. Other participants who are not employed by NCMTEC partners are welcomed, on a space available basis, and would pay a higher registration cost. NCMTEC's website is www.ncmtec.org.

2. Financial and Business Services Summer Conference: On July 24 -25, 2008, the Office of Financial and Business Services (FBS) will conduct its annual conference at the Sheraton Imperial Hotel and Convention Center, Research Triangle Park. In conjunction with the FBS Conference, the New Personnel Administrator's Orientation will be held July 22 -25, 2008.
www.ncpublicschools.org/fbs/conferences/

3. Update Items from the Financial & Business Services (FBS) Newsletters: The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click on www.ncpublicschools.org/fbs/resources/newsletters/.

4. Newsroom: The Communications and Information Division provides an online newsroom, www.ncpublicschools.org/newsroom/, as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools on the following:

- News Releases: Contains news for historical purposes only. Each release was accurate on the date issued. www.ncpublicschools.org/newsroom/news/
- Hot Topics: DPI Cast - Mobile content allows users to take information on the road and listen via a portable audio device.
www.ncpublicschools.org/newsroom/topics/
- Facts & Statistics: Provides common reference guides for public school statistics and other progress indicators concerning K-12 education.
www.ncpublicschools.org/newsroom/facts/
- Department of Public Instruction & State Board of Education: Provides information regarding the State Board of Education and Department of Public Instruction, their organizational structures, members and employees.
www.ncpublicschools.org/newsroom/dpisbe/

- Quick Reference: Provides quick links to useful sites on education legislation, the NC School Report Card, No Child Left Behind and the U.S. Department of Education. www.ncpublicschools.org/newsroom/quickreference/

5. WHAT'S NEW ON THE WEB: April 11, 2008 - NCDPI WEB HIGHLIGHTS, online at www.ncpublicschools.org/whatsnew/.

Following issues are addressed:

- Summer Tuition Awards Available for EC Teachers
- Office of Environmental Education Launches Site for Graduation Project
- Title V Grant Resources on the Web
- School Improvement Grant Information Available
- E-Newsletter for Student Support Services Now Online
- Child Nutrition Site Updated
- Featured Publications at NCDPI

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - APRIL 11, 2008: For details on the following articles click: www.publiceducation.org/newsblast_current.asp.

- LOOK TO TECHNOLOGY TO ATTRACT AND ORIENT NEW TEACHERS
- TEACHING CHILDREN ABOUT SEGREGATION AND SCHOOLING IN THE 1930s
- 'THE PRINCE' PROVIDES A NEW HOW-TO GUIDE FOR TEACHERS
- BOY TAKES WHEEL OF RUNAWAY SCHOOL BUS, PREVENTS FURTHER INJURIES
- COST-BENEFIT STUDIES DO HELP THE BOTTOM LINE
- GUIDING A COMMUNITY TOWARD SCHOOL REFORM
- PUTTING THE PUBLIC BACK IN PUBLIC SCHOOLS: FOCUS ON CO-PRODUCTION
- "PROJECT SUCCESS" APPEARS TO BE, WELL, A SUCCESS
- COLLEGE GOING RATES ON THE RISE, THANKS TO TUITION AID AND ADVISORS
- MULTIMODAL LEARNING SHOWN TO INCREASE ACHIEVEMENT
- STUDENT SMARTER THAN TEXTBOOK WRITERS? NO, JUST LESS BIASED
- A NEW WAY TO TEACH MATH SHOWS MERIT
- PRESCHOOL INCREDIBLY VALUABLE BUT SEEMINGLY UNATTAINABLE FOR SOME
- EXTENDED-LEARNING AFTER-SCHOOL PROGRAMS: A VERY POSITIVE INFLUENCE
- OUTCOME EVALUATORS CAN STRENGTHEN OUT-OF-SCHOOL PROGRAMS

NEW GRANT AND FUNDING INFORMATION

"Grants for Academic Enrichment for Educators of Low-Income Students"

The McCarthy Dressman Education Foundation offers Academic Enrichment Grants designed to develop in-class and extra-curricular programs that improve student learning. The foundation considers proposals that foster understanding, deepen students' knowledge and provide opportunities to expand awareness of the world around them. Maximum Award: \$10,000. Eligibility: educators work with students pre-K to 12 from low-income households. Deadline: May 1, 2008.

www.mccartheydressman.org/academic.html

"Grants for Arts, Early Childhood Reading, and Family Violence Prevention"

Target Local Store Grants fund programs that make arts and cultural experiences accessible to children and families, that foster a love of reading and encourage young children, ages birth through nine, to read together with their families and that strengthen families and communities and keep them safe. Maximum Award: \$3,000. Eligibility: 501(c)(3) organizations, schools, libraries, or public agencies in communities where Target does business. Deadline: May 31, 2008.

<http://sites.target.com/site/en/corporate/page.jsp;jsessionid=4CCISKK5MDPC3LARA AV5YAI?contentId=PRD03-001818>

"Youth Grants to Preserve Community History"

The History Channel Save Our History Grant Program inspires youth to become the preservationists in their communities. Museums, historic sites, historical societies, preservation organizations, libraries and archives are invited to partner with a local school or youth group and apply for funding to help preserve the history of their communities. Maximum Award: \$10,000. Eligibility: 501(c)(3) history organizations. Deadline: June 6, 2008.

www.history.com/minisite.do?content_type=Minisite_Generic&content_type_id=51650&display_order=3&mini_id=51103

"PSA Contest for Youth"

The By Kids For Kids youth empowerment company and DoSomething.org announce the Advertise Your Cause Media Challenge, which encourages young people to discover what cause matters most to them and then "Do Something" to propel their cause into the public eye. The competition will reward the cleverest and powerful new Public Service Announcement (PSA) campaign idea that will also have the broadest impact. Maximum Award: \$10,000 and national media exposure for the winning PSA. Eligibility: U.S. residents ages 5 to 19, not graduated from high school at the time of competition. Deadline: June 30, 2008.

www.bkfk.com/Modules/Competition/Competition.aspx?section=sayit

"Award for Emerging Education Leaders"

The Association for Supervision and Curriculum Development is seeking nominations for its Outstanding Young Educator Award, which recognizes a teacher under the age of 40 who demonstrates excellence in his or her profession, a positive impact on students, creativity in the classroom, and leadership in his or her school or district.

Maximum Award: \$10,000. Eligibility: K-12 teachers under age 40; no self-nominations accepted. Deadline: August 1, 2008.

www.ascd.org/portal/site/ascd/menuitem.749fb3b35fb740a98d7ea23161a001ca/templte.article?articleMgmtId=e87c3f4062520010VgnVCM1000003d01a8c0RCRD

"Grants for Inner-City Educators"

The Brown Rudnick Charitable Foundation Corporation's Limited GEO Grants to Help Inner City Educators will fund specific, one-time future education-related needs or ideas which promise to improve inner city education within one year of the grant award in one of eligible cities. Maximum Award: \$2,000. Eligibility: small, concrete projects which will improve inner city education in Boston, Hartford, Providence, New York or Washington within the coming year. Deadline: N/A.

www.brownrudnickcenter.com/foundation/communitygrant.asp

HR MATTERS E-TIPS - PUBLISHED BY Personnel Policy Service, Inc.
THIS WEEK'S TIP: Understanding Pay for Travel Time (Attached)

Days Missed for Inclement Weather Survey: All LEAs and Charter Schools are REQUIRED by Legislation to complete the Days Missed Survey for school year 2007-2008. Please complete the online survey and submit by June 27, 2008. The survey can be found on the Financial Business Services website at www.ncpublicschools.org/fbs/ under "What's New". If you have questions about the survey, please contact Ozella Wiggins at owiggins@dpi.state.nc.us or 919.807.3757.

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919-807-3366 (phone)
919-807- 3723(fax)

Human Resource Administrators Newsletter - April 28, 2008

Colleagues,

Hopefully everyone had a great weekend. As you continue to meet challenges in your day-to-day operation, we welcome your recommendations and suggestions to better serve you.

Remember to stay in contact with the HRMS Steering Committee. They are very instrumental in interfacing with Human Resource Management Program as an advocate and liaison in researching, analyzing and monitoring the functionality development and the use of the Human Resource Management System (HRMS in the local education agencies (LEAs)). If you currently do not have a key representative from your region to represent you on the HRMS Committee, please contact David Farrell at 336.727.2816 to have your representative join the committee.

Here's the latest:

1. Just a reminder as you move forward with your recruiting process for re-employing retirees - keep in mind the ruling under House Bill 956 which extends the provisions for reemploying retired teachers exempt from the earnings cap AND the requirements that teachers who retired on November 1, 2007 and thereafter must retire unreduced in order to be eligible to be reemployed to teach exempt from the earnings cap. The wording of the legislation is online at: www.ncga.state.nc.us/Sessions/2007/Bills/House/HTML/H956v7.html

Unreduced Eligibility: Retired after attaining one of the following:

1. Age 65 and 5 or more years of contributions to TSERS
2. Age 60 AND have 25 or more years of contributions to TSERS
3. Any age with 30 years or more of contributions to TSERS

2. Financial and Business Services Summer Conference:

On July 24 -25, 2008, the Office of Financial and Business Services (FBS) will conduct its annual conference at the Sheraton Imperial Hotel and Convention Center, Research Triangle Park. In conjunction with the FBS Conference, the New Personnel Administrator's Orientation will be held July 22 -23, 2008.

www.ncpublicschools.org/fbs/conferences/

3. UPDATE ITEMS FROM THE FINANCIAL SERVICES (FBS)

NEWSLETTERS:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details click on

www.ncpublicschools.org/fbs/resources/newsletters/

4. NEWSROOM:

The Communications and Information Division provides online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools on the following: www.ncpublicschools.org/newsroom/

- News Releases: Contained news for historical purposes only. Each release was accurate on the date issued.
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<http://www.ncpublicschools.org/newsroom/facts/>
- Department of Public Instruction & State Board of Education: Provides information regarding the State Board of Education and Department of Public Instruction, their organizational structures, members and employees.
<http://www.ncpublicschools.org/newsroom/dpisbe/>
- Quick Reference: Provides quick links to useful sites on education legislation, the NC School Report Card, No Child Left Behind and the U.S. Department of Education.
<http://www.ncpublicschools.org/newsroom/quickreference/>

5. WHAT'S NEW ON THE WEB:

April 25, 2008 - NCDPI web highlights at www.ncpublicschools.org/whatsnew/.

Following issues are addressed:

- NCVPS Summer and Fall Courses on the Web
- EC Teacher Assistant Training Scheduled for August
- Summer Tuition Awards Available for AIG Teachers
- Parent Empowerment Page Features Updated Information
- Financial Planning Information for High School Students Added to PFL Site
- Title 1, Part D Application for 2008-09 Online
- Making the Grade" Spotlights Art Education
- Looking for John Green: Printz Award-Winning Author Found in Second Life

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - For details on the following articles click: www.publiceducation.org/newsblast_current.asp

- THE NATION HAS BEEN AT RISK FOR TWENTY-FIVE YEARS, TOMORROW
- DID A NATION AT RISK CREATE MORE HARM THAN GOOD?
- POVERTY CAN STYMIE DEVELOPMENT
- KINDERGARTEN HAS GONE THE WAY OF LITTLE RED WAGONS AND MUD PIES
- QUITE SIMPLY, WHEN COMMUNITIES COME TOGETHER, SCHOOLS IMPROVE
- THE FEDERAL ROLE IN EDUCATION SHOULD FOCUS MORE ON COMMUNITIES
- COIN TOSS DECIDES RE-HIRE ORDER OF RECENTLY LAID OFF TEACHERS
- SCHOOL CHOICE SURGES IN STATES
- URBAN STUDENTS ACHIEVEMENT INCREASES, NO MATTER THE TEST
- NEW REPORT PROVIDES CHARACTERISTICS OF 100 LARGEST SCHOOL DISTRICTS
- THE POWER OF ANIMALS: ASSISTANCE DOGS MAKE DREAMS COME TRUE
- LOW-INCOME RURAL STUDENTS NEED EXTENDED LEARNING TIME PROGRAMS
- THE BEGINNING OF LIFE APPEARS TO BE GETTING BETTER

HR MATTERS E-TIPS - PUBLISHED BY Personnel Policy Service, Inc.
THIS WEEK'S TIP: Mental Illness under the ADA and FMLA (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919-807-3366 (phone)
919-807- 3723(fax)

Human Resource Administrators Newsletter - May 14, 2008

Colleagues,

Hopefully this past weekend rendered time to everyone for some relaxation. As we quickly approach the end of another school year and mid year, don't hesitate to contact us for assistance.

Don't forget to update your calendar for the upcoming New Personnel Administrator's Orientation being held July 22 -23, 2008.

www.ncpublicschools.org/fbs/conferences/

Here's the latest:

1. PANC NEWS:

At the Spring Conference, PANC was voted as a stand-alone, membership organization separate from the NC Department of Public Instruction. To stay in tune with current details on PANC, please link to: <http://www.pancweb.org/>.

2. STATE BOARD OF EDUCATION MET APRIL 29- MAY 1, 2008:

The agenda is online at:

www.ncpublicschools.org/sbe_meetings/0802/0802sbagenda.html.

3. UPDATE ITEMS FROM THE FINANCIAL SERVICES (FBS) NEWSLETTER:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click on www.ncpublicschools.org/fbs/resources/newsletters/.

4. WHAT'S NEW ON THE WEB:

May 9, 2008 NCDPI WEB HIGHLIGHTS - www.ncpublicschools.org/whatsnew/.

The following issues are addressed:

- More EOG Math Samples Added to Accountability Site
- Executive Evaluation Tool Draft Online
- Survey Results to Provide Feedback and Ideas for NCLB Resources
- EC Training Presentations on the Web
- Social Studies' Podcast Features Dr. H. Lynn Erickson
- AP Initiatives Newsletter Highlights New Rubric and Strategies
- E-Newsletter for Student Support Services Now Online
- Safe and Drug Free School Grant Application Updated for 2008-09

5. NEWSROOM:

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- Department of Public Instruction & State Board of Education: Provides information regarding the State Board of Education and Department of Public Instruction, their organizational structures, members and employees. www.ncpublicschools.org/newsroom/dpisbe/
- Quick Reference: Provides quick links to useful sites on education legislation, the NC School Report Card, No Child Left Behind and the U.S. Department of Education. <http://www.ncpublicschools.org/newsroom/quickreference/>

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - APRIL 11, 2008: For details on the following articles click: www.publiceducation.org/newsblast_current.asp.

- EVEN TEACHERS THINK IT'S TOO HARD TO FIRE BAD APPLES
- A KEY TO LITERACY: PARENTS TALKING WITH THEIR KIDS
- IS YOUR SCHOOL CLEAN? OK, BUT IS IT GREEN CLEAN?
- BLOGGING HELPS ENCOURAGE TEEN WRITING
- ARE WIRED KIDS WELL SERVED BY SCHOOLS?
- COMMUNITY ENGAGEMENT IS KEY TO CHANGING COLLEGE-GOING CULTURES
- NEW SURVEY FINDS LITTLE IS KNOWN ABOUT CHARTER SCHOOLS
- CHARTER SCHOOL STUDENTS APPEAR TO HAVE HIGHER COLLEGE-GOING RATES
- TUITION DOESN'T APPEAR TO MAKE COLLEGE CLASSROOM IMPACT
- THERE IS A NEED FOR INCREASED EMPHASIS ON "MIDDLE" SKILLS
- TEACHER OPPOSED TO STANDARDIZED TESTING RECONSIDERS
- HOW TO REALLY MEASURE QUALITY TEACHERS
- DID A NATION AT RISK CREATE MORE HARM THAN GOOD?
- POVERTY CAN STYMIE DEVELOPMENT

- KINDERGARTEN HAS GONE THE WAY OF LITTLE RED WAGONS AND MUD PIES
- QUITE SIMPLY, WHEN COMMUNITIES COME TOGETHER, SCHOOLS IMPROVE
- THE FEDERAL ROLE IN EDUCATION SHOULD FOCUS MORE ON COMMUNITIES
- COIN TOSS DECIDES RE-HIRE ORDER OF RECENTLY LAID OFF TEACHERS
- SCHOOL CHOICE SURGES IN STATES

GRANT AND FUNDING INFORMATION (Attached)

HR MATTERS E-TIPS - PUBLISHED BY Personnel Policy Service, Inc.
THIS WEEK'S TIP: COBRA Notices and Proof of Delivery (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919-807-3366 (phone)
919-807- 3723(fax)

Human Resource Administrators Newsletter - June 3, 2008

Colleagues,

As we quickly approach the end of another school year and mid year, summer offers time to catch up on many things. You can take advantage of catching up on school law by attending one of the regional Summer Law Clinics. These clinics will help new administrators prepare for the challenges ahead of them and help veterans fine-tune their legal strategies. (Details attached)

Here's the latest:

1. PANC

At the Spring Conference, PANC was voted as a stand-alone, membership organization separate from the NC Department of Public Instruction. Please go to the PANC website to join: www.pancweb.org/.

You can send your membership fee to:

Bob McGrattan
P.O. Box 734
Asheville, NC 28802.

2. THE NEW PERSONNEL ADMINISTRATOR'S ORIENTATION:

Will be held July 22 -23, 2008. www.ncpublicschools.org/fbs/conferences/.

3. STATE BOARD OF EDUCATION IS SCHEDULED TO MEET JUNE 3 - 5, 2008:

The agenda is online at:

www.ncpublicschools.org/sbe_meetings/0802/0802sbagenda.html

4. FEATURED PUBLICATION AT NCDPI:

Public School Laws of North Carolina Annotated 2007 Edition

This book contains statutes, case notes and opinions of the Attorney General through the 2007 session. It also includes statutes other than 115C. A searchable CD-ROM version of the book is included. (LexisNexis Edition) SL102, 2008, \$30.

Did you know that NCDPI sells a variety of publications to educators, administrators, school and central office staff, students and parents? Check out the agency's inventory of more than 200 manuals, brochures, posters, CDs, videotapes and more at our Publications Sales site www.ncpublicschools.org/publications.

5. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTERS:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details click

www.ncpublicschools.org/fbs/resources/newsletters/.

6. WHAT'S NEW ON THE WEB:

May 30, 2008 - NCDPI WEB HIGHLIGHTS www.ncpublicschools.org/whatsnew/.

- Workshop for Cultural Responsiveness Planned

NCDPI's Raising Achievement and Closing Gaps section is hosting a workshop entitled "Promoting Cultural Responsiveness in Public Education," July 30-31. The workshop is designed to explore cultural responsiveness as it applies to education, as well as equitable learning opportunities for all students. Topics will include: Appreciating Culture and Cultural Responsiveness; Uncovering Diversity; Power, Privilege, and Change; and Developing an Action Plan. Organizations are encouraged to send a team of three to five. For more information, including registration materials, workshop agenda and directions, visit:

www.ncpublicschools.org/racg/resources/workshop/.

- NCVPS Fall Textbook List now Online

Students registering for fall 2008 classes for the North Carolina Virtual Public Schools (NCVPS) may find information about required textbooks and course material online at www.ncvps.org/courses/textbooks/. Please use the scroll bar to access all required materials. Suggested ordering information, price of books and materials, and AP Science Lab facilitation requirements are also included.

- Updated Schedule for Textbook Adoption on Web

The five-year schedule for the textbook adoption process was recently updated. To review the schedule, and learn more about the textbook adoption process in North Carolina, please visit www.ncpublicschools.org/textbook/process/.

- 2008-09 SRSA Application Posted

Documentation for the 2008-09 application for the Small Rural Achievement Program is available at www.ncpublicschools.org/comped/reap/srsa/. The Small Rural Achievement Program is one of two federal programs that enable small, rural districts to compete effectively for federal grants, and receive sufficient grant funds to meet an initiative's goals and objectives. To learn more about the federal programs for rural schools visit www.ncpublicschools.org/comped/reap/.

- PFL Site Updated with Commonly Used Terms

What is amortization or a back-end load? Educators, students and parents discover a whole new vocabulary when dealing with Personal Financial Literacy. Navigate the world of PYE, puffery and yields by visiting the recently-added page for Personal Financial Literacy vocabulary www.ncpublicschools.org/pfl/vocabulary/.

7. NEWSROOM:

The Communications and Information Division provides online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools on the following: (Check weekly for updates) www.ncpublicschools.org/newsroom/.

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- Department of Public Instruction & State Board of Education: Provides information regarding the State Board of Education and Department of Public Instruction, their organizational structures, members and employees. www.ncpublicschools.org/newsroom/dpisbe/
- Quick Reference: Provides quick links to useful sites on education legislation, the NC School Report Card, No Child Left Behind and the U.S. Department of Education. www.ncpublicschools.org/newsroom/quickreference/

ARTICLES OF INTEREST

Annual Portrait of Education in the U.S. Released: The Condition of Education 2008
On Thursday Mark Schneider, Commissioner of the National Center for Education Statistics, led a briefing to announce the release of The Condition of Education 2008. Among other things, the 2008 report analyzes enrollment in America's public schools as it rises to an all-time high, becoming more diverse. Hispanic students now make up 1 in 5 school students, but these students as well as other minority students are proportionately clustered in high-poverty schools.

This report summarizes the current status and important developments and trends in education using the latest available data. The National Center for Education Statistics is mandated to report to Congress and the President on the Condition of Education by June 1 of each year. The 2008 report presents 43 indicators on the status and condition of education in the United States. NCES produces an array of reports each year that present findings as these about the U.S. education system. The Condition of Education 2008 is the culmination of a yearlong project. For more information, and to view the Condition of Education 2008 in its entirety, go to <http://nces.ed.gov/programs/coe/>.

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - MAY 30, 2008:

For details on the following articles click:

www.publiceducation.org/newsblast_current.asp.

- MORAL DIMENSIONS OF EDUCATIONAL DECISIONS
- WHAT TEACHERS REALLY WANT
- ZELMA HENDERSON, LAST SURVIVING COMPLAINANT OF BROWN VS. BOARD, DIES
- RACISM RAMPANT AT ALABAMA SCHOOL
- EARTHQUAKES BRING ATTENTION TO SEISMICALLY UNSAFE SCHOOLS
- REMNANTS OF FEDERAL BOARDING SCHOOLS FOR INDIAN CHILDREN STILL REMAIN
- SATURATE BEFORE SOAK: EARLY LEARNERS CAN HANDLE BIG WORDS
- ENDEMIC DEMORALIZATION AT D.C.'S MOST FAILING SCHOOLS
- TEACHING MATH SO STUDENTS ARE READY FOR COLLEGE
- HOW A FAILING GRADE BECOMES A PASSING GRADE
- LATINO PARENTS FIND COLLEGE PREP MAIN PURPOSE OF SCHOOLING
- NO "BOYS' CRISIS": GENDER GAP NOT AS IMPORTANT AS RACE OR INCOME
- A NATION AT RISK, YET AGAIN
- DRAMATIC CHANGES IN NAMIBIA'S CLASSROOMS
- RESTOCKING THE ENGINEERING TALENT POOL
- CRITICAL NINTH GRADE YEAR GETS LEAST EXPERIENCED TEACHERS
- POPULAR BOSTON MATH TEACHER DEPORTED TO IVORY COAST

GRANT AND FUNDING INFORMATION (Attached)

HR MATTERS E-TIPS - PUBLISHED BY HR Daily Advisor
THIS WEEK'S TIP: FMLA Medical Certification (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919-807-3366 (phone)
919-807-3723 (fax)

Human Resource Administrators Newsletter - June 9, 2008

Colleagues,

Hope everyone had a great weekend and managing to deal with the heat. We can't say enough how much we appreciate all that you do.

Here's the latest:

1. THE NEW PERSONNEL ADMINISTRATOR'S ORIENTATION:

Will be held July 22 -23, 2008. www.ncpublicschools.org/fbs/conferences/

2. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTERS:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click www.ncpublicschools.org/fbs/resources/newsletters/.

Financial and Business Services Summer Conference:

On July 24-25, 2008, the Office of Financial and Business Services will conduct its annual conference at the Sheraton Imperial Hotel and Convention center, Research Triangle Park. Conference registration and hotel information is available on our website at www.ncpublicschools.org/fbs/conferences/. If you have questions regarding the conference please contact Paul LeSieur or Doris McCain at 919.807.3700. See attached Memo dated May 29, 2008.

Information on House Budget Bill:

Attached you will find a Word Document reflecting key proposed changes being made to the FY 2008-09 budget. Now that the House has passed the budget along to the Senate, the Senate will have their opportunity to reflect changes they will propose to affect the FY 2008-09 budget. The house budget reflects a change to the Retirement Rate to 8.14%. Should you have any questions, please feel free to contact Paul LeSieur at plesieur@dpi.state.nc.us or 919.807.3701.

Advisory Opinion on Ten-Month Teacher Pay in Twelve Installments:

Attached you will find a letter from Philip Price introducing the changes needing to be communicated to those 10 month employees wanting to be paid from a LEA via the traditional 12 month installment plan. You are required to provide the traditional 12 month installment outlined in General Statute G.S. 115C-302.1, if an employee elects to be paid in this manner. This ruling supersedes any local board actions requiring employees to participate in the alternative installment method. Also attached is a copy of the ruling provided by the Attorney General's Office. Should you have any questions, please feel free to contact Larry Simmons at lsimmons@dpi.state.nc.us or 919.807.3364.

Teach for America Teachers / Payments:

Over the years Teach for America has been providing teachers to LEAs across North Carolina. There are associated recruitment and training/support fees that are required to be paid by LEAs when employing Teach for America Teachers. Payment of these costs may be paid to Teach for America from object code 311 from the following allocations:

- Low Wealth (PRC 031),
- Small County (PRC 019), and
- Disadvantaged Student Supplemental Funding (PRC 024).

Should you have any questions, please feel free to contact Paul LeSieur at plesieur@dpi.state.nc.us or 919.807.3701.

Motor Fleet Mileage Rate Change Effective July 1, 2008:

Please see attached memo from State Budget Director David McCoy regarding the change in motor fleet mileage rates effective July 1, 2008.

3. Lex-IS Services - SCHOOL E-LAW UPDATE (Vol. 08-06):

Since the last law update many more cases have been decided that you should know about: some directly affecting North Carolina schools. The update summaries are in a new format. Rather than include them below, you can access at <http://lex-is.com/docs/update0806.htm>.

4. NORTH CAROLINA SCHOOL BOARDS ASSOCIATION (ELNC) FLYER:

June 5, 2008 - The Assistant Legal Counsel with the North Carolina School Boards Association would like to make you aware of their online legal treatise publication. ELNC contains 32 chapters that cover a number of school law issues including five chapters on school employment law in North Carolina and also provides contact information for those who are interested in purchasing a subscription. Details attached.

5. FEATURED PUBLICATIONS AT NCDPI:

Public School Laws of North Carolina Annotated 2007 Edition

This book contains statutes, case notes and opinions of the Attorney General through the 2007 session. It also includes statutes other than 115C. A searchable CD-ROM version of the book is included. (LexisNexis Edition) SL102, 2008, \$30.

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ARTICLES OF INTEREST

NATIONAL CENTER FOR EDUCATION STATISTICS: ATTRITION OF PUBLIC SCHOOL MATHEMATICS AND SCIENCE TEACHERS - MAY 2008

Using data from the Teacher Follow-up Survey (TFS), this Issue Brief reports on trends in the attrition of public school mathematics and science teachers over a 16-year period and examines the reasons given by mathematics and science teachers for leaving teaching employment. Findings from the analysis indicate that the percentage of public school mathematics and science teachers who left teaching employment did not change measurably between 1988-89 and 2004-05. However, the percentage of other public school teachers who left teaching employment did increase over the same period. Differences were found between mathematics and science leavers and other leavers. For example, of those teachers with a regular or standard certification, a smaller percentage of mathematics and science teachers than other teachers left teaching employment. In addition, when asked to rate various reasons for leaving the teaching profession, greater percentages of mathematics and science leavers than other leavers rated better salary or benefits as very important or extremely important: <http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2008077>

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - MAY 30, 2008:

For details on the following articles click:

www.publiceducation.org/newsblast_current.asp

- 40 YEARS LATER: REMEMBERING SENATOR ROBERT F. KENNEDY
- USING CONSTITUENCY BUILDING TO IMPROVE PUBLIC SCHOOLS
- BUILDING THE FUTURE OF FAMILY INVOLVEMENT
- END-OF-YEAR SCHOOL OBLIGATIONS DRIVE PARENTS BATTY
- SCHOOL LUNCHES SUFFER UNDER PRICE PRESSURE
- LOCAL EDUCATION FUND HELPS TEACHERS LEARN TOGETHER
- OVER-REFERRAL OF BLACK STUDENTS IN FLORIDA UNDER SCRUTINY
- ISLAM IN THE CLASSROOM: WHAT THE TEXTBOOKS TELL US
- TELL YOUR STORY OF COMMUNITY INVOLVEMENT IN PUBLIC EDUCATION
- IDAHO PROPOSES BOLD MOVE ON AYP
- MATH & SCIENCE TEACHERS FROM INDIA HELP REDUCE U.S. SHORTAGE
- RESEARCH QUESTIONS QUALITY OF TEACHER TRAINING
- PARENTS PUSH FOR FOOD ALLERGY STANDARDS
- LOW-INCOME STUDENTS WORK TO EARN THEIR PRIVATE SCHOOL TUITION
- FREEING PRINCIPALS FROM ADMINISTRATIVE TASKS
- CALIFORNIA BUDGET CUTS CREATE TEACHER SURPLUS
- NC COLLEGE GRADS MAY BE REQUIRED TO SERVE K-12 SCHOOLS TO GET DIPLOMAS

GRANT AND FUNDING INFORMATION (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919-807-3366 (phone)
919-807- 3723(fax)

Human Resource Administrators Newsletter - June 25, 2008

Colleagues,

As we embrace and enjoy the summer, hopefully this information will assist you in your day-to-day activities.

Here's the latest:

1. THE NEW PERSONNEL ADMINISTRATOR'S ORIENTATION: Will be held July 22 -23, 2008. www.ncpublicschools.org/fbs/conferences/

2. Membership fee for PANC: Address correction to mail your membership fee for PANC: The P.O. Box should have been 7347 instead of 734:

Bob McGrattan
P.O. Box 7347
Asheville, NC 28802

3. LEGISLATIVE NEWS FROM JONES STREET: Jones Street - June 20, 2008. The fifth week of the legislative session has been as busy as the previous four. The Senate completed its work on the budget on Thursday and, needless to say, there are differences between the Senate and House budgets that will be reconciled by conferees. All of the Joint Appropriations Subcommittees met yesterday and discussed the differences in an open meeting with the General Assembly Fiscal Staff. The Joint Appropriations Education Subcommittee will resume meeting on Monday, June 23, at 1 p.m. Further details on critical items and issues, access: www.ncpublicschools.org/legislative/details?view=legislature&id=5

4. STATE BOARD OF EDUCATION MET JUNE 24, 2008: Emergency Meeting Via Conference Call. The agenda is online at: www.ncpublicschools.org/sbe_meetings/0806-2/conferencecall/0806sbagendacc.html.

5. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTERS: The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click on www.ncpublicschools.org/fbs/resources/newsletters/.

6. Lex-IS Services: Provides legal counsel, instruction, and support to help school leaders strategically comply with the law. For more information about services, conferences, and teacher/administrator law workshops, please contact or visit website. Contact information: 815.301.3931 / Services@LEX-IS.com / www.Lex-IS.com

7. NORTH CAROLINA SCHOOL BOARDS ASSOCIATION (NCSBA): An advocate for public school education, is to provide leadership and services that enable local boards of education to govern effectively. Further details on upcoming training and conferences, access: www.ncsba.org/index.htm.

8. FEATURED PUBLICATION AT NCDPI: Public School Laws of North Carolina Annotated 2007 Edition - This book contains statutes, case notes and opinions of the Attorney General through the 2007 session. It also includes statutes other than 115C. A searchable CD-ROM version of the book is included. (LexisNexis Edition) SL102, 2008, \$30.

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- Quick Reference: Provides quick links to useful sites on education legislation, the NC School Report Card, No Child Left Behind and the U.S. Department of Education. www.ncpublicschools.org/newsroom/quickreference/

ARTICLES OF INTEREST

- PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - JUNE 25, 2008: For details on the following articles click: http://www.publiceducation.org/newsblast_current.asp

- EDUCATION REFORM CAST AS A CIVIL RIGHTS ISSUE BY AN UNLIKELY DUO
- FORMER ED OFFICIAL GIVES INSIDE STORY ON NCLB
- MISSISSIPPI TOWN HOLDS FIRST INTEGRATED PROM SINCE DESEGREGATION IN 1970
- "HIGHLY QUALIFIED" TEACHERS LESS PREVALENT IN HIGH-POVERTY DISTRICTS
- PUT PARENTS & COMMUNITIES FRONT & CENTER
- CAN LARGE CITY SUPERINTENDENTS SUCCEED?
- NEW TRAINING FOR SCHOOL SAFETY OFFICERS IN SCHOOL SHOOTINGS
- STUDY SUGGESTS NBPTS CERTIFICATION LEADS TO HIGHER STUDENT ACHIEVEMENT
- MEMPHIS CITY COUNCIL VOTES TO CUT SCHOOL FUNDING ENTIRELY
- NEW GROUP LAUNCHES THE HUMAN RESOURCES SIDE OF SCHOOL REFORM
- FTA CLAIMS SPECIAL PUBLIC BUS ROUTES SHUT OUT COMPETITION
- STATES FIND TUTORING PROVISION DOES NOT IMPROVE TEST RESULTS
- BOSTON'S TEACHER "RESIDENCY" RECOGNIZED AS NATIONAL INNOVATOR
- NATIONAL PTA NAMES FIRST MALE AFRICAN-AMERICAN CHIEF EXECUTIVE
- GRANT AND FUNDING INFORMATION (Attached)
- HR TIP (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919-807-3366 (phone)
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Human Resource Administrators Newsletter - July 9, 2008

Colleagues,

Hope everyone is looking forward to the upcoming conference and don't forget to register.

Here's the latest:

1. THE NEW PERSONNEL ADMINISTRATOR'S ORIENTATION:

Will be held July 22 -23, 2008. www.ncpublicschools.org/fbs/conferences/.
(Agenda Attached)

2. EXECUTIVE EVALUATION TOOL IMPLEMENTATION 2008-09:

Additional Training (Attached)

As part of the deployment plan for the Executive Instrument: Principal evaluation; DPI would like to invite one representative from your district to attend a training session July 28-30 at the North Raleigh Hilton Hotel.

The targeted audience for this session is staff charged with professional development responsibilities. Principals and supervisors have been trained on the new instrument and will begin the school year shortly. The third session will include a review of the two day training and will focus on professional development strategies for ongoing principal learning.

This is an important session to help build capacity for professional development in your LEA. Unfortunately, space is limited. Additional training sessions will be offered in late summer and fall.

If you plan to attend this additional training session, please send along her/his information to David P. Mills, Administrative Assistant for the Office of Professional Development at DPI. 919.807.3427.

3. LEGISLATIVE NEWS FROM JONES STREET - Friday, July 4, 2008

The State Board of Education is pleased to announce that the legislature has completed its budget and plans to approve it and send it to the Governor this week. Public schools will see an allotment of \$35 million to their fuel fund, and ABCs bonuses were funded at \$90 million. In addition, new funds were included for More at Four (\$30 million); dropout grants (\$15 million); school connectivity (\$10 million); DSSF (\$6 million); academically gifted (\$3.2 million) children with disabilities (\$6.2 million); and teacher mentors (\$3 million).

The teacher salary increase will be 3 percent with an additional bump to the first three steps of the teacher salary schedule. Other public school employees and

state employees will receive pay increases of 2.75 percent or \$1,100, whichever is greater.

The complete budget is now available on the General Assembly's Web site, at www.ncga.state.nc.us/.
www.ncpublicschools.org/legislative/details?view=legislature&id=5

4. STATE BOARD OF EDUCATION MET JULY 1, 2008:

The agenda is online at: www.ncpublicschools.org/sbe_meetings/0806-2/conferencecall/0806sbagendacc.html

5. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTER:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details click on <http://www.ncpublicschools.org/fbs/resources/newsletters/>

Cash Management Update:

Because of the recent problems of the State Controllers Statewide Cash Management System, LEA regular cash deposits and cash deposits related to "BUD" processing for funds requirement dates (FRD) of 06/26/08, 06/27/08 and 06/30/08 were delayed. Now that the system problems have been resolved, your cash transactions for these FRDs should be available for viewing in Core Banking by Monday, June 30, 2008. If you have questions regarding your cash deposits for these days, please contact Sarah Harris at 919.807.3636 or sharris@dpi.state.nc.us.

North Carolina Public School Insurance Fund, (the "Fund"):

See attached note from Eileen Townsend to Finance Officers concerning the North Carolina Public School Insurance Fund. Should you have questions please contact Eileen Townsend at 919.807.3522 or etownsen@dpi.state.nc.us.

IRS Mileage Rate Change:

See attached memo from State Budget Director, David McCoy, regarding the change in IRS mileage rate and the allowable rate of reimbursement for travel on official business effective July 1, 2008. If you have any questions, please contact Sarah Harris at 919.807.3636 or sharris@dpi.state.nc.us.

Matching Retirement Rate:

As stated in the June 9th newsletter, the House budget reflects a change in the Retirement Rate to 8.14%. Since it is very unlikely that a final State budget will be passed by June 30, DPI is recommending that the LEAs use the current rate of 7.83% as the matching retirement rate for the Installment accruals. Make final FY 08 expenditures accordingly. Even if the FY 09 matching retirement rate is not

7.83%, LEAs will still run the July (and in some cases August) installment payrolls at the accrued 7.83% rate so that the actual installment expense will closely match the installment accruals. AP invoices will be manually accrued to adjust the July and/or August matching check to the passed percentage. Any difference in the rate would be reflected in FY 09 expenditures. DPI will keep you posted, and notify you of the legal FY 09 rate once the budget is passed. If you have questions contact Ally Barfield at 919.807.3715 or abarfiel@dpi.state.nc.us.

BUD Year End Information:

Please see attached document for special year end processing information. Please contact the Customer Support Center at 919.807.4357 or email help@dpi.state.nc.us if you need assistance.

Financial and Business Services Summer Conference:

Attached you will find a tentative schedule for the FBS Summer Conference to be held on July 24-25, 2008 at the Sheraton Imperial Hotel and Convention Center, Research Triangle Park. Conference registration and hotel information is available on our website at www.ncpublicschools.org/fbs/conferences/. If you have questions regarding the conference please contact Paul LeSieur or Doris McCain at 919.807.3700.

6. UPDATE FROM THE STATE TREASURER: June 30, 2008:

A letter from State Treasurer Richard Moore communicating about the strength of the North Carolina Retirement Pension Fund performance. (Attached)

The North Carolina Retirement Systems Division is proud to partner with Prudential Retirement and Great West Retirement Services, providers of our supplemental savings plans - NC 401(k) and NC Deferred Compensation.

Retirement Planning Conferences through the end of September. The Teachers' and State Employees' Retirement System sessions will begin at 9:30 a.m. and the Local Governmental Employees' Retirement System sessions will start at 1:30 p.m. For dates, please refer to the Employer section of the Retirement Systems website at www.myncretirement.com/.

The conferences last about 2 hours and provide an orientation for newer members, and pre-retirement planning information for members closer to retirement. Registration is not required. Some locations may charge a parking fee. (Schedule Attached)

7. LEX-IS SERVICES:

Provides legal counsel, instruction, and support to help school leaders strategically comply with the law. For more information about services, conferences, and teacher/administrator law workshops, please contact or visit their website. Contact information: 815.301.3931 or www.lex-is.com/programs.php.

8. NORTH CAROLINA SCHOOL BOARDS ASSOCIATION (NCSBA):

An advocate for public school education to provide leadership and services that enables local boards of education to govern effectively. Further details on upcoming training and conferences, access: www.ncsba.org/.

9. NEWSROOM:

The Communications and Information Division provides the online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools on the following:

- News Releases: Contains news for historical purposes only.
www.ncpublicschools.org/newsroom/news/
- Hot Topics: DPI Cast - Mobile content allows users to take information on the road and listen via a portable audio device
www.ncpublicschools.org/newsroom/topics/
- Facts & Statistics: Provides common reference guides for public school statistics and other progress indicators concerning K-12 education.
www.ncpublicschools.org/newsroom/facts/
- Department of Public Instruction & State Board of Education: Provides information regarding the State Board of Education and Department of Public Instruction, their organizational structures, members and employees.
www.ncpublicschools.org/newsroom/dpisbe/
- Quick Reference: Provides quick links to useful sites on education legislation, the NC School Report Card, No Child Left Behind and the U.S. Department of Education.
www.ncpublicschools.org/newsroom/quickreference/

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - JUNE 27, 2008: Further details on additional articles click: www.publiceducation.org/newsblast_current.asp

ATTITUDE DETERMINES SUCCESS IN RURAL SCHOOLS:

Perri Applegate of the University of Oklahoma K20 Center recently investigated the qualities that differentiate high-achieving and low-achieving rural high schools, reports Science Daily. Applegate found that the top factors that impacted student achievement in urban high schools - test scores, student-teacher ratio and rigorous curriculum - did not determine student success in rural schools. Rather, community involvement and the school's commitment to student excellence were the determining factors. "In small-town America, the school and the community are dependent upon each other for success," said Applegate. In rural areas, schools tend to be the center of the community, acting as a gathering place and offering social services. "Rural schools in the study listed the same factors as impacting student achievement: poverty, parental support, community,

extracurricular activities and a caring school culture," said Applegate. "The difference between a high- or low-achieving rural school was how they - both the school and the community - met those challenges." High-achieving schools had educators that embraced the role of being a rural teacher, which typically means wearing many hats and being creative with necessary resources. Another key factor was that high-achieving schools gave students many opportunities to connect their learning to the well-being of the community, reinforcing the school-community bond.

TEACHERS' WORK DOESN'T ALWAYS END WITH THE SCHOOL YEAR:

Some teachers never leave the classroom. Some travel well beyond the walls of their schools. Others catch up on sleep or yard work. By the time the summertime comes, most teachers are drained, writes Agnes Jasinski in *The Gazette*. According to the most recent survey from the National Education Association on how teachers spend personal time, about 35 percent of teachers surveyed nationwide in 2003 said they were participating in courses and activities sponsored by their school systems in the summertime. "Many of them take professional development courses because that's easier to do in the summer," said Daniel Kaufman, a spokesman for the Maryland State Teachers Association. "It needs to be said that most teachers during the school year work much more than just the usual daily schedule. They're usually in the 60-hour per week range." Teachers' opinions vary on the idea of a 12-month academic year, with short vacations scheduled around holidays rather than the traditional summertime block. Proponents argue that children forget much of what they learned during the school year once summer hits. Opponents say the method inconveniences parents and wears out teachers.

FUEL COSTS FOR YELLOW BUSES CUT INTO OTHER PROGRAMS

The 2007-08 school year has come to a close, but as superintendents across the country finalize their budgets for the fall, many are projecting major spikes in a number of areas, the greatest being diesel for yellow buses that bring kids to school, writes Anne Marie Chaker of *The Wall Street Journal*. Some 475,000 school buses transport 25 million students - more than half of the country's schoolchildren - each day, and cover 4.3 billion miles a year, says the American School Bus Council. And the cost of fueling all these vehicles has a direct impact beyond the bus. Faced with budget shortfalls, many administrators will try to avoid cutting back "core" subject areas, such as math and reading, and turn to slashing "enrichment" programs - like field trips to the theater. School budgets are already reeling from projected shortfalls in state revenue, which can typically make up anywhere from about one-third to two-thirds of district budgets. This coming fiscal year, 23 states are projecting gaps - where revenues are expected to be lower than expenditures - compared with 16 last year, according to the National Conference of State Legislatures. Local revenue sources, often tied to property-tax revenues, are also suffering from the real-estate slowdown. In the 2001 recession, when school districts faced slackening state revenues, they could coast from the run-up in real-estate values, which translated into higher property-

tax receipts. Today, real-estate values are falling in much of the country, leaving no safety valve for schools. "I've never seen anything escalate this quick [as diesel costs have]," said Hank Hurd, chief operating officer of the Durham, N.C., school district. "There's no way for a school district to absorb those kinds of increases."

GRANT AND FUNDING INFORMATION (Attached)

THIS WEEK'S TIP: Bullying -Are You Condoning by Inaction? (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resource Administrators Newsletter - July 29, 2008

Colleagues,

Hope everyone enjoyed and benefited from the New Personnel Administrators' Orientation. The presentations are posted to the web for future reference: www.ncpublicschools.org/fbs/conferences/presentations/.

We will keep you posted as we receive information on the upcoming Fall PANC Conference.

Here's the latest:

1. LEGISLATIVE NEWS FROM JONES STREET - July 22, 2008

The General Assembly 2008 Session officially adjourned at 5 p.m. on Friday, July 18. Friday was a "roller-coaster" day with all interested parties running back and forth between the Senate and House to monitor and intercept legislation that could have had a detrimental effect on K-12 education. For further details, access the Legislative Report website:

www.ncpublicschools.org/legislative/details?view=legislature&id=5.

2. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTER:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click on www.ncpublicschools.org/fbs/resources/newsletters/.

3. Lex-IS Services:

Hope you find these and other case and news updates useful. The complete summaries are posted online:

<http://archive.constantcontact.com/fs006/1101851386224/archive/1102175475850.html>.

A few interesting rulings from North Carolina and other courts are worth noting:

- Heated and vitriolic charges about other persons posted on one's personal website do not necessarily constitute "stalking" under our state statutes. You should be aware, though, of criminal rules that may allow prosecution for Internet and computer harassment. (We've provided a link to relevant rules.)
- A student's disrespectful hallway behavior is not the same as "juvenile delinquency." (Be careful not to overreact.)
- A disorderly and gun-toting parent at a football games could be searched and prosecuted.

- An important decision from the 9th Circuit Court of Appeals (outside our jurisdiction) raises some very important issues and concerns about employer access to employee text and other electronic messages sent and received on employer-owned equipment but stored on a private service provider's computer system.

4. NORTH CAROLINA SCHOOL BOARDS ASSOCIATION (NCSBA):

For details on upcoming training and conferences, access: www.ncsba.org/.

5. NEWSROOM:

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- Hot Topics: DPI Cast - Mobile content allows users to take information on the road and listen via a portable audio device. www.ncpublicschools.org/newsroom/topics/
- Facts & Statistics: Provides common reference guides for public school statistics and other progress indicators concerning K-12 education. www.ncpublicschools.org/newsroom/facts/
- Department of Public Instruction & State Board of Education: Provides information regarding the State Board of Education and Department of Public Instruction, their organizational structures, members and employees. www.ncpublicschools.org/newsroom/dpisbe/
- Quick Reference: Provides quick links to useful sites on education legislation, the NC School Report Card, No Child Left Behind and the U.S. Department of Education. www.ncpublicschools.org/newsroom/quickreference/

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - July 25, 2008 For details on the following articles click: www.publiceducation.org/newsblast_current.asp.

- School Districts Take a Fresh Look at Integration
- Failing in School Called Tougher on Girls Than on Boys
- Georgia Pushing to Kill School-Finance Suit
- Baltimore Students Show Unexpected Gains in Statewide Assessments
- U.S. Seen Lagging in Pursuit of More STEM Degrees

- Schools Cutting Back on Nursing Staffs
- Promoting High Achievement for African-American Students
- Weighing In on How to Improve Teacher Quality
- Maryland Forced to Designate 5 Baltimore Schools Dangerous
- How State Education Agencies Can Bolster School Improvement
- Kansas City Equation: Good Schools = Good Business
- Status of U.S. Kids: A New Annual Report
- Brown vs. Board of Education: The Movie

GRANT AND FUNDING INFORMATION (Attached)

HR TIP: Make Sure Educational Requirements Are Job-Related (Attached)

Joan T Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resource Administrators Newsletter - August 13, 2008

Colleagues,

Hope everyone is having a productive week. With another school year quickly approaching, hopefully the information we provide in some way assist you in your day-to-day operation.

Here's the latest:

1. PERSONNEL ADMINISTRATORS OF NC (PANC) FALL CONFERENCE:

The Personnel Administrators of North Carolina (PANC) Fall Conference will be held on October 5-8, 2008 at the Crowne Plaza, Asheville, North Carolina.

The PANC website is now "live" and you can review and register for the conference. Please go to www.pancweb.org and click on "events." The drop down menu will show "registration".

2. INSTALLMENT PAY OPTIONS:

The time is fast approaching for 10-month employees to make an election to have their 10-month salary paid over 12 months. The IRS guidelines must be in place and enforced when providing for this election. (Attached)

3. STATE BOARD OF EDUCATION MET AUGUST 5-7, 2008:

The agenda is online at: www.ncpublicschools.org/sbe_meetings/0806-2/conferencecall/0806sbagendacc.html

4. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) AUGUST 1, 2008 NEWSLETTER:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For further details click on www.ncpublicschools.org/fbs/resources/newsletters/

- Improving Student Accountability (PRC 072)
- FY 08-09 Initial Allotments Revised
- FY 2008-09 Disadvantaged Student Supplemental Allotments (DSSF) - PRC 024
- Top of the Scale Bonus Q and A
- Personnel Eligible for NBPTS 12% Differential
- ABCs Bonuses Letter

5. Lex-IS Services:

Current updates are posted online at www.lex-is.com/docs/update0808.htm.

6. NORTH CAROLINA SCHOOL BOARDS ASSOCIATION (NCSBA):

For details on upcoming training and conferences, access www.ncsba.org/

7. NEWSROOM:

The Communications and Information Division provides online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools.

www.ncpublicschools.org/newsroom/

ARTICLES OF INTEREST

- HR TIP: 13 Inexpensive Effective Employee Motivators (Attached)
- HR TIP: Pregnancy Discrimination and Leave Laws (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resources Administrators Newsletter - August 19, 2008

Colleagues,

It's "back-to-work" this week for employees in a majority of our traditional schools. That means you're busy coordinating all the personnel actions necessary to support them and to keep them focused on another successful year. I certainly appreciate all you do in using your diverse talents to maintain a healthy, productive and satisfied work force.

It's been a few months since my last production of this newsletter. Joan is participating in a professional development workshop this week, so I get the opportunity to keep you informed.

The feedback from the New Personnel Administrator's Orientation was very positive and it provided us with excellent recommendations for future sessions. The orientation is for you; we welcome your comments and suggestions for improvement.

We're putting the finishing touches on the update of the Benefits and Employment Policy Manual based on the new legislative changes. We hope to have a draft change grid available to you next week. A Q&A on Personal Leave will be posted to our website soon.

Our staff is available to attend and present at your regional PANC sessions.

Have a great week!

Here's the latest...

1. Registration Open for Fall PANC Conference:

The Fall PANC Conference is scheduled for October 5-8, 2008, at the Crowne Plaza Resort, Asheville, NC. You can now register for the conference at www.pancweb.org/. Click on Events and then click on Registration.

2. Salary upgrade for Occupational (OT) and Physical Therapists (PT) Assistants:

At the September 2007 board meeting, the State Board of Education approved a salary upgrade for OT and PT assistants from Pay Grade 64 to Pay Grade 67. Effective July 1, 2008, all OT and PT assistants must be paid at a minimum of a pay grade 67. The State Board also approved updated the list of sample job descriptions. LEAs can modify the job descriptions to meet their individual needs. www.ncpublicschools.org/work4ncschools/employment/jobdescrip/.

3. State Board Meeting Highlights:

The State Board of Education met last week and approved the ABCs growth rates, cohort graduation rates, the ABCs incentive award formula, and program approval requests under the Innovative Education Initiatives Act. Board members discussed changes regarding eligibility criteria for accommodations and alternate assessments designated for students identified as limited English proficient, More at Four pre-kindergarten curricula recommendations, and teacher evaluation policies. Complete Board Highlights are available online at www.ncpublicschools.org/sbehighlights/. News releases about the ABCs growth and incentive awards and the cohort graduation rates are online at www.ncpublicschools.org/ under "News".

4. New Writing Assessment to Pilot 21st Century Methods:

State Board members reacted favorably to the 2008-09 Writing Assessment Proposal presented by NCDPI Deputy Academic Officer Angela Quick. Board members approved the plan to replace the former fourth and seventh grades writing assessments with a requirement that all students in grades four and seven complete two content-specific writing assignments and two on-demand writing tasks. Students in grades seven will use word processing tools in order to complete their assignments. All seventh grade students with the exception of students in 10 pilot LEAs will store their work in local portfolios. Teachers will use state rubrics to score student writing and NCDPI will monitor the portfolios to ensure compliance. Students in 10 pilot LEAs will participate by using an electronic storage, uploading and retrieval system for their writing samples. This pilot will be evaluated next summer with results reported to the Board in September 2009. To see the complete plan, please go to www.ncpublicschools.org/sbe_meetings/revisions/2008/pdfs/gcs2rev.pdf.

5. NC Approved for Statewide SES Pilot:

The US Department of Education recently approved North Carolina's continued participation in a national pilot program that reverses the order of the first two years of sanctions applied to schools entering into Title I School Improvement. For 2008-09, the pilot will include the 34 districts that indicated a desire to participate. Only eight districts participated in the pilot over the past two years. The pilot allows Title I schools in participating districts to offer supplemental educational services (SES) or free tutoring, as the first-year sanction instead of public school choice. Pilot districts for 2008-09 are: Alamance-Burlington, Bladen, Burke, Brunswick, Cabarrus, Caldwell, Charlotte-Mecklenburg, Cleveland, Columbus, Craven, Cumberland, Dare, Durham, Edgecombe, Gaston, Granville, Guilford, Hertford, Hoke, Iredell-Statesville, Jackson, Moore, Nash-Rocky Mount, Northampton, Pender, Pitt, Richmond, Rockingham, Rowan-Salisbury, Sampson,

Scotland, Transylvania, Union and Wayne. More information is online about this pilot and other NCLB issues at www.ncpublicschools.org/nclb/.

6. October Workshop Opportunity:

"Teacher Expectations and Student Achievement" will be held Oct. 29-30 from 8:30 a.m.-4 p.m., in Room 150 of the Education Building, Raleigh. Central office administrators, lead teachers, principals, school counselors and 21st Century community directors are encouraged to attend. The registration fee is \$125 per person. Pre-registration is required. For more information, please go online to www.ncpublicschools.org/racg/ or contact Sonja Leathers at 919.807.3687 or sleather@dpi.state.nc.us.

7. LEARN NC Offers Virtual Mentoring Program:

New teachers can sometimes have the toughest teaching assignments. LEARN NC offers a Virtual Mentoring program for guidance and expert help. Time commitment will be minimal. It's available at any hour, day or night. And best of all, it's yours at no cost. For more information, please visit www.learnnc.org/lp/pages/4191.

8. Special Transportation Hotline Activated; Public Can Report School Bus Drivers Violating State Laws:

School bus passengers and drivers wanting to report school bus drivers for violating the state's seat belt and cell phone use laws can now call a special "Transportation Hotline" established by the NC Department of Public Instruction. Stickers stating the laws along with the hotline phone number are being placed inside each school bus and activity bus in the Cabarrus, Winston-Salem/Forsyth and Guilford County School Systems as well as the Mooresville Graded School District as part of a pilot project. To read more about this pilot program, please go to the NCDPI Web site at www.ncpublicschools.org/ and click on the appropriate link under "News."

Larry M. Simmons, Section Chief
School Personnel Support
Division of Financial and Business Services
NC Department of Public Instruction
Office: 919.807.3364
Fax: 919.807.3723

Human Resources Administrators Newsletter - August 26, 2008

Colleagues,

I am sure these first couple weeks of school have been very challenging as well as rewarding. As your new school year jump starts, don't hesitate to contact us for assistance. I hope everyone is looking forward to a great and safe holiday.

Here's the latest...

1. Personal Leave:

The Q and A pertaining to personal leave changes is attached and will be posted to the web by the end of the week.

2. Benefits and Employment Policy Manual

The manual has been submitted to the State Board of Education as a DRAFT for review. As soon as the review is complete, we send a copy and post to the web.

3. REMINDER: Fall PANC Conference

The conference is scheduled for October 5-8, 2008, at the Crowne Plaza Resort, Asheville, NC. Don't forget to register for the conference and make reservations. Rooms will be held until September 12th and cannot be guaranteed after that date. If you have special dietary needs, please contact Pat Hensley at phensley@catawba.k12.nc.us. The agenda is posted at: www.pancweb.org/.

4. FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTERS:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click on www.ncpublicschools.org/fbs/resources/newsletters/.

5. NEWSROOM:

The Communications and Information Division provides online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools on the following: (Check weekly for current updates www.ncpublicschools.org/newsroom/)

SPECIAL TRANSPORTATION HOTLINE ACTIVATED: PUBLIC CAN REPORT SCHOOL BUS DRIVERS FOR VIOLATING STATE LAWS

School bus passengers and drivers wanting to report school bus drivers for violating the state's seat belt and cell phone use laws can now call a special "Transportation Hotline" established by the NC Department of Public Instruction. Stickers stating the laws along with the hotline phone number are being placed inside each school bus and activity bus in the Cabarrus, Winston-Salem/Forsyth and Guilford County School

Systems as well as the Mooresville Graded School District as part of a pilot project.
www.ncpublicschools.org/newsroom/news/2008-09/20080818-01

NC STUDENTS GAIN ON SAT: GAP WITH NATION NARROWS TO 10 POINTS
NC's Advanced Placement participation and performance also up. North Carolina's average SAT score in 2008 increased, bringing the state to within 10 points of the nation's average, according to information released today by The College Board. North Carolina's average SAT score was 1,007, and the nation's was 1,017. "We are extremely pleased with today's news," said State Superintendent June Atkinson. "Students have been working diligently and challenging themselves with higher level courses. This strategy takes time, but it is effective. In 1998, it seemed we would never reach the national average. Today, that goal is within sight."
www.ncpublicschools.org/newsroom/news/2008-09/20080826-01

6. PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - August 22, 2008

For details on the following articles click:

www.publiceducation.org/newsblast_current.asp.

- The people and their schools: New poll results favor Obama
- Amid economic troubles, schools feel the pressure
- State revenue shortfalls worse than expected
- 'Drastic' outcomes for black male students detailed in Schott report
- For many first-generation college students, it's still a big step
- California math mandate adds up to staffing problem
- Community colleges in Iowa face teacher shortages in key fields
- Do cash incentives boost student performance? Stayed tuned
- Taking steps to provide an enriching school climate
- Key federal law on higher education is reauthorized

7. GRANT AND FUNDING INFORMATION (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resources Administrators Newsletter - September 23, 2008

Colleagues,

1. REMINDER:

The Fall PANC Conference is less than two weeks away. Don't forget to register for the conference and make reservations. If you have special dietary needs, please contact Pat Hensley at hensley@catawba.k12.nc.us. The agenda is posted at: www.pancweb.org/.

Please contact Debbie Durham, ddurham@wcps.org if you know of any personnel administrators that retired between April 30, 2008 and September 30, 2008.

2. STATE BOARD OF EDUCATION MET SEPTEMBER 11-12, 2008:

The agenda is online at:

www.ncpublicschools.org/sbe_meetings/0809/0809sbagenda.html

3. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTER:

- Governor's Directive on State Funding Reductions for FY 2008-09
- The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click on www.ncpublicschools.org/fbs/resources/newsletters/

4. NEWS RELEASE:

September 18, 2009: State Superintendent Meets with First Lady and U.S. Secretary of Education to Discuss Reinstatement of Reading First Funding:

www.ncpublicschools.org/newsroom/news/2008-09/

5. PEP (Principal Executive Program) Leadership Program for Experienced Principals

All 2008-09 PEP programs have been aligned with the new North Carolina Performance Standards for Principals. They are continuing Leadership Programs for Assistant Principals, New Principals (changed from 12 days to 8 days), Experienced Principals (changed from 12 days to 8 days), and Survival Schools for New Principals. An important change for this year is the expansion of the short-term institutes targeting specific skills. The institutes for this year are Data-driven Decision Making Using EVASS, The Principal's Role in Professional Learning Communities, Resource Management (completed August, 2008), and School Administrators as Instructional Leaders. Though not yet confirmed, they hope to add another Leadership Program

for Assistant Principals in the spring, a short-term Teacher Retention Institute in March, and a collaborative short-term institute with North Carolina Virtual Public School staff. Further details: www.ncpep.org/content.php/index.htm

6. NORTH CAROLINA SCHOOL BOARDS ASSOCIATION (NCSBA):

For details on upcoming training and conferences, access:

www.eboardsolutions.com/ncsba/emembership/getRegistrant.asp?E=2086

7. NEWSROOM:

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www.ncpublicschools.org/newsroom/

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - SEPTEMBER 19, 2008:

For details on the following articles: www.publiceducation.org/newsblast_current.asp

Middle-school years called optimal time for teaching critical thinking

The notion that the middle-school years may be the best time to train people in complex reasoning and critical thinking has been borne out in initial studies by researchers at the University of Texas at Dallas's University Center for BrainHealth, writes Robert Miller, a columnist at the Dallas Morning News. "High-level reasoning and critical thinking are skills that have to be learned and practiced," says Dr. Sandra Bond Chapman, BrainHealth's chief director. "If teens do not acquire the ability to learn strategically during this developmental period, they might never do so."

Researchers at the center have created a program called SMART - Strategic Memory and Reasoning Training - to teach teens how to think critically. Special benefits are seen for those with attention deficit disorder.

Remedial Education 101: One-third of new college students need it

They may be high school graduates, but a great many of them are not ready for college-level work. Describing a study by the nonpartisan group Strong American Schools, the Associated Press says an estimated one-third of American college students need to take remedial classes when they get to college. The cost to taxpayers: \$2.3 billion to \$2.9 billion a year. Strong American Schools calls its report "Diploma to Nowhere." It says 43 percent of students at community colleges and 29 percent of those at public four-year universities need to retake subjects they should have learned in high school. Says Eloy Oakley, president of Long Beach City College in California: "I don't believe that the public in general really understands the magnitude of the problem."

Maryland moves toward major restructuring of failing schools

The Center on Education Policy (CEP) says Maryland education officials are advising failing schools to replace their principals and teaching staffs, the Baltimore Sun reports. Such a step is an option under the No Child Left Behind Act, but it has not been used extensively elsewhere in the country. CEP's president, Jack Jennings, says Maryland's move signals frustration on the part of state officials, who have tried more gradual remediation efforts without much result. Since NCLB was enacted, the number of Maryland schools designated as needing major change has grown from four to 38, half of them in Baltimore.

Survey points to potential pool of new teachers

A survey by the Woodrow Wilson National Fellowship Foundation shows that 42 percent of college-educated 24 to 60-year-olds would consider teaching as a career, the Christian Science Monitor reports. The finding comes as the nation anticipates needing 2.9 million to 5.1 million new teachers between now and 2020 because of retirements, turnover, and enrollment increases. Of those who responded positively about trying a career in teaching, nearly half would consider switching careers within five years and three out of 10 would find it very appealing to work with children from disadvantaged backgrounds or in a low-performing school.

Alabama schools seen underperforming despite good financing

The Alabama Policy Institute says in a report that the state's education system is not performing well even though it is well funded, according to the Birmingham News. Students' scores on the National Assessment of Educational Progress are below those in most other states, Alabama's graduation rates are 45th in the nation, and the state spends \$304 million to \$454 million a year on remedial education. The institute's report ("Alabama's Public Education Dilemma: Does Funding Influence Outcomes?") says teachers' salaries and benefit packages rank 19th highest in the nation when adjusted for pensions, cost of living, and other factors. The institute describes itself as "a nonpartisan, nonprofit research and education organization dedicated to the preservation of free markets, limited government, and strong families."

Chicago finds big jump in AP enrollments across ethnic groups

The number of Chicago Public Schools students taking Advanced Placement tests for college has risen by 108 percent during the past four years, says the Chicago Tribune. Moreover, reports Arne Duncan, the district's chief executive officer, students enrolled in AP classes and receiving a passing score on the exams increased across all ethnic groups. In the last eight years, Latino students scoring a 3 or better on the tests rose by more than 243 percent, while the proportion increased by 169 percent for African-American students, 161 percent for white students, and 109 percent for Asian students. Says Duncan: "We're strengthening the core curriculum in high schools across the city and really raising the bar."

Where 'paternalism' succeeds

In an examination of highly successful inner-city schools that he characterizes (positively) as warmly "paternalistic," David Whitman, a freelance journalist, says such "highly prescriptive" institutions teach students not only how to think, but also how to act according to so-called traditional, middle-class values. Whitman, a former senior writer at U.S. News & World Report, writes in the Hoover Institution's Education Next that such an approach is "deeply at odds with the conventional wisdom of the K-12 education establishment." All the same, he says, it is the only effective way to reduce the "immense achievement gap" between disadvantaged minority students and their more privileged peers.

Nearly half of Milwaukee's students called truants

The Wisconsin Legislative Audit Bureau has found that 46 percent of Milwaukee Public School students were habitually truant in 2006-07, based on the state's definition of at least five unexcused absences per semester, according to the Milwaukee Journal Sentinel. Milwaukee's statistic compares with nine percent in the state overall, and is up from 30 percent in the past decade. The Milwaukee Police Department has assigned four officers to patrol for truants, but last year they netted less than a fifth of about 38,000 students who skipped school. The state Department of Public Instruction has passed along nearly \$1.3 million in federal funds to Milwaukee's schools over the past four years, with mixed results. Habitual truancy rates increased at three of six schools receiving the funds, despite the additional resources.

Massachusetts pre-K pilot puts quality over quantity

Although universal preschool is the goal of a two-year pilot program in Massachusetts, money to date has not been spent on expanding access, despite a waiting list of 4,400 children whose families need financial assistance. Instead, according to the Boston Globe, the funds have gone to strengthening programs already in existence. Amy Kershaw, acting commissioner of the state's Department of Early Childhood Education and Care, points to studies indicating that only high-quality preschool, rather than the availability of preschool per se, can help erase the achievement gap between lower-income students and their peers.

- NATIONAL CENTER OF EDUCATION STATISTICS - September 17, 2008:

Projections of Education Statistics to 2017:

This publication provides projections for key education statistics. It includes statistics on enrollment, graduates, teachers, and expenditures in elementary and secondary schools, and enrollment and earned degrees conferred expenditures of degree-granting institutions. For the Nation, the tables, figures, and text contain data on enrollment, teachers, graduates, and expenditures for the past 14 years and projections to the year 2017.

For the 50 States and the District of Columbia, the tables, figures, and text contain data on projections of public elementary and secondary enrollment and public high school graduates to the year 2017. In addition, the report includes a methodology section describing models and assumptions used to develop national and state-level projections. To download statistics:

<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2008078>

- GRANT AND FUNDING INFORMATION (Attached)
- HR TIP: Pay for Weather-Related Business Closing (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resources Administrators Newsletter - October 10, 2008

Colleagues,

Hope everyone enjoyed the PANC conference and received informative information. Continue to keep us informed on how we can better serve you. We certainly appreciate all you do in providing such great service daily.

Here's the latest:

1. HRMS User Group Conference:

The HRMS User Group Conference will be held November 19-20, 2008 at the Joseph S. Koury Convention Center (adjacent to the Four Seasons Mall) located at 3121 High Point Road Greensboro, NC 27407. Don't forget to register: [2008 HRMS Conference Registration](#) .

2. STATE BOARD OF EDUCATION MET SEPTEMBER 30 - OCTOBER 2, 2008:

The agenda is online at:

www.ncpublicschools.org/sbe_meetings/0809/0809sbagenda.html

Issues of Discussion:

- *Update Policy on Interscholastic Athletics (HRS 1)* - The Board approved revising the age limit rules for athletics participation to align with the kindergarten entrance date (moving in 2009 from Oct. 15 to Aug. 31), the eligibility rule for non-traditional school schedules and the definition of a school year.
- *Rubric for Preservice School Executive: Principal Programs (TCP 1)* - Board members approved the proposed rubric to evaluate preservice school executives and school executive preparation programs. The assessment instrument aligns with the new evaluation instrument for school executives. The "re-visioned" school executive programs are expected to be operational no later than fall 2010.
- *Licensing Physical Education and Health Teachers (TCP 2)* - The addition of a license area in physical education and health and the authorization of the NCDPI Licensure Section to issue the new license to physical education teachers who meet the requirements were approved.
- *Teacher Evaluation Policies (TCP 3)* - Board members approved policies related to the new teacher evaluation instrument approved by members in June. Policies include requiring teachers to be evaluated annually using the new instrument, completing state-approved training on the new instrument and reporting summative ratings on the new instrument.
- *Charter School Mission Statement Changes (LFI 1)* - Board members approved requests from Evergreen Community Charter, Forsyth Academy, Guilford Preparatory Academy, Raleigh Charter High and Vance Charter to change their mission statements. Forsyth Academy's revised mission was not approved because

the revision would significantly shift the educational focus of the school under which the charter was approved.

- *Phoenix Academy Name Change Request (LFI 2)* - Board members did not approve a request from Phoenix Academy to change its name to The International School of the Piedmont at Phoenix Academy because it changes the curriculum and initial mission of the school under which the charter was approved.
- *Revision of the Policy Regarding the State Advisory Council on Indian Education and Indian Education Programs (LFI 3)* - Revisions to the State Advisory Council on Indian Education and Indian Education programs' policy to reflect membership and responsibilities of the Council and the role of the NCDPI in supporting local school districts and Title VII Indian education programs was approved.

3. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTER:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click: www.ncpublicschools.org/fbs/resources/newsletters/.

4. RAISING ACHIEVEMENT & CLOSING GAPS - October Workshop Opportunity:

"Teacher Expectations and Student Achievement" will be held Oct. 29-30 from 8:30 a.m. - 4 p.m., in Room 150 of the Education Building, Raleigh. Central office administrators, lead teachers, principals, school counselors and 21st Century community directors are encouraged to attend. The registration fee is \$125 per person. Pre-registration is required. For more information, please go online to www.ncpublicschools.org/racg or contact Sonja Leathers at 919.807-3687 or sleather@dpi.state.nc.us.

5. NEWS RELEASES - September 18, 2009:

State Superintendent Meets with First Lady and U.S. Secretary of Education to Discuss Reinstatement of Reading First Funding:
www.ncpublicschools.org/newsroom/news/2008-09/.

6. NEWSROOM: The Communications and Information Division provides online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools on the following: (Check weekly for current updates)
<http://www.ncpublicschools.org/newsroom/>

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST – October 10, 2008: For details on the following articles click: www.publiceducation.org/newsblast_current.asp.

GIVE KIDS GOOD SCHOOLS WEEK

October 12 through 18 is Give Kids Good Schools Week. This is the centerpiece of the Give Kids Good Schools campaign to give Americans the tools they need to **learn** the facts about quality public schools, **vote** to support and promote quality public education in their community and across the country, and **act** by letting public officials and others know that quality public education is a top priority all year long. For further details: http://givekidsgoodschools.org/main/act.cfm?Category=Give_Kids&Section=Main.

WHAT OTHERS ARE DOING TO MAKE A DIFFERENCE

When communities come together to talk about their public schools, great things happen. Conversations about challenges and opportunities bring forth common goals and concerns, and result in a shared vision of what quality public education can and should be. Further details: http://givekidsgoodschools.org/main/act.cfm?Category=What_Others&Section=Main.

GRANT AND FUNDING INFORMATION (Attached)

HR TIP: Owed Overtime (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resources Administrators Newsletter - October 28, 2008

Colleagues,

Hope everyone is enjoying this cold weather and having a successful week. Continue to keep us informed on how we can better serve you. We certainly appreciate all you do in providing such great service daily.

Here's the latest:

1. HRMS User Group Conference:

The HRMS User Group Conference will be held November 19-20, 2008 at the Joseph S. Koury Convention Center (adjacent to the Four Seasons Mall) located at 3121 High Point Road Greensboro, NC 27407. Don't forget to register: 2008 HRMS Conference Registration .

2. RAISING ACHIEVEMENT & CLOSING GAPS:

October Workshop Opportunity: "Teacher Expectations and Student Achievement" will be held Oct. 29-30 from 8:30 a.m.-4 p.m., in Room 150 of the Education Building, Raleigh. Central office administrators, lead teachers, principals, school counselors and 21st Century community directors are encouraged to attend. The registration fee is \$125 per person. Pre-registration is required. For more information, please go online to www.ncpublicschools.org/racg/ or contact Sonja Leathers at 919.807.3687 or sleather@dpi.state.nc.us.

3. STATE BOARD OF EDUCATION WILL MEET NOVEMBER 4-6, 2008:

The agenda will be online at:

www.ncpublicschools.org/sbe_meetings/0809/0809sagenda.html.

4. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTER:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click www.ncpublicschools.org/fbs/resources/newsletters/.

- 1st Month Data Available
- Full-Time Mentor and Mentor Stipend Coding
- 2008 13th Month MFR Reports
- Zero-Out Reports
- LEA Full-time Personnel Data
- Salary Supplements Data

5. WHAT'S NEW ON THE WEB:

- The Graduation Requirements site helps parents and students better understand what is required to receive a high school diploma in one easy to access location. To learn more about this site, and view the material, please visit www.ncpublicschools.org/gradrequirements/.
- A Web site has been created to support School Innovation Day, Nov. 18. This is a unique opportunity for the public to visit schools across the state to see their latest and greatest innovation project. A list of participating schools, promotional material and contacts are available on the site. To learn more about School Innovation Day, please visit www.ncpublicschools.org/innovate/.
- An extensive revision was recently completed on the School Turnaround site. The site features information and material relating to the School Turnaround program. Visit www.ncpublicschools.org/turnaround/ to learn more and view its resources.
- Schools Recognized for Reading First Exemplary Programs. More than 20 elementary schools across the state have been recognized for Exemplary Reading First programs. To view the list of schools and the criteria, please visit www.ncpublicschools.org/readingfirst/exemplary/. The North Carolina Reading First initiative works to ensure that all children learn to read well by the end of the third grade.
- Personal Financial Literacy 2008 Teacher Survey. During the 2007-08 school year, the NCDPI implemented Personal Financial Literacy instruction in Civics and Economics courses. The goal of the program is to change attitudes and behavior of students regarding their personal finances, create educated consumers and encourage savings. Teachers are asked to provide feedback on their experiences by completing a survey. Results from the survey will be used to make the program more effective for classroom teachers and their students. The survey is available at www.ncpublicschools.org/pfl/teachersurvey, and will be posted through Nov. 24.
- Robert C. Byrd Scholarships Recognizes Academic Excellence. The Robert C. Byrd Honors Scholarship Program is a federally-funded program established to promote student excellence and academic achievement. Approximately 200 scholarships of \$1,500 each are awarded annually based on academic merit and promise of continued academic excellence. This program is funded by the U. S. Congress and is administered through the NCDPI. Applications for the 2009-10 school year are now available and can be obtained through high school counselors. For more information about the program, visit www.ncpublicschools.org/recruitment/scholarships/byrd/.

- Updated Education Acronyms List Available in English and Spanish. In education, as in most specialized professions, educators use terms that may be unfamiliar to the general public. The list of most commonly used acronyms or abbreviations and their meanings has been recently updated, and is available in English and Spanish, at www.ncpublicschools.org/acronyms/.
- Featured Publications at NCDPI. To order, please call 800.663-1250 or visit Publication Sales on the Web at www.ncpublicschools.org/publications/.
 - North Carolina Pupil Transportation Directory. A directory of transportation directors and other transportation staff for each school district, including email and mailing addresses. DR106, 2008, \$4.75.
 - Did you know that NCDPI sells a variety of publications to educators, administrators, school and central office staff, students and parents? Check out the agency's inventory of more than 200 manuals, brochures, posters, CDs, videotapes and more at our Publications Sales site at www.ncpublicschools.org/publications/.

6. NEWSROOM:

The Communications and Information Division provides online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools. Check weekly for current updates - www.ncpublicschools.org/newsroom/

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - October 24, 2008:

For details on other articles, click: www.publiceducation.org/newsblast_current.asp.

- High dropout rate adding to economic concerns. The nation's "persistently high" high-school-dropout rate is adding to concerns about the growing economic crisis, the Wall Street Journal reports. According to a recent study by the nonprofit America's Promise, only about 70 per cent of public high school students graduate in four years, with only 52 percent in the 50 largest cities doing so. The study says a 50-percent reduction in the number of dropouts would generate an additional \$45 billion a year in tax revenue. Marguerite Kondracke, president of America's Promise, calls dropouts "our next class of nonperforming assets." Public officials also are worried about rising costs for social programs and the criminal justice system, where dropouts account for 75 percent of state prison inmates. http://online.wsj.com/article/SB122455013168452477.html?mod=rss_whats_news_us

- Schools could benefit from layoffs in financial sector. Widespread layoffs in the financial sector could end up benefiting public schools, according to USA Today, with many former investment professionals switching to teaching, at least temporarily. The newspaper puts it this way: "Looking for a silver lining in the financial meltdown? How about this: Your child's next math teacher could be an absolute whiz." In a New York City teaching fellows program that trains career changers to work in schools, the proportion of applicants listing finance as their current job is 10 percent, compared with 6 percent in 2006. The prestigious Teach for America program, meanwhile, has seen an increase to 10 percent for trainees who majored in business. Says Tim Daly of the New Teacher Project: "These big moments ... and I think Sept. 11 was the last big moment ... cause people to look for work that has meaning to them." www.usatoday.com/news/education/2008-10-15-meltdown-teachers_N.htm

- GRANT AND FUNDING INFORMATION (Attached)
- HR TIP: Legal Exposure for Employee Drivers (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resources Administrators Newsletter - November 18, 2008

Colleagues,

With the school year moving along very quickly, hopefully the information we provide assist you in your day-to-day operation. We can't express enough how much we appreciate all you do.

Here's the latest:

1. Revision for the Employment Benefit Manual has been approved and should be posted to the website by the end of next week.

2. HRMS User Group Conference: The HRMS User Group Conference will be held November 19-20, 2008 at the Joseph S. Koury Convention Center (adjacent to the Four Seasons Mall) located at 3121 High Point Road Greensboro, NC 27407. Don't forget to register: 2008 HRMS Conference Registration.

3. REMINDER- LEA Full-time Personnel Data (SS200): LEA Full-time Personnel Data (SS200) is due November 26, 2008. If you have any questions, contact Angela Harrison at 919.807.3734.

4. 2008 School Law Academy: The 2008 School Law Academy on personnel issues will take place on December 10 and 11, 2008, at the offices of the North Carolina School Boards Association (NCSBA) in Raleigh, North Carolina. This two-day institute will focus on personnel law, covering issues such as teacher tenure, administrator contracts, personnel records, legal issues regarding the new teacher evaluation instrument, discrimination law, academic freedom, new state law requirements and other topics that you need to know in order to avoid needless and costly litigation for your school system. Further details please access: www.ncsba.org/.

5. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTER: The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click on www.ncpublicschools.org/fbs/resources/newsletters/.

6. WHAT'S NEW ON THE WEB - NOVEMBER 7, 2008 - NCDPI WEB

HIGHLIGHTS: For further updates, access www.ncpublicschools.org/whatsnew/ .

Help Us Spread the Word about Web Highlights

Do you find this information helpful? Do you know someone who also might benefit from receiving Web Highlights and other valuable emails from NCDPI? If so, please let your friends and colleagues know that they can subscribe by visiting www.ncpublicschools.org/egroups.

ABCs Background Packet Features Information for 2008

The ABCs of Public Education began in the 1996-97 school year as North Carolina's primary school improvement program and was a major step forward in improving schools, providing the state's first school-level accountability system and generating information that has allowed North Carolina to better target school improvement efforts. An ABCs Background Packet featuring highlights of the ABCs program for 2008, a sample of the report format and a list of frequently asked questions can be viewed at <http://abcs.ncpublicschools.org/abcs/>.

Communication Tools for Administrators on NCLB Site

The No Child Left Behind (NCLB) Web site now features a page devoted to communication tools to assist district administrators in preparing staff and parent presentations on AYP results, developing parent notifications, or other NCLB-related work. Communications tools include newsletters, PowerPoint presentations, guides for explaining various different impacts of NCLB on school communities, templates for parent notifications, brochures for parents at Title I and non-Title I schools and more. To review or download any of the materials, please visit www.ncpublicschools.org/nclb/communications/.

2008-09 State Salary Manual on the Web

The 2008-09 State Salary Manual is now available online at www.ncpublicschools.org/fbs/finance/salary/. The manual contains complete legislative salary information and State Board of Education salary policies. A reference chart of salary schedules and daily rates for state legislated certified salaries for 2008-09 is also available.

Several new Web sites are now available to visit, view and download resources.

- The School Innovation Day Web site features information about this exciting event happening in schools across the state on Nov. 18 from 10 a.m. - 2 p.m. Find out which schools will open their doors to the public to show off their latest, greatest and best school innovations at www.ncpublicschools.org/innovate/.
- The Indian Education Site provides a variety of resources to support the education of American Indian students, and stakeholders who work to prepare them for success in a globally competitive environment. To view or download any of the material, please visit www.ncpublicschools.org/americanindianed/.

7. NEWSROOM: The Communications and Information Division provides the online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools: (Check weekly for current updates)

www.ncpublicschools.org/newsroom/. NC School Innovation Day Tour is Nov. 18

ARTICLES OF INTEREST

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - November 14, 2008:

For details on other articles, click:

www.publiceducation.org/newsblast_current.asp

Public Education Network (PEN) celebrates 25 years of local education funds

- Bill and Melinda Gates Foundation releases ambitious new education giving plans
- What do we know about the outcomes at KIPP schools?
- Schools could benefit from layoffs in financial sector
- What do we know about the outcomes at KIPP schools?
- Generation "O": Politics holds new role in high school classrooms
- NOLA's charters face closer supervision
- Milwaukee voucher program pressures its conventional schools
- The kids are alright
- Pittsburgh makes moves toward merit pay
- Concern over math basics brings specialists to early grades
- Texas pre-K reform program draws fire
- One step toward closing the achievement gap

GRANT AND FUNDING INFORMATION

The Terri Lynne Lokoff Childcare Foundation: Children's Tylenol National Child Care Teacher Awards

The Terri Lynne Lokoff/Children's Tylenol National Child Care Teacher Awards acknowledge the critical role of child care teachers in providing quality early care and education. Applicants are asked to design an enhancement project for the children in their classroom illustrating the educational, social, and emotional benefits from the project. Maximum Award: \$1,000. Eligibility: teachers of infant, toddler, or preschool age children employed in a home, group, or center-based program that is fully compliant with local and state regulations for operating child care programs, who have been working in their current regulated program for a minimum of 36 months by December 5, 2008. Deadline: December 5, 2009.

John S. and James L. Knight Foundation: J-Lab Institute for Interactive Journalism
The Institute for Interactive Journalism and John S. and James L. Knight Foundation New Voices grants provide funds to seed innovative community news ventures in the United States. Maximum award: \$25,000. Eligibility: 501(c) 3 organizations and education institutions, including civic groups, community organizations, public broadcasters, schools, colleges and universities; some preference will be given to projects from former Knight newspaper communities. Deadline: February 12, 2009.

The American Historical Association: Beveridge Family Teaching Prize
The American Historical Association Beveridge Family Teaching Prize recognizes excellence and innovation in elementary, middle school, and secondary history teaching, including career contributions and specific initiatives. Maximum award: \$1,500, plus travel expenses for group leader to travel to annual meeting in January 2010 to accept award. Eligibility: K-12 teachers in groups. Deadline: March 16, 2009.

HR TIP: What the New ADA Amendments Mean (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resources Administrators Newsletter - December 8, 2008

Colleagues,

With the year quickly coming to an end, we thank you for your suggestions, and questions provided to us daily. Your feedback is always welcome and considered in perfecting what we do. We wish all of you a safe, bless and joyful holiday.

Here's the latest:

1. Revision for the Employment Benefit Manual has been posted to the website: www.ncpublicschools.org/fbs/personnel/benefits/

2. 2008 School Law Academy: The 2008 School Law Academy on personnel issues will take place on December 10 and 11, 2008, at the offices of the North Carolina School Boards Association (NCSBA) in Raleigh, North Carolina. This two-day institute will focus on personnel law, covering issues such as teacher tenure, administrator contracts, personnel records, legal issues regarding the new teacher evaluation instrument, discrimination law, academic freedom, new state law requirements and other topics that you need to know in order to avoid needless and costly litigation for your school system. Further details please access: www.ncsba.org/.

3. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTER: The Newsletters for Finance Officers and Personnel Administrators are posted online: www.ncpublicschools.org/fbs/resources/newsletters/.

4. STATE BOARD OF EDUCATION MET DECEMBER 2-4, 2008: The agenda is online: www.ncpublicschools.org/sbe_meetings/0812/0812sbagenda.html.

The Professional Standards for School Counseling and the school counselor job description were presented to the State Board of Education in November for discussion. The recommendation was that the Standards for the evaluation of school counselors be approved and that the job description be used as a professional standards support document.

The State Board of Education approved the recommendations on Thursday, December 4. The Standards will be used to create the new evaluation tool.

5. WHAT'S NEW ON THE WEB - NOVEMBER 21, 2008 - NCDPI WEB

HIGHLIGHTS: For further updates, access online: www.ncpublicschools.org/whatsnew/.

In this Edition of Web Highlights:

- A. New, Updated Resources on NCLB Web Site
- B. IEP Training Modules Online
- C. Updated Forms for NC Teacher Evaluation Process Now Available
- D. April AIG Head Count Now on Web
- E. New Publications at NCDPI

A. New, Updated Resources on NCLB Web Site

The No Child Left Behind (NCLB) Web site has been updated with new resources and revised materials.

- November Edition of the NC NCLB Newsletter Posted
This edition, available on the Web at www.ncpublicschools.org/nclb/communications/news/, features an update on the Framework for Change: The Next Generation of Assessments and Accountability, an interview with Associate Superintendent Rebecca Garland, a new name and approach for Compensatory Education work, 2007-08 AYP results, changes to look for when the 2007-08 NC Report Cards are released in January 2009, and more. For hard copy editions, call NCDPI Communications at 919.807.3450.
- NCLB Directory Updated
The list of people to contact regarding NCLB-related issues is updated and available on the Web at www.ncpublicschools.org/nclb/directory/. In addition, a listing of Title I directors and their contact information is available on the Web at www.ncpublicschools.org/nclb/titleI/overview/.
- Title I Schools Listed
Often the first place to start when answering parent questions about NCLB's implications for schools and various sanction levels is to determine if the parent's child attends a Title I school. The list for 2008-09 Title I schools is available on the Web at www.ncpublicschools.org/nclb/titleI/schools/.
- 2008-09 SES Providers List Updated
The list of 2008-09 Supplemental Educational Service providers (SES) has been revised since its initial posting in July and an updated listing is available on the Web at <http://www.ncpublicschools.org/nclb/ses/providers/>.

B. IEP Training Modules Online

Training modules to assist educators and administrators in creating Individualized Education Plans (IEP) are available at

www.ncpublicschools.org/ec/policy/presentations/. Administrators and teachers may access the materials for independent study or use within their schools.

C. Updated Forms for NC Teacher Evaluation Process now Available

Updated forms for the North Carolina Teacher Evaluation Process have been added to the Professional Development Web site. The revised material includes:

- -Progress Goals Form
- -Professional Development Plan
- -Rubric/Assessment Form
- -Record of Activities Form
- -Summary Rating Form

Please visit www.ncpublicschools.org/profdev/training/teacher/ to view or download the resources.

D. April AIG Head Count Now on Web

The Report for the April Head Count for Academically or Intellectually Gifted (AIG) Children is now available on the Exceptional Children Web site at www.ncpublicschools.org/ec/data/childcount/. The AIG child count data are North Carolina's children ages 5 through 20 receiving AIG services under a differentiated education plan (DEP).

E. New in Publications at NCDPI

To order, please call 800.663.1250 or visit Publication Sales on the Web at www.ncpublicschools.org/publications/.

- *What to Look for in a High-Quality, Inclusive Preschool Prosocial Learning Environment*
This brochure is a guide for administrators, teachers and families regarding resources to promote pro-social behaviors in the preschool classroom. (Price listed is for 25 brochures per package.) KG111, 2008, \$6
- *What to Listen for in a High-Quality, Inclusive, Rich Oral Language Preschool Learning Environment*
This brochure is a guide for administrators, teachers and families regarding resources to promote oral language development in the preschool classroom. (Price listed is for 25 brochures per package.) KG112, 2008, \$6
- *What to look for in a Quality, Literacy-Rich Preschool Preschool Learning Environment*
This brochure is a guide for administrators, teachers and families regarding and items to include in a preschool classroom to promote a literacy rich environment. (Price listed is for 25 brochures per package.) KG113, 2008, \$6
- *Education Directory*
The Public Schools of North Carolina Education Directory is a comprehensive guide to the professional staff in the state education department, education associations and organizations, individual school systems, and all public elementary and secondary schools in the state.

The directory includes materials and equipment vendor listings. The directory is also spiral bound with tabs for easy access. DR101, 2008, \$17

- Did you know that NCDPI sells a variety of publications to educators, administrators, school and central office staff, students and parents? Check out the agency's inventory of more than 200 manuals, brochures, posters, CDs, videotapes and more at our Publications Sales site at www.ncpublicschools.org/publications.

6. NEWSROOM: The Communications and Information Division provides online newsroom as a central resource of news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools on the following: (Check weekly for current updates) www.ncpublicschools.org/newsroom/

AT&T - NORTH CAROLINA PRESIDENT RECEIVES "FRIEND OF EDUCATION" AWARD. AT&T-North Carolina President Cynthia Marshall yesterday was presented with the State Board of Education's most prestigious award, "Friend of Education," in recognition of her "generosity to support causes and programs that improve children's lives." State Board of Education Chairman Howard Lee said that until Cynthia Marshall moved to North Carolina, he had never known anyone who had arrived in North Carolina and on day one started to make a difference. "She has gone above and beyond the call of duty in support of public education, and I can't think of a more deserving person and organization," Lee said. For further details: www.ncpublicschools.org/newsroom/news/2008-09/20081205-01.

ARTICLES OF INTEREST

THE PUBLIC SCHOOL FORUM OF NC - DECEMBER 5, 2008: A not for profit policy think tank which is a partnership of business leaders, education leaders, and government leaders in North Carolina. Since opening its doors in 1986, the Forum has evolved into an organization that has made a significant contribution to schools across North Carolina. Current articles reflecting current issues about the school system. (attached) Further details: www.ncforum.org/.

PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - October 24, 2008:

For details on other articles, click: www.publiceducation.org/newsblast_current.asp.

- No investment more strategic than public education
- American lack of civics knowledge "alarming"
- The president-elect faces "delicate dance" over education
- American high schools a locus of lax ethics
- Kids in housing projects at great risk for failure
- Omaha launches ambitious health initiative
- TV, Low Self-Esteem, and Family Problems Lead to Early "Sexual Debut"

- Math teachers in many high-poverty schools a mere "chapter ahead" of their students
- Magnet schools on the wane, despite proven success

GRANT AND FUNDING INFORMATION

Toshiba/NSTA: ExploraVision Awards

All inventions and innovations result from creative thinking and problem solving. The Toshiba/National Science Teachers Association ExploraVision Awards Program encourages kids to create and explore a vision of future technology by combining their imaginations with the tools of science. Maximum award: U.S. EE Savings Bond worth \$10,000 at maturity for each student. Eligibility: U.S. or Canadian citizens or legal residents, living within the United States, U.S. Territories or Canada who are full-time students grades K-12 attending a public, private, or home school. Deadline: January 28, 2009.

www.exploravision.org/about/

Coming Up Taller Awards

The President's Committee on the Arts and the Humanities: Coming Up Taller Awards recognize and reward outstanding after-school and out-of-school arts and humanities programs for underserved children and youth. Maximum Award: \$10,000. Eligibility: programs initiated by museums, libraries, performing arts organizations, universities, colleges, arts centers, community service organizations, schools, businesses, and eligible government entities. Deadline: January 30, 2009.

www.pcah.gov/cut.htm

Heinz: Ketchup Creativity Contest

The H.J. Heinz Co. is sponsoring a contest for young artists, in which winners' designs will be on single-serving Heinz Ketchup packets for 2009. Maximum award \$1,000 award for art supplies, \$1,000 worth of Heinz Ketchup, and the winner's art framed for display. Eligibility: students grades 1-12. Deadline: February 28, 2009.

www.ketchupcreativity.com/

National Fluid Milk Processor Promotion Board/USA TODAY: SAMMY Scholarship Awards Twenty-five student-athletes will win the Scholar Athlete Milk Mustache of the Year (SAMMY) Award, which entails a scholarship and a spot in a Milk Mustache ad to run in USA TODAY. Maximum award: \$7,500, an all-expense-paid trip to Disney's Wide World of Sports in Orlando, FL, and a spot in a Milk Mustache ad. Eligibility: legal residents of the 48 contiguous United States or the District of Columbia, and as of November 6, 2008, enrolled as full-time student in a state-accredited private or public high school, in good standing in grade 12, and a participant in a high school sport or club sport during the 2008-2009 school year. Deadline: March 6, 2009.

<http://sammy.bodybymilk.com/>

HR TIP: FMLA Reinstatement Rules Q&A (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)

Human Resources Administrators Newsletter - December 22, 2008

Colleagues,

Hope everyone is looking forward to the holiday break. We wish everyone a blessed, safe, and joyous holiday.

Here's the latest:

1. REVISED GRADUATE PAY POLICY:

The State Board of Education (SBE), at the December 4, 2008, meeting approved revisions to the graduate pay policy. In summary, effective July 1, 2009, the revisions will provide for recognition of all graduate degrees earned through regionally accredited institutions for salary purposes.

NOTE: The language in the SBE Executive Summary of TCP 4 states the effective date of this provision as January 1, 2009. The SBE approved an effective date of July 1, 2009 for implementation of this provision.

We're requesting that LEAs do not submit Graduate Pay Requests (Form G) for eligible employees (based on the new provisions) until on or after July 1, 2009. Requests that are submitted prior to July 1, 2009, will not be approved, in that we are still operating under current graduate pay policies. You should however continue to submit requests for employees who are eligible for graduate pay under current policy provisions.

For further details on this policy, please access the following links:

- Executive Summary:
www.ncpublicschools.org/sbe_meetings/0812/tcp/0812tcp04.pdf and
- SBE Highlights - Action Agenda:
www.ncpublicschools.org/sbehighlights/2008/12highlights.html

To confirm accreditation for postsecondary institutions and programs, please access the following website:

- Council for Higher Education Accreditation (CHEA): www.chea.org/
 - Click on Databases and Directories
 - Click on Database of Institutions and Programs Accredited By Recognized U.S. Accrediting Organizations
 - Click on link: www.ope.ed.gov/accreditation/
 - Click on "Click here to begin your search"

NOTE: To omit previous links and access the search site directly, access link: www.ope.ed.gov/accreditation/Search.aspx.

Thank you for your cooperation and support in this matter.

2. RETIREMENT SYSTEM PLANNING CONFERENCES:

The Retirement System is proud to partner with Prudential Retirement to provide information on the 401(k) and Deferred Compensation (457) plans at Retirement Planning conferences that are geared toward all members of the Local Governmental Employees' Retirement System and the Teachers' and State Employees' Retirement System. The conferences last about 2 hours and provide an orientation for newer members, and pre-retirement planning information for members closer to retirement. Registration is not required. Some locations may charge a parking fee. Please see attachment for schedule.

3. 2009 SCHOOL LAW ACADEMY:

Lex-IS Services has announced its 2009 Winter/Spring Regional Law Clinic and Symposium schedule. Topics address updates, issues and strategies in Special Education, Personnel Practices, Student Rights & Discipline, and School Cyberlaw. Programs, co-sponsored by various North Carolina law firms and professional organizations, include the following:

1. January 29: Law Clinic-Charlotte
2. February 24-25: Law Clinic-Smithfield
3. March 4-5: Law Clinic-Asheville
4. March 30-31: Law Clinic-Greensboro
5. April 29-30: School Cyberlaw Symposium (Chapel Hill)

Information and registration are available at: <http://lex-is.com/programs.php>. Early registration and other discounts are available.

4. UPDATE ITEMS FROM THE FINANCIAL AND BUSINESS SERVICES (FBS) NEWSLETTER:

The Newsletters for Finance Officers and Personnel Administrators are posted online. For details click on www.ncpublicschools.org/fbs/resources/newsletters/.

5. STATE BOARD OF EDUCATION NEXT SCHEDULED MEETING, JANUARY 6-8, 2009.

The agenda is online at: www.ncpublicschools.org/sbe_meetings/.

6. WHAT'S NEW ON THE WEB - DECEMBER 19, 2008 - NCDPI WEB HIGHLIGHTS:

For updates, access online at www.ncpublicschools.org/whatsnew/.

7. NEWSROOM:

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www.ncpublicschools.org/newsroom/.

ARTICLES OF INTEREST

- THE PUBLIC SCHOOL FORUM OF NC - DECEMBER 19, 2008: A not for profit policy think tank which is a partnership of business leaders, education leaders, and government leaders in North Carolina. Since opening its doors in 1986, the Forum has evolved into an organization that has made a significant contribution to schools across North Carolina. Articles reflect current issues about the school system. Further details: www.ncforum.org/.

- PUBLIC EDUCATION NETWORK WEEKLY NEWSBLAST - December 19, 2008:
www.publiceducation.org/newsblast_current.asp

GRANT AND FUNDING INFORMATION

NCFL/ Verizon: Tech Savvy Awards

The National Center for Family Literacy Verizon Tech Savvy Awards recognizes exemplary programs that demystify technology for parents and enable them to better guide their children in the use of new media. Maximum award: \$25,000. Eligibility: 501(c)(3) nonprofit organizations, including community-based nonprofits, libraries and schools. Deadline: January 12, 2009.

www.famlit.org/techsavvyawards

General Mills Foundation: Champions for Healthy Kids

The General Mills Foundation Champions for Healthy Kids Program awards grants to community-based groups that develop creative ways to help youth adopt a balanced diet and physically active lifestyle. Maximum award: \$10,000.

Eligibility: 501c(3) and 509(a) organizations; health departments; government agencies; schools and school districts; Native American tribes. Deadline: January 15, 2009.

www.generalmills.com/corporate/commitment/champions.aspx

United States-Japan Foundation: Elgin Heinz Award

The United States-Japan Foundation Elgin Heinz Outstanding Teacher Award recognizes exceptional teachers who further mutual understanding between Americans and Japanese. The award is presented annually to two pre-college teachers in two categories, humanities and Japanese language. Maximum award: \$7,500 (\$2,500 monetary award, \$5,000 in project funds). Eligibility: current full-time K-12 classroom teachers of any relevant subject in the United States who have been teaching for at least five years. Deadline: February 2, 2009.

www.us-jf.org/elginHeinz.html

Educational Resources: Essay Contest

The Educational Resources Essay Contest rewards schools that can show us how they are best at implementing technology for the advancement of student learning. Applicants must submit an essay detailing the technology used, how it is utilized and how it impacted student achievement. Maximum award: \$2,500 technology voucher. Eligibility: legal residents of the United States at least 18 years of age. Deadline: April 1, 2009.

<http://ideas.edresources.com/Ideas/IdeasHome.aspx>

Heartspring: Award for Innovation and Creativity in Special Education

The Heartspring Award for Innovation and Creativity in Special Education honors professionals who get results for children with special needs using creative measures. New ideas create results that matter and educators who are outstanding innovators are the right applicants for this award - only explorers, pioneers, risk-takers, and innovators need apply. Maximum award: \$1,000. Eligibility: professionals who work with children with special needs. Deadline: April 20, 2009.

www.heartspring.org/award/

- HR TIP: ADA & Prescription Drug Use at Work Q&A (Attached)

Joan T. Crump, MHRM
Personnel Analyst
School Personnel Support
919.807.3366 (phone)
919.807.3723 (fax)