



## The Presidents' Message

[Jeannette Carofano](#) & [Gloria Jones](#)

The NC DKG Convention in Asheville was non-stop action. Kappa was recognized for contributing the most chapter donations in the State to the NC DKG Educational Foundation Celebrate a Teacher - Honoring Heroes campaign. Our Website/ Newsletter/Facebook Communications were honored for top excellence. And Kappa Chapter earned a Superior Chapter Achievement Award for our past year's meetings, community activities, charitable donations and other member engagement. A pat on the back to everyone who practiced being an active member this year. Your dedication to teachers and students is outstanding and appreciated.

The Educational Law & Policy Committee's workshop focused on the proposed certification and pay scale model to take effect January 2023. Read the newsletter article under NC DKG News, follow the given link to a detailed explanation and study the chart on the following page. These changes are revolutionary for our profession. It is vital to our profession that you contact NC legislators and communicate your opinion on these plans. Time is slipping away to make a difference for fellow educators before this legislation is finalized. We ask you to urgently respond to this issue before your chance passes.

Jeannette & Gloria, Co-Presidents

## *Kappa Elects New Leadership 2022-2024*



*President  
Cindy Lockerman*



*1<sup>st</sup> Vice-President  
Brenda Knight*



*2<sup>nd</sup> Vice-President  
Beverly Griffin*



*Secretary  
Reatha Andrew*



*Treasurer  
Lynne Nadel*

# *Congratulations!*

## Welcome, 2022 Inductees!



**Jennifer De La Jara** is currently serving as Member-at-Large for the CMS Board of Education and is running for the Board of County Commissioners. She has spoken at multiple Kappa meetings, and holds a Master's Degree in ESL Education.



**Lauren Rogers** is the Volunteer and Outreach Manager at International House and recently served as our guest speaker via ZOOM for World Fellowship. She currently holds a BA in Communication Studies and a BA in International Studies

from UNC-Wilmington. Having been recently accepted into N.C. State's Master of Education Program, Lauren will pursue that degree remotely in the fall.



**Bring your Pop-tops to the Picnic!!**

March collection: 8.7 pounds

From April 1, 2021- March 2, 2022, Kappans have donated 79.8 pounds of pop-tops, a squeak below 20 nights' lodging for parents at the Ronald McDonald House, Charlotte. *Thank you!* And keep collecting!

## Kappa, Charlotte

# PICNIC

Sat., May 14<sup>th</sup> 12-3 @ Squirrel Lake Park,  
1631 Pleasant Plains Rd, Matthews

Join us for fun, fellowship and accolades!

### To Do:

**\*Sign-up to attend and be sure to tell us what food item you are bringing to the picnic.**

Go back to your Punchbowl invitation or use the link below. After the invitation is open, below the picnic table graphic, click on TO-DO Items. Read the list of food categories. Add your name and the specific food you plan to bring under the correct category label. Click the blue "I'll bring this" box and your item is registered.

**Here's the link to the Punchbowl picnic page:**

[https://www.punchbowl.com/partypage/3ecfe87dc84c1f8f?utm\\_source=Punchbowl+Transactional+Mail&utm\\_medium=email&utm\\_campaign=Invitation](https://www.punchbowl.com/partypage/3ecfe87dc84c1f8f?utm_source=Punchbowl+Transactional+Mail&utm_medium=email&utm_campaign=Invitation)

**\*Participate in the Mystery Bag Silent Auction!**

Pick a theme (or not), choose items to place in the bag (price could be up to \$20, total), put item(s) in bag, SECURELY TAPE THE BAG CLOSED (TO AVOID TEMPTING ANY PEEKERS!) and bring it to the picnic. High bid at the end of the auction will win the bag.

**\*Save postage! Bring your \$76 dues and optional Invest in Kappa donation. Make checks payable to: Kappa Chapter/DKG.**

**New Officers will be installed! Awards!!**

**Lynne's pottery will be for sale!**

## News from NC DKG

# URGENT READING!

### Educational Law & Policy Committee

NC DATA April 15, 2022

**Stay Informed...** Have you heard about legislative proposals to change the way teachers are promoted and compensated in NC? Or the new legislative committee gathering ideas to establish a different NC education system? Learn more about these items and how your chapter can advocate for teachers in your area. Check out the ELP folder for legislative updates and NC legislative seats up for vote this May. Stay informed at [https:// bit.ly/NCDKG-ELP](https://bit.ly/NCDKG-ELP)

**See the graphic *NC Pathways to Excellence for Teaching Professionals*** following this page. This certification pay scale is planned for implementation this coming **January 2023**.

## News from DKG International

### Dress for Success Convention Project

NC DATA April 15, 2022

International may be taking a page from NC's handbook— there is a convention project local to the convention city! Dress for Success New Orleans' "mission is to empower women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in work and in life."

The project asks attendees to bring a professional handbag filled with interview-appropriate jewelry, unopened makeup or cosmetics, and a cash or check donation to Dress for Success New Orleans. Include a note of inspiration such as "you've got this," "believe in yourself" or "stay strong." Drop off your donation to the DKG collection area (near registration) at the Sheraton New Orleans either Tuesday, July 12, 3:00-6:00 p.m., Wednesday, July 13, 7:00-8:00 a.m. or 11:00 a.m.-12:00 p.m., or Thursday, July 14, 7:30-8:30 a.m. or 10:30 a.m.-12:00 p.m.

NC DATA April 15, 2022

### World Fellowship Makes a Difference

Dr. Susan Blackburn, NC DKG World Fellowship Rep

NC Chapters, thank you for your annual contributions to the World Fellowship Fund. Because of your giving, 1,029 women in 122 countries have received awards totaling \$3,739,250 since 1960! These women have been given the opportunity to acquire higher education that they may not have otherwise been able to obtain in their own countries.

**2022**

**INTERNATIONAL CONVENTION**

**NEW ORLEANS**

**JULY 12-16**

**Sheraton New Orleans, 500 Canal St.**

<https://www.dkg.org/DKGMember/Events>

**Read the proposed certification and pay scale categories on the following page!**

# North Carolina Pathways to Excellence for Teaching Professionals

## Recruitment

Candidates can enter the profession with any entry license based on their eligibility.

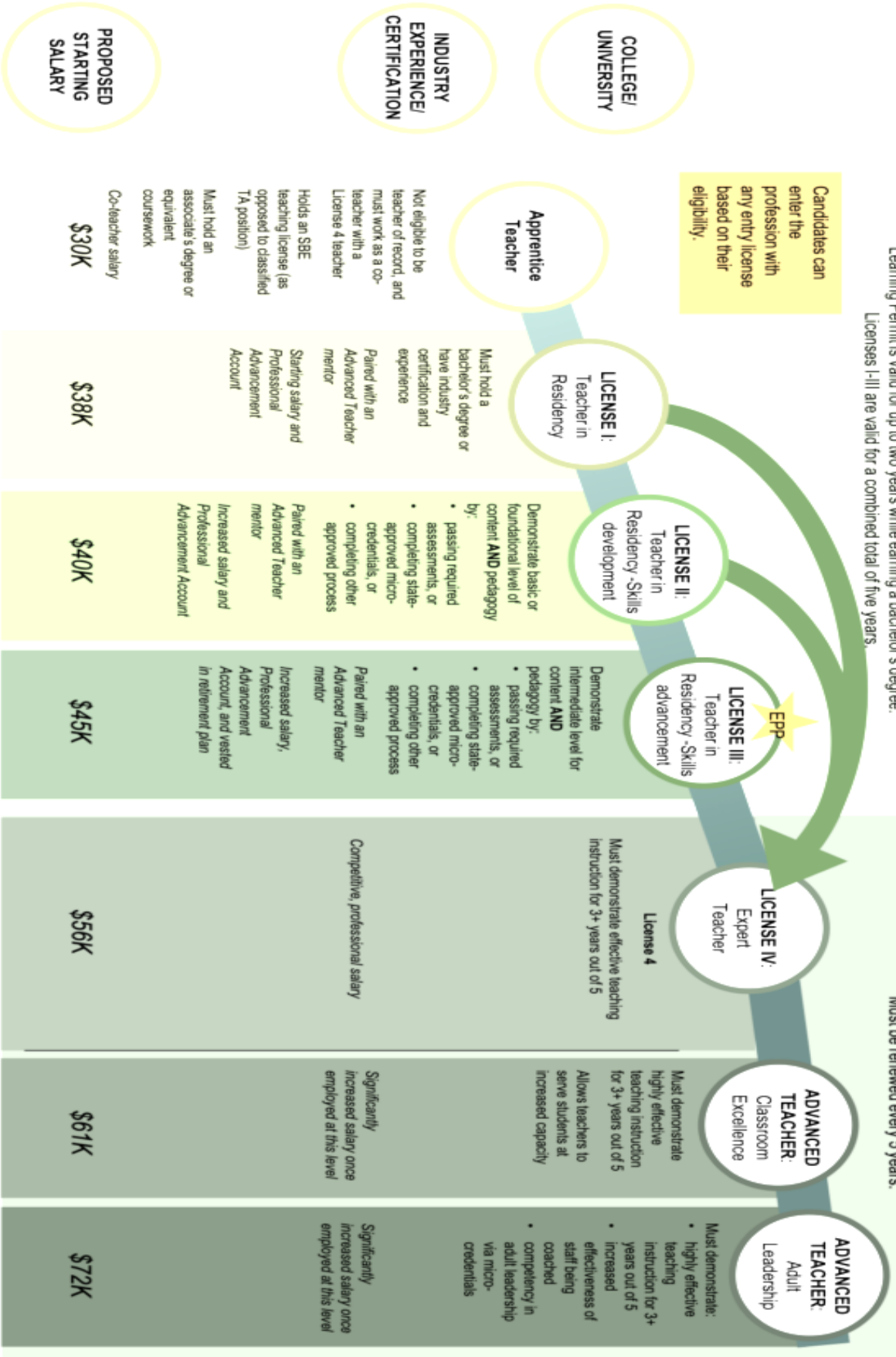
Learning Permit is valid for up to two years while earning a bachelor's degree.

Licenses I-III are valid for a combined total of five years.

## Entry-Level Certifications

## Professional-Level Certification & Advanced Credentials

Must be renewed every 5 years.



**PROPOSED STARTING SALARY**

Co-teacher salary

**\$30K**

**\$38K**

**\$40K**

**\$45K**

**\$56K**

**\$61K**

**\$72K**

**INDUSTRY EXPERIENCE/ CERTIFICATION**

Not eligible to be teacher of record, and must work as a co-teacher with a License 4 teacher

Holds an SBE teaching license (as opposed to classified TA position)

Must hold an associate's degree or equivalent coursework

**COLLEGE/ UNIVERSITY**

**Apprentice Teacher**

**LICENSE I: Teacher in Residency**

Must hold a bachelor's degree or have industry certification and experience

Paired with an Advanced Teacher mentor

**LICENSE II: Teacher in Residency - Skills development**

Demonstrate basic or foundational level of content **AND** pedagogy by:

- passing required assessments, or
- completing state-approved micro-credentials, or
- completing other approved process

Paired with an Advanced Teacher mentor

**LICENSE III: Teacher in Residency - Skills advancement**

Demonstrate intermediate level for content **AND** pedagogy by:

- passing required assessments, or
- completing state-approved micro-credentials, or
- completing other approved process

Paired with an Advanced Teacher mentor

**LICENSE IV: Expert Teacher**

Must demonstrate effective teaching instruction for 3+ years out of 5

Competitive, professional salary

**ADVANCED TEACHER: Classroom Excellence**

Must demonstrate highly effective teaching instruction for 3+ years out of 5

Allows teachers to serve students at increased capacity

Significantly increased salary once employed at this level

**ADVANCED TEACHER: Adult Leadership**

Must demonstrate:

- highly effective teaching instruction for 3+ years out of 5
- increased effectiveness of staff being coached
- competency in adult leadership via micro-credentials

Significantly increased salary once employed at this level

As with the current state salary structure, districts have the option to supplement the state minimum salaries or give additional bonuses.   
 ★ Successful EPP graduates who pass content and pedagogy requirements at the time of licensure can enter with License 3.



## Tech Tidbits

Guest Contributor Tony Carofano

### STOP RECEIVING TOO MANY CELL PHONE CALLS

Do you want to stop strangers and spam callers from ringing your phone? With the proper setting enabled your phone will only ring if you know the person calling and all other calls will go to voicemail (if they leave a message). You will also get your normal visual phone call notification but no annoying ringing. Incoming calls will continue to ring from people in your contacts and from recent outgoing calls. If this sounds appropriate for you try the following steps:

#### iPhone

- 1 Open the "Settings" app
- 2 Scroll down and open "Phone"
- 3 Scroll down and select "Silence Unknown Callers"
- 4 Toggle switch over to the right to the on position

Android Phone (settings may vary slightly from carrier to carrier)

- 1 Open the phone icon (usually at the bottom of home screen).
- 2 Select the three dots at top of screen and look for dropdown menu
- 3 Select "Settings"
- 4 Select "Block Numbers" and select "Block Unknown Callers"
- 5 Toggle switch over to the right to the on position

This is an easy, free and effective way to limit the phone ringing to only phone numbers in your contacts. Enjoy knowing that when your phone rings, it is someone you know.

## 2021-2022 Kappa Calendar

**May 14/Sat. Picnic @ Squirrel Lake Park, Matthews 12-3 pm**

Potluck – Bring a favorite picnic food to share!

Make a Mystery Bag, Pottery for sale, Awards

**June 14/Tues. Executive Board Meeting 10 am-2 pm**

Sam Sipe's home, Lake Norman – All are invited!

Bring a bag lunch

Bunco \$10 to play, \$1 for snacks

**June 21/Tues. Day Trip 8:30 am-4 pm**

Pearl Fryar Garden/Topiary, Bishopville, SC &

SC Mac's Pride Fresh Peaches, McBee, SC

Further details to come!

## 2021-2022 DKG/NC DKG Events

**May 15** Bulletin: Journal submissions due

**July 1** Beginning of new DKG year and new biennium for chapter

**July 12-16, 2022** — International Convention, New Orleans, LA

**April 28-30, 2023** — NC DKG Convention, Greenville

## New Officers' Events

**May 8** Region VIII Meeting, 7 pm, Zoom

**May 23** ASK mtg w/Pres. Beth Winstead 7:15 pm, Zoom

**June 18** New Leaders Mtg – 9 am-2 pm, Virtual

## Pearl Fryar Garden/Topiary Trip



**Important information about this June 21<sup>st</sup> Kappa daytrip will be settled at the Picnic, May 14<sup>th</sup>!**  
**Plan to attend!**

## Have you moved?

**Changed your phone number or email address?**

Send address and email changes IMMEDIATELY to Chapter Treasurer [Lynne Nadel](#) and to DKG International Office. Log in [www.dkg.org](http://www.dkg.org) to change your personal information.



**May**

**10 Jeannette Carofano**

**15 Julia O-Reilly**

**16 Nancy Lowder**

**23 Beverly Griffin**

**June**

**17 Betty Bell**

**July**

**13 Lisa Hall**

**22 Cindy Lockerman**

**29 Clara Hedberg**

**August**

**19 Vicki Kiziah**

**One last Convention note...**

The complete Convention program is online at [www.ncdkg.org](http://www.ncdkg.org). At the top of the page, click on NEWS, then 2022 Convention. Click on the program booklet clip art. You can then page through the booklet. See Kappa's ad on page 71.

**Contacts Visit Our Website at**

<http://kappacharlottenc.weebly.com>

Email the Chapter at [kappacharlottenc@gmail.com](mailto:kappacharlottenc@gmail.com)

Email KAPPA Co-Presidents

[Jeannette Carofano](mailto:Jeannette.Carofano@kappa.org) and [Gloria Jones](mailto:Gloria.Jones@kappa.org)

Socialize on <https://www.facebook.com/DKGGKAPPA/>

CONNECT on the *State Level* at <http://www.ncdkg.org>

& on the *International Level* at <https://www.dkg.org>

Join the conversations on social media:

<https://www.facebook.com/groups/EtaState/> Tweets by @Eta\_State

*Thinking of You*



A speedy recovery to Sam Sipes following her knee replacement  
Charlene Wertz' sister Beverly  
Candace Armstrong's sister Sally  
Betty Bell from upcoming surgery

Sincere condolences to Dr. Smith on the passing of her cousin  
Roosevelt Bradley



*The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education.*