

House Budget Creates New Principal Pay Plan

By Adam Pridemore for NCASA

The House's 2017-2018 budget completely overhauls the salary structure for both principals and assistant principals. As sought by NCASA, both schedules will be linked to the teacher salary schedule, ensuring that as teacher salaries continue to increase, so do principal and assistant principal salaries.

House Principal Salary Schedule

The annual salary for principals is composed of two factors. The first is a base, which is calculated using a monthly rate of pay equivalent to the monthly rate of pay for teacher with 15 years of experience on the "A" schedule, plus 12%. That number is then adjusted based on years of principal experience as follows:

Years of Experience	Base
0	\$61,219
1	\$62,227
2-3	\$63,571
4-5	\$64,915
6-7	\$66,259
8-9	\$67,603
10+	\$68,947

A principal's annual salary is then increased by adding a specified percentage to their base salary. The percentage added is determined according to both ADM and the percentage of free and reduced lunch students in the school supervised by the principal in the current school year, as follows:

Free or Reduced Lunch	ADM 0-149	ADM 150-700	ADM 701-1400	ADM 1401+
Up to 20%	Base	1.5%	3%	4.5%
Up to 50%	1.5%	3%	4.5%	6%
Up to 70%	3%	4.5%	6%	7.5%
Up to 95%	4.5%	6%	7.5%	9%
Up to 100%	6%	7.5%	9%	10.5%

- Degree supplements and longevity pay are eliminated under the House budget plan.
- There is a hold harmless provision that ensures no principal earns less than they are currently making in compensation by moving to the new schedule.

House Assistant Principal Salary Schedule

- For the 2017-2018 fiscal year, assistant principals will receive a monthly salary based on the salary schedule for teachers who are classified as "A" teachers plus an additional 22%. Years of experience for an assistant principal on the salary schedule is measured by the total number of years the assistant principal has spent as a teacher, an assistant principal, or both. An

administrator with a one year provisional assistant principal's certificate is considered equivalent to an assistant principal.

- Assistant principals with certification base on academic preparation at the six-year degree level will receive a salary supplement of \$126 per month and at the doctoral level will receive a salary supplement of \$253 per month.
- The full-time master's in-school administration program stipend is preserved under the House's budget.
- Longevity pay is continued for assistant principals under the House budget plan
- There is a hold harmless provision that ensures no assistant principal earns less than they are currently making in compensation by moving to the new schedule.

By comparison, the Senate's pay plan for principals and assistant principals in its 2017-2018 budget is as follows:

Senate Principal Salary Schedule

The following annual salary schedule applies for the 2017-2018 fiscal year:

ADM	Base	Met Growth	Exceeded Growth
0-400	\$61,751	\$67,926	\$74,101
401-700	\$64,839	\$71,322	\$77,806
701-1,000	\$67,926	\$74,719	\$81,511
1,001-1,300	\$71,014	\$78,115	\$85,216
1,301+	\$74,101	\$81,511	\$88,921

- A principal is paid at the "Exceeded Growth" level of the schedule if the school growth scores show the school exceeded expected growth in at least two of the last three years.
- A principal is paid at the "Met Growth" level of the schedule if either of following apply:
 - The school growth scores show the school met expected growth in at least two of the last three years
 - The school growth scores show the schools met expected growth in at least one of the last three school years and exceeded expected growth in one of the last three years.
- A principal is paid at the "Base" level if neither of the situations as outlined above are applicable.
- Longevity pay is eliminated under the Senate budget plan and is included in the annual amounts under the principal salary schedule.
- There is a hold harmless provision that ensures no principal earns less than they are currently making in compensation by moving to the new schedule.

Senate Principal Bonus Plan

The Senate's budget plan contains two bonus opportunities for principals to earn up to an additional \$15,000.

1. For the 2017-2018 fiscal year, a bonus is awarded to any principal who supervised a school as a principal for a majority of the previous school year if that school was in the top 50% of school growth as follows:

Statewide Growth Percentage	Bonus
Top 5%	\$5,000
Top 10%	\$4,000
Top 15%	\$3,000
Top 20%	\$2,000
Top 50%	\$1,000

2. For the 2017-2018 fiscal year, a bonus is awarded to any principal who supervised the same school as a principal for the majority of the 2015-2016 school year and the 2016-2017 school year if the school met expected growth or did not meet growth in the 2015-2016 school year, and the same school exceeded growth in the 2016-2017 school year. The bonus awarded is the greater of the following:
 - a. \$5,000
 - b. \$10,000 if during the 2015-2016 school year the school received a school performance grade of "D" or "F".

To help clarify this bonus provision, NCASA has created a [flow chart which can be seen here](#).

Bonuses awarded under the budget are not considered compensation for retirement purposes, and do not apply to principals no longer employed as a principal due to resignation, dismissal, reduction in force, death, or retirement or whose last workday is prior to July 1, 2017.

Senate Assistant Principal Salary Schedule

- For the 2017-2018 fiscal year, assistant principals will receive a monthly salary based on the salary schedule for teachers who are classified as "A" teachers plus an additional 13%. Years of experience for an assistant principal on the salary schedule is measured by the total number of years the assistant principal has spent as a teacher, an assistant principal, or both. An administrator with a one year provisional assistant principal's certificate is considered equivalent to an assistant principal.
- Assistant principals with certification base on academic preparation at the six-year degree level will receive a salary supplement of \$126 per month and at the doctoral level will receive a salary supplement of \$253 per month.
- The full-time master's in-school administration program stipend is preserved under the Senate's budget.
- Longevity pay is eliminated under the Senate budget plan and is included in the annual amounts under the new assistant principal salary schedule.
- There is a hold harmless provision that ensures no assistant principal earns less than they are currently making in compensation by moving to the new schedule.

The two chambers will now work together on a final budget compromise that will include a new school-based administrator compensation plan. NCASA will analyze the pay plans proposed by the House and Senate to determine which plan(s) or their individual components will be most rewarding to our members in the long-term and advocate that lawmakers include those provisions in the final budget, which legislative leaders hope to complete before the end of the fiscal year on June 30.