



# State Board Review

A Publication for Members of the  
N.C. Association of School Administrators

November 3, 2016

*The State Board of Education (SBE) met November 2-November 3 in Raleigh. The pages that follow summarize the Board's actions for this month. For complete SBE information, visit their Web site: <http://stateboard.ncpublicschools.gov/>*

## STATE BOARD ADOPTS ITS 2017-2019 BIENNIAL BUDGET REQUEST

This month the State Board approved its [2017-2019 Biennial Expansion Budget Request](#). Building off the work the Board did last month, the North Carolina Department of Public Instruction presented the Board with various funding request options.

The Board previously found \$1.2 billion dollars of needs for North Carolina schools, but narrowed that number down to \$517.5 million. However, the Office of State Budget and Management (OSBM) directs state agencies to submit budget requests for no more than 2% the state budget, which equates to \$173 million for the State Board.

In order to comply with the OSBM limitation, on Wednesday DPI presented the Board with two expansion requests for the Board to consider. [Option A](#) tried to capture more items across the board that were included in the \$517.5 million, but didn't include a few priorities such as teacher assistant funding. [Option B](#) focused on personnel and technology, thus leaving many priorities without the request for additional funds.

During their discussion of these options, many Board members expressed their displeasure that an option to fund all priorities to some extent was not presented to the Board, and did not want to vote on a proposal that left a particular priority item unfunded. It was decided that DPI would present a third option to the Board on Thursday that supports all of the Board's priorities.

On Thursday the Board considered, and approved, [Option C](#), which stressed the need for \$517.5 million, while supporting all priorities in some capacity under the \$173 million limitation imposed by OSBM. The request does not include pay increases. Board members stressed their desire, and the importance of, calling attention to the \$517.5 million need of schools through a letter when sending the request to OSBM.

## BOARD UPDATED ON HOW SCHOOL-BASED ADMINISTRATORS ARE PAID

During the monthly meeting of the State Board, the Board heard an informational discussion on school-based administrator pay. Alexis Schauss, Director of the School Business Division at the North Carolina Department of Public Instruction provided the Board with [background on school-based administrator funding, and method of funding](#). Mrs. Schauss told the Board that the method of

paying school-based administrators started simple, with pay being tied to the teacher salary schedule, but has grown more complicated over the last 20+ years due to adjustments made with ABC incentives, National Board pay, frozen salary schedules and the severance of the tie between teacher salary schedules and school-based administrator salary schedules. A history of these changes, and their impact on school-based administrator pay, can be found [here](#).

Due to these changes, Mrs. Schauss showed the Board how school-based administrator pay has been stagnant, and in many cases these administrators could make more money if they stayed in the classroom. She informed the Board that step increases were not funded between 2009-2014 resulting in the first step in the assistant principals' salary schedule increasing from 0-4 years of experience to 0-9. This means it takes 10 years of experience for an assistant principal to move off the first step of the salary schedule and 36 years to get to the top of the scale. Mrs. Schauss demonstrated a similar impact for principals, noting it takes 13-23 years to move off the beginning salary step, 1,000 of the state's 2,400 principals are still on the first step of their salary schedule and that 60% of principals have 5 or less years of experience as a principal. It was also revealed that it takes longer to reach to the top of the principal salary schedule due to more steps and a loss in extra steps for principal years. This led to a decrease in the number of principals at the top of the schedule to just 14, down from 244 in 2008-2009.

Chairman of the Board Bill Cobey noted he attended the Joint Legislative Study Committee on School-Based Administrator Pay last month, and discussed his optimism that the General Assembly is serious about correcting this issue. Chairman Cobey continued, "We should be concerned here because the leadership in schools is so important, and we need top people in those positions." Board member Becky Taylor added, "This information is startling. How do we even have assistant principals in our schools?" Vice Chairman of the Board Buddy Collins asked Mrs. Schauss for DPI staff to develop a proposed solution to the principal pay problem and present it to the Board in a future meeting. He noted he has heard different ideas and acknowledged that, "one idea that scares LEAs is some sort of block grant." Board member Dr Olivia Oxendine added that any improvement plan should include moving assistant principal positions from 10-month to 12-month positions.

For more on the State Board's review of this topic, please find an article by WRAL-TV [here](#).

## TEACHER ATTRITION AND MOBILITY DATA RELEASED

This month the Board received the [2015-2016 report on the State of the Teaching Profession](#). This report collects data on teacher attrition and mobility, both the numbers of teachers leaving the profession, and the reasons why.

According to the report, that overall state attrition rate for 2015-2016 is 9.04%. Attrition is defined in the report as "a reduction in the number of employees that occurs when employees leave an employing unit". Attrition rates from districts range from a high of 21.23% in Northampton County to a low of 3.51%, in Avery County.

The leading cause of attrition, according to self-reported data, is "personal reasons", with 53% of those teachers leaving their position citing this as their reason. Within this category, the top three reasons for leaving their position is, (1) resigned due to family relocation, (2) resigned due to career change, and (3) resigned to teach in another state. Overall, the biggest reason cited by teachers for leaving their position was retirement with full benefits.

The teacher mobility rate, defined as, "the relocation of an employee from one LEA/charter school to another within the state of North Carolina", is 4.36%. However, the mobility rate of teachers is wide ranging with Thomasville City Schools and Halifax County Schools having mobility rates above 17%, and Clay County Schools having a mobility rate of 0%.

The report also finds that the five hardest license areas to fill are: Math (9- 12 and Middle Grades), Exceptional Children – General Curriculum, and Science (9-12 and Middle Grades).

This report will come back to the Board next month for approval.

To read more on this issue, please find an article written by WRAL-TV [here](#), and an article from Raleigh's *News & Observer* [here](#).

## ACTION ITEMS

### BUSINESS OPERATIONS COMMITTEE

#### *Action*

#### **BSOP 1 2017-2019 Biennial Expansion Budget Requests**

*Recommendations: It is recommended that the State Board of Education approve the [budget priorities](#).*

**APPROVED**

<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=2793>

#### *Action On First Reading*

#### **BSOP 2 Title V State Abstinence Education Grant**

*Recommendations: The State Board of Education is asked to grant approval of [providing funding up to 28 of the 115 LEAs](#). **APPROVED***

<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=2793>

To view the agenda for the State Board of Education's meeting on November 2, including links to all handouts and power point presentations presented to the Board, and which may include discussion only and informational items not discussed above, please click [here](#).

To view the agenda for the State Board of Education's meeting on November 3, including links to all handouts and power point presentations presented to the Board, and which may include discussion only and informational items not discussed above, please click [here](#).

To view the monthly State Board of Education newsletter for the month of October, please click [here](#).

The Board is set to meet again on November 30 - December 1.

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*Members of the NCASA staff represent NCASA at all meetings of the State Board of Education. If you have questions about the issues discussed in this State Board Review, please contact Katherine Joyce, Executive Director, at [kjoyce@ncasa.net](mailto:kjoyce@ncasa.net) or Adam Pridemore, Government Affairs Specialist, at [apridemore@ncasa.net](mailto:apridemore@ncasa.net).*