

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2003**

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HOUSE DRH80279-LE-107B (3/5)

Short Title: Link Principal's Bonus to 4-year Grad. Rate.

(Public)

Sponsors: Representative Glazier.

Referred to:

A BILL TO BE ENTITLED

1
2 AN ACT TO PROVIDE AN ANNUAL BONUS TO HIGH SCHOOL PRINCIPALS IF
3 THE FOUR-YEAR GRADUATION RATE INCREASES BY MORE THAN TEN
4 PERCENT FROM THE PREVIOUS SCHOOL YEAR OR IF THE FOUR-YEAR
5 GRADUATION RATE EXCEEDS EIGHTY PERCENT.

6 Whereas, during the 2000-2001 school year, even accounting for transiency,
7 approximately forty percent (40%) of North Carolina's high school graduation-aged
8 students did not graduate from their high schools within four years; and

9 Whereas, eighteen counties across North Carolina had four-year high school
10 graduation rates below fifty percent (50%) in the 2000-2001 school year, and only one
11 county exceeded an eighty percent (80%) high school graduation rate; and

12 Whereas, approximately fourteen percent (14%) of young North Carolinians
13 between the ages of 18 and 24 still had not completed high school as of school year
14 2000-2001; and

15 Whereas, economic well-being and employment prospects are profoundly
16 diminished for young adults who have not completed high school, and their economic,
17 social, and employment status predictably will become worse in the years ahead; and

18 Whereas, the federal No Child Left Behind Education Act requires four-year
19 graduation rates far above those presently achieved across North Carolina; and

20 Whereas, the current statewide four-year graduation rate undermines the right
21 of many young North Carolinians to a sound basic education; and

22 Whereas, those youth and young adults who have not graduated from high
23 school in four years are more likely to be involved in the juvenile justice system or adult
24 criminal justice system and to disproportionately need and use public social, health, and
25 mental health services, institutions, and assistance; and

1 Whereas, it is in the best interests of the young people themselves, their
2 communities, the State's economy, and the taxpayers of North Carolina to encourage
3 high school graduation in four years; and

4 Whereas, effective high school principals play a critical role in developing
5 effective strategies to improve the four-year high school graduation rate; Now,
6 therefore,

7 The General Assembly of North Carolina enacts:

8 **SECTION 1.** For the 2004-2005 fiscal year, any North Carolina public high
9 school principal shall receive a one-time bonus payment equal to:

- 10 (1) One percent (1%) of her/his State-paid salary for the prior school year
11 if the four-year graduation rate at the principal's high school has
12 increased by more than ten percent (10%) during that prior school
13 year, or
14 (2) One percent (1%) of her/his State-paid salary for the prior school year
15 if the four-year graduation rate exceeds or continues to exceed eighty
16 percent (80%) during that prior school year.

17 **SECTION 2.** The definition of "four-year graduation rate" shall conform
18 entirely with the "complex" definition established in the No Child Left Behind
19 Education Act of 2001 and regulations adopted pursuant to that act.

20 **SECTION 3.** The annual lump-sum bonus shall be paid in accordance with
21 the guidelines and procedures established by the State Board of Education.

22 **SECTION 4.** Strategies for achieving the increases in the four-year
23 graduation rate shall be incorporated in every high school improvement plan, shall be
24 reviewed for effectiveness by the local superintendent or his or her designee with the
25 high school principal twice annually, and shall be reported on each occasion to the
26 school's faculty, school improvement team, PTA or PTO board, and the local board of
27 education.

28 **SECTION 5.** There is appropriated from the General Fund to State Aid to
29 Local School Administrative Units the sum of four hundred thousand dollars (\$400,000)
30 for the 2004-2005 fiscal year to implement the provisions of Section 1 of this act.

31 **SECTION 6.** This act becomes effective July 1, 2004.