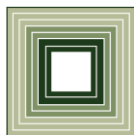


# Joint Legislative Study Committee on School Based Administrator Pay

## Outline of Pay Reform Proposal

October 24, 2016



**FISCAL RESEARCH DIVISION**  
A Staff Agency of the North Carolina General Assembly

# Goals of New Pay Structure

- Recruit and retain high performing Principals/Assistant Principals
- Provide Superintendents with salary flexibility to attract quality Principals to under performing schools
- Reward Principals for exemplary performance
- Reduce confusion associated with current salary schedules

# Key Concepts

- Eliminate current salary schedule for Assistant Principals and Principals
- Increase average pay for Principals and Assistant Principals
- Provide Principal pay flexibility to LEAs and Superintendents
- Create new salary schedule for Assistant Principals
- Provide performance bonuses
- Reduce total pay gap between low-wealth and high-wealth LEAs

# Principals

- Provide LEAs with a dollar allotment based on Statewide average principal pay
  - Temporary hold harmless for LEAs with average Principal salary above State average
  - Average Principal pay used for allotment will be increased by a to-be-determined amount
- Individual Principal salary negotiated between Superintendent and Principal
- Additional funds provided to LEAs for performance-based Principal bonuses
- Additional funds provided to low-wealth LEAs to reduce Principal pay gap with high-wealth LEAs

# Principal Performance Bonuses

- Provide each LEA with funds to award bonuses for high performing Principals
- Potential criteria:
  - Strong leadership
  - School test scores
  - School learning environment (discipline)
  - School physical environment (appearance)
  - Community and faculty morale
  - Other?

# Local Supplement Gap

- Provide counties with less ability to fund Principal local supplements with additional funding to close supplement gap
  - Many possible ways to determine eligibility:
    - Low-wealth
    - Small county
    - Less than State average supplement
    - Others?
  - What is correct funding amount?

# Assistant Principals

- Pay Assistant Principals based on a new salary schedule
  - Examples:
    - Teacher Master's degree salary schedule + X%
    - New schedule with increased salary amounts

# Conversation Starters

1. Should a Principal make more than all school staff regardless of experience or credentials?
2. Should the General Assembly set minimum and maximum salaries from State-funds?
3. Do LEAs have ability to implement proposal?
4. How to identify gap funding eligibility and what is appropriate funding amount?
5. Should performance bonuses be nonrecurring or recurring?
6. Should Assistant Principals be eligible for bonus funds?
7. Should General Assembly establish bonus criteria or leave to discretion of State Board of Education or LEA?
8. Should Assistant Principals also be moved to dollar allotments instead of a salary schedule?



# Staff Contact Information

## Education Team

Jennifer Hoffmann

[jennifer.hoffmann@ncleg.net](mailto:jennifer.hoffmann@ncleg.net)

Lauren Metayer

[laurenm@ncleg.net](mailto:laurenm@ncleg.net)

## Statewide Team

Timothy Dale

[timothyd@ncleg.net](mailto:timothyd@ncleg.net)

919-733-4910