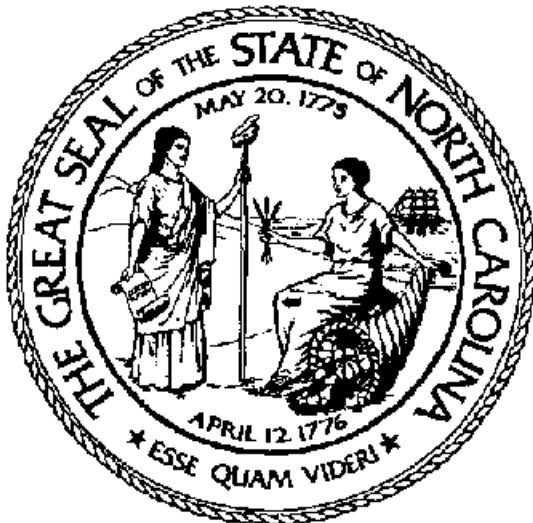


North Carolina Public Schools School Based Administrators' Salary Structure

Presented by NC Department of Public Instruction

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It Started Simple

Bachelors degree
Teacher

Masters degree Teacher
+10%

Assistant Principal +1%

Principal
Dependent on the Principal Classification

Then Adjustments came

- Safe Schools and ABC incentive
- Exception to the classification
- National Board pay (NBPTS)
- Frozen schedules
- Severing the tie between the teacher schedules and the SBA schedules

Full Time School Based Administrators
By Fund
2015-16

	Asst Princ	Principal
State	2,019	2,403
Federal	7	0
Local	827	38
Total	2,853	2,441

2015 Expenditures (in millions)

	Salary	Supplements
State	\$247.0m	\$0.9m
Local	57.3m	32.4m
Total	\$304.3m	\$33.3m

Does not include benefits

Assistant Principals

Assistant Principals

- Required to hold a Masters of School Administration
- Paid based on years of experience
- Do not earn principal educator experience
- Eligible for longevity pay

Assistant Principal Exception

In 1998, 1999 and 2000 school based administrators could earn incentive pay based on the school's ABCs of Public Education Program accomplishments and for maintaining a safe and orderly school.

The incentive pay is recurring and ranges from 1% to 6% depending on the number of years the incentive was earned.

6% of the state funded assistant principals receive this pay.

Assistant Principal Exception

A teacher who becomes an assistant principal without a break in service shall be paid, on a monthly basis, at least as much as he or she would earn as a teacher employed by that local school administrative unit.

Asst principals with more than 5 years of experience or NBPTS could be eligible (99%).

4 scenarios of Assistant Principals with 15 years of Experience

Scenario I

Teacher became an assistant principal without a break in service.

Pay as a teacher	\$4,785
Pay as an AP	\$4,434
Base Salary	\$4,785

Scenario II

An asst. principal with 15 years total experience, of which 5 years are as an asst. principal, comes from out of state to a NC school

Pay as a teacher	\$4,785
Pay as an AP	\$4,434
Base Salary	\$4,434

Did not move to the position from a NC teacher position.

Scenario III

A teacher with 15 years total experience leaves in 2014 on a year maternity leave. She returns to an asst. principal position in 2016

Pay as a teacher in 2014	\$4,785
Pay as an AP in 2016	\$4,434
Base Salary	\$4,434

Employee had a break in service

Scenario IV

A teacher earns a Masters in School Administration in 2015 and moves in to an assistant principal position.

Pay as a teacher	\$4,785
Pay as an AP	\$4,434
Base Salary	\$4,434

Employee is not eligible for Masters pay as a teacher, therefore is paid on the AP schedule

Other Issues

- Step increase was not funded between 2009 and 2014 which resulted in the asst. principal first step increasing from 0-4 to 0-9 and it takes 10 years of experience to move off the bottom step.
- Takes 36 years to get to the top of the scale

Principals

Principals Pay Determined by

Teacher Count - determines classification

The number of state-funded teachers, student services personnel, and assistant principals employed at their school

Years of Experience – determines step

The total number of years of experience on their teaching license, plus one additional year of credit for every three years on their principal's license earned before 7/1/2009.

Principals Pay Determined by:

ABCs and/or Safe Schools

Achievements in the ABCs of Public Education Program and safe and orderly schools for school years 1997- 1998 through 1999-2000

12% of principals continue to receive the incentive

Longevity

Principals are eligible for longevity

Exceptions

- Principals of alternative schools and cooperative innovative high schools are paid at a minimum Principal III.

Exceptions

An asst principal who becomes a principal without a break in service shall be paid at least as much as he or she would have earned as an assistant principal employed by that local school administrative unit.

Principal Full Time Equivalent By Classification 2016

	Principal I	Principal II	Principal III	Principal IV	Principal V	Principal VI	Principal VII	Principal VIII
Tchr count	(0-10)	(11-21)	(22-32)	(33-43)	(44-54)	(55-65)	(66-100)	(101+)
FTE	95.9	364.4	551.11	594.09	362.55	164.88	181.88	55.12
% of Total	4%	15%	23%	25%	15%	7%	8%	2%

Employee with 25 years of experience and NBPTS

Employee becomes a Principal III

Teacher pay	6,110
Asst Principal Pay	5,050
Principal III Pay	5,119

Only advantageous to the employee if they were eligible for teacher pay as an asst. principal

Receives the lower Principal Pay...

- If they had a break in service
- If they came from out of state
- If they were a teacher and moved directly to a principal position
- If they are not eligible for teacher pay while in an asst. principal position

Other Issues

Top of the scale ranges from 37 to 46 years, depending on the classification.

Extra steps were necessary before the elimination of the extra year of experience for every three years of principal experience.

Other issues to consider

- Only state funded certified personnel considered for state classification. Does not account for schools with high number of federal teachers (eg. Title I or IDEA)

Other issues

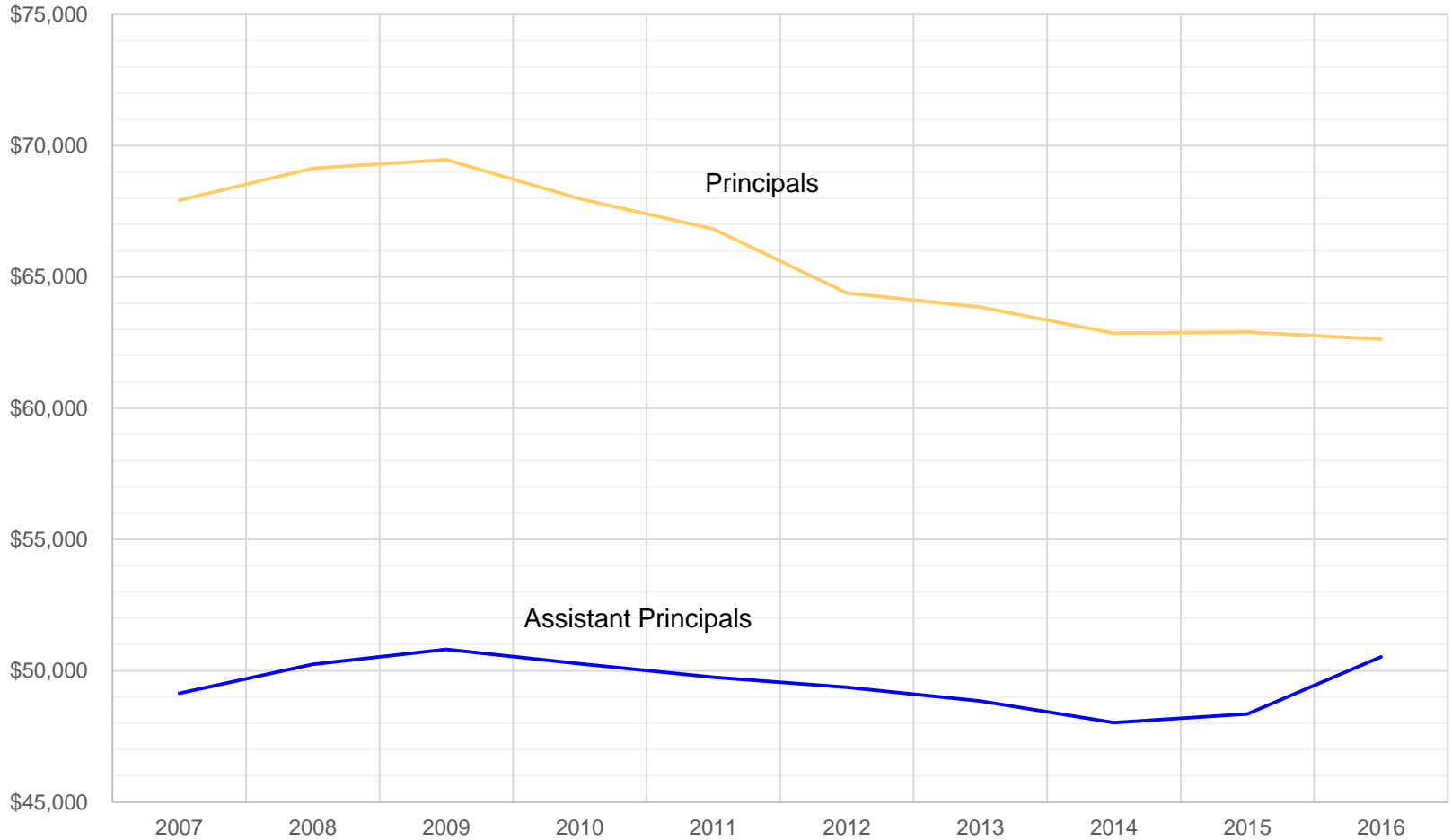
Administration

Over 2,000 possible pay levels for 2,400 positions

Each principal has to be evaluated individually to assess how they should be paid

Any principal who is not paid on the principal schedule has their pay coded to multiple lines to account for the base and the differential.

Average State Base Salary State Funded School Based Administrators 2007 to 2016



Source: 6th pay period 2016

Does not include local supplements, benefits or bonus