

2017-18 Principals' Bonuses

Frequently Asked Questions

Please see budget information posted on the NCDPI Financial and Business Services Division website at www.ncpublicschools.org/fbs/budget/ This document will be updated as additional questions are received. Bonuses in this document pertain to legislation in SL 2017-57, SB 257, Section 8.4. <http://www.ncleg.net/Sessions/2017/Budget/2017/S257vccr.pdf>

Type of Bonuses

1) What bonuses can Principals qualify for?

Principals can qualify for 2 different bonuses. Top 50% Bonus (\$1,000 to \$5,000) and Moving to Exceed 5/10k Bonus (\$5,000 or \$10,000).

2) How is Top 50% Bonus determined?

Eligibility - Principals supervising a school for the majority of the 2016-17 school year and the school had a growth index in the top 50% of the State.

Source data: Top 50% bonus is based on NC DPI Accountability report "2016-17 State, District, and School Level Summary Data" and field "EVAAS Growth Index".

All public schools (including charters, regional schools etc.) that received an EVAAS growth index in 2016-17 were ranked by their index from highest to lowest. Schools with no growth index were excluded from the ranking. Per the legislation, the amount of the bonus is tiered to 5 categories, based on statewide performance placement:

- Top 5% performing schools = \$ 5,000 Bonus
- Top 10% performing schools = \$ 4,000 Bonus
- Top 15% performing schools = \$ 3,000 Bonus
- Top 20% performing schools = \$ 2,000 Bonus
- Top 50% performing schools = \$ 1,000 Bonus

3) How is the "Moving to Exceed 5/10k Bonus" determined?

Eligibility - Principals supervising the same school for the majority of the 2015-16 and 2016-17 school year and the school moved from not met or met in 2015-16 to exceeds growth in 2016-17.

The principal supervises the same school both years.
School Performance Status in 2015-16 was "Not Met" or "Met"
School Performance Status in 2016-17 was "Exceed"

A Principal that meets the above criteria qualifies for \$ 5,000 bonus.
Principal that meets the above criteria qualifies for additional \$ 5,000 (total of \$ 10,000) if the 2015-16 school performance grade was "D" or "F".

Example 1

North Elementary has 2015-16 status "Met" and 2016-17 status "Exceed"
Question: Does the principal qualify for Moving to Exceed 5/10k bonus?
Answer: Yes, principal does qualify for this bonus.

If the North Elementary was a "A", "B" or "C" school in 2015-16 the principal is eligible for \$5,000
If the North Elementary was a "D" or "F" school in 2015-16 the principal is eligible for \$10,000

Example 2

South Elementary School has 2015-16 status "Exceed" and 2016-17 status "Exceed"
Question: Does the principal qualify for Moving to Exceed 5/10k bonus?
Answer: No, principal doesn't qualify for this bonus
(Because 2015-16 growth status is not "Met" or "Not Met")

The Division of School Business posted on LicSal the list of principals with their schools who were eligible for the bonuses above.
LEAs need to verify the qualification based on their months employed in the schools and the current year status of the individual.

In order for the principal to be eligible the legislation states:

“The bonuses 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.”

Questions and Answers on Qualification

1. *Is the principal eligible, if he/she terminates employment with the district before 7/1/2017.*

No. the Principal does not qualify for the bonus.

2) *We have a principal who earned a bonus but this year was promoted within the same district and is no longer a principal. Can they be paid the bonus?*

Yes. This principal is eligible because they did not resign from their position, (nor were they dismissed, RIF'd, die or retire).

The LEA must contact DPI for validation to receive the funding. This principal will not be on the Principals' Bonus Report in Lic-Sal because the principal is not coded as principal in 2017-18 and LEA must contact NC DPI – email Frank.Cernik@dpi.nc.gov and provide details of this employee for verification (Last Name, First Name, last 4 digits of SSN and LEA and School Numbers where this employee was principal in 2015-16 and 2016-17 school years and in what capacity and what school – if not central office is he or she currently employed.

3) *If Principal leaves one LEA and goes to another LEA where he or she is no longer employed as a Principal, does this employee qualify for the bonus?*

No. The principal is not eligible for the bonus because he/she resigned from one school district to go to another.

4) *If principal leaves one LEA and goes to another LEA where he/she is employed as a principal, does this employee qualify for the bonus (as long as all other criteria are met)?*

Yes, the principal is employed as a principal in 2017-18 and is therefore eligible for the bonus.

5) *(new 10/17/17) If a principal who otherwise qualified for the 50% bonus retires after July 1, but before October, should that person get paid the bonus?*

No, the principal is not be eligible for the bonus on or after the effective date of retirement if the bonus has not .

6) *(new 10/17/17) Principal supervises the same school on July 1 as during 2016 and 2017 school years. The school qualifies for the bonus. Principal retires on October 31. Does this principal qualify for the bonus (as long as all other criteria are met)?*

Yes, the principal is eligible for the bonus (but principal would not be eligible if the bonus is paid on or after the effective date of retirement).

7) *(new 10/17/17) Principal 1 supervised North Elementary full time from July till December and then was promoted within the same LEA to Central Office. Principal 2 supervised North Elementary the following 6 months (from January till June). Who gets the bonus if the school qualifies?*

If the school meets the growth criteria both employees qualify for the bonus. Principal 2 should be in your Lic-Sal Bonus Report. In order to receive funds for Principal 1, you must contact NC DPI – email Frank.Cernik@dpi.nc.gov and provide details of the case.

Funding

The bonus allotment will be distributed to the LEA where the principal is currently employed (as of 3P FY2018). If the Principal leaves the LEA and still qualifies for the bonus (see above), the LEA which received the allotment for this principal is responsible to pay the bonus to him/her.