



PUBLIC SCHOOLS OF NORTH CAROLINA

State Board of Education | Department of Public Instruction

School Building Administrator Salary 2018

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Overview

- Who are we talking about?
- History of how we got where we are
- Legislative Committee Study
- Change to the compensation structure
- Effects of the change
- Specific scenarios addressing questions

Full Time School Based Administrators By Fund Source- 2016-17

	Asst Princ	Principal
State	2,172	2,389
Federal	10	10
Local	<u>756</u>	<u>53</u>
Total	<u><u>2,938</u></u>	<u><u>2,452</u></u>

Principal State Funding

12 month position for every school with a minimum of:

- **7 State paid FTE or 100 ADM (schools opened before July 1 2011)**
- **100 ADM (schools opened after July 1, 2011)**

Assistant Principal State Funding

10 month position for every 985 students

2,165 of the 2,446 schools in 2017 had a final ADM of less than 985

(pre recession the state funded 1 AP for every 800 students. At that ratio there would be approx. 340 more APs in the schools)

2016 Expenditures (in millions) HO#1

	Salary	Supplements
State	\$254.3m(1)	\$0.8m
Local	55.9m	31.8m
Total	\$310.2m	\$32.6m

(1) Approx. 3.5% of the State Public School Fund

Does not include benefits



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SBA Pay History (HO#2)

It Started Simple

Bachelors degree
Teacher

Masters degree Teacher
+10%

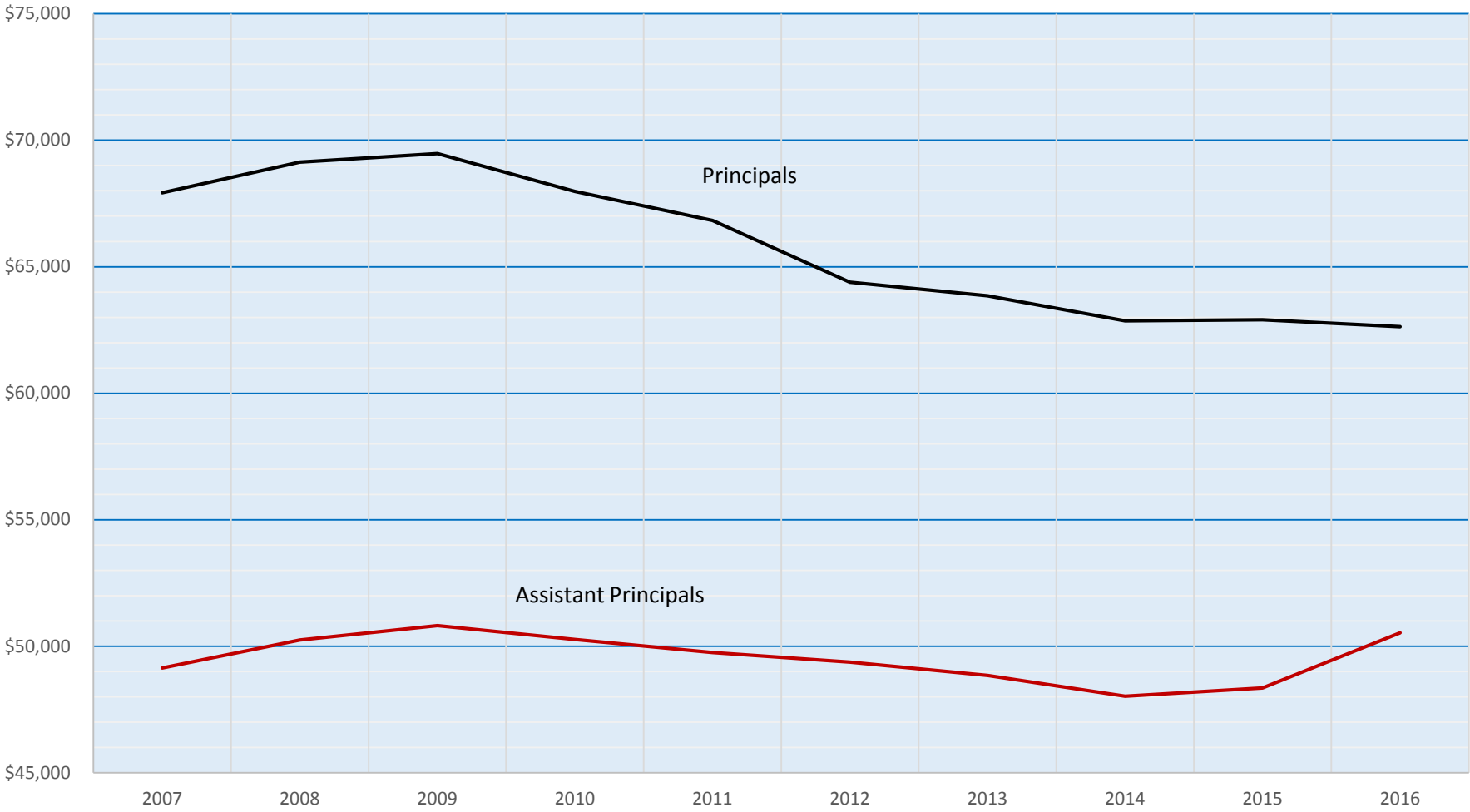
Assistant Principal +1%

Principal
Dependent on the Principal Classification

Then came adjustments

- 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
- No loss of pay General Statute

**Average State Base Salary
State Funded School Building Administrators
2007 to 2016**





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Joint Legislative Study Committee

Inputs

- Department of Public Instruction
- State Board of Education
- General Assembly Fiscal Staff
- LEA Superintendents
- Business Community
- Education Associations (NCSBA, NCASA)

Findings

- **Strong SBA are necessary for student success**
- **Recruitment requires a common sense system of pay that**
 - **Is competitive with other states**
 - **Rewards and incentivizes exceptional leadership**
- **The new structure must be straightforward and easier to understand.**

Recommendations

1. Replace the current principal pay with either:
 - a. A dollar allotment sufficient for a 3% increase, allowing LEAs to determine their own schedules
 - b. Link the principal pay to the teacher schedule

Recommendations

2. Provide Bonuses to principals in low wealth LEAs who achieve results across various categories. Guiding principles included:

- a. Not across the board bonuses**
- b. Improving school performance**
- c. Improving physical school environment and discipline**
- d. Teacher retention rates**
- e. Signing bonuses**
- f. Retention bonuses for high performing principals**

Recommendations

3. Realign the AP schedule to the Master teacher schedule + percentage.

Aps with NBPTS would retain the 12%.

Recommendations

4. Regardless of the structure the level of pay should be raised significantly over a period of years

Aps with NBPTS would retain the 12%.



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Assistant Principal Pay

Change in AP Schedule

Prior to 2013-14

Paid based on years of experience

Tied to the Teacher Master Schedule + 1%

Eligible for advanced and doctorate degree supplements (\$126 & \$253 monthly)

Eligible for ABC & Safe Schools supplements of 1% to 6%, if earned between 1998 and 2000 (6% of APs)

Eligible for longevity

2013-14 to 2017-18

In 2013-14, the tie between the teacher schedule and the assistant principal schedule was severed.

Significant increases were provided to teachers and minimal increases were provided to assistant principals.

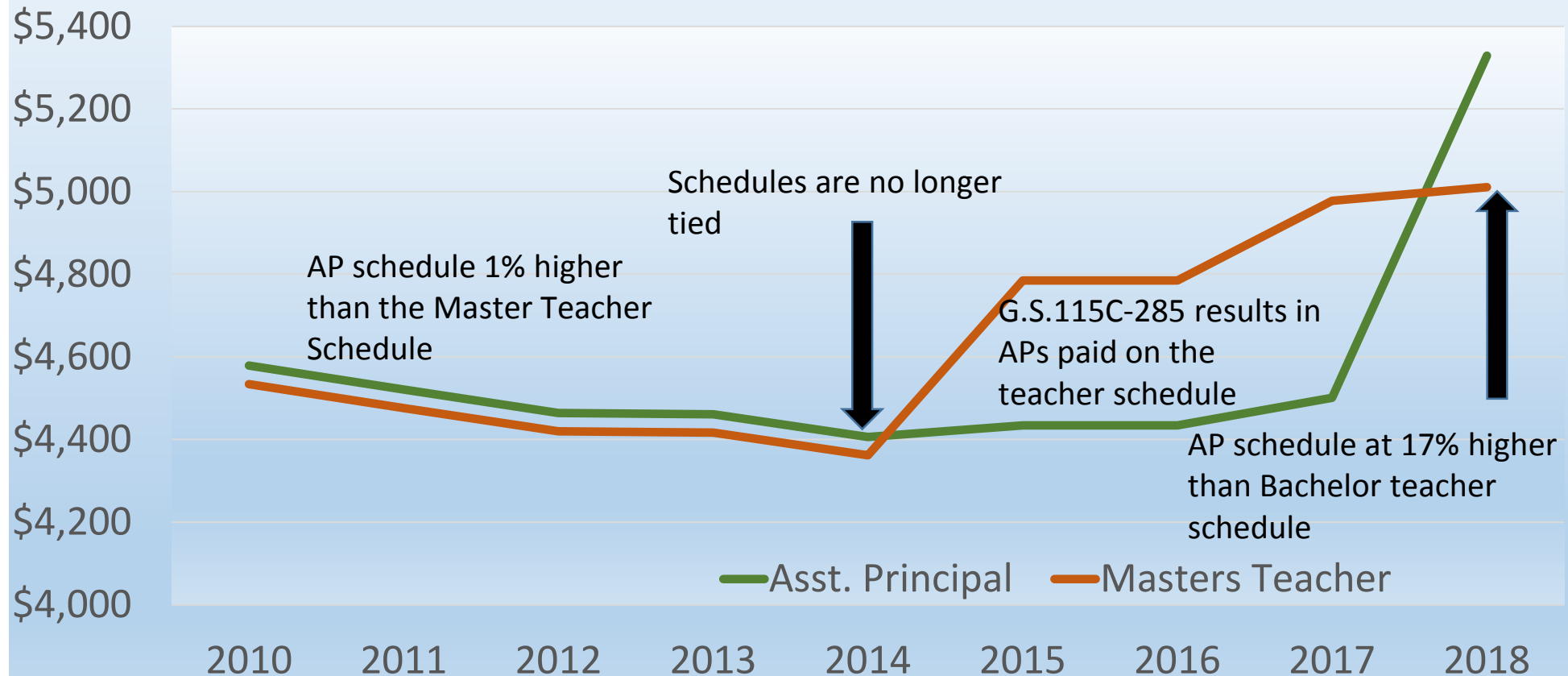
- A teacher with the same years of experience had a higher pay than the assistant principal.

No Loss in Pay– G.S.115C-285

A teacher who becomes an assistant principal shall be paid, on a monthly basis, at least as much as he or she would earn as a teacher employed by that LEA.

- Originally intended for APs with NBPTS.
- Almost all APs were paid from the teacher schedule during 2013-14 to 2016-17.

Certified Pay for a 15 year Asst. principal vs a Masters Teacher



Effects of the Change in AP Schedule

Prior to 2013-14	2017-2018
Paid based on years of experience	Paid based on years of experience
Tied to the Teacher Master Schedule + 1%	Tied to the Teacher Bachelor schedule + 17% (Masters + 7%)
Eligible for advanced and doctorate degree supplements (\$126 & \$253 monthly)	Eligible for advanced and doctorate degree supplements (\$126 & \$253 monthly)
Eligible for ABC & Safe Schools supplements of 1% to 6%, if earned between 1998 and 2000 (6% of APs)	No differential
Eligible for longevity	Not eligible for longevity
No Loss in pay G.S.115C-285 still applies.	No Loss in pay G.S.115C-285 still applies.

Summary of impact on the APs employed

- Most APs with 25 years or less received a pay raise – between 6% and 12%.
- APs with more than 25 years of experience saw 2% or less increase
- Approx. 5% of state funded APs may be held harmless to 2017 AP schedule + longevity. Generally those with 30+ years of experience and received longevity at the 4.5% rate.

Other Effects of the Change in AP Schedule

Prior to 2017-18	2017-18
AP schedule first step was 0-9 years of experience.	Schedule starts with 1 year of experience
36 years of experience to the top step	25 years of experience to the top step.
99% of the assistant principals paid on the teacher schedule	Only APs with NBPTS certification benefit from being paid on the teacher schedule. Approximately 300 APs with NBPTS.



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Principal Pay

Principal State Compensation- prior to 2017-18

Size of School	Determined by the # of state funded certified staff at the school - (8 classes)
Experience	Total Educator Experience (13 years – 46 years)
Education supplements	Advanced and Doctorate degrees (\$126/\$25)
ABC and Safe Schools supplements	1% to 6% earned from 1998 to 2000
Longevity	10 or more years of State service (1.5% -4.5%)

Principal – Removed 2017-18

Experience	Educator Experience
Education supplements	Advanced and Doctorate degrees
ABC and Safe Schools supplements	1% to 6% from 1998 to 2000
Longevity	10 or more years of State service

Principal – State Compensation 2017-18

Size of School	Average daily membership of school (5 classes)	4% to 5% increase between steps
Principal performance	Best 2 of 3 years of growth in schools supervised by the principal	9%-10% increase between performance status
2 Bonus programs	Based on growth of school	0 to \$15,000

Principal Schedule-12 month pay 2017-18

ADM	Base	Met Growth	Exceeded Growth
0 – 400	\$ 61,751	\$ 67,926	\$ 74,101
401 – 700	\$ 64,839	\$ 71,322	\$ 77,806
701 - 1,000	\$ 67,926	\$ 74,719	\$ 81,511
1,001 - 1,300	\$ 71,014	\$ 78,115	\$ 85,216
1,301+	\$ 74,101	\$ 81,511	\$ 88,921

Bonus I – Top 50%

Bonus to principals who supervised a school that had an EVAAS growth score in the top 50% of the state.

Statewide Growth Percentage	Bonus
95% - 100%	\$5,000
90% - 94.99%	\$4,000
85% - 89.99%	\$3,000
80% - 84.99%	\$2,000
50% - 79.99%	\$1,000

Bonus II – Moving to Exceed

Bonus to principals who supervised the same school that had not met or had met growth in 2015-16 and exceeded growth in 2016-17.

- \$10,000 if the school was a D or F school in 2015-16
- \$5,000 if the school was a A, B or C school in 2015-16

Full impact will be determined after the analysis of the 2016-17 accountability results.

Impact of Change

**2,130 principals who were paid in July 2017 were analyzed.
(Total principals is about 2,450)**

Impact of local supplements was not considered.

Principal Distribution based on Sample of 2,130

ADM	Base	Met Growth	Exceeded Growth	Total
0-400	217	348	88	653
401-700	269	450	146	865
701-1,000	122	156	72	350
1,001-1,300	49	47	36	132
1,301	37	42	51	130
Total	694	1,043	393	2,130

NOTES:

Only includes 2,130 principals who were employed in December 2016 and July 2017.
Principals without 2 years of growth data are placed on the Base.

Impact of size of school

- Replaces pay class based on # state funded certified personnel which ignored federally funded staff e.g. Title I teachers.
- Combines the lower classes and eliminates the exceptions for CIHS and alternative schools.
- Approx. 30% of schools have 400 or less ADM and 70% are in the 2 smallest classes 700 or less ADM.

Impact of size of school

- Top class is for principals at school with more than 1,300 ADM - capturing schools with a 1,700 ADM differential.
- 77 schools have over 1,600 ADM and 31 of those are over 2,000 ADM.
- The old classification had a similar concern.
- An elementary school with 1,400 students, a middle school with 2,000 students and a high school with 3,000 students are in the same classification

Impact of Change in Range of pay

2017-18 range

\$61,751 to \$88,921

2016-17 range

\$52,656 to \$111,984 + longevity

Bottom of the range

Approx. 850 of the sample principals were paid a state pay plus longevity below 61,751 in 2017. The average years of experience for this group was 15 years.

Top of the Range

Approx. 37 of the sample principals had state pay + longevity higher than the new top of range.

Appropriations Bill has a hold harmless that expires June 30, 2018

Impact of Performance

Base	Met	Exceeds
<p>Not met + Not met + Exceeded/Met/Not Met</p>	<p>Met + Met+ Exceeded/Not Met</p>	<p>Exceeded + Exceeded + Not Met/Met</p>
<p>Principal has not supervised a school for 2 of the last 3 years</p>	<p>Exceeded + Met + Not Met</p>	
	<p>Principal for 2 of the last 3 years of a school not eligible to receive a school growth score</p>	

Exceeded

- Exceeded growth 2 out of 3 years
- Range \$74,101 to \$88,921
- Large increase to those principals with lower years of experience.

Exceeded

- A principal of a middle school with 1,150 students
- 14 years of experience
- Longevity at 2.25%
- In all 3 years she supervised this school, the school exceeded growth

2017 State pay plus longevity \$63,755

2018 State pay \$85,216

Increase \$21,461

Plus eligible for Bonus I - up to \$5,000 bonus if top 50% of growth.

Not eligible for the Bonus II

Exceeded

The next year, this principal is transferred to struggling middle school the same size that has not met growth in 3 years and is a D school

2018

State pay (E,E,E)	\$85,216
Bonus (top 10%)	<u>\$4,000</u>
	\$89,216

2019

School makes growth (E,E,M) moves the school from a D to a C

Remains at Exceed	\$85,216
Bonus (top 30%)	<u>\$1,000</u>
	\$86,216

Exceeded

2020

If the school makes growth

Met - E,M,M	\$78,115
Bonus for top 30%	<u>\$ 1,000</u>
	\$79,115

If the school exceeds growth

Exceed- E,M,E	\$85,218
Bonus for top 15%	\$3,000
Bonus II ⁽¹⁾	<u>\$5,000</u>
	\$93,218

(1) not eligible for the \$10,000 because the school moved to a C after her first year as principal

Exceeded

If the principal is not able to improve the new school and the school continues to not meet growth in the first two years.

2019

Not Met - E,E,N	\$85,216
Bonus	<u>\$ -</u>
	\$85,216

2020

Not Met - E,N,N	\$71,014
Bonus	<u>\$ -</u>
	\$71,014

Met

- Met + Met + other
- Met + Not Met + Exceeded
- N/A + N/A + other
- Range \$67,929 to \$81,511

N/A are schools with no EVAAS score e.g., K-2 schools

Met

Principal with 30 years of experience at an elementary school of 328 students. The school has met growth in 3 of the last 3 years.

The principal has a doctorate and a 6% ABC/Safe Schools supp.

	2017	2018
Principal Pay	\$76,381	\$67,926
6% ABC/Safe Schools	\$ 4,583	
Doctorate	\$ 3,036	
Longevity @4.5%	<u>\$ 3,780</u>	
	\$87,780	<u>\$67,926</u>
Reduction		(\$19,854)

Principal is paid at the Hold Harmless amount \$87,780 for 2017-18

Met

Principal with 13 years of experience at an elementary school of 186 students. The school has met growth in 3 of the last 3 years.

	2017	2018
Principal Pay	\$56,820	\$67,926
ABC/Safe Schools	\$ -	
Doctorate	\$ -	
Longevity @1.5%	<u>\$ 852</u>	<u> </u>
	\$57,672	\$67,926
Increase		\$10,254

Base

- Not Met + Not Met + Other
- 1st year as a principal was 2016-17
- Range \$61,751 to \$74,101

Base

Principal with 25 years of experience at an elementary school of 500 students. The school has not met growth in 2 of the last 3 years.

In 2017 the principal was paid from the teacher scale

2017 teacher certified pay + longevity	\$70,285
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2018 Step 2 of Base	<u>\$64,839</u>
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Reduction	(\$5,446)
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Hold Harmless

- Salary of the Principal 2016-17 schedule
- Longevity received
 - Must be calculated on the current years of experience.

The principal was paid	\$70,285
The principal is held harmless at	<u>\$68,845</u>
Reduction	(\$1,440)

This hold harmless is for the 2017-18 fiscal year only

Principal – 115C-285

A teacher or asst principal who becomes a principal shall be paid at least as much as he or she would have earned as a teacher/an assistant principal employed by that LEA.

The principal was paid	\$70,285
Assistant Principal Pay	<u>\$72,000</u>
Increase	\$ 1,715

Base

2017 teacher certified pay + longevity **\$70,285**

Hold harmless of principal cert + longevity **\$68,845**

2018 Step 2 of Base **\$64,839**

2018 Assistant Principal state pay **\$72,024**

Impact of GS 115C-285 No loss in pay

The following principals may be paid higher on the AP schedule, not taking in to consideration hold harmless.

- Base pay with ADM < 701 with 15+ years of experience
- Base pay with ADM 701-1,000 with 18 years +
- Base pay with ADM 1,001-1,300 with 20 years
- Met pay with ADM < 400 with 21 years
- Met pay with ADM 401-700 with 25+ years

No Loss in Pay - Other considerations

Advanced Degree Supplement

May be other principals who will benefit from being paid as an assistant principal due to APs being eligible for education supplements and principals no longer are eligible.

In 2017

263 principal received a doctorate supplement of \$3,036

274 principals received an advanced supplement of \$1,512

NBPTS certified Principals

Principals with NBPTS may benefit from being paid as a teacher

144 principals have active NBPTS certifications