

SL2019-247 (HB377) Section 2.5

Questions and Answers

1. How were the qualifying schools determined?

The process of determining the eligible schools is set out explicitly in the legislation. The process was as follows:

- i. A list of the low-performing school, as defined in G.S. 115C-105.37, that received an overall school performance score that placed it in the bottom five percent (5%) of all schools in the State in the prior school year was created.
- ii. All LEAs with schools on the list provided a response as to whether they wished to participate in the program. Schools in LEAs that did not wish to participate were removed from the list.
- iii. The schools in the LEAs which indicated they wished to participate were ranked by school performance and then school growth index.
- iv. The 40 schools with the lowest school performance were selected to participate. School growth index was used as a tie breaker.

2. What year for the accountability results were used to determine the eligible schools?

For both the 2020-21 and the 2020-22 listing of eligible schools, the accountability results from the 2018-19 school year were used. No state growth schools were available for the 2019-20 school year due to the pandemic.

3. What is the guarantee that this program will continue next year?

There are no guarantees, however, the legislation in HB377 amends general statute ("§ 115C-285.1.), and therefore does not expire with session law. This action indicates a commitment from the General Assembly to continue this program.

4. Will this opportunity be available next year? If we are not able to recruit to a school that qualifies this year, will we have the opportunity next year?

The legislation caps the number of qualifying schools at 40 and therefore, until there are 40 schools actively in the program, additional opportunities will be offered. . Once 40 recruitment supplements are issued, there will be no more available unless a principal resigns or otherwise becomes ineligible within the 36 months.

5. We have a qualifying school with a qualifying principal already on contract. Are we permitted to offer the recruitment supplement to this principal?

Yes, you may offer the supplement to a principal at a qualifying school who is already under contract.

Before the LEA may pay the supplement, the LEA is required to notify the Department of the following:

- (i) identity of principals and schools in the unit that will participate in the Program,
- (ii) length of the contract period between the eligible employer and each qualifying principal, and
- (iii) length of time the qualifying principal will receive the salary supplement.

Documentation must be emailed to salary@dpi.nc.gov

The supplement may start the 1st day of the month which the DPI receives the documentation. Eg. If the LEA sends the documents on March 10th, the supplement may be effective no earlier than March 1st. If the LEA sends the documents on February 20th, the supplement may be effective no earlier than February 1st. No supplement shall be paid for time prior to February 1, 2020.

6. What if we recruit a principal and the principal resigns, can we recruit a new qualifying principal and continue the supplement?

If a principal resigns, DPI will provide the LEA a 60 day window to extend an offer to another qualifying principal. This new qualifying principal is eligible for the supplement for the remaining unused months ie. They are not eligible for a new 36 month supplement.

If the LEA does not extend an offer within 60 days of the resignation, the supplement will be offered to the next qualifying school on the list.

7. If a LEA has a school on the eligible list, but the LEA does not want to use the Recruitment Supplement for that specific school, may the LEA transfer the supplement to another school in their district that is not on the top 40 list.

No. The eligibility is restricted to the specific qualifying school and the LEA may not use the supplement for any other school.

8. What are the requirements for a principal to receive the supplement?

The principal must be paid on the Exceeded pay level as of January 1. If the principal is not employed as a principal on January 1, the principal must be eligible to be paid on the exceeded pay level at the time of the contract.

9. How do we confirm that a principal is on the exceeded pay level?

You may contact the LEA in which they currently work, or contact the salary analysts at the Division of School Business at School Business, School Reporting salary@dpi.nc.gov

10. When are the supplements effective?

Before the LEA may pay the supplement, the LEA is required to notify the Department of the following:

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No supplement may be paid for months prior to notification of qualifying schools ie. February 1.

11. What is the deadline to get a qualifying principal on contract?

The law states no later than **May 1** each eligible LEA with a qualifying school shall do all of the following:

- a. Execute all applicable contracts with qualifying principals.
- b. Notify the Department of the (i) identity of principals and schools in the unit that will participate in the Program, (ii) length of the contract period between the eligible employer and each qualifying principal, and (iii) length of time the qualifying principal will receive the salary supplement.

No later than **August 1** all qualifying principals shall begin employment as a principal at the applicable qualifying school.

12. What if the LEA cannot meet this deadline?

If the LEA cannot contract with a principal by May 1 the LEA superintendent shall notify DPI..

13. What should we do if we decide not to participate in the program?

Notify Deputy Superintendent Beverly Emory as soon as possible, so that the next school on the priority list can be offered the opportunity.

14. How much is the supplement?

Principals shall be paid a supplement of \$30,000 a year on a monthly basis (ie. \$2,500 per month)

15. How many months are the supplements paid?

Up to 36 months

16. What if the school is no longer in the Top 40 after the next years accountability results, does the principal stop getting the supplement?

No, the principal continues to receive the supplement even if the school is no longer an eligible school next year.

17. Does the principal stop getting the supplement if their pay level is no longer at the exceeded level?

No, the principal is required to be at a pay level of exceeded before they are placed at the school. If the principal's pay level downgrades after this point, they continue to be eligible to receive the supplement.

18. Is the principal's pay held harmless to the exceeded level regardless of the accountability results of the school in the subsequent years?

No, there is no hold harmless on the principal's salary. If the school where the principal is assigned does not make exceeded growth it may affect the State certified salary.

19. Is the supplement subject to retirement?

No, the supplement is not subject to TSERS. LEAs should notify the principals of this as part of the recruitment process.

20. Are we required to provide the same local supplement to the qualifying principal?

Yes, the recruitment bonus is required to be in addition to any local supplement that is currently paid to the position.

21. Where is the funding for the supplement?

The General Assembly appropriated funds for the supplement effective in 2019-20 mini budget bill HB377/SL 2019-247 Section 2.5. The payments will be paid out of PRC028. This is a guaranteed allotment.

22. What are the reporting requirements that LEAs should be prepared for?

No later than March 15 every year in which funds are expended under the Program, the DPI shall report to the Joint Legislative Education Oversight Committee and the Fiscal Research Division on the Program, including, at a minimum, the following information:

- (1) The impact of the Program on school performance, including the performance of (i) schools receiving a principal under the Program and (ii) schools that lost a principal due to the Program.
- (2) The number of principals participating in the Program.
- (3) The identity of schools participating in the Program.
- (4) The length and rate of retention of principals (i) within the Program and (ii) at specific schools within the Program."