

2020-21 Principal Bonus Guidelines and Frequently Asked Questions

Legislation per S.L. 2020-45 Section 5

SECTION 5.(b) No later than October 31, 2020, the Department of Public Instruction shall administer a one-time, lump sum bonus to any qualifying principal that is equal to the amount that qualifying principal received pursuant to Section 2.4 of S.L. 2019-247.

SECTION 5.(c) The bonuses awarded pursuant to this section shall be in addition to any regular wage or other bonuses the principal receives or is scheduled to receive. SECTION 5.(d) Notwithstanding G.S. 135-1(7a), the bonuses awarded pursuant to this section are not compensation under Article 1 of Chapter 135 of the General Statutes, Retirement System for Teachers and State Employees. SECTION 5.(e) The bonuses awarded pursuant to this section do not apply to any principal no longer employed as a principal due to resignation, dismissal, reduction in force, death, or retirement or whose last workday is prior to October 1, 2020. SECTION 5.(f) It is the intent of the General Assembly that funds provided pursuant to this section will supplement principal compensation and not supplant local funds.

Section A: Determination of the Bonuses

1) What is a qualifying principal?

Principals shall qualify for a bonus if both of the following criteria are met:

- a. Received a bonus in the 2019-2020 fiscal year pursuant to Section 2.4 of S.L. 2019-247.
- b. Is employed as a principal in a public school as of October 1, 2020

Note: The bonus does not apply to any principal no longer employed as a principal due to resignation, dismissal, reduction in force, death, or retirement or whose last workday is prior to October 1, 2020.

2) Where can I find information if a principal is qualified for the bonus?

If the principal worked in the same district last year, the district should refer to the prior year pay records.

In the case you have a principal that came from another district where he or she was employed as a principal, please contact the district and request supporting documentation that the principal received the bonus last year.

You may also contact School Business Salary Analysts at salary@dpi.nc.gov and they can help with verification but we encourage you to contact the district of prior year employment first.

If you are emailing DPI, provide the principal's full name, last 4 digits of SSN, LEA and School number currently employed and LEA number where this principal was employed last year.

2020-21 Principal Bonus Guidelines and Frequently Asked Questions

Section B: Qualification of the Principal

1) *Is the principal qualified, if he/she is not employed as of 10/1/2019?*

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?*

No. SL 2020-45, SB 818, Section 5.(a)(2) states “Is employed as a principal in a public school as of October 1, 2020”

3) *If a principal leaves one LEA and goes to another LEA prior to October 1, 2020 where he or she is no longer employed as a principal, does this employee qualify for the bonus?*

No. The principal is not qualified for the bonus because he/she is no longer employed as a principal in a public school.

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

Yes, the principal is employed as a principal in 2020-21 and therefore qualifies for the bonus.

5) *If a principal who otherwise qualified for the bonus retires before October 1, 2020, should that person get paid the bonus?*

No, the principal is not qualified for the bonus.

6) *Principal supervises a school in 2020-21. Principal leaves on October 2, 2020. Does this principal qualify for the bonus (if all other criteria are met)?*

Yes, the principal qualifies for the bonus.

7) *We have a principal paid out of local (or federal) funds. Can we use state funds to pay the bonus?*

Yes, the principal bonus may be paid from state funds.

Section C: Funding and Accounting for the Bonus

1) *Which PRC will the funds be allotted?*

The funds will be allotted in PRC048 (including charters, Lab, ISD and regional schools).

These funds are restricted for principal bonuses in accordance with the legislation. Unused funds may not be used for any other purpose.

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- 2) *If I have a principal who earned a bonus in a school in another LEA last year, how will I receive the funds?*

The estimated allotment is based on principal bonus expenditures in the prior year. If you have a qualified principal that came to your LEA from different district and you do not have sufficient funds to pay this principal from your PRC 048 allotment, please pay the principal from PRC048 by October 31, 2020. Then notify School Business requesting additional funding (email salary@dpi.nc.gov) including the principal's full name, last 4 digits of SSN, LEA and School number currently employed and LEA number where this principal was employed last year. School business will do one true up allocation before December 31, 2020

- 3) *How do we code the bonus?*

The bonus is NOT subject to retirement TSERS

- Coding for the bonus:
 - 1-5410-048-180
 - 1-5410-048-211

- 4) *If the principal is not qualified to receive the bonus, may the LEA/charter school use the funds of another purpose or pay a bonus to another individual?*

No, public school units do NOT have flexibility to use the funds for any other purpose and doing so will lead to a requirement to repay the funds.

- 5) *Should the principal be coded to a school level and what school should we use?*

Principal bonus should be coded to school level where the principal is employed as of the date the bonus is paid (October, 2020).

Additional questions may be submitted to School Business at salary@dpi.nc.gov.