

Principal and Asst. Principal Pay Programs

Let's Break to Educate Webinar Series

Leanne E. Winner
Director of Governmental Relations

NCSBA

LET'S BREAK
TO EDUCATE

WEBINAR SERIES

Legislative discussions
Mondays @ noon



Setting the Stage

Old System of Principal and Assistant Principal Pay

State Funding for Principal Pay Prior to 2017-18

- Principals paid on a **salary schedule** based on 2 factors:
 - Size of their school (# of State-funded certified staff at the school)
 - Years of experience
- Once placed into a spot on the schedule, received salary increases for **each additional year of experience**.

State Funding for Principal Pay Prior to 2017-18

- Other salary factors:
 - Supplements for Advanced and Doctorate degrees (\$126/\$253 per month).
 - ABC and Safe Schools supplements (1% to 6% earned from 1998 to 2000).
 - Longevity after 10+ years of State service (1.5% -4.5%).

FY 2016-17 PRINCIPAL SALARY SCHEDULES
PRINCIPAL II
11 - 21 Teachers
Effective July 1, 2016

Combined Years of Exp	Schedule/ Pay Level	Base Monthly Salary	Base + 1% Monthly Salary	Base + 2% Monthly Salary	Base + 3% Monthly Salary	Base + 4% Monthly Salary	Base + 5% Monthly Salary	Base + 6% Monthly Salary
0-15	0-8	\$4,556	\$4,602	\$4,647	\$4,693	\$4,738	\$4,784	\$4,829
16	0-9	\$4,615	\$4,661	\$4,707	\$4,753	\$4,800	\$4,846	\$4,892
17	0-10	\$4,675	\$4,722	\$4,769	\$4,815	\$4,862	\$4,909	\$4,956
18	0-11	\$4,735	\$4,782	\$4,830	\$4,877	\$4,924	\$4,972	\$5,019
19	0-12	\$4,797	\$4,845	\$4,893	\$4,941	\$4,989	\$5,037	\$5,085
20	0-13	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
21	0-14	\$4,924	\$4,973	\$5,022	\$5,072	\$5,121	\$5,170	\$5,219
22	0-15	\$4,992	\$5,042	\$5,092	\$5,142	\$5,192	\$5,242	\$5,292
23	0-16	\$5,058	\$5,109	\$5,159	\$5,210	\$5,260	\$5,311	\$5,361
24	0-17	\$5,126	\$5,177	\$5,229	\$5,280	\$5,331	\$5,382	\$5,434
25	0-18	\$5,196	\$5,248	\$5,300	\$5,352	\$5,404	\$5,456	\$5,508
26	0-19	\$5,266	\$5,319	\$5,371	\$5,424	\$5,477	\$5,529	\$5,582
27	0-20	\$5,342	\$5,395	\$5,449	\$5,502	\$5,556	\$5,609	\$5,663
28	0-21	\$5,415	\$5,469	\$5,523	\$5,577	\$5,632	\$5,686	\$5,740
29	0-22	\$5,490	\$5,545	\$5,600	\$5,655	\$5,710	\$5,765	\$5,819
30	0-23	\$5,565	\$5,621	\$5,676	\$5,732	\$5,788	\$5,843	\$5,899
31	0-24	\$5,644	\$5,700	\$5,757	\$5,813	\$5,870	\$5,926	\$5,983
32	0-25	\$5,726	\$5,783	\$5,841	\$5,898	\$5,955	\$6,012	\$6,070
33	0-26	\$5,808	\$5,866	\$5,924	\$5,982	\$6,040	\$6,098	\$6,156
34	0-27	\$5,881	\$5,940	\$5,999	\$6,057	\$6,116	\$6,175	\$6,234
35	0-28	\$5,998	\$6,058	\$6,118	\$6,178	\$6,238	\$6,298	\$6,358
36	0-29	\$6,118	\$6,179	\$6,240	\$6,302	\$6,363	\$6,424	\$6,485
37	0-30	\$6,240	\$6,302	\$6,365	\$6,427	\$6,490	\$6,552	\$6,614
38	0-31	\$6,365	\$6,429	\$6,492	\$6,556	\$6,620	\$6,683	\$6,747
39+	0-32	\$6,492	\$6,557	\$6,622	\$6,687	\$6,752	\$6,817	\$6,882

NOTES:

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.

State Funding for Assistant Principal Pay Prior to 2013-14

- Salary based on years of experience.
- Tied to Master's Teacher's salary schedule + 1%.
- Supplements for Advanced and Doctorate degrees (\$126/\$253 per month).
- ABC and Safe Schools supplements (1% to 6% earned from 1998 to 2000.)
- Longevity

State Funding for Assistant Principal Pay

- In 2013-14 the tie between the teacher schedule and the assistant principal schedule was **broken**.
- Large increases provided to teachers and minimal increases provided to assistant principals.
 - According to the schedules, a teacher with the same years of experience would have **higher pay** than an assistant principal.
- Almost all assistant principals were paid from the **teacher schedule** from 2013-14 to 2016-17.



New System of Principal and Assistant Principal Pay

State Funding for Principal Pay – Changes in 2017-18

- ~~Salary schedule based on # of State-funded certified staff and years of experience~~
- ~~Salary increases tied to years of experience~~
- ~~Supplements for Advanced and Doctorate degrees (\$126/\$253)~~
- ~~ABC and Safe Schools supplements (1% to 6% earned from 1998 to 2000)~~
- ~~Longevity after 10+ years of State service (1.5%–4.5%)~~

State Funding for Principal Pay – Changes in 2017-18

- New schedule places principals into categories based on **ADM of school** (5 steps).
- Within the ADM category, the principal's salary is then set based on **best 2 of 3 years of growth** in schools supervised by the principal (9%-10% salary increases between performance statuses).
- 2 bonus programs.

New Principal Pay Schedule

ADM School

Base Rung

Met Growth Rung

Exceed Rung

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

**Prior 3 Years
Growth
Performance**

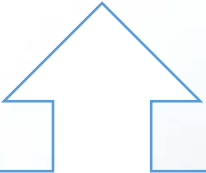
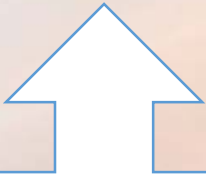
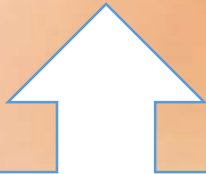


Met Growth in 2
OR
Met Growth in 1
Exceeded Growth in 1

Exceeded Growth in 2 of 3

Bonus Program 1 – Principals in same school in 2015-16 and 2016-17

SCHOOL GROWTH STATUS	2015-16 School Grade = A	2015-16 School Grade = B	2015-16 School Grade = C	2015-16 School Grade = D	2015-16 School Grade = F
Not Met in 2015-16 Exceeded in 2016-17	\$5,000 Bonus	\$5,000 Bonus	\$5,000 Bonus	\$10,000 Bonus	\$10,000 Bonus
Met in 2015-16 Exceeded in 2016-17	\$5,000 Bonus	\$5,000 Bonus	\$5,000 Bonus	\$10,000 Bonus	\$10,000 Bonus
Exceeded in 2015-16 Exceeded in 2016-17	No Bonus	No Bonus	No Bonus	No Bonus	No Bonus
Not Met in 2015-16 Met in 2016-17	No Bonus	No Bonus	No Bonus	No Bonus	No Bonus
Growth Status is Same in Both Years	No Bonus	No Bonus	No Bonus	No Bonus	No Bonus

	<u>Principal A</u>	<u>Principal B</u>	<u>Principal C</u>
2014-15	Exceed Growth	Met/Not Met Growth	Exceed Growth
2015-16	Met/Not Met Growth	Exceed Growth	Exceed Growth
2016-17	Exceed Growth	Exceed Growth	Exceed Growth
	 Exceed Growth Rung + Bonus 1	 Exceed Growth Rung + NO BONUS	 Exceed Growth Rung + NO BONUS

Bonus Program 2 – Schoolwide growth \geq 50th percentile

School's Schoolwide Growth Percentile	Bonus for Principal
100 – 95 th Percentile	\$5,000
94 th – 90 th Percentile	\$4,000
89 th – 85 th Percentile	\$3,000
84 th – 80 th Percentile	\$2,000
79 th – 50 th Percentile	\$1,000

Scenarios – Principal D

- Principal of a middle school with 1,150 ADM
- 14 years of experience going into 2017-18
- 2.25% longevity
- Exceeded growth each of past 2 years; in 2017-18 it exceeds growth again and is in 92nd percentile in performance.

2016-17 State pay = \$63,755 (including longevity)

2017-18 State pay = \$85,216 (schedule) + \$4,000 (bonus 2) = \$89,216

Principal's pay **has gone up \$25,461**

Not eligible for the Bonus 1 program even though exceeded growth all 3 years

Scenarios – Principal D

2018-19

- The principal now has 15 years of experience and is transferred to a struggling middle school the same size that has **Not Met Growth** in 3 years and is a **D school**.
- For 2018-19, the school **improves** to Meets Growth and a C grade and is in top 50% in student performance.

2017-18 pay = \$89,216

2018-19 pay = \$86,216

Principal remains on the Exceed Rung (still 2 of 3) = \$85,216

But the bonus payment has gone down \$3,000 because the new school is in a lower statewide percentile than the old school.

Scenarios – Principal D

2019-20

- The principal now has 16 years of experience.
- The school Meets Growth **again** and has improved to the top 40% in student performance.

2017-18 pay = \$89,216 exceed growth rung

2018-19 pay = \$86,216 exceed growth rung + lower bonus

2019-20 pay = \$79,115 met growth rung + same bonus

The principal has moved **down** to the Met Growth Rung because now 2 of their past 3 years the growth status is Met Growth.....salary is now \$78,115.

They still get \$1,000 bonus for the school being in top 40%.

Scenarios – Principal D

- Even though Principal D has successfully started to turn around this low-performing school, they are experiencing a decrease in their salary and take-home pay.
- Why? Principal D was starting from the highest salary level since she exceeded growth 3 years in a row at her old school.....these scores were compared to her scores at her new school to calculate her salary level, even though her new school was starting from a much lower point.
- It takes time to turn around low-performing schools so even though she was making progress at the new school, it was not fast enough to bring her back up to that highest level she had reached at her old school.

Scenarios – Principal E

2018-19

- Principal has 30 years of experience at an elementary school of 328 students.
- School has met growth in 2016-17 and 2017-18.
- School meets growth in 2018-19.

	2017-18 (held harmless)	2018-19
Base Pay	\$76,381	\$67,926
6% ABC/Safe Schools	\$4,583	N/A
Advanced Deg Supplement	\$3,036	N/A
Longevity	<u>\$3,780</u>	<u>N/A</u>
	\$87,780	\$67,926

Absent an extension of the hold harmless the principal's salary will be **reduced \$19,854!!**

Assistant Principal Salaries – New Model

- 2017-18: 'A' Teacher Schedule + 17%
- 2018-19: Intent to move to 'A' Teacher Schedule + 19%
 - \$\$\$ has already been appropriated.
- No more separate longevity payments (folded into base salary 2016-17).
- Hold harmless = salary received per the 2016-17 Asst Princ schedule plus eligible longevity in 2016-17.

Assistant Principal Salaries – New Model Impact

- Most assistant principals w/ 25 years or less received pay raise in 2017-18 – between 6% and 12%.
- Assistant principals with more than 25 years of experience received 2% or less pay increase.



Concerns and Problems for NCSBA

Issues w/ New Principal Pay Model

- As shown by Principal D scenario, the new model could actually **punish** our highest achieving principals who take on the challenge of moving to a low-performing school.
- Some principals could see a large drop in salary if the hold harmless is not extended (Principal E scenario).
- Little/no incentive for those considering moving from asst principal position to principal position if they are going to make the same/less salary and increase their workload/responsibility.
- Not recognizing years of experience creates inequities for veteran principals in relation to new principals.

Issues w/ New Principal Pay Model

- Some LEAs may have to use local dollars for pay differentials due to the current definition of “demotion” in State law.
- Concept of salaries tied to performance was not contemplated in existing principal contracts signed before pay model was reformed.
- Timing is a problem--- performance/accountability data not released until October for the previous school year.

Issues w/ New Principal Pay Model

Many principals will make more on the assistant principal schedule in 2018-19 (assuming 12 month pay):

- Base pay rung with ADM <400 with 9+ years of experience
- Base pay rung with ADM 401-700 with 11+ years
- Base pay rung with ADM 701-1,000 with 13+ years
- Base pay rung with ADM 1,001-1,300 with 15+ years
- Met growth rung with ADM <400 with 13+ years
- Met growth run with ADM 401-700 with 15+ years

This assumes that the current principal schedule remains the same and the assistant principal schedule increases as planned.

Comparison

ADM <u>School</u>	<u>Base Rung</u>	<u>Met Growth Rung</u>
0-400	\$61,751 (9 yr AP=\$62,832)	\$67,926 (13 yr AP=\$68,544)
401-700	\$64,839 (11 yr AP=\$65,688)	\$71,400 (15 yr AP=\$71,400)
701-1,000	\$67,926 (13 yr AP=\$68,544)	
1,001-1,300	\$71,014 (15 yr AP=\$71,400)	

Issues w/ Principal Bonus Programs

- Only available to principals that either did not meet growth or met growth in 2015-16 and then exceeded growth in 2016-17
 - Highest achieving principals who exceeded growth both years NOT eligible for the bonuses
 - DPI estimates 235 principals may be in this category
- Principals who exceeded growth in 2016-17 and either did not meet or met growth in 2015-16 and exceeded growth in 2014-15 earn a salary on the exceed column of the salary schedule and receive the \$5,000/\$10,000 bonus while the principal who has exceeded growth all three years is not eligible for the bonus.

What You Can Do

- Find out the kinds of impacts the new model and bonus programs will have in your LEA.....
- How many principals that exceeded growth the past 2 years were ineligible for the 1st bonus programs?
- How many principals are facing a decrease in salary in 2018-19 if the hold harmless is not extended?
- Do you have cases where an assistant principal will be making more than the principal in the same school?
- Examine your principal contracts...are there clauses that would trigger problems if a principal's salary decreases?
- How might this new pay model impact low-performing school turnaround plans in your LEA? (ie shifting principals around)

Upcoming Webinars

- April 30 – School Calendar Flexibility
- May 7 – School Safety Issues
- May 14- Short Session Preview

- Register now at <http://www.ncsba.org/governmental-relations/webinars/>