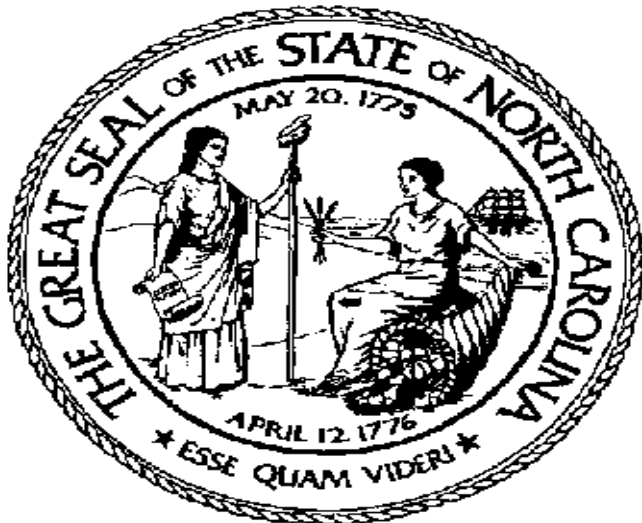


North Carolina Public Schools School Building Administrators' Salary Structure

Presented by NC Department of Public Instruction

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It Started Simple

Bachelors degree Teacher

Masters degree Teacher
+10%

Assistant Principal +1%

Principal
Dependent on the Principal Classification

Then Adjustments came

- 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

Assistant Principals

Assistant Principals

- Required to hold a Masters of School Administration
- Paid based on years of experience
- Do not earn principal educator experience
- Eligible for longevity pay

Assistant Principal Exception

In 1998, 1999 and 2000 school based administrators could earn incentive pay based on the school's ABCs of Public Education Program accomplishments and for maintaining a safe and orderly school.

The incentive pay is recurring and ranges from 1% to 6% depending on the number of years the incentive was earned.

6% of the state funded assistant principals receive this pay.

Assistant Principal Exception

A teacher who becomes an assistant principal ~~without a break in service~~⁽¹⁾ shall be paid, on a monthly basis, at least as much as he or she would earn as a teacher employed by that local school administrative unit.

Asst principals with more than 5 years of experience or NBPTS could be eligible (99%).

(1) Language removed effective July 1, 2016

Example of an Assistant Principal with 16 years of Experience

Scenario I

Teacher became an assistant principal

State Pay as a teacher	\$4,978
State Pay as an AP	\$4,556
Base Salary	\$4,978

Example does not consider effect of local supplement

Scenario II

A teacher earns a Masters in School Administration in 2015 and moves in to an assistant principal position.

Pay as a teacher	\$4,525
Pay as an AP	\$4,556
Base Salary	\$4,556

Employee is not eligible for Masters pay as a teacher, therefore is paid on the AP schedule

Other Issues

Bottom of the scale

Step increase was not funded between 2009 and 2014 which resulted in the asst. principal first step increasing from 0-4 to 0-9

→ it takes 10 years of experience to move off the bottom step.

Top of the scale

Takes 36 years to get to the top of the scale

Principals

State Salaries for Principals Determined by

Teacher Count - determines classification

The number of state-funded teachers, instructional support, and assistant principals employed at their school

Years of Experience – determines step

The total number of years of experience on their teaching license, plus one additional year of credit for every three years on their principal's license earned before 7/1/2009.

Principal Pay Determined by:

ABCs and/or Safe Schools

Achievements in the ABCs of Public Education Program and safe and orderly schools for school years 1997- 1998 through 1999-2000

12% of principals continue to receive the incentive

Longevity

Principals are eligible for longevity

Exceptions

Principals of alternative schools and cooperative innovative high schools are paid at a minimum Principal III, regardless of the number of state funded teachers.

Exceptions

An asst principal or a teacher who becomes a principal ~~without a break in service~~⁽¹⁾ shall be paid at least as much as he or she would have earned as an assistant principal employed by that local school administrative unit.

(1) Language removed effective July 1, 2016

Employee with 25 years of experience and NBPTS

Employee becomes a Principal III

Teacher Masters Pay ⁽¹⁾	6,222
Teachers Bachelors Pay ⁽¹⁾	5,610
Asst Principal Pay	5,126
Principal III Pay	5,266

(1) Does not consider hold harmless pay if applicable

Other issues

Schedules do not reflect how many LEAs differentiate pay eg

- Only state funded certified personnel considered for state classification. Does not account for total teachers eg. High poverty schools have a high number of federally funding Title I teachers
- Many LEAs differentiate between elementary, middle and high schools

Other issues

Administration

Over 1,500 possible steps for 2,400 positions

Each principal has to be evaluated individually to assess how they should be paid

Any principal who is not paid on the principal schedule has their pay coded to multiple lines to account for the base and the differential.

Other Issues

Top of the scale ranges from 37 to 46 years, depending on the classification.

Extra steps were necessary before the elimination of the extra year of experience for every three years of principal experience.