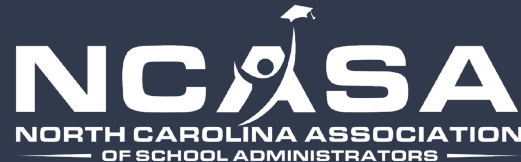


Revising the Principal Pay Plan

*NCPAPA & NCASA Statewide
Webinar
April 8, 2024*



How Did We Get Here?

2016

Joint Legislative Committee Studies Revisions

Input included superintendents, advocacy groups, the business sector, and examples from other states.

2018

New Principal Pay Scale Goes Into Effect

Considerable increases are made to principal pay, but most recommendations from the committee are not implemented. EVAAS-based performance and school size are the only factors.

2020

COVID Pauses Testing and Freezes Principal Pay on Scale

Lack of valid testing data places a pause on EVAAS data. Growth bonuses are extended for one year, then suspended.

2022

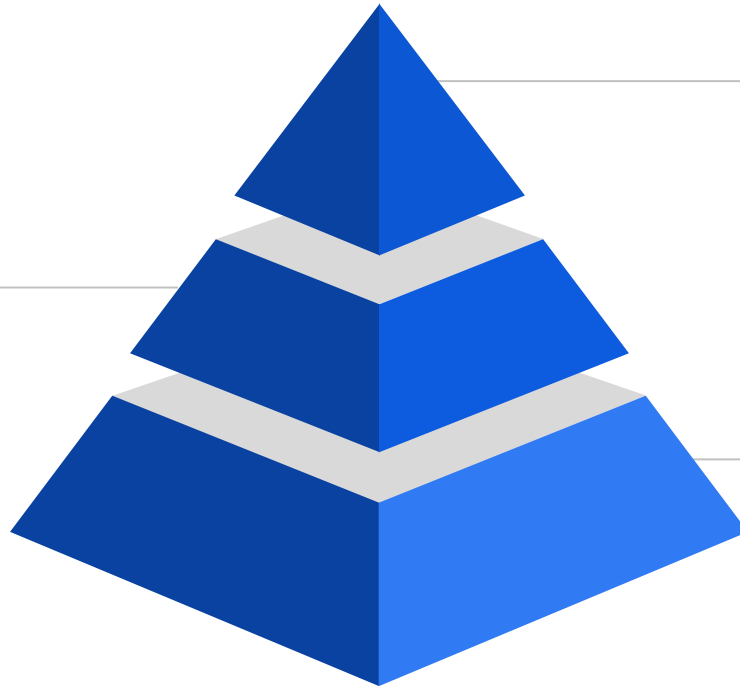
HB19 Realigns Principal Salaries Based on One Year's EVAAS Growth

Superintendent Truitt uses ESSER funds to hold 17% of principals harmless from a reduction.

Where does your paycheck come from?

Local Supplements

PSUs can add supplements to your salary. Every PSU is different. Some add no funds, some add specific amounts or percentages, others pay everyone at the Exceeds Level of the current plan.



Performance Bonus

Growth bonuses paid annually for EVAAS growth. Does not contribute to retirement.

State Funds

The current principal pay scale uses two factors: school size and EVAAS performance in selected subjects.

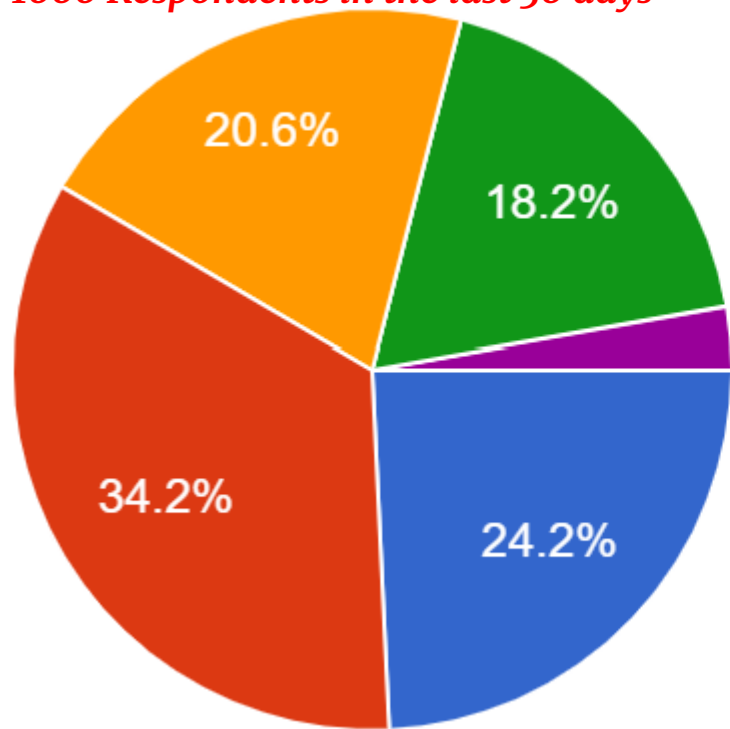
Current Principal Compensation Plan

The current plan was a step in the right direction for overall principal compensation. However, the plan had a few unintended consequences:

1. It leads to big swings in pay based on many factors beyond the principal's control.
2. It doesn't consider the complexity of the school.
3. It de-incentivizes outstanding Assistant Principals from aspiring to become principals and stay in the field.

Perceptions of the Current Compensation Plan

~1000 Respondents in the last 30 days



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Only 21% of principals surveyed agree or strongly agree that ***performance-based pay in the current pay plan makes up a fair portion of a principal's total salary.***

Opportunities For Improvement

The challenges that this proposed plan hopes to overcome in support of school leaders are:

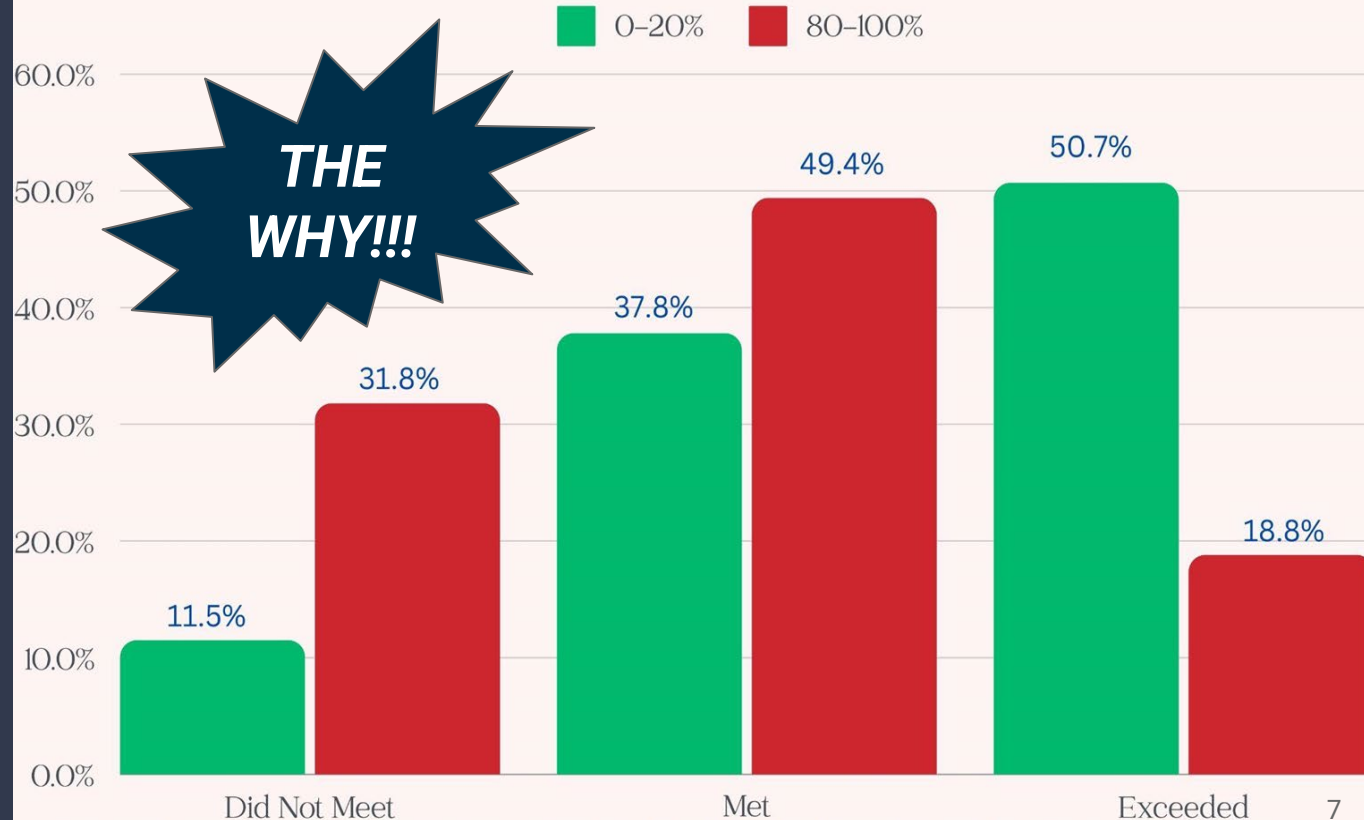
- ***Reducing the dramatic swings in salaries***
 - A principal's salary can fluctuate dramatically and unpredictably from an average of \$8,496 to as much as \$18,000 per year.
- ***Recognizing that not all schools are the same***
 - Adding additional complexity factors (beyond school size) when determining principal pay.
- ***Promoting principal retention***
 - Adding a retention supplement or principals offsets a desire for school leaders to seek Central Office positions.

Why Do We Need To Measure Complexity?

Our current system ranks growth of all schools with no consideration of complexity or disadvantage.

This graph shows the correlation between social economic status of the student population and the school's ability to exceed growth.

2022-23 School Growth Status by Percent of Economically Disadvantaged Students

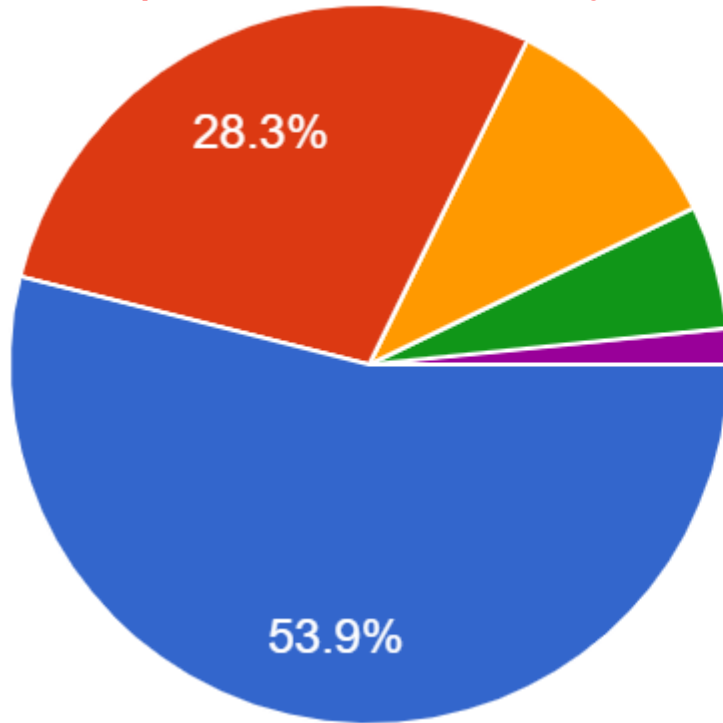


*Data from NCDPI compiled by NCPAPA

Source: <https://www.dpi.nc.gov/2022-23-annual-testing-report-includes-performance-school-performance-grades-and-long-term-goals/download?attachment>

High-Performing Principals & Low-Performing Schools

~1000 Respondents in the last 30 days

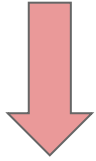


- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Only 7% agree or strongly agree that ***the current pay plan encourages high-performing principals to transition to low-performing schools.***

Current Principal Compensation Plan

Average Daily Membership and Growth are the only two factors impacting Principal Pay



PRINCIPAL SALARY (Annual Schedules) FY 2023-24 Effective July 1, 2023

Base + 10%

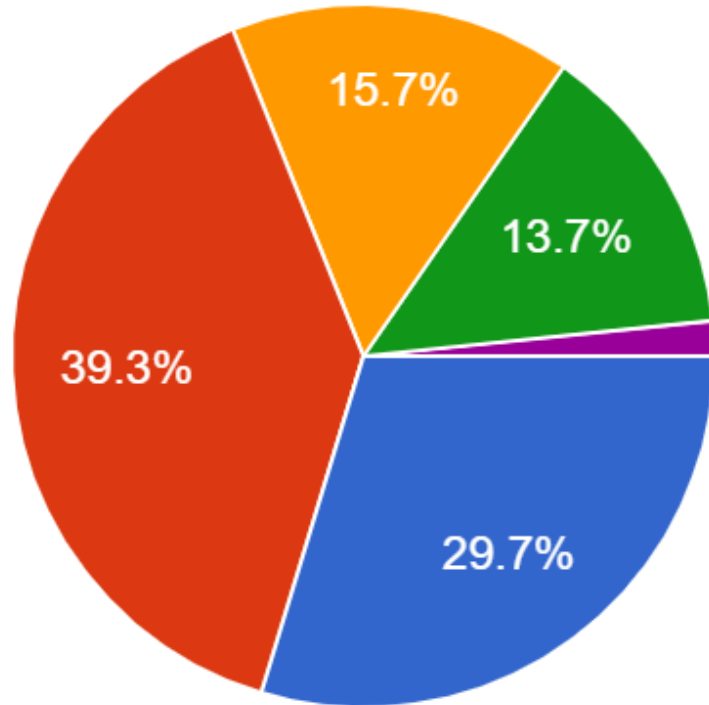
Base + 20%



ADM Range	Schedule/ Pay Level	Base	Schedule/ Pay Level	Growth Met	Schedule/ Pay Level	Growth Exceeded
		Annual Salary		Annual Salary		Annual Salary
up to 200	B0	\$75,526	G0	\$83,078	E0	\$90,631
201 to 400	B1	\$79,302	G1	\$87,232	E1	\$95,162
401 to 700	B2	\$83,078	G2	\$91,386	E2	\$99,694
701 to 1,000	B3	\$86,855	G3	\$95,540	E3	\$104,226
1,001 to 1,600	B4	\$90,631	G4	\$99,694	E4	\$108,757
over 1,600	B5	\$94,407	G5	\$103,848	E5	\$113,288

Becoming a Principal

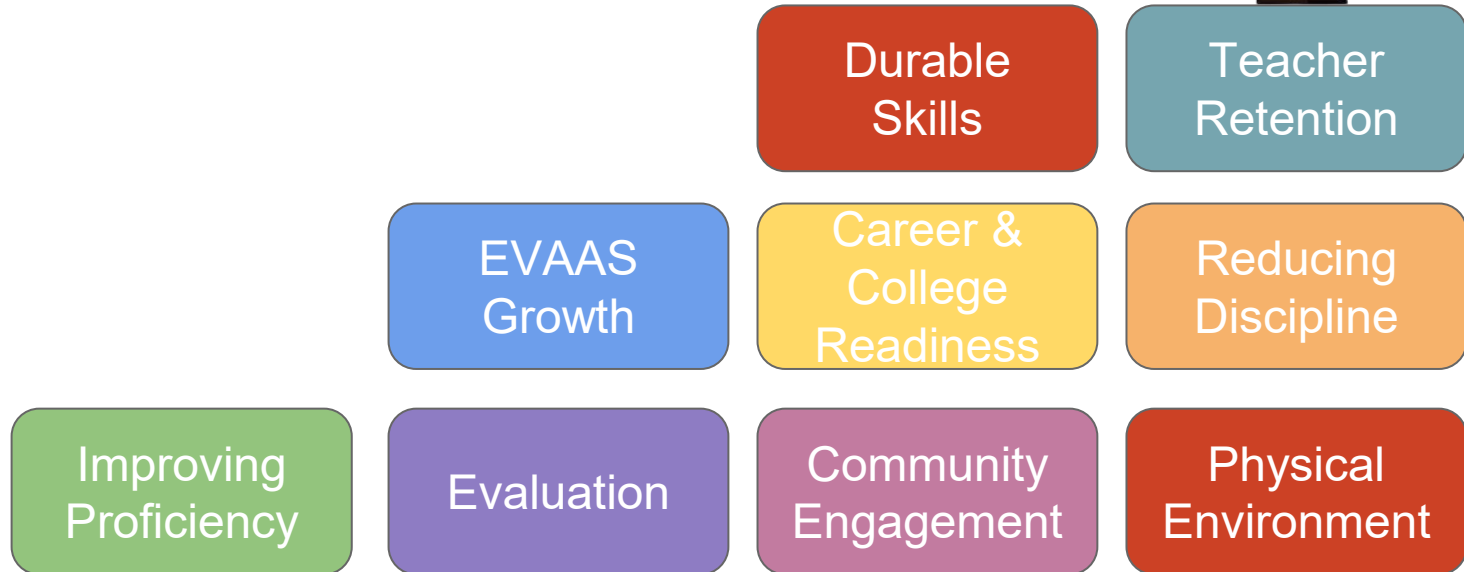
~1000 Respondents in the last 30 days



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Less than 15% of principals agree or strongly agree that– ***the current pay plan encourages school leaders to transition into the role of the principal.***

Redefining Principal Performance



Acknowledging School Complexity

Complexity factor currently impacting principal pay

This proposal adds the following complexity factors:

**(ADM)
School Size**



**Multi
Language
Learners**

**Academically
or
Intellectually
Gifted**

Homeless

**Economically
Disadvantaged
Students**

**Exceptional
Children**

How to Calculate Complexity

- 1 point per student (ADM)
- 1 point per EC student
- 1 point per Homeless student
- 1 point per Economically Disadvantaged student
- 1 point per Multi-Language Learner student
- 1 point per Academically Gifted student

- Total points per school
- Rank schools by points
- Divide ranked schools into tiers

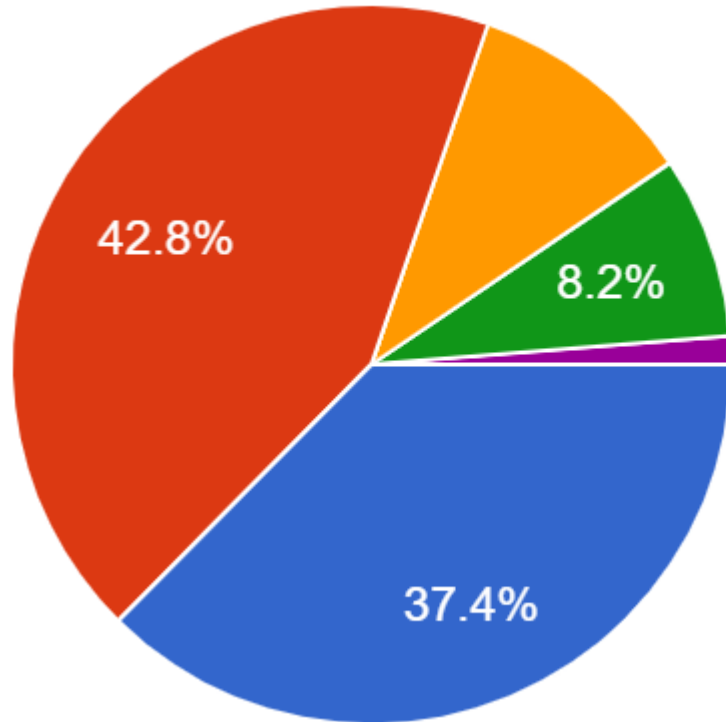
School Complexity Range	Schedule/ Pay Level
Lowest 10%	B0
11 - 30%	B1
31 - 50%	B2
51 - 70%	B3
71 - 90%	B4
Highest 10%	B5

Improving Principal Retention for Student Success

- **Nationally, 1 in 5 principals leave** the profession each year.
 - *In North Carolina the number **is closer to 1 in 4.***
 - *The problem of retention is greatest at high-poverty schools where nearly **30 percent of principals leave their school.***
 - **50% of principals leave** within 3 years of being hired.
- As principals become more experienced, research shows they tend **to move to lead schools with fewer complexity factors,** schools that serve **high-income areas** with **high-achieving students.**

Retaining Principals

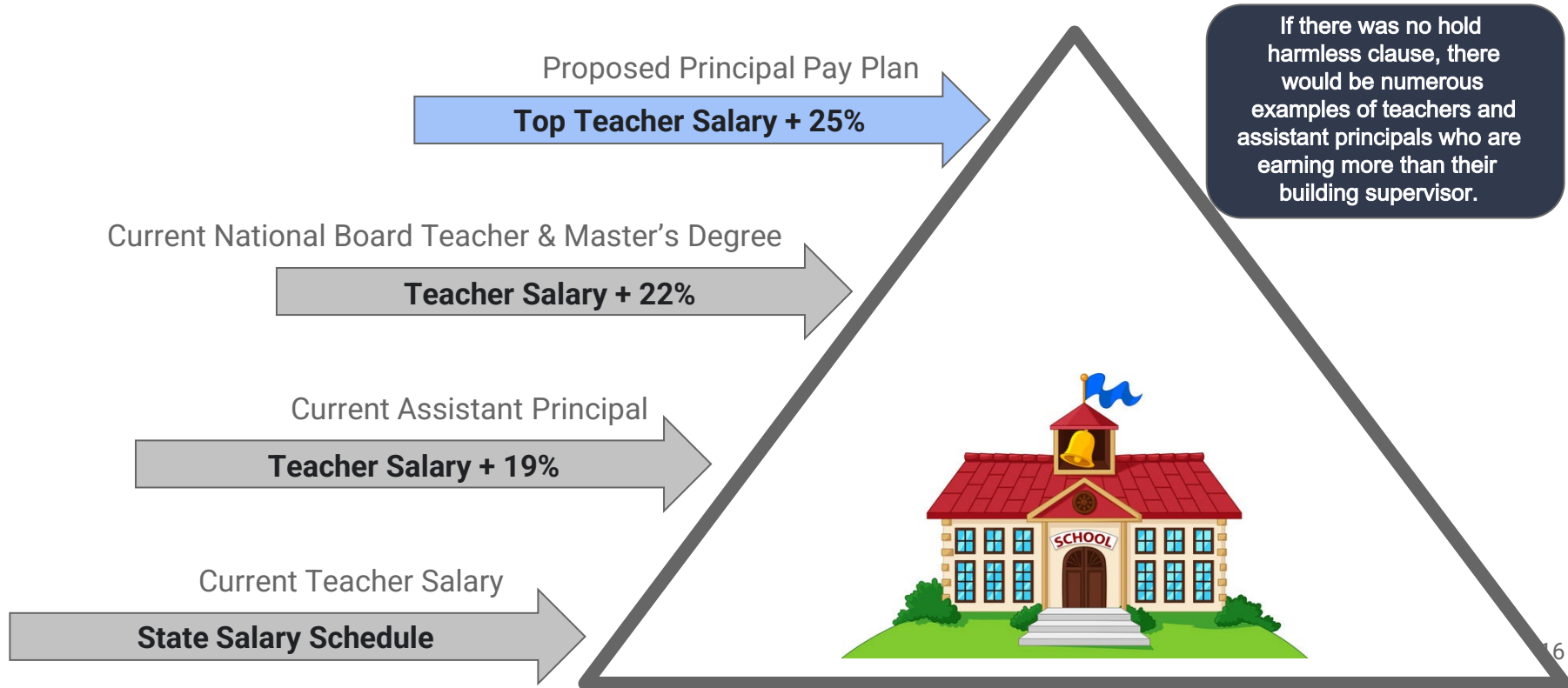
~1000 Respondents in the last 30 days



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Less than 10% agree or strongly agree that—the current pay plan incentivizes principals to remain in the profession.

Creating a Compensation Progression



Let's Add It All Up

Linking to Teacher Pay

- Highest paid teacher is \$5,510/month
- APs are paid at teacher salary + 19%
Proposal = Highest Teacher + 25%

Calculating Your Salary

- $\$5,510 \times 12 \text{ months} = \$66,120$
- $\$66,120 + 25\% = \$82,650$ (new base salary)
- Add 5% per Complexity Tier
- Add 5% per Performance Tier
- Add Retention for years as a principal

Plus EVAAS Bonus for top 50% of Schools

2023-2024 Principal Bonus Schedule	
Statewide Growth Percentage	Bonus
Top 5%	\$15,000
Top 10%	\$10,000
Top 15%	\$5,000
Top 20%	\$2,500
Top 50%	\$1,000

Proposed Principal Compensation Plan - Revisited

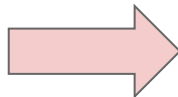
Uses complexity ranges instead of solely school size.



Proposed Draft Principal Pay Plan - Annual Schedule

School Complexity Range	Schedule/ Pay Level	BASE	5% Jump	Growth Met	5% Jump	Growth Exceeded
		Annual Salary	Schedule/ Pay Level	Annual Salary	Schedule/ Pay Level	Annual Salary
Lowest 10%	B0	\$82,650.00	B0	\$86,782.50	B0	\$91,121.63
11 - 30%	B1	\$86,782.50	B1	\$91,121.63	B1	\$95,677.71
31 - 50%	B2	\$91,121.63	B2	\$95,677.71	B2	\$100,461.59
51 - 70%	B3	\$95,677.71	B3	\$100,461.59	B3	\$105,484.67
71 - 90%	B4	\$100,461.59	B4	\$105,484.67	B4	\$110,758.90
Highest 10%	B5	\$105,484.67	B5	\$110,758.90	B5	\$116,296.85

Adds a retention supplement designed to keep leaders in schools.



Retention Pay (Years as Principal ONLY)			
0-4 Years	5-9 Years	10-14 Years	15+ Years
\$0	\$2,000	\$4,000	\$6,000

Features of the Proposed Plan



Establishes a complexity model that considers more than just school size.



Links all school employees to one salary scale while ensuring that the principal is the highest paid employee in the building.



Reduces the performance swings in pay to stabilize salaries, while maintaining the structure currently in place.



Adds a system of retention based on years as a school principal to keep leaders in schools.

Principals' Guide to Effective Advocacy





Katherine Joyce and Elizabeth Yelverton

kjoyce@ncasa.net | 919-828-1426 | eyelverton@ncasa.net

Keys To Becoming An Advocate



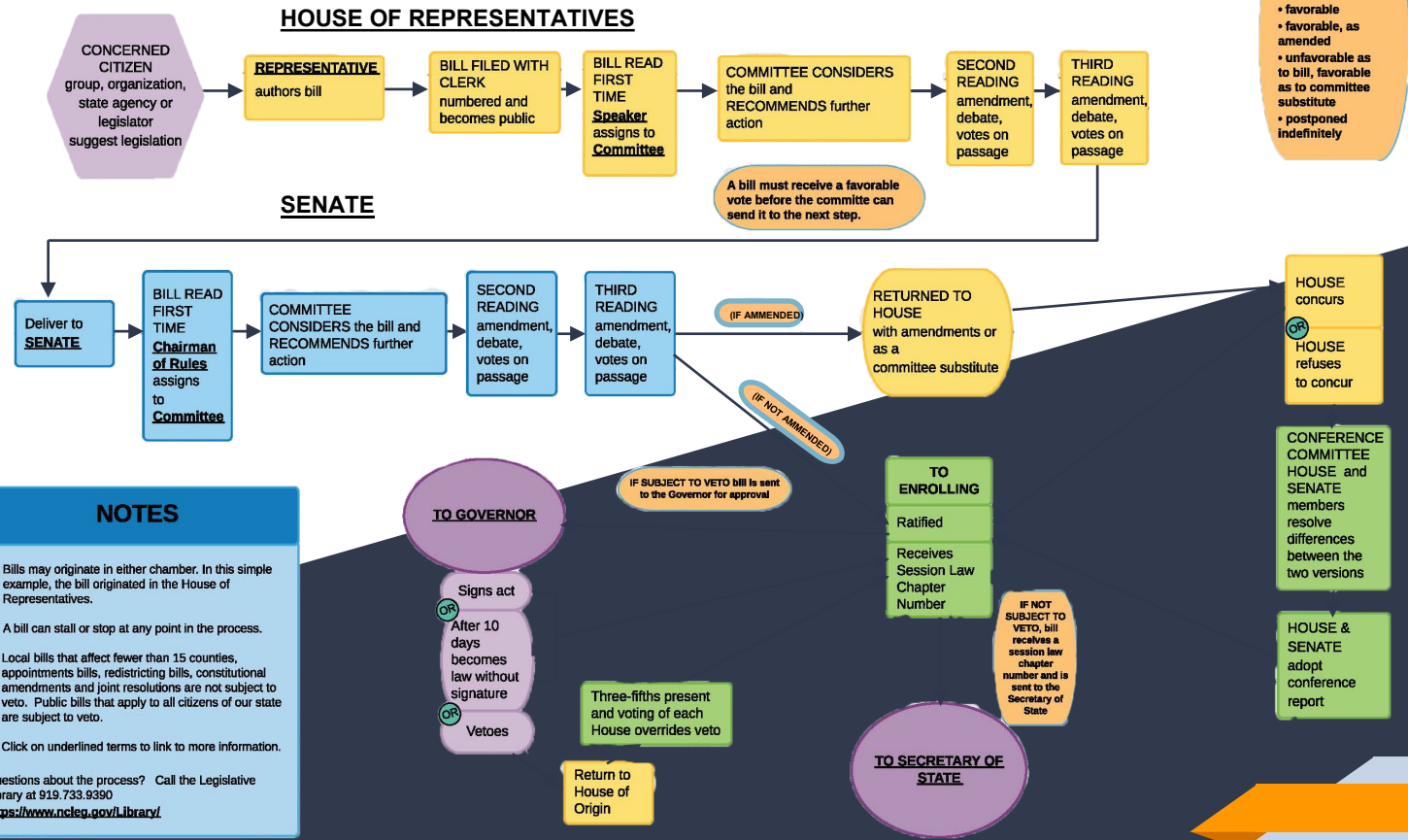
1. **KNOW** the legislative process, power structure, and pros/cons on each issue.
2. **ESTABLISH** good working relationships with your legislators. 
3. **COMMUNICATE** your views to elected and appointed policymakers.
4. **SUPPORT** campaigns of friends of public schools. 
5. **JOIN** with others through NCASA & NCPAPA who share your views.



Know The Process For Bills



1. Know



NOTES

- Bills may originate in either chamber. In this simple example, the bill originated in the House of Representatives.
- A bill can stall or stop at any point in the process.
- Local bills that affect fewer than 15 counties, appointments bills, redistricting bills, constitutional amendments and joint resolutions are not subject to veto. Public bills that apply to all citizens of our state are subject to veto.
- Click on underlined terms to link to more information.

Questions about the process? Call the Legislative Library at 919.733.9390
<https://www.ncleg.gov/Library/>



Know The Power Structure



1. Know

NC House of Representatives

72 Republicans

48 Democrats



Speaker of the House:
Rep. Tim Moore
(R-Cleveland)

NC Senate

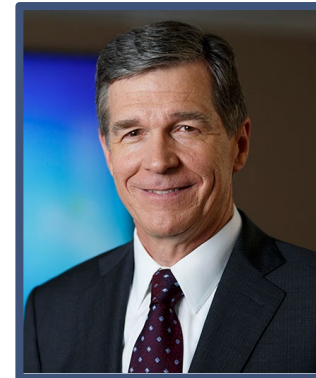
30 Republicans

20 Democrats



President Pro Tem:
Sen. Phil Berger
(R-Rockingham)

Governor



Roy Cooper (D)





Current Statewide Leaders



1. Know

Governor

Roy Cooper (D)

Auditor

Jessica Holmes (D)

LT Governor

Mark Robinson (R)

Treasurer

Dale Folwell (R)

**Superintendent
of Public
Instruction**

Catherine Truitt (R)

**Agriculture
Commissioner**

Steve Troxler (R)

**Labor
Commissioner**

Josh Dobson (R)

**Insurance
Commissioner**

Mike Causey (R)

**Attorney
General**

Josh Stein (D)

**Secretary of
State**

Elaine Marshall (D)

**Indicates
State Board
of Ed.
Member**



General Assembly Website



1. Know

NCLEG.gov

- Bill and statute search
- Audio and video links for committees and floor sessions
- Contact information for all legislators

The screenshot shows the North Carolina General Assembly website. At the top, there is a search bar with a dropdown menu set to "Bill" and a search button. To the right of the search bar, the current session is listed as "2023-2024 Session". Below the search bar, there are navigation links for "HOUSE", "SENATE", "AUDIO", "CALENDARS", "COMMITTEES", "GOV OPS", "BILLS & LAWS", "DIVISIONS", "REDISTRICTING", and "ABOUT".

The main content area is divided into two columns. The left column is titled "NEWS & INFORMATION" and contains several news items, including "Unofficial Primary Election Results for 2025 NC Senate", "Unofficial Primary Election Candidates for 2025 NC House", "2024 House Page Program Now Open", "The North Carolina General Statutes have been updated and now include changes through SL 2023-122", "Summaries of Substantive Ratified Legislation - 2023", "Public Comment - State Bar Review Committee", "2024 N.C. Senate Primary Election Data", "North Carolina COVID-19 Information and Resources", and "Virtual Tour of the Legislative Building".

The right column is divided into two sections: "HOUSE" and "SENATE". Each section provides information about the next session, including the date and time, and links to the calendar, chamber dashboard, and bills filed by day. The "HOUSE" section indicates the session is on Wednesday, 4/10/24 at 12:00 p.m., and the "SENATE" section indicates the session is on Wednesday, 4/10/24 at 12:00 p.m.

Below the news and session information, there is a "LEGISLATIVE CALENDAR" section. It shows a table of legislative activities for the week of Tuesday, April 2, 2024, to Thursday, April 4, 2024. The table includes the date, time, committee name, and a link to the session page.

Date	Time	Committee	Link
TUE 4/2	9:00 AM	Joint Legislative Oversight Committee on Health and Human Services	643 LOB STREAM
	1:00 PM	Joint Legislative Oversight Committee on Medicaid	643 LOB STREAM
WED 4/3	1:00 PM	Joint Legislative Oversight Committee on Capital Improvements	544 LOB STREAM
THU 4/4	1:00 PM	Joint Legislative Oversight Committee on Justice and	643 LOB STREAM



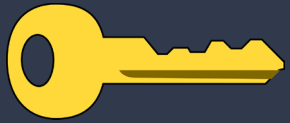
Find Your Legislators



1. Know

- Can also access this link through *NCASA.net* in the “Advocacy” tab through “Find Your Legislators.”
- Find other resources there too, including “General Assembly Representation by County”

The screenshot shows the NCASA website header with the logo "NCASA NORTH CAROLINA ASSOCIATION OF SCHOOL ADMINISTRATORS" and the tagline "LEAD | INSPIRE | ACHIEVE". A search bar is visible. The navigation menu includes "Home", "About NCASA", "Advocacy", "Corporate Partners", "Professional Development", and "News, Links & Tips". The "Advocacy" dropdown menu is open, listing "Advocacy, Legislative and Policy News", "Find Your Legislator" (highlighted in orange), "2023 NCASA Bill Tracking", "NCASA Legislative Priorities", "NCASA State Board of Education Summaries", and "Public School Matters Podcast". The background of the website features a photo of diverse school children.

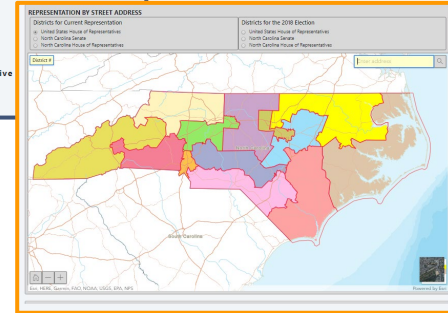


Working With Legislators



2. Establish

- Know them *before* you need them.
- Find common ground & shared interests.
- Seek or provide opportunities for interaction.
- Know the role the legislator can play on the issue(s).
- Build on relationship before, during, & after legislative sessions.

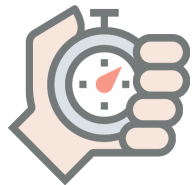


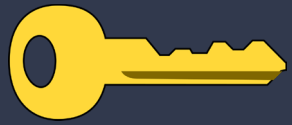


3. Communicate

Outreach To Legislators

- **Ask:** *“What is the best way to get in touch with you?”*
(Call, text, email, visit, or Zoom)
- **Remember:** The Three C’s:
 - 1) Be **C**oncise.
 - 2) Be **C**orrect.
 - 3) Be **C**ourteous.





Personal Meetings



3. Communicate

- Make an appointment.
- Always introduce yourself.
- Get down to business quickly.
- Be reasonable, not argumentative.
- Leave brief, concise material with contact info.





Nov. 5th General Election



4. Support



120 NC House Members
+
50 NC Senate Members

Governor

Josh Stein (D)
Mark Robinson (R)

Auditor

Jessica Holmes (D)*
Runoff – David Boliek (R)
& Jack Clark (R)
Bob Drach (L)

LT Governor

Rachel Hunt (D)
Runoff – Jim O’Neill
& Hal Weatherman (R)

Treasurer

Wesley Harris (D)
Brad Briner (R)

Superintendent of Public Instruction

Mo Green (D)
Michele Morrow (R)

Agriculture Commissioner

Sarah Taber (D)
Steve Troxler (R)*
Sean Haugh (L)

Labor Commissioner

Braxton Winston II (D)
Luke Farley (R)

Insurance Commissioner

Natasha Marcus (D)
Mike Causey (R)*

Attorney General

Jeff Jackson (D)
Dan Bishop (R)

Secretary of State

Elaine Marshall (D)*
Chad Brown (R)

Indicates State Board of Education Member

***Indicates incumbent**



Calling All Principals!



5. Join

- Join NCASA and NCPAPA at the General Assembly on **Wednesday, May 1st** for Principal Appreciation and Advocacy Day!
- Advocate for improvements to your current compensation plan.
- More details and signup coming soon to ncasa.net and ncpapa.net!



2024 Advocacy & Election Schedule



- **April 15, 2024:** Legislative bill filing deadline
- **April 24, 2024:** Legislative Short Session convenes.
- **May 1, 2024: Principal Appreciation and Advocacy Day at General Assembly.**
- **May 2024:** 2024-2025 State Budget proposals to be released (*hopefully with principal pay plan changes*).
- **June 2024:** Session END goal is 6/30 (but rarely met).
- **July 1, 2024:** New fiscal year begins.
- **Nov. 5, 2024:** General Election to determine new state leaders for 2025-2028 and 170 lawmakers to serve in General Assembly in 2025 and 2026.



Your Next Steps



- **Find your own legislators** and see if they are seeking re-election.
- **Make appointments NOW to visit them at the General Assembly on May 1.**
(Plan to be flexible that day, as legislative schedules can change quickly!)
- **Sign up NOW to participate in the May 1 Principal Appreciation and Advocacy Day.**
- **Review the NCPAPA/NCASA principal pay proposal** and be prepared to share your own story of how the current plan impacts you or your school.
- **Find resources at ncasa.net** to help you plan for that day.
- **Visit your lawmakers on May 1 and urge them to include the new principal pay plan in the 2024-2025 State Budget.**
- **Follow up with your lawmakers** to thank them and stay in touch throughout this short session for updates on the principal pay plan!