

Improving The Principal Pay Plan

NCPAPA & NCASA Statewide Webinar
6-2-25




NCPAPA
NORTH CAROLINA PRINCIPALS
& ASSISTANT PRINCIPALS' ASSOCIATION
UNITED TO SERVE CHILDREN AND SUPPORT LEADERS



Current Principal Compensation Plan

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

PRINCIPAL SALARY (Annual Schedules) FY 2024-25 Effective July 1, 2024



The diagram illustrates the progression of Principal Salary through three stages: Base, Growth Met, and Growth Exceeded. A large red arrow points down from the text "Average Daily Membership and Growth are the only two factors impacting Principal Pay" to the "Base" column. A curved red arrow points from the "Base" column to the "Growth Met" column, labeled "Base + 10%". Another curved red arrow points from the "Growth Met" column to the "Growth Exceeded" column, labeled "Base + 20%". The "Base" column includes "ADM Range" and "Schedule/ Pay Level" headers. The "Growth Met" and "Growth Exceeded" columns include "Annual Salary" headers. The "Growth Met" column also includes "Schedule/ Pay Level" headers.

		Base			Growth Met			Growth Exceeded
ADM Range	Schedule/ Pay Level	Annual Salary	Schedule/ Pay Level	Annual Salary	Schedule/ Pay Level	Annual Salary	Annual Salary	
up to 200	B0	\$77,792	G0	\$85,570	E0	\$93,350	\$93,350	
201 to 400	B1	\$81,681	G1	\$89,849	E1	\$98,017	\$98,017	
401 to 700	B2	\$85,570	G2	\$94,128	E2	\$102,685	\$102,685	
701 to 1,000	B3	\$89,461	G3	\$98,406	E3	\$107,353	\$107,353	
1,001 to 1,600	B4	\$93,350	G4	\$102,685	E4	\$112,020	\$112,020	
over 1,600	B5	\$97,239	G5	\$106,963	E5	\$116,687	\$116,687	



Opportunities For Improvement

➤ ***Reducing the dramatic swings in salaries***

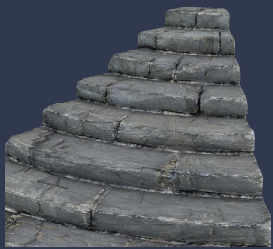
- A principal's salary can fluctuate dramatically and unpredictably from an average of \$8,496 to as much as \$18,000 per year.

➤ ***Recognizing that not all schools are the same***

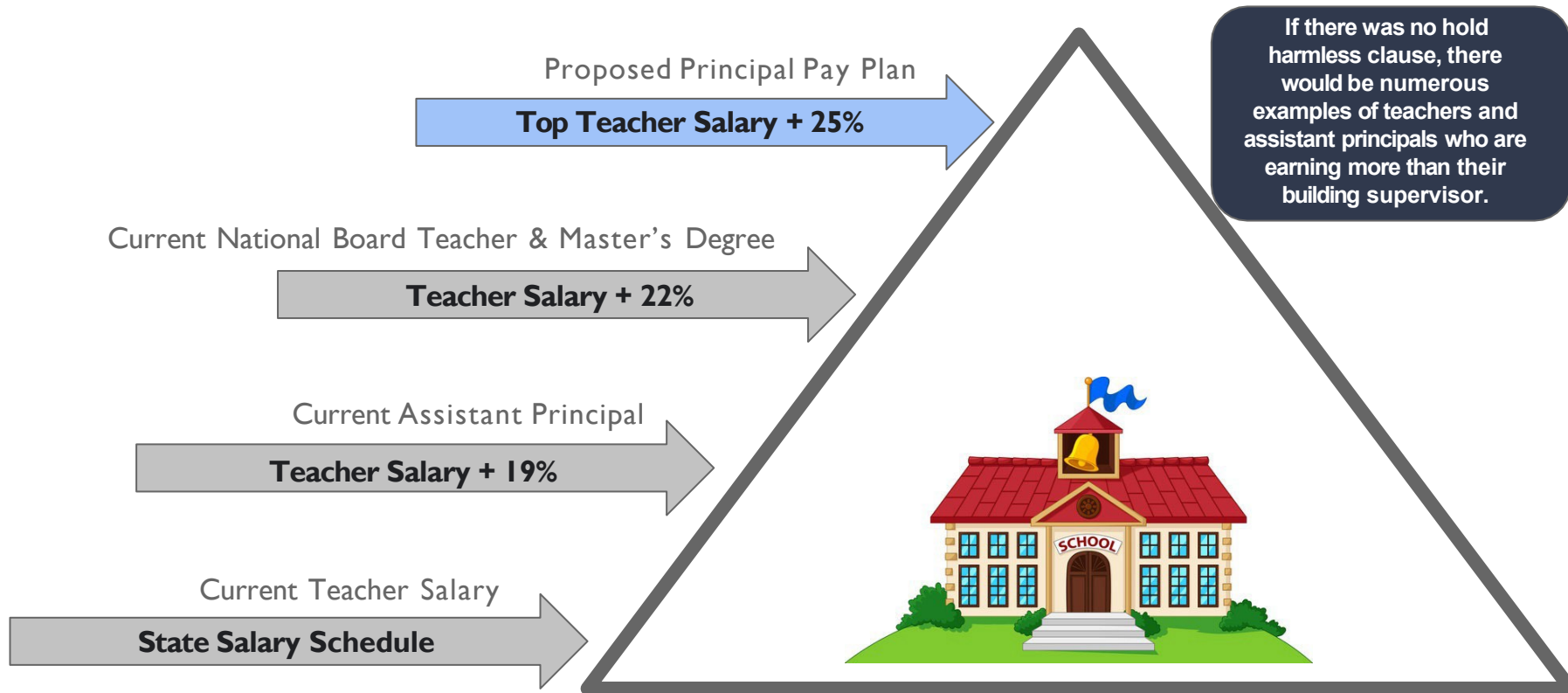
- Adding additional complexity factors beyond school size when determining principal pay.

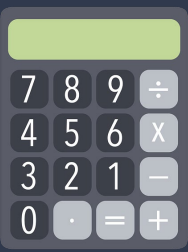
➤ ***Promoting principal retention***

- Adding a retention supplement or principals offsets a desire for school leaders to seek Central Office positions.



Creating a Compensation Progression





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

- 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

Proposed Principal Compensation Plan For 2025-26

Uses complexity ranges instead of solely school size.

		Base	5% Jump	Growth Met	5% Jump	Growth Exceeded
School Complexity Range	Schedule/Pay Level	Annual Salary	Schedule/Pay Level	Annual Salary	Schedule/Pay Level	Annual Salary
Lowest 10%	B0	83,925.00	G0	88,121.25	E0	92,527.31
11-30%	B1	88,121.25	G1	92,527.31	E1	97,153.68
31-50%	B2	92,527.31	G2	97,153.68	E2	102,011.36
51-70%	B3	97,153.68	G3	102,011.36	E3	107,111.93
71-90%	B4	102,011.36	G4	107,111.93	E4	112,467.53
Highest 10%	B5	107,111.93	G5	112,467.53	E5	118,090.90
		Retention Pay (Years as a Principal ONLY)				
		0-4 Years	5-9 Years	10-14 Years	15+ Years	
		\$0	\$2,000	\$4,000	\$6,000	

Adds a retention supplement designed to keep leaders in schools.



Cost Options for Lawmakers

- Full implementation estimated at \$27 million
- School Complexity = **No Cost**
- Retention Bonus = estimated at \$6.2 million
- Removing current EVAAS Bonus structure could **SAVE** approximately \$7 million
- Proposed model starts principal pay at 25% above highest point of teacher pay – each percentage reduction could reduce cost by \$2.5 million.

Principal Pay Plan Advocacy



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Know The Power Structure

NC House of Representatives

71 Republicans (-1)

49 Democrats (+1)



1 seat short of
supermajority

Speaker of the House:
Rep. Destin Hall
(R-Caldwell)

NC Senate

31 Republicans (+1)

19 Democrats (-1)



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

Governor



Josh Stein (D)
Former NC Attorney General



General Assembly 2025 Budget Status

House

- [S257, 6th Edition & Money Report](#) (Approved: 5/22/2025)
- [Principals](#): Increases **2.5%** in FY 25-26; keeps existing structure and bonus program.
- [APs](#): Increases tied to teacher schedule.

Senate

- [S257, 3rd Edition & Money Report](#) (Approved: 4/17/2025)
- [Principals](#): Increases **1.25%** each year; \$1,500 bonus each year of the biennium; keeps existing structure and bonus program.
- [APs](#): Increases tied to teacher schedule + \$1,500 bonus each year of the biennium.



Find Your Legislators

- Access “Find Your Legislators” in the NCASA.net “Advocacy” tab. Find other resources there too, including “General Assembly Representation by County.”
- [Main General Assembly Website](#)
- [House of Representatives Member List](#)
- [Senate Member List](#)



State Budget Key Contacts

HOUSE

Speaker of the House Destin Hall

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SENATE

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Sen. Brent Jackson (Brent.Jackson@ncleg.gov)

Sen. and Majority Leader Michael V. Lee

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Education/Higher Education Appropriation Chairs

Sen. Kevin Corbin (Kevin.Corbin@ncleg.gov)

Sen. Brad Overcash (Brad.Overcash@ncleg.gov)



Outreach To Legislators



- **Know:** The role the legislator can play on the principal pay issue
- **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.
- **Communication Timing:** Reach out to legislators between **June 2-20** to maximize impact on final budget negotiations.



Principal Pay Talking Points



- **Personalize Issue:** Clearly frame the problem with the current principal pay structure. Be specific about your experience and indicate if you have received a salary cut and how much.
- **Phase-In Approach:** Propose that lawmakers at least start a **phase-in** to reform the pay plan this session. Adding complexity measures to base pay can be done at **no cost** for 2025-2026 (have complexity factors accessible for the conversation).
- **Show Appreciation:** Thank the lawmaker(s) for helping to improve the current principal pay structure to attract and retain outstanding principals.



Your Next Steps

- **Review the NCPAPA/NCASA principal pay proposal** and key supporting documents.
- **Understand the different components** that impact cost.
- **Connect with key legislators** about inclusion of the principal pay proposal in the compromise budget.
- **Follow up** after the conversation with your legislator(s) and be available for any other questions.
- **Share any feedback you receive** with NCASA and NCPAPA to help us advocate on your behalf.