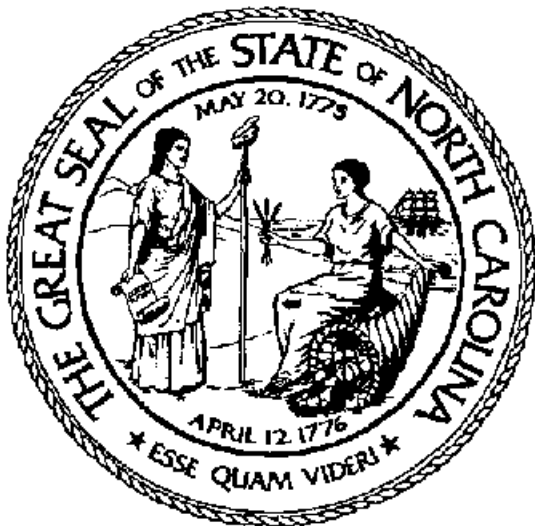


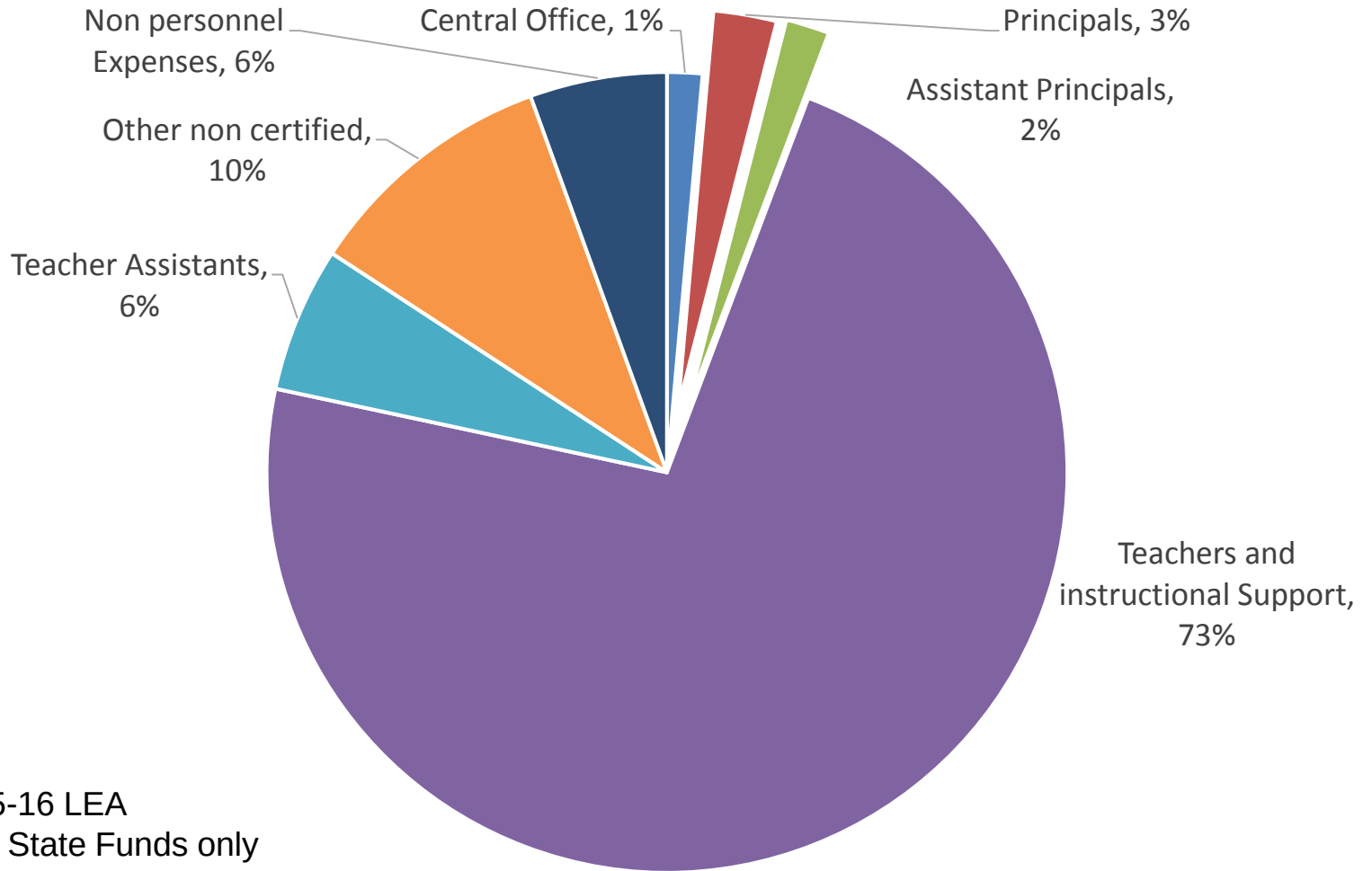
North Carolina Public Schools School Based Administrators' Salary

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State Public School Fund Salary & Benefits by Type



Source: 2015-16 LEA
expenditures State Funds only

Principal and Assistant Principal Expenditures 2015-16

	Salary	Supplements	Total
State	\$ 254.3m	\$ 0.8m	\$ 255.1m
Local	55.9m	31.8m	87.7m
Total	\$ 310.2m	\$ 32.6m	\$ 342.8m

Does not include benefits

Principal State Funding Formula

12 month position for every school which has:

- 7 State paid certified personnel or 100 ADM for schools opened before July 1 2011
- 100 average daily membership for schools opened after July 1, 2011

Assistant Principal State Funding Formula

10 month position for every 985 students

2,153 of the 2,433 schools in 2016 had a final ADM of less than 985.

Only 11.5% of the school have enough students to generate a 10 month asst. principal position.

Full Time School Based Administrators
By Fund
2015-16

	Asst Princ	Principal
State	2,019	2,403
Federal	7	0
Local	827	38
Total	2,853	2,441

29% of the Asst Principals are funded by local funds

School Building Administrator Pay Structure

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.

Comparison of Master Teacher and Asst Principal State 2016-17 Salary Schedule

Teacher and SBA schedules were decoupled in 2013. Salary increases to teachers no longer flowed through to administrator schedules.

Excerpt of the 2016-17 Salary Schedules				
Years of Experience	Master's Teacher	Asst Principal	Monthly Difference	Annual Difference
4	\$4,043	\$3,968	\$ (75)	\$ (750)
5	\$4,098	\$3,968	\$ (130)	\$ (1,300)
10	\$4,428	\$4,037	\$ (391)	\$ (3,910)
15	\$4,978	\$4,501	\$ (477)	\$ (4,770)
20	\$5,280	\$4,797	\$ (483)	\$ (4,830)
25	\$5,610	\$5,126	\$ (484)	\$ (4,840)
36+	\$5,610	\$5,998	\$ 388	\$ 3,880

Assistant Principal “No Loss in Pay”

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 less than 32 years of experience or NBPTS could be eligible (95%).

(1) Language removed effective July 1, 2016

2 Examples of an Assistant Principal with 15 years of Experience

Scenario I

Teacher became an assistant principal without a break in service.

Pay as a masters' teacher	\$4,978
Pay as an asst. principal	\$4,501
Base Salary ⁽¹⁾	\$4,978

(1) Does not consider effect of local supplement

Scenario II

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

Pay as a masters' teacher	\$4,978
Pay as an asst. principal	\$4,501
Base Salary ⁽¹⁾	\$4,501

Employee is not eligible for Teacher Masters pay as the degree was not started prior to Aug 1, 2013⁽²⁾ therefore is paid on the AP schedule.

(1) Does not consider effect of local supplement

(2) Budget bill eliminated Masters pay for new degree

Principals

Principals Pay 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

Principal Full Time Equivalent By Classification 2016

	Principal I	Principal II	Principal III	Principal IV	Principal V	Principal VI	Principal VII	Principal VIII
Tchr count	(0-10)	(11-21)	(22-32)	(33-43)	(44-54)	(55-65)	(66-100)	(101+)
FTE	95.9	364.4	551.11	594.09	362.55	164.88	181.88	55.12
% of Total	4%	15%	23%	25%	15%	7%	8%	2%

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

No Loss in Pay

An teacher or asst principal 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 pay	6,222
Asst Principal Pay	5,126
Principal III Pay	5,266

(1) Does not consider effect of local supplement

Administration

Over 1,500 possible pay levels for 2,400 positions.

Each school building administrator has to be evaluated individually to assess how they should be paid.

Any school building administrator who is paid on the teacher schedule has their pay coded to multiple lines to account for the base, the differential and the local supplement.

Salary Level

Salary Schedule Freeze

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

 it takes 10 years of experience to move off the Asst Princ. bottom step
It takes 36 years to get to the top of the scale

Devaluation of the Salary Schedule

Excerpt of Assistant Principal Schedule			
Years of Exp	2008-09	2016-17	Devalue
0-4	\$3,781	\$3,968	187
5	\$3,931	\$3,968	37
6	\$4,074	\$3,968	(106)
7	\$4,189	\$3,968	(221)
8	\$4,243	\$3,968	(275)
9	\$4,298	\$3,968	(330)
10	\$4,353	\$4,037	(316)
11-28			
29	\$5,617	\$5,415	(202)
30	\$5,725	\$5,490	(235)
31	\$5,839	\$5,565	(274)
32	\$5,839	\$5,644	(195)
33	\$5,839	\$5,726	(113)
34	\$5,839	\$5,808	(31)
35	\$5,839	\$5,881	42
36	\$5,839	\$5,998	159

Principals Bottom of the Scale

Similar impact on principal schedules

Number of years to move off the beginning salary step ranges from 13 to 23 years.

1,000 of the 2,400 principals are on the beginning step of their classification

60% of principals have 5 or less years of experience as a principal

Principals Top of the Scale

- Top of the scale ranges increased by 5 years
 - 2016-17 top step ranges from 37 to 46 years, depending on the classification.
- Before July 1, 2009 a principal received an extra step for every 3 years they were a principal.
- The extra step was eliminated in 2013, retroactive to July 1, 2009.

Principal Top of the Scale

Takes longer to reach to the top of the scale

- More steps
- No extra step for principal years

Number at the top step has decreased from 244 to 14 since 2008-09

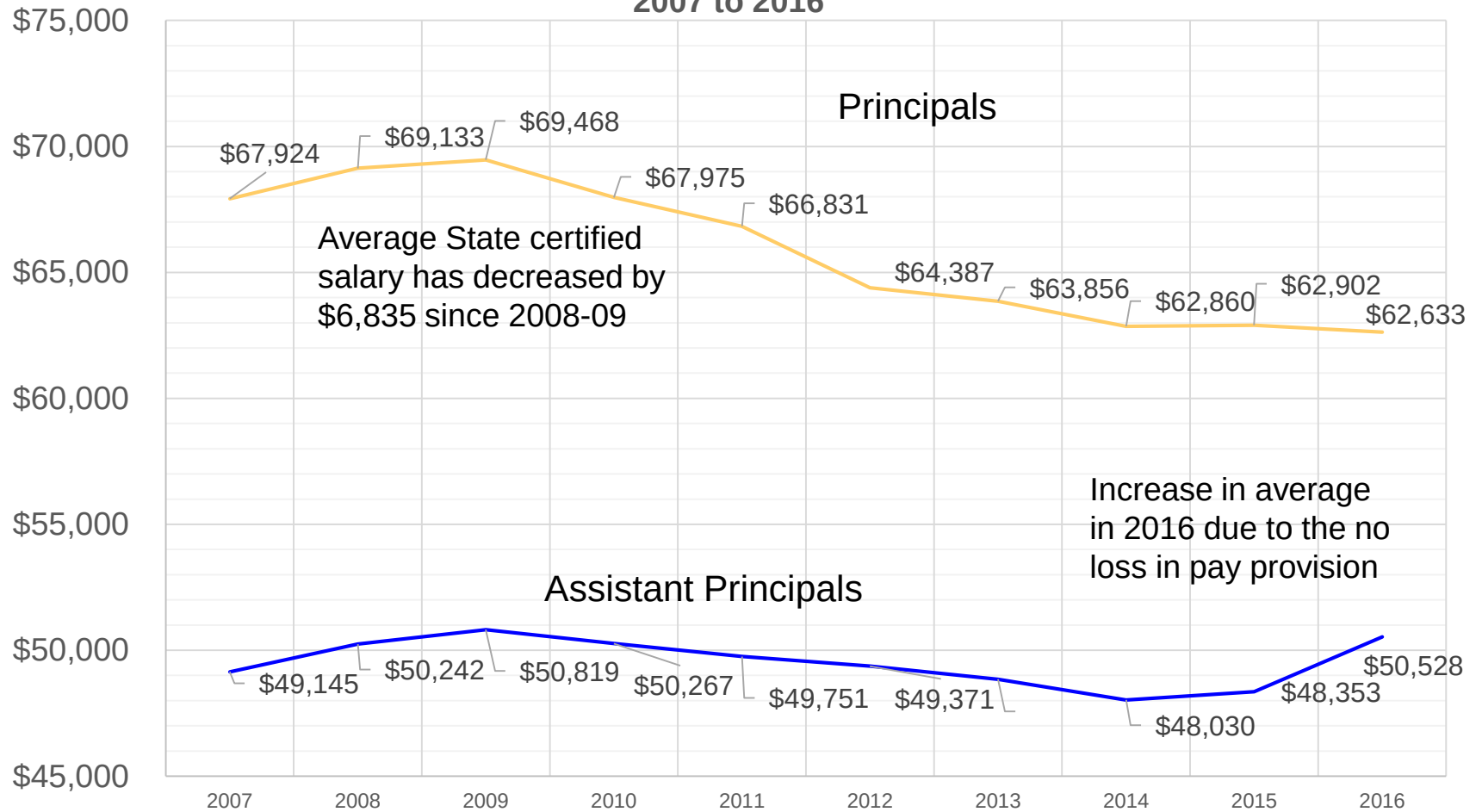
Illustration - Principal IV

- Schools are approximately 600-700 students, with 50-70 employees.
- Beginning step State schedule = \$58,320
Takes 19 years of experience to move from the beginning pay.
- Take 42 years to get to the top of the scale

Illustration - Principal IV

- The 20 year step for a Princ IV is \$288 per month less than a 20 year classroom teacher.
- In 2008-09 a Princ. IV with 32 years of experience made **\$75,852**.
- In 2016-17 a Princ IV with 32 years of experience makes **\$70,573**.
\$5,280 less than 8 years ago

Average State Base Salary State Funded School Building Administrators 2007 to 2016



Source: 6th pay period payroll
Does not include local supplements, longevity, benefits or bonus