

2017-18 Principals Schedules Frequently Asked Questions

Please see additional budget information posted on the NCDPI Financial and Business Services Division website at www.ncpublicschools.org/fbs/budget/. This document will be updated as additional questions are received.

Please note that some of the answers provided below are dependent on State Board of Education approval at its August meeting.

A. SALARY SCHEDULES

See Page 12 of the salary schedules posted at <http://www.ncpublicschools.org/docs/fbs/finance/salary/schedules/2017-18schedules.pdf>

B. SALARY ASSIGNMENT

1. *8/24/2017 What is the source of the growth status?*

Accountability growth status shall be used to determine the principal's salary. Refer to <http://www.ncpublicschools.org/accountability/reporting/> and look for file names "*State, District, and School Level Summary Data*" under section "Data Results" for each year. Note that EVAAS "Evaluation Dashboard Administrator List" under administrator effectiveness reports should not be used to determine Principal Salary as it may be different than the accountability EVAAS school growth.

2. *7/13/2017 What years are used to determine the placement?*

For 2017-18 salary, the growth status that shall be determined using the 2014-15, 2015-16 and 2016-17 Accountability growth status for each school supervised by the principal for the majority of the school year. (This is a change from the communication provided in the 7/11/2017 webinar, when it was stated that the years 2013-14 to 2015-16 were to be used for the salary determination.

3. *Is the principal placement determined by the school that the principal is located at or the schools they previously worked?*

The placement of the principal is determined based on the performance of the schools that the principal was supervising in the last 3 years.

4. *What happens if the principal had a break in service?*

If the principal had a break in service within the last 3 years, the year prior should be used to determine the placement. Eg. If the principal was a principal in 2014-15 and

2016-17, but was either not employed by a NC LEA or was employed in a position other than a principal, then the accountability result in the most recent year prior to 2014-15 the individual was employed as a principal should be used.

5. *What if one or more of the 3 years, the principal was employed as a head of school at a charter school?*

Charter schools are held to the same accountability status as public schools in LEAs. The growth status at the charter school shall be used for placement of the principal. This is also true for Laboratory schools and regional schools.

6. *What if the principal has been a principal for many years, but the experience is out of state or in a private school?*

Only Accountability status in a NC public school shall be used to determine the salary. If the principal does not have at least 2 years in a NC public school, the principal shall be placed on the “Base” column.

7. *What if the school does not have an accountability growth status?*

Some schools, such as schools with grades K-2, hospital schools and some alternative schools do not have growth scores and status. In this case, the legislation states that if the principal was the supervisor at these schools for 2 or 3 years, the principal shall be placed on the “Met” column.

What if the principal was the supervisor at a school with no growth status for only one of the 3 years?

The salary shall be determined by the 2 years that the principal was at a school with growth status and the other year shall not be used.

8. *What if the principal has been a principal for only a few years?*

If the principal has less than 1.5 years of experience in a NC school, he/she will not have the minimum of 2 years of Accountability status. In this case, the law states that he/she shall be paid in the Base column.

9. *How many months does the principal have to be employed in the school for the growth status to be attributed to him/her?*

The legislation states that the principal must be supervising the school for at least a majority of the school year. Therefore, the principal must be employed in the school as the principal for 6 or more months in the fiscal year. Therefore, if the principal is the employed in the school from March to June, they are not assigned the growth status for that school.

What if the principal is principal at one school for 6 months and another school for 6 months?

The principal shall be assigned the growth status for the school that achieved the higher status.

10. How do you determine the Accountability Placement for the Principal?

The following chart shows the combination of the accountability growth and the placement of the principal.

Base	Met	Exceeds
Not met + Not met +	Met + Met+ Exceeded/Not Met	Exceeded + Exceeded + Not Met/Met
Principal has not supervised a school for 2 of the last 3 years	Exceeded + Met + Not Met	
	Principal for 2 of the last 3 years of a school not eligible to receive a school growth status	

11. How will the school size be determined?

The law states that the principal shall be paid based on the current year school size. This will be determined using the higher of the 2017-18 month 1 and 2 ADM which will be available at the end of November 2017.

As a reference, the prior year file for 2016-17 can be found at

<http://www.ncpublicschools.org/fbs/accounting/data/> “Best 1 of 2 Average daily Membership (ADM)”

12. Is preK ADM included?

No. PreK ADM is not included.

13. What are the new paylevels?

See Page 12 of the salary schedules posted at

<http://www.ncpublicschools.org/docs/fbs/finance/salary/schedules/2017-18schedules.pdf>

14. 7/13/2017 When will we have the final information to determine the principal salary? How should we pay the principals until we have all the data?

The principal’s salary will not be able to be finalized until both the 2016-17 Accountability status is finalized and the month 2 ADM is finalized. An estimated date for both of these data sets is November 30.

Last Updated August 24, 2017

DPI has prepared a table with the history of Accountability status for principals employed in the last 3 years. The most recent years may be used to help determine the possible column the principal may be paid from.

Examples

If 2014-15 and 2015-16 are Met and Met – the 2016-17 results will not change the principals Salary Accountability Status and you should pay the principal in July as Met.

If the 2014-15 is Met and the 2015-16 is Not Met, the 2016-17 result will determine if the principal is paid as Not Met or Met. In this case, you should pay the principal at the Not Met status until the final Salary Accountability Status is determined. This will avoid a possible pay reduction in October retroactive to July 1.

The results of the above examples should also be compared with the hold harmless amounts as calculated in question 18 below.

LEAs should use their best judgement in assigning the salary for July and August.

7/20/2017 The “Principal Salary Report” is now available in Lic-Sal under the “Salary Administration Reports” menu. In the same location is also PDF document “Principal Legislated Salary – Report Notes” that explains the table layout and how was the salary calculated.

15. Are principals eligible to receive the advanced pay or doctorate pay?

No. They are not eligible for the \$126 or the \$253

16. Are they eligible for longevity?

No.

17. What about the longevity that they earned in 2016-17?

Longevity that accrued through June 30, 2017, shall be paid out as if the employee terminated. The payout must be paid by August 31st.

HOLD HARMLESS

There are 2 types of HOLD HARMLESS for Principals.

1. Hold harmless associated with the change of pay schedules from 2016-17 to 2017-18 per S.L. 2017-57
2. Hold harmless related to no loss in pay for teachers and assistant principals who become principals per general statute 115C-285(8a) and (9).

Please refer to <http://www.ncpublicschools.org/docs/fbs/budget/faqsalary16-17.pdf> for the Q&A starting on page 3.

18. How do I calculate the hold harmless?

1. Calculating the hold harmless associated with the change of pay schedules from 2016-17 to 2017-18 per S.L. 2017-57
 - A. Determine the State salary per the 2017-18 legislated principal salary schedules.
 - B. Determine the salary per the 2016-17 principal salary schedules (including ABC/Safe Schools and adv/doc supplement)
Add
Longevity that they received, if applicable. If the principal changed the longevity rate due to an increase in years of State service, calculate the longevity at the new higher %.
Local supplement is not included.
2. Calculating the hold harmless related to no loss in pay for teachers and assistant principals who become principals per general statute 115C-285(8a) and (9).

- i. Determine the teacher pay
Teacher Certified⁽¹⁾ salary x months employed + Local supplement as a teacher for the fiscal year = Total Pay

Divide the Total Pay by months employed = Total Monthly Pay as a Teacher

- (1) Certified pay should include NBPTS pay if earned. It should only include Master's level and above (ie.adv and doc pay) if the teacher is eligible to be paid the additional pay as a teacher per law.

- ii. Determine the principal pay

Principal Certified salary per 2017-18 schedule x months employed + local supplement as a SBA for the fiscal year = Total Pay

Divide the Total Pay by months employed = Total Monthly Pay as a SBA

19. What if the Principal was paid from the teacher scale in 2016-17?

The language only holds the principal harmless to the principal salary schedule (including ABC safe schools, adv and doc pay) + the longevity they received.

The hold harmless is not be calculated at the amount that they were paid, if they were paid from the teacher schedule.

20. Principals received a 0.5% bonus pay in 2016-17. Is this included in the hold harmless calculation?

No, this bonus is not included in the hold harmless calculation.

21. How is the hold harmless coded?

If the principal is not paid according to the 2017-18 salary schedule due to the hold harmless, the salary must be coded in the following way to avoid a salary audit exception.

Pay per 2017-18 salary schedule	5410-114
Excess over salary schedule due to HH	5410-129

22. What will happen next year?

The Appropriations Bill explicitly states that the hold harmless only applies to the 2017-18 year and shall not apply for years after.