

# 2018-19 Principal Bonus

## Frequently Asked Questions

Please see budget information posted on the NCDPI Financial and Business Services Division website at [www.ncpublicschools.org/fbs/budget/](http://www.ncpublicschools.org/fbs/budget/). This document will be updated as additional questions are received. Bonuses in this document pertain to legislation in SL 2018-5, SB 99, Section 8.3. <https://www.ncleg.net/Sessions/2017/Bills/Senate/PDF/S99v6.pdf>

Additional questions may be submitted School Business at [salary@dpi.nc.gov](mailto:salary@dpi.nc.gov).

### Section A: Determination of the Bonuses

#### 1) *What bonuses may a principal qualify for?*

Principals may qualify for the following bonuses:

- a) Top 50% Bonus – All schools with an EVAAS growth score in 2017-18
- b) Grade Bonus – Schools that were a D or F school in 2017-18

#### 2) *For a school that has an EVAAS score in the top 50%, what are the eligibility requirements for a principal?*

An eligible principal is the principal who supervised the school for the majority of the 2017-18 school year. The majority of the school year is determined to be 6 or more months as certified by the days paid at the school.

The principal is NOT eligible if he/she is no longer employed as a principal due to resignation, dismissal, reduction in force, death, or retirement or whose last workday is prior to October 1, 2018.

#### 3) *In 2017-18, the principal worked exactly 6 months in 2 different schools. Which school is determined to be “the majority of the school year” for the purpose of the bonus?*

If the principal worked exactly 6 months of the year in one school and 6 months of the year in another, the principal is awarded the higher bonus of the 2 schools he/she supervised.

#### 4) **Revised 10/9/18:** *In 2017-18, the principal supervised more than 1 school for the majority of the school year. How should the bonus be determined?*

The principal receives a prorata share of the bonus for each school.

For example, a principal supervised 2 schools for 12 months in 2017-18 - 50% in school A which earned a bonus of \$5,000 and in school B which earned a bonus of \$1,000. School B was also a “D” grade school in 2017-18 earning additional \$1,000 (double of the top50% bonus).

This principal is eligible to receive total bonus of \$3,500.

Calculation:     50% of \$5,000 = \$2,500  
                         50% of (\$1,000 + \$1,000) = \$1,000  
                         Total Bonus = \$2,500 + \$1,000 = \$3,500.

**5) *How is Top 50% Bonus determined?***

Source data: Top 50% bonus is based on NC DPI Accountability report “2017-18 School Assessment and Other Indicator Data” and field “School Growth Index Score”.

<http://www.ncpublicschools.org/accountability/reporting/>

All public schools (including charters, Lab schools and regional schools) that received an EVAAS growth index in 2017-18 were ranked by their index from highest to lowest. Schools with no growth index were excluded from the ranking. Per the legislation, the amount of the bonus is tiered to 5 categories, based on statewide performance placement:

Top 5% performing schools = \$ 10,000 Bonus

Top 10% performing schools = \$ 7,500 Bonus

Top 15% performing schools = \$ 5,000 Bonus

Top 20% performing schools = \$ 2,500 Bonus

Top 50% performing schools = \$ 1,000 Bonus

**6) *Which principals are eligible for the Grade Bonus?***

A Principal that meets the criteria and qualified for Top 50% Bonus as described above can qualify for double of the Top 50% Bonus amount if the 2017-18 school performance grade was “D” or “F”.

Example:

Children’s Elementary has 2017-18 growth index that places it in the Top 15% performing tier.

The principal qualifies for this bonus if he/she supervised Children’s Elementary for majority of the 2017-18 school year (6 or more months).

The principal is eligible for \$5,000, if Children’s Elementary was an “A”, “B” or “C” school in 2017-18.

The principal is eligible for \$10,000, if Children’s Elementary was a “D” or “F” school in 2017-18.

**7) *Where can I find information on qualified schools and the principals eligible for the bonus?***

LEAs - the list of principals with their schools who were eligible for the bonuses is posted on LicSal.

Charter Schools and Lab schools – notification will go out to each school related to the bonus.

Finance Staff in the LEAs and schools need to verify the qualification based on their months employed in the schools and the current year status of the individual.

**Section B: Qualification of the Principal**

**1) *Is the principal eligible, if he/she terminates employment before 10/1/2018?***

No. The Principal does not qualify for the bonus.

- 2) *We have a principal who earned a bonus but this year was promoted within the same district and is no longer a principal. Can they be paid the bonus?*

**Yes.** This principal is eligible because they did not resign from their position, (nor were they dismissed, RIF'd, deceased or retired). The LEA must contact DPI for validation to receive the funding. This principal will not be on the Principals' Bonus Report in Lic-Sal because the principal is not coded as principal in 2018-19. Email [salary@dpi.nc.gov](mailto:salary@dpi.nc.gov) and provide details of this employee for verification (Last Name, First Name, last 4 digits of SSN and LEA and School Numbers where this employee was principal in the 2017-18 school year and in what capacity and what school if not central office is he or she currently employed).

***New 10/25/18:*** *The same rule applies for principals who earned a bonus and are now serving as an assistant principal, teacher or any other staff, as long as they remain in the same district. They are also eligible for the bonus.*

- 3) *If Principal leaves one LEA and goes to another LEA where he or she is no longer employed as a Principal, does this employee qualify for the bonus?*

No. The principal is not eligible for the bonus because he/she resigned from one school district to go to another.

- 4) *If principal leaves one LEA and goes to another LEA where he/she is employed as a principal, does this employee qualify for the bonus (as long as all other criteria are met)?*

Yes, the principal is employed as a principal in 2018-19 and is therefore eligible for the bonus.

- 5) *If a principal who otherwise qualified for the 50% bonus retires before October 1, 2018, should that person get paid the bonus?*

No, the principal is not be eligible for the bonus.

- 6) *Principal supervises a school in 2017-18. This school qualifies for the bonus. Principal retires on October 1, 2018. Does this principal qualify for the bonus (as long as all other criteria are met)?*

Yes, the principal is eligible for the bonus.

- 7) *In 2017-18 school year, Principal 1 supervised North Elementary full time from July 1 till December 31 and then was promoted within the same LEA to Central Office. Principal 2 supervised North Elementary the following 6 months (from January 1 till June 30). Who gets the bonus if the school qualifies?*

If the school meets the growth criteria both employees qualify for the bonus. Principal 2 should be in your Lic-Sal Bonus Report. In order to receive funds for Principal 1, you must contact NC DPI – email

- 8) *We have a principal paid out of local funds. Can he receive the state bonus?*

Yes, the principal is eligible for the bonus if all other conditions are met.

- 9) ***New 10/24/18: We have contracted principal not paid through our payroll. This principal was serving school for majority of the year and school is in top50%. Can this principal receive the state bonus?***

Yes, contracted principals are eligible for the bonus as long as all other conditions are met. This is - for most part - a Charter School situation. Please note you have to use contracted object code 311 for payment – refer to Section C, Q3 in this document for full account code string.

## **Section C: Funding and Accounting for the Bonus**

- 1) ***Which PRC will the funds be allotted?***

The funds will be allotted in PRC048 (including charters, Lab and regional schools).

- 2) ***If I have a principal who earned a bonus in a school in another LEA last year, how will I receive the funds?***

The allotment for the bonus will be distributed to the LEA where the principal is currently employed as of 2 pay period FY2019, and therefore the LEA should have sufficient funds.

If the Principal leaves the LEA and still qualifies for the bonus (see above), the LEA which received the allotment for this principal is responsible to pay the bonus to him/her.

- 3) ***Revised 10/24/18: How do we code the bonus?***

The bonus is NOT subject to retirement TSERS

- Coding for the bonus (for **principals employed by LEA/Charter**):  
1-5410-048-180  
1-5410-048-211
- Coding for the bonus (for **contracted principals –generally applies to some Charter Schools**):  
1-5410-048-311

- 4) ***If the principal is not eligible to receive the bonus, may the LEA/charter school use the funds of another purpose or pay a bonus to another individual?***

No, the legislation is clear that the funds are restricted and shall only be used for the principal who supervised the school for the majority of the school year. If the principal is not eligible to receive the bonus due to current year employment, LEAs and schools do NOT have flexibility to use the funds for any other purpose and doing so will lead to a requirement to repay the funds.

- 5) ***New 10/9/18: We have 2 principals (co-principals) supervising the same school at the same time. Who receives the bonus – can both of them receive the bonus – can the principal split the bonus?***

Only one State funded bonus can be paid per school per majority of the year rule. In a situation like this, the LEA/Charter School has to determine who will receive the State bonus. The bonus cannot be split between principals, but the LEA or Charter can match the bonus amount and pay the other co-principal using local funds.

## **Section D: Useful links**

*Summary of Bonuses:*

<http://www.ncpublicschools.org/docs/fbs/budget/bonussummary18-19.pdf>

*Budget Summary:*

<http://www.ncpublicschools.org/docs/fbs/budget/budgetsummary2019.pdf>

*Session Law 2018-5, Senate Bill 99*

<https://www.ncleg.net/Sessions/2017/Bills/Senate/PDF/S99v6.pdf>

*Accountability results:*

<http://www.ncpublicschools.org/accountability/reporting/>