

SL 2022-74 Principal Salary FAQ

(2022-23 School Year)

Overview: This document addresses questions and topics related to the salary provisions for principals in Section 7A.4 of SL 2022-74. Additional information will be provided relating to the other salary provisions in SL 2022-74 in the future. The requirements outlined in the below document are in effect as of July 1, 2022.

Legislation for Principal Salary related provisions is based on SL 2022-74, [Section 7A.4](#)

Requirements

The following annual salary schedule for principals is established in Section 7A.4.(a) as follows:

2022-2023 Principal Annual Salary Schedule			
Avg. Daily Membership	Base	Met Growth	Exceeded Growth
0-200	\$72,621	\$79,883	\$87,145
201-400	\$76,252	\$83,877	\$91,502
401-700	\$79,883	\$87,871	\$95,860
701-1,000	\$83,514	\$91,865	\$100,217
1,001-1,600	\$87,145	\$95,860	\$104,574
1,601+	\$90,776	\$99,854	\$108,931

A principal's placement on the salary schedule shown above shall be determined based on the average daily membership of the school supervised by the principal and the school growth score for each school the principal supervised in one or more prior school years, regardless of a break in service, and provided the principal supervised each school as a principal for at least a majority of the school year.

Exceeded Growth

A principal shall be paid according to the Exceeded Growth column of the salary schedule as follows:

1. Between July 1, 2022 and December 31, 2022, if the school growth scores show the school or schools exceeded expected growth in a least two of the prior three school years.
2. Between January 1, 2023 and June 30, 2023, if the school growth score shows the school exceeded expected growth in the most recent school year.

Met Growth

A principal shall be paid according to the Met Growth column of the salary schedule as follows:

1. Between July 1, 2022 and December 31, 2022, if any of the following apply:
 - a. The school growth scores show the school or schools met expected growth in at least two of the prior three school years.
 - b. The school growth scores show the school or schools met expected growth in at least one of the prior three school years and exceeded expected growth in one of the prior three school years.
 - c. The principal supervised a school in at least two of the prior three school years that was not eligible to receive a school growth score.
2. Between January 1, 2023 and June 30, 2023, if the school growth score shows the school met expected growth or the principal supervised a school in the prior school year that was not eligible to receive a school growth score.

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Base

A principal shall be paid according to the Base column of the salary schedule as follows:

1. Between July 1, 2022 and December 31, 2022, if either of the following applies:
 - a. The school growth scores show the school or schools did not meet expected growth in at least two of the prior three years.
 - b. The principal has not supervised any school as a principal for a majority of the school year as a principal in at least two of the prior three years.
2. Between January 1, 2023 and June 30, 2023, if the school growth score shows the school did not meet expected growth or the principal has not supervised any school as a principal for the majority of the prior school year.

Average Daily Membership

For purposes of determining the average daily membership (ADM) of a principal's school, the following amounts shall be used:

1. Between July 1, 2022 and December 31, 2022 the ADM for the school from the 2021-2022 school year. If the school did not have an average daily membership in the 2021-2022 school year, the projected average daily membership for the school for the 2022-2023 school year.
2. Between January 1, 2023 and June 30, 2023, the average daily membership for the school for the 2022-2023 school year.

Growth Scores

For purposes of determining the school growth scores for each school the principal supervised in one or more of the prior school years, the following school growth scores shall be used:

1. Between July 1, 2022 and December 31, 2022, the school growth scores from the three most recent available school years, **up to the 2018-2019 school year.**
2. Between January 1, 2023 and June 30, 2023, **the school growth score from the 2021-2022 school year.**

Longevity

As with previous fiscal years, in lieu of providing longevity payments to principals paid on the principal salary schedule, the amounts of those longevity payments are included in the annual amounts under the principal salary schedule.

A principal compensated in accordance with the salary schedule for the 2022-2023 fiscal year, shall receive an amount equal to the greater of the following:

1. The applicable amount on the salary schedule for fiscal year 2022-2023.
2. For principals who were eligible for longevity in fiscal year 2016-2017, the sum of the following:
 - a. The salary received in fiscal year 2016-2017 pursuant to Section 9.1 or 9.2 of SL 2016-94.
 - b. The longevity that the principal would have received as provided for State employees under the North Carolina Human Resources Act for fiscal year 2016-2017 based on the principal's current years of service.
3. For principals who were not eligible for longevity in fiscal year 2016-2017, the salary the principal received in fiscal year 2016-2017 pursuant to Section 9.1 or Section 9.2 of SL 2016-94.

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Principal Salary Questions:

1. *Is the above salary schedule in place throughout the entire year, or will the salary schedule change as of January 1, 2023 when the school growth scores and average daily membership used to calculate a principal's salary change?*

The above salary schedule is in effect as of July 1, 2022 and will be in place for the entire fiscal year. A principal's salary will be determined based on their placement on the salary schedule at two distinct time periods within the fiscal year – 1) July 1, 2022 through December 31, 2022 and 2) January 1, 2023 through June 30, 2023. The criteria to be used for each time period are outlined above.

2. *Is a principal's salary guaranteed to change on January 1, 2023?*

No. If the school average daily membership remains in the same range for school years 2021-2022 and 2022-2023, and the principal's growth score does not change between two of the three school years from 2016-2019 and school year 2021-2022, then the principal's salary will not change on January 1, 2023. However, if either (or both) of those factors changes, then the principal's salary will need to be adjusted.

3. *If I am a principal at a school that ends up having a lower average daily membership (ADM) in school year 2022-2023 than it had for school year 2021-2022, will my salary potentially be reduced as of January 1, 2023 or will there be a hold harmless for ADM decreases?*

There is no hold harmless for ADM for fiscal year 2022-2023. As a result, if a school's ADM decreases in school year 2022-2023, the principal of that school could potentially have their salary decreased depending on the principal's original salary, scope of the ADM decrease and the principal's student growth score. As the overall salary is dependent on both ADM and student growth, an ADM decrease does not guarantee that the principal's salary will decrease.

4. *Will the growth scores used as of January 1, 2023 still be from two out of three years, or will it just be the growth scores from school year 2021-2022?*

Per Section 7A.4.(a) of SL 2022-74, growth scores shall be calculated after January 1, 2023 based on **the current school growth score only**. Multiple school growth scores will not be used to determine a principal's salary after December 31, 2022.

5. *I just became a principal and I do not have any growth scores. The ADM of my school was 800 in the 2021-2022 school year and is projected to be 830 students in 2022-2023. What will I be paid from July 1 through December 31, and what will I be paid from January 1 through June 30?*

Principals who have not supervised any school as a principal in the two of the three most recent school years (2019-2020, 2020-2021, and 2021-2022) are to be paid from the base level from the salary schedule from July 1, 2022 through December 31, 2022, while principals who did not supervise any school as a principal in school year 2021-2022 are to be paid from the base from January 1, 2023 through June 30, 2023. As such, a new principal would be paid from the base level from the salary schedule for the entire year.

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Based on the 2021-2022 ADM of 800, and assuming that the projected ADM becomes the actual ADM in the 2022-2023 school year, the principal in question would be paid \$83,514 for the entire school year. If the actual ADM of the school for 2022-2023 school year is either lower than 700 or greater than 1,000, the principals salary would change after December 31, 2022.

6. *Will there be any sort of hold harmless for growth placement if my school growth score for school year 2021-2022 was lower than the school growth score in the previous school years?*

No. **There will be no hold harmless for growth scores for fiscal year 2022-2023.** If the growth score for a principal's school is lower in 2021-2022 than in previous years, the principal's salary could decrease depending on the scope of the decrease in growth score and any change in ADM of the principal's school.