

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2015

**H.B. 359**  
**Mar 25, 2015**  
**HOUSE PRINCIPAL CLERK**

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HOUSE DRH10102-RQ-5 (02/12)

Short Title: Excellence in School Leadership. (Public)

Sponsors: Representatives L. Johnson, Holloway, Horn, and Elmore (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO INCREASE THE SCHOOL-BASED ADMINISTRATOR SALARY  
3 SCHEDULE; PROVIDE PERFORMANCE BONUSES TO PRINCIPALS OF SCHOOLS  
4 EXCEEDING EXPECTED STUDENT GROWTH; AND TO DIRECT THE JOINT  
5 LEGISLATIVE EDUCATION OVERSIGHT COMMITTEE TO STUDY EXCELLENCE  
6 IN SCHOOL LEADERSHIP.

7 Whereas, the principalship is considered one of the most complex and challenging  
8 roles in education; and

9 Whereas, second only to the teacher, the principal provides the biggest school-based  
10 impact on student learning and is responsible and accountable for assuring the effectiveness of  
11 all of the school's teachers; and

12 Whereas, the new salary schedule for teachers has created a situation where certain  
13 assistant principals and principals at the same experience and education level would earn more  
14 if they were paid as a teacher; Now, therefore,  
15 The General Assembly of North Carolina enacts:

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17 **PART I. THREE PERCENT INCREASE IN THE SCHOOL-BASED**  
18 **ADMINISTRATOR SALARY SCHEDULE**

19 **SECTION 1.(a)** There is appropriated from the General Fund to the Department of  
20 Public Instruction the sum of eight million dollars (\$8,000,000) for the 2015-2016 fiscal year  
21 and the sum of eight million dollars (\$8,000,000) for the 2016-2017 fiscal year to increase pay  
22 under the school-based administrator salary schedule by three percent (3%) effective July 1,  
23 2015.

24 **SECTION 1.(b)** This section becomes effective July 1, 2015.

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26 **PART II. PRINCIPAL PERFORMANCE BONUS FOR SCHOOLS THAT EXCEED**  
27 **EXPECTED STUDENT GROWTH**

28 **SECTION 2.(a)** There is appropriated from the General Fund to the Department of  
29 Public Instruction the sum of one million five hundred thousand dollars (\$1,500,000) for the  
30 2015-2016 fiscal year and the sum of one million five hundred thousand dollars (\$1,500,000)  
31 for the 2016-2017 fiscal year to provide an annual bonus of two thousand dollars (\$2,000) to  
32 principals of schools that exceed annual growth expectations for student achievement, as  
33 measured by with the Education Value-Added Assessment System (EVAAS).

34 **SECTION 2.(b)** This section becomes effective July 1, 2015.

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36 **PART III. STUDY EXCELLENCE IN SCHOOL LEADERSHIP**



1           **SECTION 3.(a)** The Joint Legislative Education Oversight Committee shall study  
2 excellence in school leadership and make recommendations on the recruitment, preparation,  
3 induction, support, and retention of school principals and assistant principals. The Committee  
4 shall study the following:

- 5           (1) The creation of a competitive salary and performance bonus system for  
6 principals that incentivizes strong candidates to pursue school leadership  
7 where they can positively impact all students and teachers.  
8           (2) Possible redesigns of principal preparation programs to include a greater  
9 emphasis on evaluating and coaching teachers and a longer-term structured  
10 internship with high-quality principals who have demonstrated that they  
11 have improved school outcomes.  
12           (3) The development of a principal mentoring and coaching program that  
13 leverages the talent of high-quality principals who have demonstrated that  
14 they have improved school outcomes and pairs them with new principals and  
15 assistant principals.  
16           (4) The creation of a credentialing and monetary reward structure for principals  
17 and assistant principals who successfully complete rigorous professional  
18 learning programs.  
19           (5) Differentiated pay for principals that qualify for peer leadership  
20 responsibilities such as supervising interns from principal preparation  
21 programs and mentoring and coaching new principals and assistant  
22 principals as well as principals in low-performing schools.  
23           (6) Performance bonuses tied to school achievement outcomes.

24           **SECTION 3.(b)** The Committee shall report its findings and recommendations to  
25 the 2016 Regular Session of the 2015 General Assembly.

26           **SECTION 3.(c)** This section becomes effective when it becomes law.  
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#### 28 **PART IV. EFFECTIVE DATE**

29           **SECTION 4.** Except as otherwise provided, this act is effective when it becomes  
30 law.