

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2015

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HOUSE BILL 359

Short Title: Excellence in School Leadership. (Public)

Sponsors: Representatives L. Johnson, Holloway, Horn, and Elmore (Primary Sponsors).  
*For a complete list of Sponsors, refer to the North Carolina General Assembly Web Site.*

Referred to: Appropriations.

March 26, 2015

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

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

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

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

**SECTION 3.(c)** This section becomes effective when it becomes law.

**PART IV. EFFECTIVE DATE**

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