



PUBLIC SCHOOLS OF NORTH CAROLINA
STATE BOARD OF EDUCATION | William W. Cobey Jr., Chairman
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October 5, 2017

Members of the North Carolina General Assembly
16 W. Jones Street
Raleigh, North Carolina 27601

Dear Members of the North Carolina General Assembly,

We greatly appreciate the time and financial resources the General Assembly invested in principal pay this session. The infusion of over \$40 million in State appropriations in the Principal and Assistant Principal pay plan in the 2017-2019 budget is a significant step forward on school administrator pay.

While many principals received significant pay increases through the new plan, the implementation of the legislation has revealed a few challenges. Unfortunately, this is creating uncertainty of the future of many excellent principals and unfortunately the media is portraying the pay plan to be problematic overall.

Significant progress was achieved through the technical correction in Senate Bill 582 that addresses those principals paid on the teacher's salary schedule. From all information we have, we can now state with confidence that no principal will lose pay under the new plan this year and many will receive substantial increases. However, in a time when the talent pipeline for teachers and school administrators cannot keep up with the demand, and when some of our highly talented principals stand to lose an average of over \$8,000 in pay, we respectfully request that you extend the "hold harmless" provision for all principals through fiscal year 2018-2019.

Given that some principal contracts require six months' advance notice by those who do not plan to renew their contract, we request this extension be granted in the General Assembly Session this week or, at the latest, during the next Session. This will provide principals with the confidence that their pay will not decrease when making career decisions in the coming months and will also allow the General Assembly the opportunity to fully evaluate and further refine the plan in the short session.

Sincerely,

A handwritten signature in black ink that reads "William W. Cobey, Jr." in a cursive style.

William W. Cobey, Jr.

NORTH CAROLINA STATE BOARD OF EDUCATION

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