

TRANSYLVANIA COUNTY BOARD OF EDUCATION

RESOLUTION NO. 2026-_____

A RESOLUTION SUPPORTING RESPONSIBLE REFORM OF PRINCIPAL COMPENSATION

WHEREAS, effective school leadership is essential to student achievement, teacher support, school culture, and the successful operation of public schools; and

WHEREAS, principals should receive competitive and predictable compensation that reflects the responsibilities, enrollment, complexity, and leadership demands of the schools they serve; and

WHEREAS, the Board supports a compensation structure that distinguishes stable base salary from additional compensation earned through demonstrated performance; and

WHEREAS, performance-based compensation may appropriately be paid as a supplement rather than permanently incorporated into base salary, provided that the criteria used are fair, transparent, understandable, and tied to meaningful educational outcomes; and

WHEREAS, changes to compensation structures should also recognize the reasonable financial reliance of employees who have planned household obligations based upon an established salary schedule; and

WHEREAS, implementing a significant change in the timing of principal compensation during an existing fiscal or contractual year may create unnecessary financial disruption even when total annual compensation ultimately remains substantially unchanged; and

WHEREAS, successful compensation reform should balance fiscal accountability, performance incentives, workforce stability, recruitment, retention, and fair treatment of current employees;

NOW, THEREFORE, BE IT RESOLVED, that the Transylvania County Board of Education:

1. **Supports the principle of separating principal base compensation from performance-based supplemental compensation**, with base salary reflecting the responsibilities and complexity of the principalship.
2. **Supports meaningful performance incentives** for principals who demonstrate strong educational leadership and measurable results.

3. **Encourages the General Assembly to implement compensation changes prospectively**, preferably at the beginning of a fiscal or contractual year rather than through significant changes to regular monthly compensation during an existing year.
4. **Requests reasonable advance notice and transition protections** for principals whose compensation has already been established under a prior State salary structure.
5. **Encourages flexibility in the payment of earned supplements**, including the ability, where administratively practical, to distribute supplemental compensation across regular pay periods rather than solely through one or two lump-sum payments.
6. **Requests clear guidance regarding retirement treatment, benefits, withholding, and other financial implications** before implementation of any revised compensation structure.
7. **Encourages future principal performance compensation to rely upon clear, transparent, and meaningful educational outcomes**, with specific accountability measures addressed separately as part of broader school-performance reform.

The Board supports the objectives of performance-based compensation while also believing that reform should be implemented in a manner that respects employees, preserves workforce stability, and provides sufficient predictability for principals to make reasonable personal and professional financial decisions.

Good compensation policy should reward performance, preserve accountability, and provide a fair and orderly transition for the people affected by change.

DISTRIBUTION

Upon adoption, the Board directs that this Resolution be transmitted to the members of the North Carolina General Assembly representing Transylvania County, the appropriate legislative education committees, the North Carolina State Board of Education, the State Superintendent of Public Instruction, and the North Carolina Department of Public Instruction.

ADOPTED this ____ day of _____, 2026.

Chair, Transylvania County Board of Education

Superintendent / Secretary to the Board