

Principal Stability Plan Guidelines

- Beginning with the 2012-13 academic year (July 1, 2012), the Guilford County Schools implemented the Principal Stability Plan.
- Upon completion of five years of continuous service as a principal of the same school, the principal is eligible for a 5% bonus.
- This is a one-time bonus of five percent of their current salary.
- **Definitions:**
 - **Year** – A principal must be employed **on or before September 1st** and serve as a principal at the same school through June 30th of the following year for it to count as a year of service.
 - **Maximum Bonus** – Five percent of a principal's current salary.
 - **Calculation Date** – Years of service and current salary will be calculated as of June 30th of the fiscal year.
 - **Current Salary** – State base and local supplement only. This does not include School Improvement, performance, extra-duty, longevity, or any other type of incentives.
 - **Payment Date** – All bonuses will be paid at the end of July.
 - **Eligibility** – The principal must meet the following criteria to be eligible for the Principal Stability Bonus:
 - Must have completed at least 5 years of continuous service as a principal at the same school,
AND
 - Must be employed as a principal at the same school on June 30th,
AND
 - Must be eligible to continue as the principal at the same school for the next year (i.e. offered a contract including the next fiscal year).
 - **Cash Out Procedures** – The following procedure will govern the pay out of principal stability incentives:
 - A principal can only cash out **one time for continuous service at a particular school.**
 - All principals will receive eligibility notification in June.
 - Cash out is automatic when a principal meets the eligibility requirements