2025-2026 General Assembly

SENATE BILL 257: 2026 Appropriations Act, Sec. 7A.9: Revise Principal Recruitment and Retention Supplement and Require North Carolina Collaboratory to Study Principal Recruitment

Analysis of:	S.L. 2026-41, Sec. 7A.9	**Date:**	August 25, 2026
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Section 7A.9 of S.L. 2026-41 (Senate Bill 257) establishes a principal retention salary supplement in addition to the existing principal recruitment salary supplement for principals of certain schools in the lowest 10% of all schools in the State. A principal is eligible for the retention supplement of $20,000 annually if the principal (i) received a recruitment salary supplement for 36 months and (ii) receives a salary supplement according to the Met Growth or Exceeded Growth column of the Principal Salary Supplement Schedule. The retention supplement must be paid on a monthly basis and continues as long as the principal remains employed as the principal of the same school, up to a maximum of 36 months.

By March 15, 2027, the North Carolina Collaboratory must study and report to (i) the Joint Legislative Education Oversight Committee and (ii) local boards of education with an eligible school on the following:

- The benefits of recruiting high-performing principals to low-performing schools, including the benefits of the principal recruitment and retention supplements.
- Strategies to facilitate the recruitment and retention of qualifying principals to eligible schools.

This section became effective July 1, 2026.