

## Bedford County Schools

### 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Literacy Leaders - Each elementary school will have a model classroom taught by a Literacy Leader that models and leads our Foundations of Literacy Instruction training. They provide support to reading teachers in their building and help to support and lead district training.</p> <p>Tennessee Behavior Support Coaches - Coaches each support 2 schools in the district around TBSP.</p> <p>Curriculum Team Leaders - these leaders support our work on instructional maps, curriculum design and implementation in all 4 core content areas. They lead professional development in their content area.</p> <p>Online Content Developers - these teachers design and lead our online class development as we move to a 1:1 initiative in the high schools.</p> <p><b>Number of Unique Roles: 4</b></p>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area
<b>Compensation Type and Size</b>	<p>Literacy Leaders - 1500.00 per year</p> <p>TBSP Coaches- 1000.00 per year</p> <p>Curriculum Leaders – ELA (2 weeks additional pay), Math/Science/SS (1 week additional pay)</p> <p>Online Content Developers - 1 week additional pay</p>
<b>Reach</b>	112
<b>Estimated Cost</b>	\$200,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Advanced degrees are tied to salary step increases for degrees and years of experience. Advanced degrees include: MA,MA+, Ed.S, and PH.D.	
Other	
N/A	

\*Education is not a differentiated pay element and does not count toward the mandated criteria.