

Bedford County Schools

2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	Hard-to-staff positions will be defined as any position in one of the above categories in which BCS does not receive a qualified applicant within 10 business days of posting. In addition to earning the salary for which they are due based upon degrees and experience, the hire will receive an additional \$1,000 upon fulfillment of their contract. Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (Math, Science, Reading/ELA, ESL/ELL, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, Special Education)
Eligibility Criteria	Certified in content/grade area; Fulfillment of contract Only new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$1,000 upon fulfillment of the contract
Reach	10
Estimated Cost	\$10,000
Instructional Roles or Responsibilities	
Description	Curriculum Team Leaders- These teacher leaders will support the content area work on our pacing guides for curriculum and updates in the core content areas. They will support their content area with training. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees; Participation in meetings, planning sessions, curricular alignment to state standards, and pacing guide design.
Compensation Type and Size	\$2,000 at the end of the school year
Reach	54
Estimated Cost	\$104,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district salary schedule recognizes BS, MS, MS+, EDS, and PHD degrees.	
Other	
N/A	

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