

## Bedford County Schools

### 2018-19 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 work in each elemental school with our early literacy initiative. they provided model lessons and job embedded support, as well as after-school professional development.</p> <p>Curriculum teacher leaders write the instructional maps for the county and conduct professional development for our teachers prior to the beginning of school.</p>
<b>Eligibility Criteria</b>	<p>Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area</p> <p>Must have attended all 5 days of foundational reading training.</p>
<b>Compensation Type and Size</b>	<p>\$4,000 for literacy leaders</p> <p>1 additional week for regular pay for curriculum teacher leaders</p>
<b>Reach</b>	63
<b>Estimated Cost</b>	\$94,000
Performance	
N/A	
Alternative Salary Schedule	
<b><i>Is the district implementing an alternative salary schedule?</i></b> No	
Education*	
Salary increases are tied to advanced degrees by yearly step. Advanced degrees include: MA+, EDS, and PhD.	
Other	
N/A	

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