

Bedford County

2023-24 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input 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 \$2500 upon the 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 New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,500
Reach	10
Estimated Cost	\$25,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The BCS pay scale increase with years of experience and advanced degrees (MA, MA+30, EDS, PHD).	
Other	