

2015 Bedford County – Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The district will further its implementation of PLCs through the creation of a PLC Leadership Collaborative.</i></p> <p><i>Highly effective teachers (scores of a level 4 or 5) will receive a supplement to lead and facilitate their school PLC Leadership Collaborative.</i></p>	<p><i>The compensation will be given in the form of a \$2,000.00 supplement.</i></p>	<p><i>All teachers with a score of a 4 or 5 are eligible.</i></p> <p><i>There will be a total of 16 PLC leaders in the district.</i></p>	<p><i>The estimated total cost of this element is 32,000.00 per year.</i></p>	<p><i>This will comprise about 1% of the district salary expenditures.</i></p>
Education	<p><i>The district will include fees for Praxis exams passed for additional certification in hard to staff areas.</i></p>	<p><i>These fees will be reimbursed after documentation of a passed exam.</i></p>	<p><i>All teachers are eligible.</i></p>	<p><i>The estimated cost is \$2,000.00 per year.</i></p>	<p><i>This will comprise <1% of the district salary expenditures.</i></p>
Experience					
Other	<p><i>The district will further the retention of teachers with a perfect attendance bonus.</i></p>	<p><i>The compensation will be given as a \$200.00 bonus at the close of the school year.</i></p>	<p><i>All teachers are eligible.</i></p>	<p><i>The estimated cost is \$5000.00 per year.</i></p>	<p><i>This will comprise less than <1% of the</i></p>

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