

Bedford County Schools

2020-21 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	
Description	<ol style="list-style-type: none"> Literacy Leaders- 5 Literacy leaders will be chosen to house a model classroom that models the components of our Foundations of Literacy Instruction training. They will provide support to reading teachers in the district and will help to lead and support district training. Tennessee Behavior Support Coaches- Coaches will support 2 schools each around the TBSP initiative. Curriculum Team Leaders- These teacher leaders will support the content area work on our pacing guides for the new ELA curriculum and updates in the other core content areas. They will support their content area with training and model lessons. Online Content Developers- These lead teachers design and lead our online class development as we continue to grow our 1:1 program.
	Number of Unique Roles: 4
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Ability to support their teams with a positive attitude and a growth mindset
Compensation Type and Size	<ol style="list-style-type: none"> Literacy Leaders - 2,000.00 TBSP Coaches - 1000.00 Curriculum Teacher Leaders - ELA - 2 weeks additional pay at their individual rate; Math, Science, Social Studies- 1 week additional pay at their individual rate Online Content Developers - 1 week additional pay per class
Reach	51
Estimated Cost	\$100,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Masters, MA plus, EDS and PHD degrees are recognized on the salary schedule.	
Other	
N/A	

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