

# Bedford County

## 2023-24 Differentiated Pay Plan

- Hard-to-Staff
- Instructional Roles
- Performance
- Alternative Salary Schedule

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	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. <b>Priority Areas: K-4</b> (ESL/ELL, Special Education), <b>5-8</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area Fulfillment of contract New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$2,500
<b>Reach</b>	10
<b>Estimated Cost</b>	\$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	