

Enhanced Compensation Packages



Competitive compensation is a critical component of attracting, supporting, and retaining high-quality educators. While salary remains important, many districts are finding success by offering enhanced compensation packages that include stipends, incentives, leadership opportunities, recognition programs, and expanded benefits. These strategies can help districts differentiate themselves in a competitive labor market while demonstrating a commitment to valuing educators' contributions.

Designing a Strategic Compensation Model (Education Resource Strategies)

This guide provides a framework for developing compensation systems that support district priorities, educator effectiveness, and workforce sustainability. It explores how districts can move beyond traditional salary structures to strategically align compensation with recruitment, retention, leadership, and student outcomes.

Compensation Resources (Center on Great Teachers & Leaders/Educator Workforce Center)

This collection of resources highlights state and district approaches to educator compensation, including policy considerations, research, and promising practices. It offers tools and examples to help education leaders evaluate compensation strategies that strengthen the educator workforce.

Schools Try Bonuses, Stipends to Attract & Keep Teachers in a Tight Labor Market (The 74)

This article examines how districts across the country are using signing bonuses, retention incentives, hard-to-fill position stipends, and other compensation enhancements to address educator shortages. It provides practical examples of innovative approaches being implemented in response to competitive labor market conditions.

Beyond the Paycheck: Why Educator Compensation Must Evolve (SREB)

This collection of resources highlights state and district approaches to educator compensation, including policy considerations, research, and promising practices. It offers tools and examples to help education leaders evaluate compensation strategies that strengthen the educator workforce.

EXAMPLES FROM KENTUCKY DISTRICTS

Union County Public Schools

Union County offers educators additional earning opportunities through its Elevated Educator Stipend, which provides a \$2,500 award at five-year career milestones. Teachers who support new educators through the district's mentoring program are also eligible for a Veteran Mentor Stipend, recognizing leadership and service to the profession.

Clark County Public Schools

Clark County's Elevated Benefits Guide highlights a comprehensive approach to recruitment and retention through supports that extend beyond salary. Benefits include a staff-only childcare center, affordable childcare and preschool options, educator stipends, enhanced leave benefits, tuition discounts through university partnerships, wellness incentives, retirement matching, and employee discounts, creating a more supportive and attractive workplace for educators

Danville Independent Schools

Danville Independent Schools uses a competitive salary structure that rewards educator experience and professional growth. The district provides bonuses for perfect attendance and additional stipends for National Board Certification. Transparent salary schedules help prospective and current employees understand earning potential and career advancement opportunities within the district.

Oldham County Public Schools

Oldham County has enhanced its recruitment and retention efforts through a combination of competitive pay, targeted stipends, and employee-focused benefits. Recent initiatives include salary increases, incentives for hard-to-fill positions, paid parental leave, free tuition for employees' children, and workplace supports designed to improve educator well-being and job satisfaction, creating a more attractive and supportive environment for staff.