



## Strategic Compensation Actions

Each compensation plan component can be designed to specifically help address challenges the district may be facing in **recruiting, developing, or retaining** its best teachers.

### *Recruitment*

- 1) Starting salaries competitive with those of surrounding school districts of other professions
- 2) Strong hiring schedule throughout the range of candidate experience
- 3) One-time, new hire signing bonuses to teachers accepting positions with the district, especially for hard-to-hire positions such math, science, or special education
- 4) Stipends for math and science teachers or other hard-to-fill positions
- 5) Elimination of traditional step scale pay model schedule based on years of teaching experience and college degrees earned
- 6) Grow your own (current staff or high school students)
- 7) Residency programs
- 8) Develop relationships with multiple teacher preparation programs, including out-of-state institutions, and advertise on a variety of media platforms. Highly engaged marketing program
- 9) District teacher housing and moving assistance
- 10) 4-day school week
- 11) Day Care for staff member's children
- 12) Tuition debt payoff assistance
- 13) Teacher Housing

