



Wayside Schools Strategic Compensation 22-23

Objectives



- To explain the purpose and goals of the Strategic Compensation Fellowship Grant
- To introduce the concept of strategic compensation – what it is and its uses.
- **To provide an overview of options for components and considerations related to strategic compensation.**
- To share Wayside's timeline to implement a strategic compensation system for 2023-24 with the input from key stakeholders

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01

Strategic Compensation Fellowship Grant

Explaining the purpose of the grant and its impact on Wayside Schools

TEA's Strategic Compensation Fellowship Grant

GRANT PURPOSE

Provide the opportunity for planning and implementation for strategic compensation **with the goal of rewarding, retaining, and recruiting the best teachers to serve the students who need the most support.**

GRANT GOALS

1. Supporting Districts with planning for and **adopting innovative changes to their salary compensation model**
2. **Increase teacher recruitment and retention** efforts across Texas and positively impacting the perception of careers in education

GRANT REQUIREMENTS

Implement a strategic compensation system, based in salary, for the 2023-24 school year.
Stakeholder engagement throughout the process

This Grant is NOT...

1. Support for a compensation model based solely on stipends
2. A One-Size-Fits-All Model; districts will have the opportunity to tailor compensation plans to their goals.
3. Fund-source for salary increase across the board

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02

Defining Terms

Understanding key terminology related to strategic compensation

Defining Strategic Compensation

- An **approach** to paying teachers that **thoughtfully aligns compensation with district goals** for recruiting, developing, and retaining high-quality teachers
- A chosen strategic compensation model--- No more one size fits all.

It can also apply to other educators such as administrators or paraprofessionals

Defining “Single Salary Schedule”

- Consists of **rows, known as steps**, representing years of experience; and **columns, known as lanes**, representing degrees and college credits earned.
- A teacher’s pay is found by moving down the rows of steps to her years of experience, then moving right across the lanes to her level of education attained.
- It is known as a “**single**” salary schedule because all teachers in a district are paid according to this **Single** schedule.

Wayside currently uses a simpler version of this type of compensation plan.

Example of a Teachers' Single Salary Schedule

Years of Service	BA	BA 15	BA 30	MA	MA 30	Doctorate
0	\$40,000	\$41,800	\$43,681	\$45,647	\$47,701	\$49,847
1	\$40,800	\$42,636	\$44,555	\$46,560	\$48,655	\$50,844
2	\$41,616	\$43,489	\$45,446	\$47,491	\$49,628	\$51,861
3	\$42,448	\$44,358	\$46,355	\$48,441	\$50,620	\$52,898
4	\$43,297	\$45,246	\$47,282	\$49,409	\$51,633	\$53,956
5	\$44,163	\$46,151	\$48,227	\$50,398	\$52,665	\$55,035
6	\$45,046	\$47,074	\$49,192	\$51,406	\$53,719	\$56,136
7	\$45,947	\$48,015	\$50,176	\$52,434	\$54,793	\$57,259
8	\$46,866	\$48,975	\$51,179	\$53,482	\$55,889	\$58,404
9	\$47,804	\$49,955	\$52,203	\$54,552	\$57,007	\$59,572
10	\$48,760	\$50,954	\$53,247	\$55,643	\$58,147	\$60,764
~	~	~	~	~	~	~
20	\$59,438	\$63,355	\$66,206	\$69,185	\$72,298	\$75,552
21		\$64,622	\$67,530	\$70,569	\$73,744	\$77,063
22		\$65,914	\$68,881	\$71,980	\$75,219	\$78,604
23		\$67,233	\$70,258	\$73,420	\$76,724	\$80,176
24		\$68,577	\$71,663	\$74,888	\$78,258	\$81,780
25		\$69,949	\$73,097	\$76,386	\$79,823	\$83,415

A red apple is positioned in the foreground, resting on a stack of books. The background is a chalkboard filled with various mathematical equations, including Fourier series formulas like $a_0 = \frac{1}{2L} \int_{-L}^L f(t) dt$, $a_n = \frac{1}{L} \int_{-L}^L f(t) \cdot \cos\left(\frac{n\pi t}{L}\right) dt$, $b_n = \frac{1}{L} \int_{-L}^L f(t) \cdot \sin\left(\frac{n\pi t}{L}\right) dt$, and the full series $f(t) = a_0 + \sum_{n=1}^{\infty} \left(a_n \cos\left(\frac{n\pi t}{L}\right) + b_n \sin\left(\frac{n\pi t}{L}\right) \right)$. There are also complex plane formulas like $C_n = \frac{1}{2L} \int_{-L}^L f(t) e^{-jn\pi t/L} dt$ and $f(t) = \sum_{n=-\infty}^{\infty} C_n e^{jn\pi t/L}$, as well as a graph of a square wave and a sine wave. The number '03' is overlaid on the apple in a large, white, sans-serif font.

03

Compensation Models

An idea of the possibilities

Alternative Forms of Compensation

The most common alternatives to the single salary schedule include:

- Changes to the single salary schedule
- Performance or merit pay
- Knowledge and skills-based pay
- Career ladders
- Add-ons or targeted pay
- Combination pay plans



Modifying the traditional simple schedule...

Modification is usually done via Two approaches:

Model 1: Compressing the schedule by reducing the number of steps, lanes, or both. **Doing this reduces the influence of seniority, educational attainment, or both on salary increases.** Research has found limited effect of either on teacher effectiveness.

Model 2: Changing the factors used for moving steps or lanes. For example, substituting evaluation ratings for educational attainment in defining lanes.

“steps”= rows; “lanes”=columns

Years of Service	BA	Advanced Degree
0	\$40,000	\$45,647
1-5	\$40,800	\$46,560
6-10	\$41,616	\$47,491
11 +	\$42,448	\$48,441

Reducing the number of steps and lanes not only limits the effect of experience and education on raises, but frees up salary dollars for raises, bonuses, or stipends based on other factors such as performance, market factors or leadership roles.

Performance or Merit Pay

- Performance-based pay may be integrated into the salary schedule or paid as a bonus.
- May be paid on an individual basis, by teams or school-wide.

Performance or Merit Pay base pay increases on some measure or combo of measures of performance, such as test scores, SLOs, or evaluation ratings.



Years of Service	Base	Level 1	Level 2	Level 3	Level 4	Level 5
0	\$40,000	\$40,000	\$40,600	\$40,800	\$41,000	\$41,200
1-5	\$44,300	\$44,300	\$44,965	\$45,186	\$45,408	\$45,629
6-10	\$48,900	\$48,900	\$49,634	\$49,878	\$50,123	\$50,367
11 +	\$52,900	\$52,900	\$53,694	\$53,958	\$54,223	\$54,487

In this example the standard salary schedule was modified to reduce the number of steps to four ranges and lanes are determined by teachers' scores on a 5-point evaluation rubric. Teachers in Level 1 do not receive a raise because they do not meet the proficiency standard.

Knowledge and Skills-Based Pay

In knowledge and skills-base pay plans, pay increases are based on successfully completing approved professional learning activities aligned with district priorities and students' needs.

- Pay increases may take the form of permanent salary increases, one-time bonuses, or both.
- Professional learning activities may include internal or external professional development offerings, college courses, or action research projects. But, they must be aligned with district priorities and enhance teachers' ability to serve students.

Knowledge and Skills-Based Pay

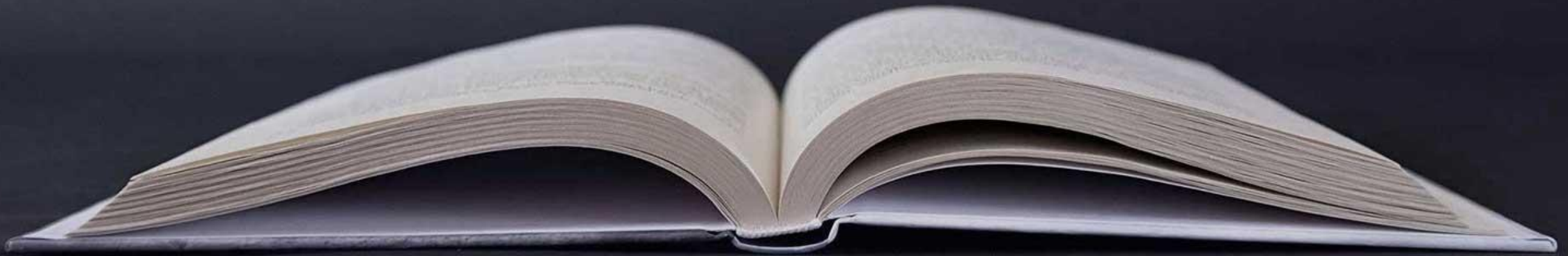
Category	Knowledge and Skill	Base Salary/Salary Increase
Beginning Teacher	Possess entry-level license	\$40,000
Base Pay Increases	Receive annual increase over first 5 years of teaching if proficient or better	\$41,500 - \$46,000
Level 1	Literacy	\$1,500
	English language	\$1,500
	Technology	\$600
	Special Education	\$500
	Classroom Management	\$300
	Lesson Planning	\$300
Level 2	English language	\$2,500
	Math	\$1,000
	Science	\$1,000
	Social Studies	\$800
	The Arts	\$800
Level 3	Rate at least 3.5 on scale of 1-4	\$4,500
Other Knowledge and Skills	Approved Master's Degree	\$2,500
	National Board Certification	\$5,000

In this example teachers earn a raise of \$1,500 in each of their first 5 years of teaching. In Levels 1 and 2 they earn raises based on developing specific skills. In Level 3 they may earn up to \$4,000 by earning an evaluation rating of at least 3.5. At any time in Levels 1-3 they may earn an additional raise by earning an approved MA or becoming NBPTS certified.

Career ladder plans combine **career stage categories with increasing pay levels**. Career ladders typically begin with an entry level (for example Novice) and advance to a top level reserved for a district's most accomplished teachers. Career ladders often have four or more levels.

Teachers may advance up the ladder based on various criteria, including evaluation ratings, student performance, teacher leadership roles, or knowledge and skills acquired.

Career ladders offer teachers an opportunity for explicit career advancement without permanently leaving the classroom.



Career Ladder

Career Ladder Pay Plan

Interval	Standard	Professional	Model	Lead
1	\$40,000	\$50,000	\$80,000	\$86,800
2	\$41,200	\$51,500	\$82,400	\$89,404
3	\$42,436	\$53,045	\$84,872	\$92,086
4	\$43,709	\$54,636	\$87,418	\$94,849
5	\$45,020	\$56,275	\$90,041	\$97,694
6		\$57,682		
7		\$59,124		
8		\$60,602		
9		\$62,118		
10		\$63,670		
11		\$65,262		
12		\$66,894		
13		\$68,566		
14		\$70,280		
15		\$72,037		

This ladder, based on Baltimore City Schools' plan, consists of four levels. Teachers move to Professional based on evaluation ratings and professional learning units earned; to Model via a peer review process; and to Lead via instructional leadership responsibilities.

Add-on/Targeted Pay

Add-on or targeted pay consists of **special payments** designed to support specific human capital goals. These payments **may take the form of stipends** that are paid out only when a goal or activity occurs.

Some examples include **stipends for** working in hard to staff schools or subject areas, or providing financial incentives for recruiting new teachers or retaining current teachers.

Examples of add-on/targeted pay include:

- Recruitment signing bonuses or retention bonuses.
- Performance bonuses for meeting specific performance benchmarks. These may be paid either/or to individuals, teams or schoolwide.
- Stipends for teacher leadership roles such as instructional coaches or mentor teachers.
- Stipends for teaching in hard to staff schools or teaching in hard to staff subject areas or programs such as math, science, foreign languages, or special education.



Combination Pay Plans

- Combines 2 or more compensation plans
- Example: merit bonuses and role stipends may be added to a single salary schedule to incentivize instructional improvement or pay teachers for assuming leadership roles.

Questions about types of Compensation Plan Models?



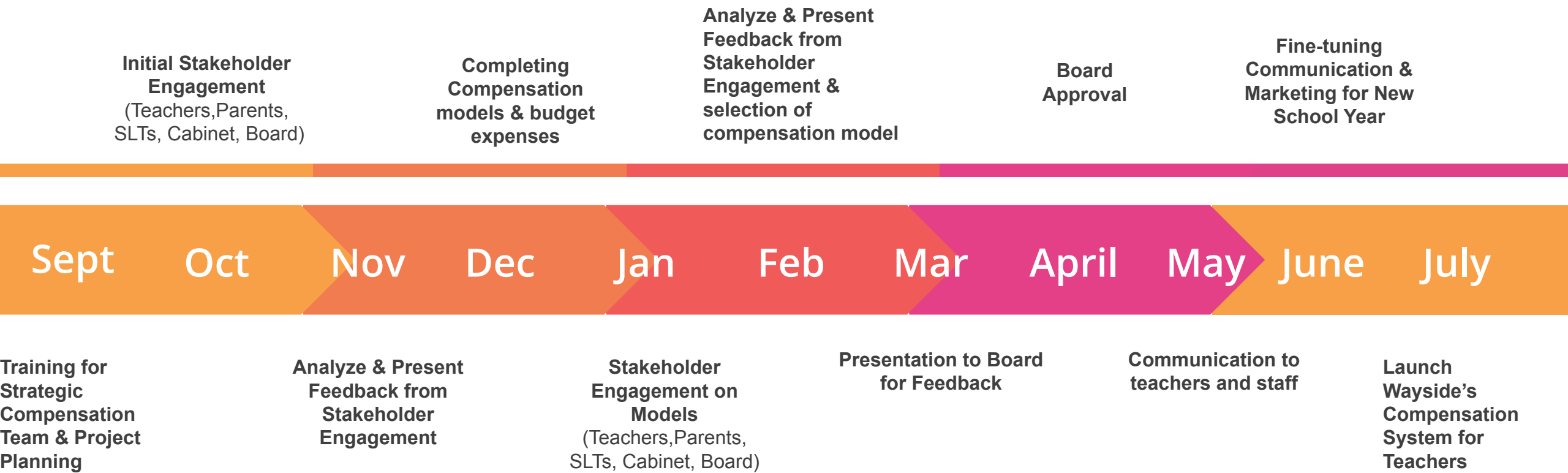
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04

Wayside's Timeline

Keys dates and events to accomplish implementation for 2023-24.

Wayside's Timeline





Specifics about Stakeholder Engagement:

1. Utilize Existing Meetings

Board, Cabinet, Campus

2. Surveys

Teacher, SLT, Parents

3. Focus Group

Selected teachers from all campuses

4. Google Form

5. Zoom office hours

Teacher Focus Groups



Round 1

Semester 1- Nov 11, 2022

Intro to Strategic compensation and Review of Survey
Feedback *



Round 2

Semester 2- Jan 20, 2023

Present model options and receive feedback



Round 3

Semester 2- Later Spring '23

communication/marketing plan feedback

Questions about our Wayside Timeline or Stakeholder groups?



What's Next?

**Office Hours Via Zoom
Open to All
(11/16-12/2)**

<u>Mon</u>	<u>Wed</u>
9-10 am	10-11 am
12-1 pm	1-2 pm
2-3 pm	4-5 pm

**Powtoon will be shared with
All Waysiders on Website:
Under Careers Page
Under Competitive Pay**



**Model building will start based
on all the feedback from the
different stakeholders:
Teachers, SLT members, C-Level
Team, Board Members**

**Next Focus Group: January 20th
from 2-4pm.
Invites to come.
Discussion + Feedback on Models
being presented.**