



Wayside  
Schools

# **Board Approved**

# **Strategic Compensation**

# **Initiatives for 2023-24**



# Approved Strategic Compensation Initiatives

**01.**

**Career Ladder  
Model**

**02.**

**Knowledge +  
Skill Model**

**03.**

**Add-On/  
Targeted  
Model**

# 01

# Career Ladder



Descriptors		
Teacher Fellow →	Teacher→	MCL Teacher (Multiple-Classroom Leader)
<ul style="list-style-type: none"> <li>Classroom support <i>attaining higher ed course work</i></li> <li>Assigned to work under a MCL</li> <li>Has para-certification</li> </ul>	<ul style="list-style-type: none"> <li>4-year degree with single classroom</li> <li>Teacher of Record</li> <li>With/without TX teaching credentials</li> </ul>	<ul style="list-style-type: none"> <li>4-year degree with multiple classrooms</li> <li>Must have data of student growth on standardized assessment</li> <li>Has Teacher Fellow(s) assigned to support instruction</li> <li>Teacher of Record</li> <li>With/without TX teaching credentials</li> </ul>





# 02

# Knowledge & Skill Model



Compensation	<b>\$3000</b> stipend
Potential Candidates	All Wayside teachers who have <b>graduated</b> successfully from the TIL program
Participation Requirements	<ul style="list-style-type: none"><li>• Participate in the planning and implementation of TIL-related trainings held on a Wayside campuses</li><li>• Active engagement on assigned campus in a leadership capacity (team lead, department head, coaching, teacher-mentoring) and professional development</li><li>• Must consistently demonstrate student growth and satisfactory performance in data</li></ul>

# 03



## Add-on/Targeted Pay Model

Teacher Retention Stipend.	<ol style="list-style-type: none"><li>1. For those paid on the <a href="#">Teacher Salary Scale</a> only.</li><li>2. Calculated based on years of service with Wayside Schools</li><li>3. Years 3-9 <b>\$1000</b></li><li>4. Years 10 and up <b>\$1500</b></li></ol>
Increases to Current Stipends	<ol style="list-style-type: none"><li>1. <b>New</b> Bilingual Stipend <b>\$7000</b></li><li>2. <b>New</b> SPED Stipend <b>\$5000</b></li></ol> <p><i>(Teacher certification is essential.)</i></p>



# Additional Rewards for Waysiders



**01**

## **Cost of Living Adjustment**

**3% salary increase for all Waysiders**

**02**

## **Sustainability Fridays**

**Monthly early release days to take care of life and YOU**

**03**

## **FREE PreK 3 & 4**

**Available to all children of Waysider staff members**

**04**

## **Improved Teacher Salary Scale**

**Annual step increases**

**05**

## **Weekly Early Release for Scholars**

**Scholars are released early each Friday for planning & development time for staff.**

*Unlocking Excellence in **ALL** Scholars*





# We would like to hear from you!

**Scan the QR code to access and complete a brief survey about Wayside's compensation measures for 2023-24. The survey will close April 7th at 3 pm.**





# Contact Us

If you have questions or would like more information, please contact:

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