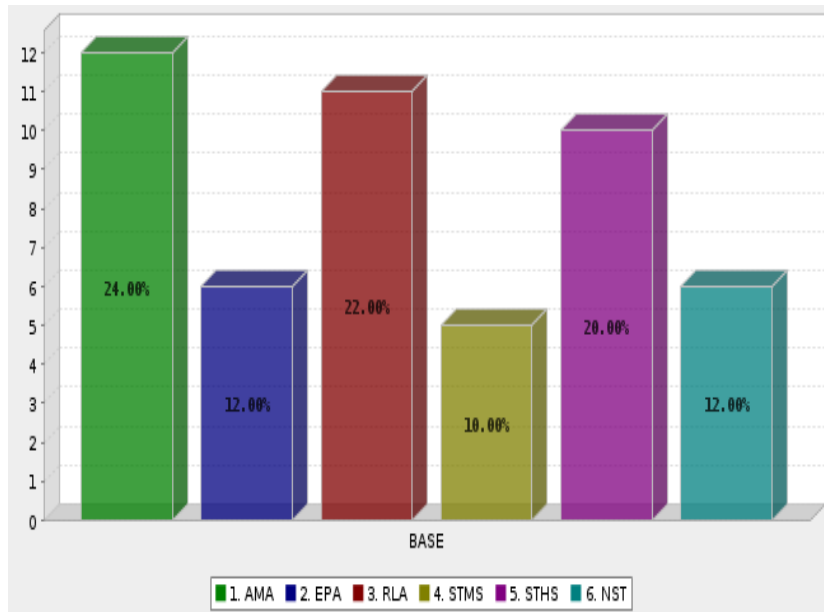


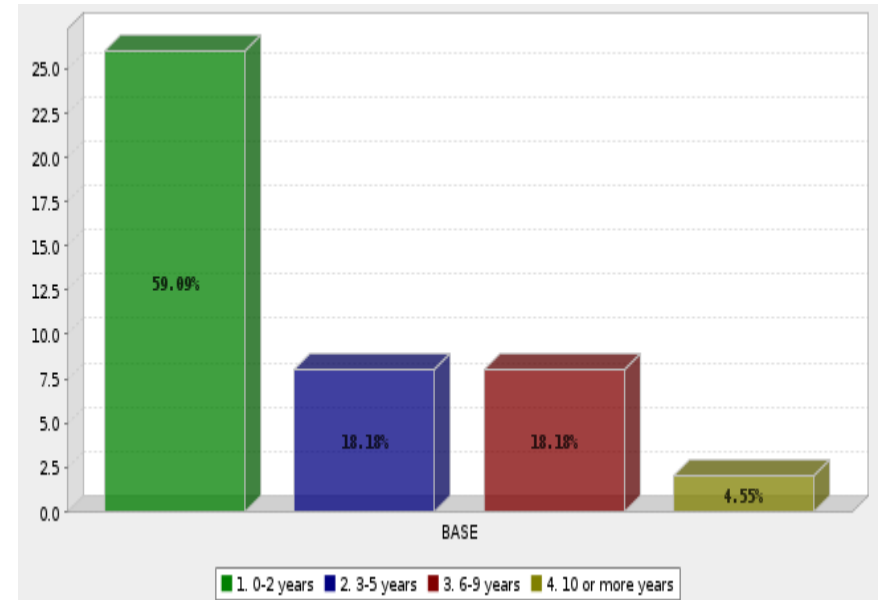
Board Approved Compensation Initiatives Survey - All Staff Survey Overview (April 2023)

Q1. Where do you work at Wayside Schools?



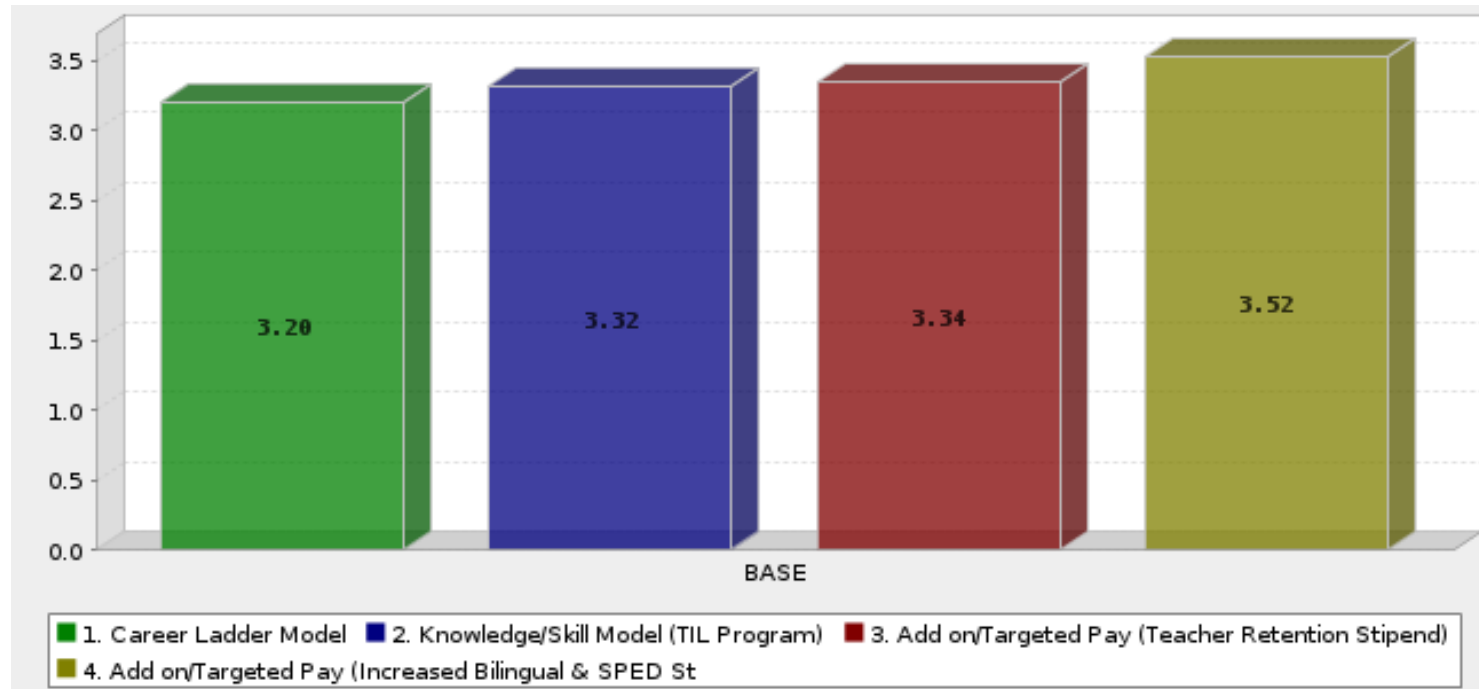
	Answer	Percent
1.	AMA	24.00%
2.	EPA	12.00%
3.	RLA	22.00%
4.	STMS	10.00%
5.	STHS	20.00%
6.	NST	12.00%
	Total	100%

Q2. How many years have you worked at Wayside Schools?



	Answer	Percent
1.	0-2 years	59.09%
2.	3-5 years	18.18%
3.	6-9 years	18.18%
4.	10 or more years	4.55%
	Total	100%

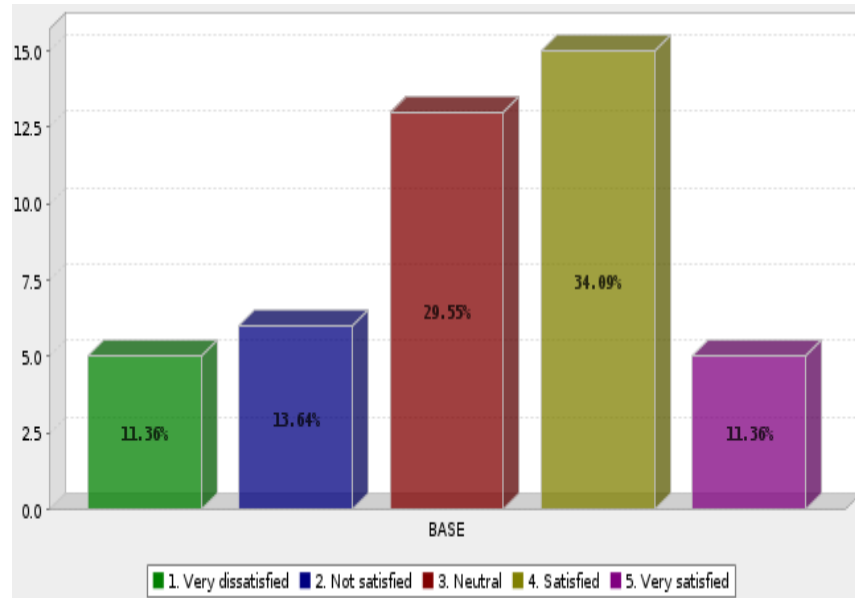
Q3. Rate your satisfaction with the following strategic compensation initiatives for 2023-24.



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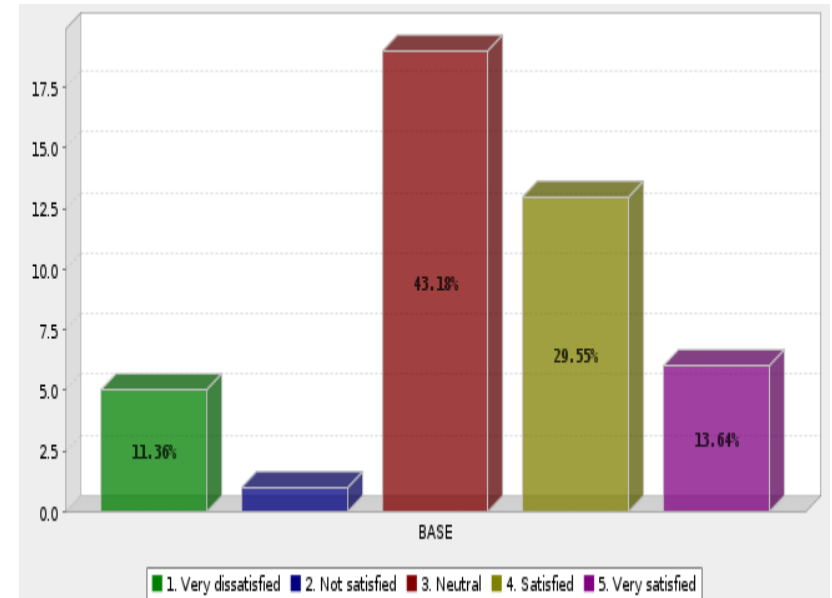
	Question	Score
1.	Career Ladder Model	3.205
2.	Knowledge/Skill Model (TIL Program)	3.318
3.	Add on/Targeted Pay (Teacher Retention Stipend)	3.341
4.	Add on/Targeted Pay (Increased Bilingual & SPED Stipends)	3.523

Q3A. Career Ladder Model



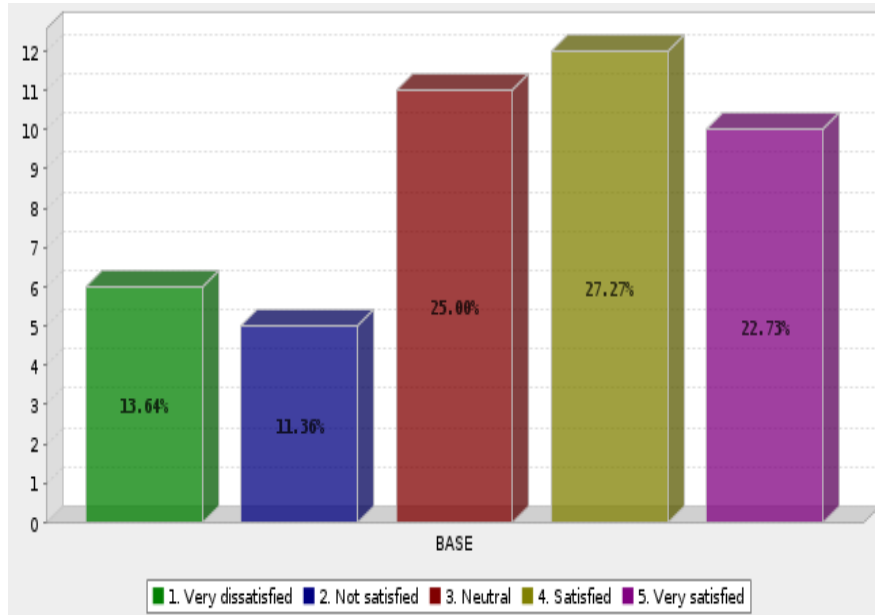
	Answer	Percent
1.	Very dissatisfied	11.36%
2.	Not satisfied	13.64%
3.	Neutral	29.55%
4.	Satisfied	34.09%
5.	Very satisfied	11.36%
	Total	100%

Q3B. Knowledge/Skill Model (TIL Program)



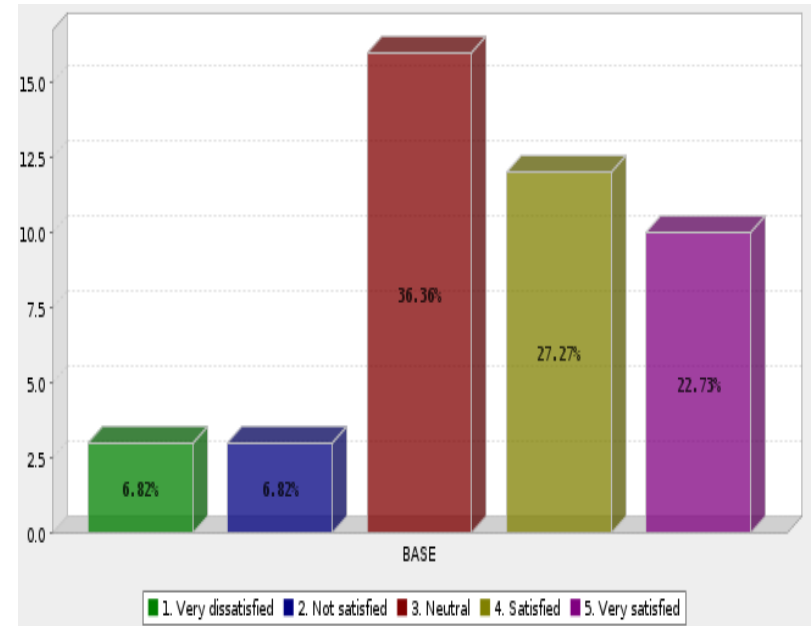
	Answer	Percent
1.	Very dissatisfied	11.36%
2.	Not satisfied	2.27%
3.	Neutral	43.18%
4.	Satisfied	29.55%
5.	Very satisfied	13.64%
	Total	100%

Q3C. Add on/Targeted Pay (Teacher Retention Stipend)



	Answer	Percent
1.	Very dissatisfied	13.64%
2.	Not satisfied	11.36%
3.	Neutral	25.00%
4.	Satisfied	27.27%
5.	Very satisfied	22.73%
	Total	100%

Q3D. Add on/Targeted Pay (Increased Bilingual & SPED Stipends)



	Answer	Percent
1.	Very dissatisfied	6.82%
2.	Not satisfied	6.82%
3.	Neutral	36.36%
4.	Satisfied	27.27%
5.	Very satisfied	22.73%
	Total	100%

Q4. If you were dissatisfied in any capacity with any of the strategic compensation initiatives, please explain why.

Rise should be more higher with the cost of living increasing
While I appreciate the push to keep teachers, it would be great if this could apply to leadership as well. Keeping good leaders is vital to keeping good teachers.
Does Not Apply
In order to maintain bilingual instructional coaches and bilingual assistant principals the network needs to add an additional stipend for them as well. At the moment a bilingual certified teacher will have higher salary compared to an Assistant principal at Wayside. Nearby districts such as Hays CISD or Del Valle ISD will pay a certified bilingual teacher a significant amount more than Wayside is paying for an Assistant principal/instructional coach.
I believe those in a leadership position, serving in a bilingual campus should also qualify to receive the bilingual stipend if they are a certified bilingual educator. They are pleasing planning, helping with testing (CIL, F&P, STAAR) in Spanish. In addition, they are modeling lessons, pulling small groups in addition to their daily work as an instructional coach or assistant principal.
I'm a paraprofessional and I'm not getting more money for next year that is something sad and just asking why not Others districts they get every single year more and more money what the difference
I have only been here 1 year so non of this is affecting me and I cannot receive the bilingual stipend even though I am bilingual but I work at the high school.
The cost of living raise is not suitable for the city cost of living increase.
Although the stipends like the bilingual one are ideal, it's not offered to non certified teachers although they are continuously working with a bilingual program, scholars and curriculum.
The 3 % pay increase is still lower than other ISDs.
The retention stipend only kicks in after 3 years, which is fairly laughable given the staggering amount of staff that leave after a year or months, that might otherwise stay if the basic pay was higher.
The teacher pay scale starting salary is not enough. We are competing with surrounding districts starting at 56-60K. Yes there is a MCL Teacher model, but for teaching two grade levels? double the work? double the TEAKS? I am not crazy.
The cost of living increase is not enough.

It is very disappointing to me that the retention stipends do not extend to administrative and professional employees. If we want to create a "career ladder" and retain our own, why are we not incentivizing our admin and professional staff in the same way as our teachers? It makes me feel overlooked and under appreciated for my commitment to staying at Wayside Schools.

None of them apply to me.

I am a teacher fellow and proud to be able to teach while I'm in school. I have been with Wayside for 4 years and I have not received a raise. The only raise I will receive is the same as all staff, \$1,095 extra a year!! It outrages teaching on a 36,500 salary a year!

1k split over 12 months won't feel like much per paycheck

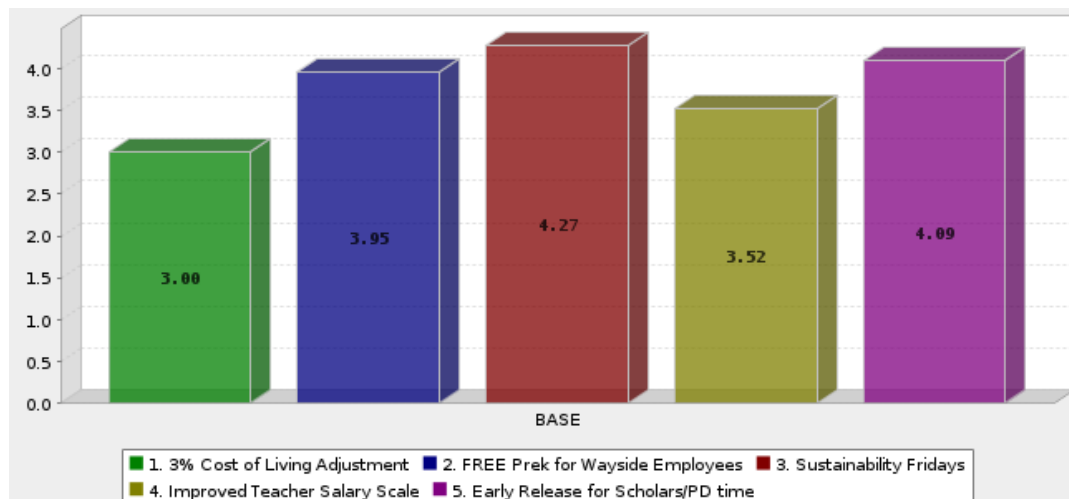
\$1500 for being loyal to the district for over ten years seems underwhelming. Also, the stipend offered to bilingual and SPED is only for NEW teachers which leaves the retained teachers out. That seems like you're encouraging them to quit and go somewhere that values them.

None of the stipends apply to specials teachers under 3 years.

teachers and paras should get the retention stipend for returning, even if under the 3rd year.

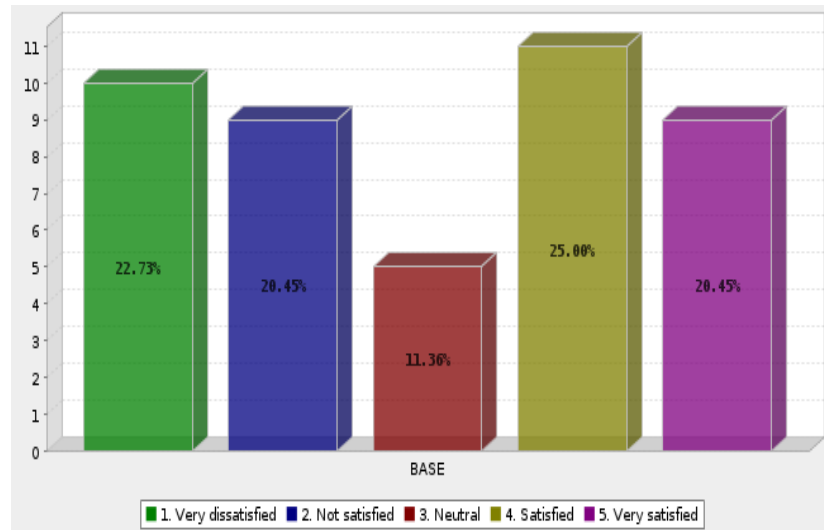
I believe that the district should offer compensation for staff who take care of SST and RTI process as well. Especially when staff is doing it on top of other classroom responsibilities.

Q5. Rate your satisfaction with the following rewards available to All Wayside employees for 2023-24.



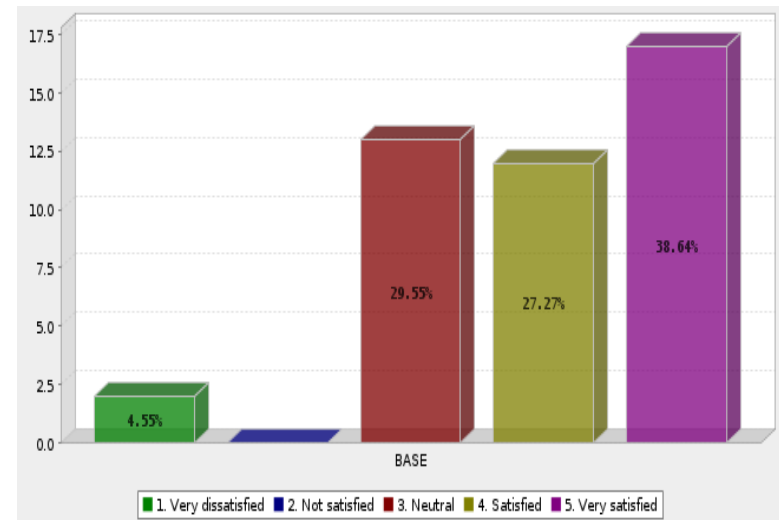
	Question	Score
1.	3% Cost of Living Adjustment	3.000
2.	FREE Prek for Wayside Employees	3.955
3.	Sustainability Fridays	4.273
4.	Improved Teacher Salary Scale	3.523
5.	Early Release for Scholars/PD time	4.091

Q5A. 3% Cost of Living Adjustment



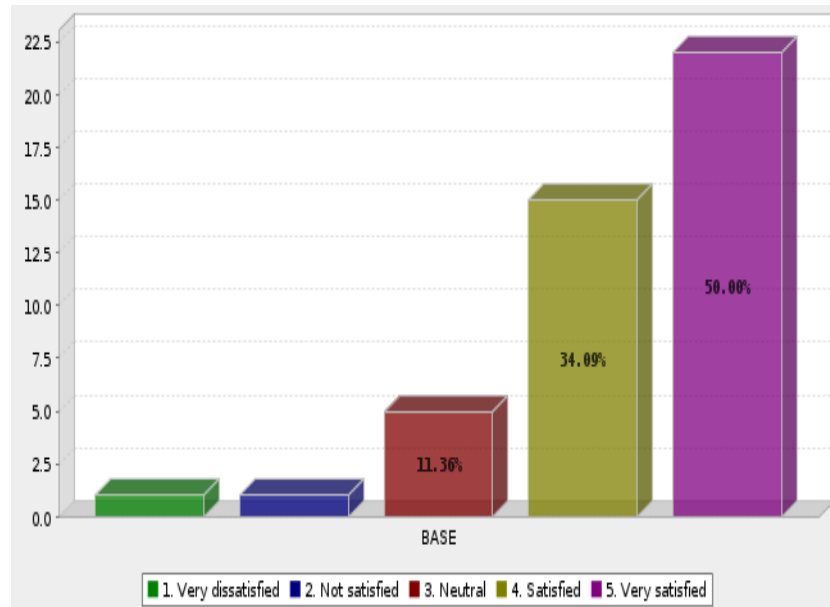
	Answer	Percent
1.	Very dissatisfied	22.73%
2.	Not satisfied	20.45%
3.	Neutral	11.36%
4.	Satisfied	25.00%
5.	Very satisfied	20.45%
	Total	100%

Q5B. FREE Prek for Wayside Employees



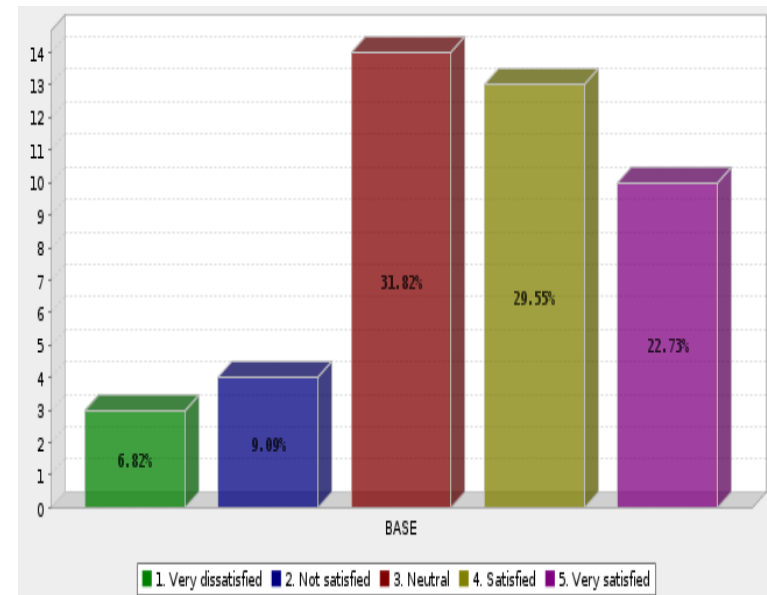
	Answer	Percent
1.	Very dissatisfied	4.55%
2.	Not satisfied	0.00%
3.	Neutral	29.55%
4.	Satisfied	27.27%
5.	Very satisfied	38.64%
	Total	100%

Q5C. Sustainability Fridays



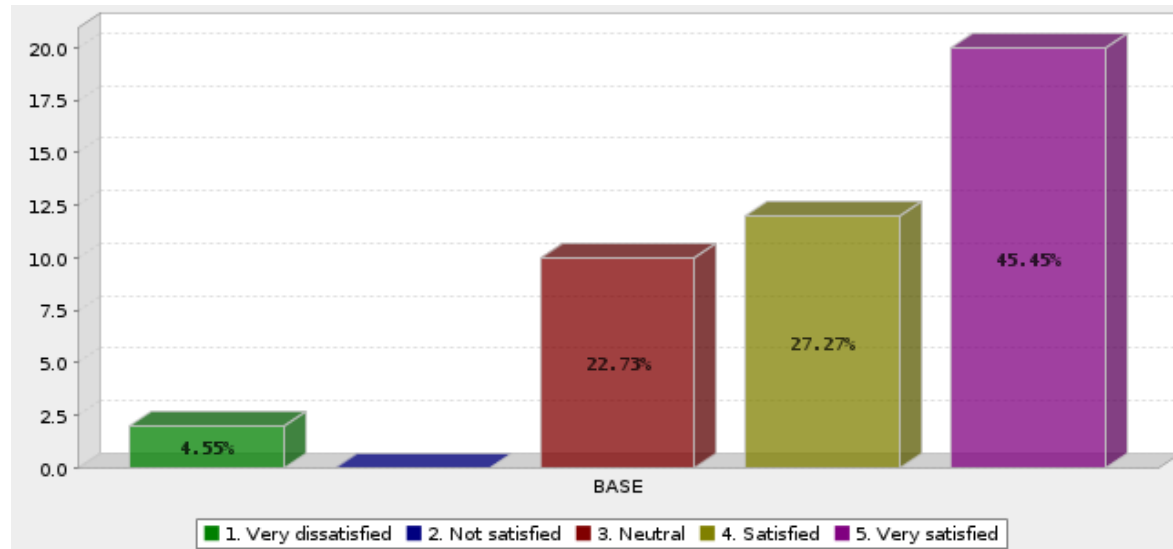
	Answer	Percent
1.	Very dissatisfied	2.27%
2.	Not satisfied	2.27%
3.	Neutral	11.36%
4.	Satisfied	34.09%
5.	Very satisfied	50.00%
	Total	100%

Q5D. Improved Teacher Salary Scale



	Answer	Percent
1.	Very dissatisfied	6.82%
2.	Not satisfied	9.09%
3.	Neutral	31.82%
4.	Satisfied	29.55%
5.	Very satisfied	22.73%
	Total	100%

Q5E. Early Release for Scholars/PD time

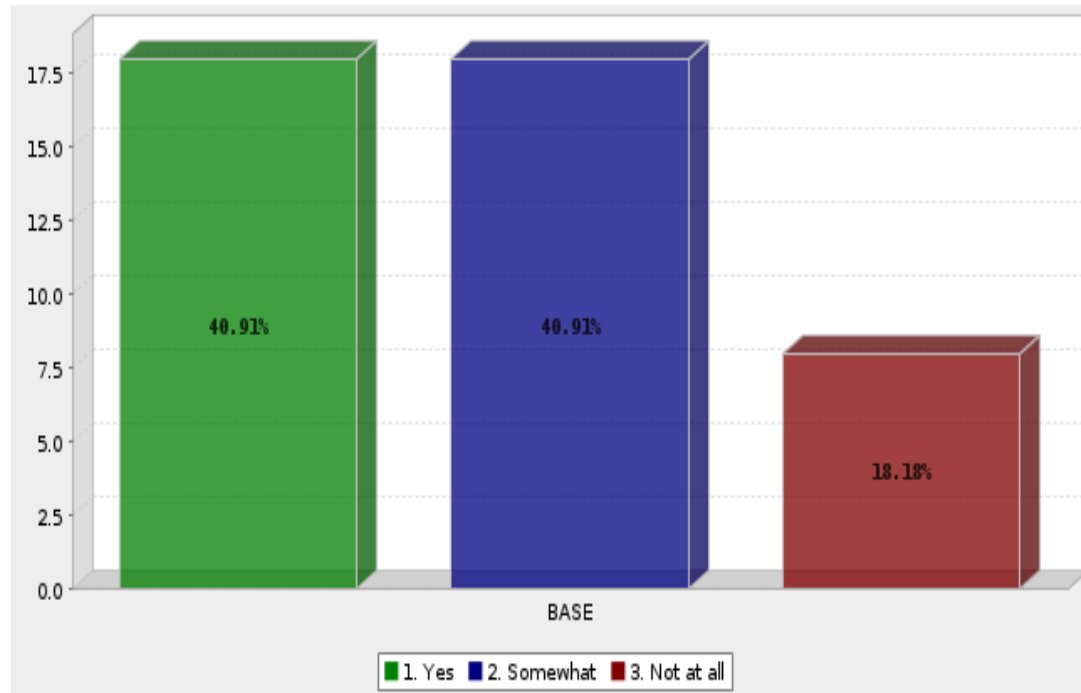


	Answer	Percent
1.	Very dissatisfied	4.55%
2.	Not satisfied	0.00%
3.	Neutral	22.73%
4.	Satisfied	27.27%
5.	Very satisfied	45.45%
	Total	100%

Q6. If you were dissatisfied or extremely dissatisfied with any of the rewards available to All Wayside employees for 2023-24, please explain why.

Rewards are fine, just the 3% salary increase is not enough, 5% it could be better
We need our two week fall or spring break back. And we don't have a day off in April next year, why are you doing this to us?
Does not help with cost of living increase & does not compare to salaries in other large cities (Dallas/Houston)
The 3% is below average than the competitor ISDs
Sustainability Fridays happy once a month. There seems to be no reason why PD isn't on another day to allow every Friday to be an early finish.
The cost of living stipend does not feel commiserate with the cost of living increase in Austin for this year. Additionally, I would recommend that teachers are given more independent planning time instead of training on Fridays. Also, staff satisfaction would be increased if staff were released earlier than their Monday-Thursday contract times (30 minutes-1 hour) on Fridays in addition to sustainability Fridays.
Early release has been going on since I have been with wayside so thats not an added bonus.
I cannot see the new pay scale, but a 3% cost of living increase won't pay for the current cost of living in Austin
I feel 3% increase barely compensates for the cost of living increase this year, and defiantly not for how it looks like the cost of living will continue to increase next school year. Also looking at how much KIPP and IDEA offer Wayside is a bit behind.
3% is not enough to keep up with the cost of living.
It helps but 3% is not nearly enough for a cost of living adjustment. Maybe call it something else. Like a 3% increase.

Q7. Do you feel Wayside heard stakeholders' concerns as it relates to compensation?



	Answer	Percent
1.	Yes	40.91%
2.	Somewhat	40.91%
3.	Not at all	18.18%
	Total	100%

Q8. What should Wayside focus on next as it relates to Strategic Compensation?

On my case, on the salary
How to compensate good leadership. We're moving staff up but then how are we keeping them.
Academic calendar, getting paid instead of awards, and can we please have money supplies.
Higher salary increases and more stipends for other areas (Specials and Higher Education)
Adding additional pay for instructional coaches and assistant principals.

On paraprofessional we work hard
Offering a salary that matches more the cost of living in Austin TX.
Scholar and staff retention. Higher quality of staff.
2 week breaks at fall break and spring break. This is one of the main reasons that I was satisfied with the low pay. The calendar suited my needs
Higher salaries
Wayside should focus on investing more on Personnel working on campuses and ensure that gaps are met not only within classroom but as well as office and hourly employees.
Raising basic wages, with a 3% increase being the absolute minimum year in year out. Higher stipends for clubs, organizations and sports teams.
Increased salary for teachers.
Professional and administrative retention as well as revamping Friday afternoons to be more a more meaningful/tangible incentive for staff.
Not having to be a part of the MCL model to be paid what surrounding districts pay without the extra work and stress of being an MCL
Higher salaries and more compensation for other job roles/ increased compensation for higher degrees.
Look at who's scholars are actually learning in class and have shown improvements.
that teachers who do their job well
Giving the staff as much money as possible, or staff will continue to leave
Parent satisfaction bonuses, retention incentives for teachers to perform to get their current kids to return the following year
I would like to see a sign on bonus and bonuses for staying the whole year. There is little to encourage teachers not to quit mid year when they find better paying positions in other districts or out of education. Teacher retention is a serious issue.
Don't leave out special and elective teachers. We are just as important.
retaining highly qualified teachers. There are so few.
To include staff that works on more than one job.