

ASTEC Charter Schools

2022-2023 Faculty Compensation Schedule*

| B.) 2022-2023 Base Salary Schedule** | | | | | C- G.) 2022-2023 Total Compensation /w Medical and 5% 401(k) Match | | | | |
|--------------------------------------|-------------------|----------|-----------------|-----------------|--|-------------------|----------|-----------------|-----------------|
| A.) YEARS OF SERVICE | LEVEL 1: | LEVEL 2 | LEVEL 3: MASTER | LEVEL 4: IMPACT | YEARS OF SERVICE | LEVEL 1: | LEVEL 2 | LEVEL 3: MASTER | LEVEL 4: IMPACT |
| 0 | \$39,750 | N/A | N/A | N/A | 0 | \$49,128 | N/A | N/A | N/A |
| 1 | \$40,284 | \$41,224 | \$42,426 | \$45,533 | 1 | \$49,689 | \$50,676 | \$51,938 | \$55,200 |
| 2 | \$40,817 | \$41,914 | \$43,118 | \$46,279 | 2 | \$50,249 | \$51,401 | \$52,664 | \$55,983 |
| 3 | \$41,351 | \$42,605 | \$43,809 | \$47,024 | 3 | \$50,809 | \$52,126 | \$53,390 | \$56,766 |
| 4 | \$41,884 | \$43,295 | \$44,501 | \$47,770 | 4 | \$51,369 | \$52,850 | \$54,116 | \$57,549 |
| 5 | \$42,418 | \$43,985 | \$45,191 | \$48,515 | 5 | \$51,930 | \$53,575 | \$54,841 | \$58,332 |
| 6 | \$43,064 | \$44,538 | \$45,744 | \$49,015 | 6 | \$52,608 | \$54,155 | \$55,422 | \$58,857 |
| 7 | \$43,711 | \$45,090 | \$46,297 | \$49,515 | 7 | \$53,287 | \$54,735 | \$56,002 | \$59,382 |
| 8 | \$44,357 | \$45,643 | \$46,849 | \$50,015 | 8 | \$53,966 | \$55,315 | \$56,583 | \$59,907 |
| 9 | \$45,004 | \$46,195 | \$47,402 | \$50,515 | 9 | \$54,645 | \$55,896 | \$57,163 | \$60,432 |
| 10 | \$45,650 | \$46,746 | \$47,905 | \$51,015 | 10 | \$55,323 | \$56,474 | \$57,691 | \$60,957 |
| 11 | \$46,121 | \$47,200 | \$48,358 | \$51,668 | 11 | \$55,818 | \$56,951 | \$58,166 | \$61,642 |
| 12 | \$46,592 | \$47,654 | \$48,811 | \$52,320 | 12 | \$56,312 | \$57,428 | \$58,642 | \$62,327 |
| 13 | \$47,062 | \$48,108 | \$49,263 | \$52,973 | 13 | \$56,806 | \$57,904 | \$59,117 | \$63,012 |
| 14 | \$47,533 | \$48,562 | \$49,716 | \$53,625 | 14 | \$57,301 | \$58,381 | \$59,593 | \$63,697 |
| 15 | \$48,004 | \$49,016 | \$50,219 | \$54,278 | 15 | \$57,795 | \$58,858 | \$60,121 | \$64,383 |
| 16 | \$48,438 | \$49,468 | \$50,671 | \$54,802 | 16 | \$58,251 | \$59,332 | \$60,596 | \$64,933 |
| 17 | \$48,872 | \$49,920 | \$51,123 | \$55,327 | 17 | \$58,707 | \$59,807 | \$61,070 | \$65,484 |
| 18 | \$49,307 | \$50,373 | \$51,576 | \$55,851 | 18 | \$59,163 | \$60,282 | \$61,545 | \$66,035 |
| 19 | \$49,741 | \$50,825 | \$52,028 | \$56,376 | 19 | \$59,619 | \$60,757 | \$62,020 | \$66,585 |
| 20 | \$50,175 | \$51,277 | \$52,480 | \$56,900 | 20 | \$60,075 | \$61,232 | \$62,495 | \$67,136 |
| 21+ | NEGOTIATED | | | | 21+ | NEGOTIATED | | | |

A.) Years of service are defined as "eligible" years of teaching (not admin or support role) for # of full years (i.e. 0.75% of school year or more = 1 year). This does not include Headstart, international teaching, day care, non-public preschool, college instruction or tutorial experience. Must be at a school that you can provide a teacher service record form to count.

B.) Base Salary for Bachelor's Degree and holder of an active teaching certificate. If you hold a master's degree, add \$1,000 additional & those with Ph. D, add \$1,500. (Retirement amount will change as well). **Teachers without an active, non-expired, OK Teacher certificate will subtract \$1,000 from the amounts in this table.**

C.) Retirement Matching- ASTEC will match **100% of the first 5%** of your salary that you place into your ASTEC-sponsored 401(k) account. Full vesting occurs after 3 complete years of service. Our 401(k) plan is voluntary unlike Oklahoma TRS. Unlike those who have their retirement with TRS, those with 401(k)'s or other retirement systems are eligible for Social Security Benefits AND retirement. Teachers in the Oklahoma TRS receive only those retirement benefits and do not qualify for Social Security Benefits.

D.) The amount below in this section is the total compensation possible if you choose to place 5% of your base salary in your 401(k) account **and** participate in the ASTEC sponsored health coverage.

E.) Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive a payment of \$69.71/month in lieu of health insurance.

F.) Flexible Benefit Allowance for Major Medical - Teachers enrolled in District's Health Insurance Plan shall receive a Flexible Benefit Allowance (FBA) amount equal to the HealthChoice High premium for a single employee. Any excess FBA over the cost of the major medical coverage will be paid as taxable compensation.

G.) Total annual value of the compensation and Flexible Benefit Allowance.

Teaching Level definitions

LEVEL 1

Performance Indicators (KPI: assessment). Employees may only remain at this level only for 2 years otherwise they will not be reissued a contract the following year. All non-certified teachers will be paid at a level-1 rate and receive \$1,000 less than amount posted above. Those not obtaining their certificate will remain at a level 1 until they submit their certification.

LEVEL 2

In order to be rewarded at this level, a teacher must have been at ASTEC Charter Schools for one year and score at least 75% on the end-of-the-year Key Performance Indicators (KPI: assessment). Must hold a teaching certificate for this level.

LEVEL 3: MASTER

In order to be rewarded at this level, a teacher must have been at ASTEC Charter Schools for one year and score at least 85% on the end-of-the-year Key Performance Indicators (KPI: assessment). Must hold a teaching certificate for this level.

LEVEL 4: IMPACT

In order to be rewarded at this level, a teacher must have been at ASTEC Charter Schools for one year and score at least 93% on the end-of-the-year Key Performance Indicators (KPI: assessment). Must hold a teaching certificate for this level.

*Pending final implementation of the proposed 2021 legislative session to increase school funding.

** Based on bachelor's degree only and holder of an active OK teacher certification.