

# ASTECC Charter Schools

## 2023-2024 Faculty Compensation Schedule\*

### B-G.) 2023-2024 Total Compensation Package

A.) YEARS OF SERVICE	LEVEL 1:	LEVEL 2	LEVEL 3: MASTER	LEVEL 4: IMPACT
<b>0</b>	\$49,128	N/A	N/A	N/A
<b>1</b>	\$49,689	\$50,676	\$51,938	\$55,200
<b>2</b>	\$50,249	\$51,401	\$52,664	\$55,983
<b>3</b>	\$50,809	\$52,126	\$53,390	\$56,766
<b>4</b>	\$51,369	\$52,850	\$54,116	\$57,549
<b>5</b>	\$51,930	\$53,575	\$54,841	\$58,332
<b>6</b>	\$52,608	\$54,155	\$55,422	\$58,857
<b>7</b>	\$53,287	\$54,735	\$56,002	\$59,382
<b>8</b>	\$53,966	\$55,315	\$56,583	\$59,907
<b>9</b>	\$54,645	\$55,896	\$57,163	\$60,432
<b>10</b>	\$55,323	\$56,474	\$57,691	\$60,957
<b>11</b>	\$55,818	\$56,951	\$58,166	\$61,642
<b>12</b>	\$56,312	\$57,428	\$58,642	\$62,327
<b>13</b>	\$56,806	\$57,904	\$59,117	\$63,012
<b>14</b>	\$57,301	\$58,381	\$59,593	\$63,697
<b>15</b>	\$57,795	\$58,858	\$60,121	\$64,383
<b>16</b>	\$58,251	\$59,332	\$60,596	\$64,933
<b>17</b>	\$58,707	\$59,807	\$61,070	\$65,484
<b>18</b>	\$59,163	\$60,282	\$61,545	\$66,035
<b>19</b>	\$59,619	\$60,757	\$62,020	\$66,585
<b>20</b>	\$60,075	\$61,232	\$62,495	\$67,136
<b>21+</b>	<b>NEGOTIATED</b>			

**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 \$2,000 additional & those with Ph.D, add \$2,400. (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 up to **first 5%** of the base 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. Teachers participating in the Oklahoma TRS may have their SSN earnings affected if drawn together at the same time.

**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**

2 years otherwise they will not be reissued a contract the following year. All non-certified teachers will be paid at a level-I 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

#### **LEVEL 3: MASTERY**

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

#### **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

\*Salary/Benefits. 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.