

# Bright Star Teacher Salary Schedule

## School Year 2023-24

Updated 27FEB2023



### Salary Schedule

Year	Base Salary
1	\$64,276
2	\$65,135
3	\$67,170
4	\$68,975
5	\$70,834
6	\$72,749
7	\$74,722
8	\$76,753
9	\$78,846
10	\$81,001
11	\$83,036
12	\$85,127
13	\$87,276
14	\$89,483
15	\$91,752
16	\$93,870
17	\$96,043
18	\$98,268
19	\$100,550
20	\$102,889

### Key Benefits

#### **\$5,000-\$14,000**

The range that Bright Star contributes annually for employee **health benefits**.

#### **~18%**

The percentage of base salary that Bright Star contributes annually towards the **CALSTRs retirement plan**.\*

#### **STIPENDS**

Standard stipends can provide **additional compensation** for work performed in addition to normal responsibilities.

\*This amount is set annually by the state and the percentage may vary slightly from year to year.

### Policies

- To be paid on the Teacher Salary Schedule, you must be a regular credentialed General Education or Inclusive Education teacher.
- The work year for returning teachers is up to 184 days and the work year for new teachers is up to 187 days.
- Teaching credit will be given for each full year (70%+) of full-time teaching experience at an accredited elementary, middle or high school, in grades TK-12. Credit for international teaching experience will be granted if international credential/license is proven to be equivalent to a California credential/license. Credit will not be awarded for student teaching or short term substitute teaching (Emergency 30 Day Permit) experience.
- New hires will be credited for all of their prior years (70%+) of full-time teaching experience and placed on the scale in the corresponding year.
- All Bright Star teachers moving outside of the scale in number of years served will receive a 2.5% annual salary adjustment to their prior year salary.
- Bilingual Bonus-Fluency in a Relevant Second Language (\$1000)**