

Bright Star Teacher Salary Schedule

School Year 2023-24

Updated 7Nov2022



Salary Schedule

Year	Base Salary
1	\$61,276
2	\$62,135
3	\$64,170
4	\$65,975
5	\$67,834
6	\$69,749
7	\$71,722
8	\$73,753
9	\$75,846
10	\$78,001
11	\$80,036
12	\$82,127
13	\$84,276
14	\$86,483
15	\$88,752
16	\$90,870
17	\$93,043
18	\$95,268
19	\$97,550
20	\$99,889

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 (see org-wide stipends offerings below).

*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 200 days and the work year for new teachers is up to 205 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.

Bright Star Counselor Salary Schedule

School Year 2023-24

Updated 7NOV2022



Salary Schedule

Key Benefits

Policies

Year	Base Salary
1	\$61,276
2	\$62,135
3	\$64,170
4	\$65,975
5	\$67,834
6	\$69,749
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8	\$73,753
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\$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 (see org-wide stipends offerings below).

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- To be paid on the Counselor Salary Schedule, you must be a credentialed school counselor or enrolled in a program working towards your credential.
- The work year for returning counselors is up to 200 days and the work year for new counselors is up to 205 days.
- New hires will be credited for all of their prior years (70%+) of full time certificated school experience and placed on the scale in the corresponding year.
- All Bright Star counselors moving outside of the scale in number of years served will receive a 2.5% annual salary adjustment to their prior year salary.