



2025-2026

BRIGHT STAR SCHOOLS' BENEFITS



MEDICAL	DENTAL
<i>Anthem Vivity HMO</i>	<i>Anthem Dental PPO</i>
No deductible \$20 copay	Deductible: \$50 individual plan \$150 family plan Preventative Services 100%
<i>Anthem Classic PPO</i>	VISION
Deductible: \$1,000 individual plan \$3,000 family plan	<i>Anthem Blue View Vision</i>
.....	\$10 Copay
\$35 copay (in-network)	\$130 yearly allowance to use towards glasses or contact lenses
<i>Anthem HDHP</i>	BASIC LIFE INSURANCE
Deductible: \$1,600 individual plan \$3,200 per member \$4,000 family plan	<i>Basic Life</i>
.....	\$50,000
10% after deductible copay (in-network)	<i>AD&D (Accidental Death & Dismemberment)</i>
	Additional \$50,000
PET CARE PLANS	
Pet Insurance & Veterinary Savings Program	
Employees are 100% covered by Bright Star Schools under the Vivity HMO, Dental, and Vision plans. Employee will be responsible for premiums under the PPO and HDHP-PPO plans and for any dependents added to insurance plan(s)	

VACATION / SICK / PTO (PAID TIME OFF) DAYS	
<i>An employee becomes eligible for Vacation/Sick/PTO days upon hire.</i>	
<i>Administrators</i>	<i>Teachers & Counselors</i>
<ul style="list-style-type: none"> • 10 PTO Days 80 hours • 1 Week Fall Break • 1 Week Thanksgiving Break • 1 Week Winter Break • 1 Week Spring Break • 1 Week Summer Break • 13 Holidays 	<ul style="list-style-type: none"> • 7 Sick Days (56 Hours) • 3 Vacation Days (24 Hours) • 1 Week Fall Break • 1 Week Thanksgiving Break • 2 Weeks Winter Break • 1 Week Spring Break • Summer Break • 13 Holidays
<i>Support Staff</i>	
<ul style="list-style-type: none"> • Please check with the Human Resources department as time off awarded varies depending on employee classification • 1 Week Thanksgiving Break** 	
<i>School Support Team</i>	
<ul style="list-style-type: none"> • MANAGER/SR. MANAGER: 20 days (160 hours) • ASSOCIATE/COORDINATOR: 15 days (120 hours) • VP/KEY OFFICER: 30 days (240 hours) • DIRECTOR/SR. DIRECTOR: 25 days (200 hours) 	
<ul style="list-style-type: none"> • 1 Week of Thanksgiving Break 	

***Seasonal employees are not eligible for blackout pay during Thanksgiving Week.** This is an overview of our current benefits in effect. Benefits are subject to eligibility requirements. These benefits are subject to change. For more information please email the Human Resources Department at hrdepartment@brightstarschools.org.*



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The following additional benefits are offered to eligible employees:

Anthem Employee Assistance Program

Anthem Voluntary Benefits: Anthem Accidental & Critical Illness

CalSTRS Retirement Savings (Certificated Employees Only) with Employer Contribution

403(b) Plan with Employer Match up to 4% Health

Care FSA & Dependent Care FSA

Bereavement & Reproductive Loss Leave Pay

Schools First Federal Credit Union

ClassPass: Book in-person fitness classes at participating studios (yoga, cycling, pilates & more)



Bright Star Schools Featured Benefits:

Pupil Free & Professional Development Days

Smaller School Model
(class size ratio, counselor ratio)

2 Year Teacher Induction Program

One-on-one Credential Support

Diversity in Leadership Institute/Teacher Leadership Institute

\$500 Education Stipend for School Leaders
Embedded Coaching

Access to Senior Leadership Cabinet

Stipend Work Opportunities



ADDITIONAL PERKS

Snacks, Coffee, Tea
School Swag

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