

2025-2026 Bright Star Schools Salary Scale: Teachers				
Step	Intern+BA	Credential+BA	Credential+MA	Credential+PhD
1	\$63,600	\$68,300	\$69,700	\$74,800
2	\$63,900	\$69,700	\$71,400	\$76,700
3	\$64,200	\$71,100	\$73,200	\$78,600
4	\$64,800	\$73,900	\$76,100	\$82,500
5	\$65,400	\$75,400	\$77,600	\$84,600
6	\$65,400	\$76,900	\$79,200	\$86,700
7	\$65,400	\$80,700	\$83,200	\$91,000
8		\$82,300	\$85,300	\$93,300
9		\$83,900	\$87,400	\$95,600
10		\$88,100	\$91,800	\$100,400
11		\$89,900	\$93,600	\$102,400
12		\$91,700	\$95,500	\$104,400
13		\$93,500	\$97,400	\$106,500
14		\$95,400	\$98,400	\$108,600
15		\$97,300	\$99,400	\$110,800
16		\$99,200	\$100,400	\$112,500
17		\$100,700	\$101,400	\$114,200
18		\$102,200	\$102,400	\$115,900
19		\$103,700	\$104,400	\$117,600
20		\$105,300	\$106,500	\$119,400
21		\$106,800	\$108,000	\$120,900
22		\$108,300	\$109,500	\$122,400
23		\$109,800	\$111,000	\$123,900
24		\$111,300	\$112,500	\$125,400
25		\$112,800	\$114,000	\$126,900
26		\$114,300	\$115,500	\$128,400
27		\$115,800	\$117,000	\$129,900
28		\$117,300	\$118,500	\$131,400
29		\$118,800	\$120,000	\$132,900
30		\$120,300	\$121,500	\$134,400
31		\$121,800	\$123,000	\$135,900
32		\$123,300	\$124,500	\$137,400

Guidelines for Placement

- To be paid on the Teacher Salary Schedule, you must be a teacher of record and a credentialed General Education or Inclusive Education teacher.
- The work year for returning teachers is up to 188 days and the work year for new teachers is up to 191 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 at an accredited TK-12 school and placed on the scale in the corresponding year.
- All Bright Star teachers who exceed the salary scale based on years of service will receive a 2% increase for the 2025-26 school year and a 1% annual increase starting in the 2026-27 school year and beyond, applied to their prior year's salary.
- Eligible for a \$1,000 bonus for BCLAD, Spanish or Korean Credential, or Spanish or Korean Authorization. By accepting this bonus, the employee acknowledges their role as the lead translator for parent meetings as needed.

Key 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.

Employees are responsible for ensuring that they are placed on the correct step of the salary schedule and are receiving all applicable stipends. Errors in placement or payment of stipends will be corrected only back to the beginning of the school year during which Bright Star Schools is notified of the incorrect placement or payment unless otherwise specified in the employee's employment agreement or offer letter.