

2026-2027 Bright Star Schools Salary Scale: Counselors		
Step	P.P.S. + MA	Additional Licensure
1	\$69,700	\$71,233
2	\$71,400	\$72,971
3	\$73,200	\$74,810
4	\$76,128	\$77,803
5	\$77,600	\$79,307
6	\$79,200	\$80,942
7	\$83,160	\$84,990
8	\$85,300	\$87,177
9	\$87,400	\$89,323
10	\$91,770	\$93,789
11	\$93,600	\$95,659
12	\$95,500	\$97,601
13	\$97,400	\$99,543
14	\$98,400	\$100,565
15	\$99,400	\$101,587
16	\$100,400	\$102,609
17	\$101,400	\$103,631
18	\$102,400	\$104,653
19	\$104,400	\$106,697
20	\$106,500	\$108,843
21	\$108,000	\$110,376
22	\$109,500	\$111,909
23	\$111,000	\$113,442
24	\$112,500	\$114,975
25	\$114,000	\$116,508
26	\$115,500	\$118,041
27	\$117,000	\$119,574
28	\$118,500	\$121,107
29	\$120,000	\$122,640
30	\$121,500	\$124,173
31	\$123,000	\$125,706
32	\$124,500	\$127,239

Guidelines for Placement

- To be paid on the Counselor Salary Schedule, you must be a credentialed school counselor holding a valid PPS credential.
- The work year for returning counselors is up to 188 days and the work year for new counselors is up to 191 days.
- To be placed on the licensure track, a counselor must have additional licensure in the form of an LPCC, LMFT, or LCSW.
- New hires will be credited for all of their prior years (70%+ of the academic year complete) of full time certificated school experience in a K-12 or university setting and placed on the scale in the corresponding year.
- All Bright Star counselors 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 bilingual bonus. Eligibility for this bonus is contingent upon passing a Spanish or Korean language exam with a score of 80% or higher. By accepting this bonus, the employee agrees to serve 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.