



BRIGHT STAR SCHOOLS BENEFITS 2025 - 2026

All full time employees (30+ hours per week) are eligible for the benefits listed below. These benefits are effective the first of the month following the date of hire, subject to your enrollment.

MEDICAL	DENTAL	VISION	Basic Life Insurance
<u>Anthem Vivity HMO</u> <ul style="list-style-type: none"> No deductible \$20 Copay <u>Anthem Classic PPO</u> <ul style="list-style-type: none"> Deductible: \$1,000 individual plan, \$3,000 family plan \$35 Copay (in-network) <u>Anthem HDHP</u> <ul style="list-style-type: none"> Deductible: \$1,600 individual plan, \$3,200 per Member/\$4,000 family plan 10% after deductible Copay (in-network) 	<u>Anthem Dental PPO</u> <ul style="list-style-type: none"> Deductible: \$50 individual plan, \$150 family plan Preventive Services 100% covered (in-network) 	<u>Anthem Blue View Vision</u> <ul style="list-style-type: none"> \$10 Copay \$130 yearly allowance to use towards glasses or contact lenses 	<ul style="list-style-type: none"> \$50,000 basic life Additional \$50,000 for AD&D (Accidental Death & Dismemberment)
***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) ***			

The following additional benefits are offered to eligible employees:

Employee Assistance Program	<ul style="list-style-type: none"> Confidential Counseling Services Legal/Financial Assistance Crisis Consultation and more!
403(b) Plan	<ul style="list-style-type: none"> Retirement Plan 4% match for classified employees only
Health Care FSA & Dependent Care FSA	<ul style="list-style-type: none"> Pre-tax Benefit Healthcare FSA & Dependent Care FSA Money set aside from your pay check to use for eligible out-of-pocket health care/dependent care expenses
Anthem Voluntary Benefits	<ul style="list-style-type: none"> Anthem Voluntary Accident Anthem Voluntary Critical Illness
CalSTRS (For Certified Employees Only)	<ul style="list-style-type: none"> Employee contribution: Classic Employee: 10.25%, PEPR Employee: 10.205% Employer contribution: 19.10%
Bereavement Leave Pay	<ul style="list-style-type: none"> 5 days (for qualifying family members)
SchoolsFirst Federal Credit Union	<ul style="list-style-type: none"> Financial products & services for school employees Summer Saver Account for school employees
Pet Care Plans	<ul style="list-style-type: none"> Pet Insurance & veterinary savings program

- VACATION / SICK / PTO (PAID TIME OFF) DAYS –

An employee becomes eligible for Vacation/Sick/PTO days upon hire.

Administrators	Teachers & Counselors	Support Staff
<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 	<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
Schools Support Team		
<ul style="list-style-type: none"> VP/Key Officer: 30 days (240 hours) Director/Sr. Director: 25 days (200 hours) 	<ul style="list-style-type: none"> Manager/Sr. Manager: 20 days (160 hours) Associate/Coordinator: 15 days (120 hours) 	<ul style="list-style-type: none"> 1 week of Thanksgiving Break

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.