

Bright Star Teacher Salary Schedule

School Year 2022-23

Updated 4FEB2022



Salary Schedule

Year	Base Salary
1	\$57,276
2	\$58,135
3	\$60,170
4	\$61,975
5	\$63,834
6	\$65,749
7	\$67,722
8	\$69,753
9	\$71,846
10	\$74,001
11	\$76,036
12	\$78,127
13	\$80,276
14	\$82,483
15	\$84,752
16	\$86,870
17	\$89,043
18	\$91,268
19	\$93,550
20	\$95,889

Key Benefits

\$5,000-\$14,000

The range that Bright contributes annually for employee **health benefits**.

~18%

The percentage of base salary that Bright Star contributes annually towards toward 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 Teacher Leadership Stipends & Bonuses

The following stipends are offered to Bright Star teachers who take on school leadership roles or who make other significant contributions in advancing Bright Star's mission:

- Department or Grade Level Lead Stipend (*amount to be finalized in Spring 2022*)
- Mentor Stipend (*amount to be finalized in Spring 2022*)
- Bilingual Bonus-Fluency in a Relevant Second Language (\$1000)
- Summer Design Institute Stipend (*amount to be finalized in Spring 2022*)
- Communications Liaison Stipend (*amount to be finalized in Spring 2022*)
- Board Compliance Officer Stipend (*amount to be finalized in Spring 2022*)
- Sports & Clubs Coach/Mentor Stipend (*amount to be finalized in Spring 2022*)
- Life Experience Lesson (LEL) Stipend(*amount to be finalized in Spring 2022*)

Stipend application windows are communicated internally at various times during the school year.

Bright Star Counselor Salary Schedule

School Year 2022-23

Updated 4FEB2022



Salary Schedule

Year	Base Salary
1	\$57,276
2	\$58,135
3	\$60,170
4	\$61,975
5	\$63,834
6	\$65,749
7	\$67,722
8	\$69,753
9	\$71,846
10	\$74,001
11	\$76,036
12	\$78,127
13	\$80,276
14	\$82,483
15	\$84,752
16	\$86,870
17	\$89,043
18	\$91,268
19	\$93,550
20	\$95,889

Key Benefits

\$5,000-\$14,000

The range that Bright contributes annually for employee **health benefits**.

~18%

The percentage of base salary that Bright Star contributes annually towards toward 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 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.

Bright Star Counselor Leadership Stipends & Bonuses

The following stipends are offered to Bright Star counselors who take on school leadership roles or who make other significant contributions in advancing Bright Star's mission:

- Department Lead Stipend (*amount to be finalized in Spring 2022*)
- Bilingual Bonus - Fluency in a Relevant Second Language (\$1000)
- Life Experience Lesson (LEL) Stipend (*amount to be finalized in Spring 2022*)
- Communications Liaison Stipend (*amount to be finalized in Spring 2022*)
- Board Compliance Officer Stipend (*amount to be finalized in Spring 2022*)
- Sports & Clubs Coach/Mentor Stipend (*amount to be finalized in Spring 2022*)

Stipend application windows are communicated internally at various times during the school year.