

Bright Star Counselor Salary Schedule

School Year 2023-24

Updated 27FEB2023



Salary Schedule

Key Benefits

Policies

Year	Base Salary
1	\$64,276
2	\$65,135
3	\$67,170
4	\$68,975
5	\$70,834
6	\$72,749
7	\$74,722
8	\$76,753
9	\$78,846
10	\$81,001
11	\$83,036
12	\$85,127
13	\$87,276
14	\$89,483
15	\$91,752
16	\$93,870
17	\$96,043
18	\$98,268
19	\$100,550
20	\$102,889

\$5,000-\$14,000

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

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- 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 184 days and the work year for new counselors is up to 187 days.
- New hires will be credited for all of their prior years (70%+) 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 moving outside of the scale in number of years served will receive a 2.5% annual salary adjustment to their prior year salary.

•Bilingual Bonus-Fluency in a Relevant Second Language (\$1000)