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## Elite academy charter school counselors pay into strs

You are eligible for the Defined Benefit Program if you're an employee of the California public school system, prekindergarten through community college, in a position that requires you to: Have a credential, certificate or permit, or Meet the minimum standards adopted by the Board of Governors of the California Community Colleges. Only activities identified as creditable service count toward years of service for CalSTRS retirement. These activities include teaching, vocational or guidance counseling, services related to school curriculum development and a variety of administrative duties. If you are employed to perform creditable service on a full-time basis, you will automatically become a member of the Defined Benefit Program on the first day of employment. Full time is the days or hours of creditable service your employer requires a class of employees to work in a school year in order to receive full compensation earnable. If you are a part-time, substitute or temporary employee performing creditable service in the California public school system, you can choose to belong to the Defined Benefit Program or an alternative program offered by your employer, such as the Cash Balance Benefit Program. You can elect membership only during a pay period in which you actually performed creditable service and on the appropriate form provided by your employer. If you participate in the Cash Balance Benefit Program and later become a full-time employee, you automatically will become a member of the Defined Benefit Program. If you are a charter school employee performing creditable service in a charter school that is eligible to receive state apportionment, you are eligible for the Defined Benefit Program only if your school's charter designates the school's participation in the Defined Benefit Program. "What can I expect to be paid as a school counselor?" and "Why are there such discrepancies in pay between these school-based roles?" are common questions that are asked of me in my role of Children Young People & Families Lead in the BACP policy team. One of the many issues I respond to on a regular basis is this variation around pay and what constitutes appropriate pay-bands for school counsellors in England. I still shudder when I think of a term time only school counselling post a member sent to me advertised at £17,000 per annum. I did contact the school and queried the advertisement (perhaps this was a typo and should have read, £27,000?), I received no acknowledgement or reply from the school. In any of our policy work, we suggest a pro-rata rate of pay of £14,500 for two days of counselling provision or an average cost to deliver a single session somewhere between £34 and £47 when charging schools. Another issue that comes up, though not as regularly, relates to the lack of understanding of what constitutes an appropriately trained and experienced CYP school counsellor. In responding to this we have a great opportunity to share our CYP competence framework, the extensive training of counsellors and their commitment to continuous CPD, thus providing schools with a trained and specialist mental health practitioner embedded within their setting. In autumn 2020, we set up BACP's first-ever expert reference group of school and college counsellors from across the UK. The group has provided a space to discuss a range of topics including pay, working conditions, how counsellors are funded and the role of counsellors within schools and community settings. One of the frustrations discussed in the group links to low-paid contract work, with some members highlighting the growth of private enterprises and charging schools a much higher hourly rate than the counsellor would expect to earn if contracted on a sessional basis directly by the school. One such anecdotal example is of a counsellor being paid a set rate of £15 per session with the school being charged £60 plus per session. Although for some counsellors this acts as a vital stepping stone for securing paid work and does come with benefits such as access to supervision or training, this is a low rate of pay for a therapist in relation to the cost paid by the school and the cut taken by the delivery agency. An organisation I've been working closely with since its inception in 2020 is TAC Access, or 'team around the client', led by two recently retired trailblazer school leaders, Julian Rose and Ruth Simmonds. They've come up with a platform directly cutting out these private money-making enterprises thus ensuring fair rates of pay. TAC Access offers a unique platform for schools and colleges (and other commissioners) to book trained and experienced CYP counsellors, who've been vetted with references, to work directly with children and young people on a sessional basis. A key feature of the platform is that therapists can set their own rate of pay. It's free to join until September for BACP members, then there's a monthly charge that can be cancelled at any point if a therapist feels they're not getting enough work following registration. TAC Access is a limited business with a percentage of its proceeds put back into opportunities for its members to access paid work, including offering training to schools. Julian, who was a headteacher in a busy primary school until recently, talks about why TAC Access was formed, and how BACP registered and accredited members can sign up to the platform for free. Follow the link to register with the TAC Access platform and go to the top right-hand blue bar. The platform was initially set up for those working in and around West Sussex but is growing on a national scale and gaining interest from both local authority and healthcare commissioners. Check out BACP's job board to find out more and search for 'Self-employed CYP Counsellors/Therapists - TAC Access'. Reddit and its partners use cookies and similar technologies to provide you with a better experience. By accepting all cookies, you agree to our use of cookies to deliver and maintain our services and site, improve the quality of Reddit, personalize Reddit content and advertising, and measure the effectiveness of advertising. 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