



2023-24 Counselor Salary Schedule

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$72,500	\$74,029	\$75,558	\$77,087	\$78,617	\$80,266	\$81,915	\$83,564	\$85,213	\$86,867
Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
\$88,121	\$89,375	\$90,629	\$91,883	\$93,142	\$93,805	\$94,468	\$95,131	\$95,794	\$96,457
Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
\$97,120	\$97,779	\$99,735	\$101,729	\$103,764	\$105,839	\$107,956	\$110,115	\$112,318	\$114,564

Salary Schedule Placement Guidelines:

Internal hires who are transitioning to a lateral role or a role with a larger scope will be placed either (a) at the step closest to their current annual salary that will not result in a decrease in annual pay or (b) on the corresponding step based on prior years of experience in a similar role, whichever is higher. Internal hires who are transitioning to a role with a more narrow scope will be placed on the corresponding step based on prior years of experience in a similar role.

External hires will be placed on the corresponding step based on prior years of experience in a similar role.

Salary Schedule Step Advancement Guidelines:

Employees not on the maximum step of the schedule will receive a step advancement at the beginning of each school year in accordance with the Step Advancement Policy in the Employee Handbook. To be eligible for step advancement, the Employee must have been paid for service for a minimum of 910 service hours during the previous school year. Time on approved FMLA, CFRA, PDL, ADA, and other job-protected leaves under State and Federal law shall count as paid time. In addition, qualifying experience from multiple years may be aggregated in accordance with the Step Advancement Policy. For more information contact humanresources@laalliance.org.

*As part of our commitment to provide competitive, equitable, and transparent compensation, we conduct salary benchmarking reviews at least every other year for each employee group.

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