



CLASSIFIED PAY SCHEDULE 2023-24

Custodian

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Hourly Rate	\$21.50	\$21.85	\$22.20	\$22.55	\$22.90	\$23.25	\$23.60	\$23.85	\$24.10	\$24.35	
	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	21+
Hourly Rate	\$24.60	\$24.85	\$25.10	\$25.30	\$25.50	\$25.70	\$25.90	\$26.10	\$26.30	\$26.50	+.20/hr

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 rate 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.
- Employees 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 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.

Updated: 3/3/23