



## Classified Pay Schedule 2022-23

Non-Exempt Roles																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>Security Guard Campus Aide Athletic Coach</b>	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.70	\$17.90	\$18.10	\$18.30	\$18.50	\$18.65	\$18.80	\$18.95	\$19.10	\$19.25	\$19.40	\$19.55	\$19.70	\$19.85	\$20.00
<b>Instructional Aide</b>	\$17.00	\$17.30	\$17.60	\$17.90	\$18.25	\$18.65	\$19.05	\$19.45	\$19.85	\$20.25	\$20.45	\$20.65	\$20.85	\$21.05	\$21.25	\$21.40	\$21.55	\$21.70	\$21.85	\$22.00
<b>Custodian</b>	\$17.50	\$17.70	\$17.85	\$17.90	\$18.15	\$18.75	\$19.65	\$20.65	\$21.80	\$21.95	\$22.10	\$22.25	\$22.40	\$22.55	\$22.70	\$22.85	\$23.00	\$23.15	\$23.30	\$23.50
<b>Special Education Instructional Aide Behavior Intervention Implementation Aide</b>	\$17.75	\$18.75	\$19.75	\$20.75	\$21.75	\$22.15	\$22.55	\$22.95	\$23.35	\$23.75	\$23.95	\$24.15	\$24.35	\$24.55	\$24.75	\$24.95	\$25.15	\$25.35	\$25.55	\$25.75
<b>Operations Associate Student Culture Liaison Student Transition Coordinator</b>	\$18.00	\$18.35	\$18.75	\$19.10	\$19.45	\$19.80	\$20.15	\$20.55	\$20.95	\$21.35	\$21.75	\$22.15	\$22.55	\$22.95	\$23.35	\$23.75	\$24.15	\$24.55	\$24.95	\$25.25
<b>Parent Engagement Specialist</b>	\$18.00	\$18.75	\$19.50	\$20.25	\$21.00	\$21.75	\$22.50	\$23.25	\$24.00	\$24.75	\$25.05	\$25.35	\$25.65	\$25.95	\$26.25	\$26.55	\$26.85	\$27.15	\$27.45	\$27.75
<b>Lead Custodian</b>	\$20.50	\$20.70	\$20.85	\$20.90	\$21.15	\$21.75	\$22.65	\$23.65	\$24.80	\$24.95	\$25.10	\$25.25	\$25.40	\$25.55	\$25.70	\$25.85	\$26.00	\$26.15	\$26.30	\$26.50
<b>Technology Assistant</b>	\$21.00	\$21.80	\$22.60	\$23.40	\$24.20	\$25.00	\$25.80	\$26.60	\$27.40	\$28.20	\$29.00	\$29.25	\$29.55	\$29.90	\$30.25	\$30.60	\$30.95	\$31.30	\$31.65	\$32.00
<b>Program Coordinator After-School Coordinator Activities Coordinator</b>	\$24.00	\$24.25	\$24.50	\$24.75	\$25.00	\$25.25	\$25.50	\$25.75	\$26.00	\$26.25	\$26.50	\$26.75	\$27.00	\$27.25	\$27.50	\$27.75	\$28.00	\$28.25	\$28.50	\$28.75
Exempt Roles																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>Business Manager College and Career Specialist</b>	\$64,500	\$65,000	\$65,500	\$66,000	\$66,500	\$66,800	\$67,100	\$67,400	\$67,700	\$68,000	\$68,300	\$68,600	\$68,900	\$69,200	\$69,500	\$69,800	\$70,100	\$70,400	\$70,700	\$71,000
<b>School Operations Manager</b>	\$67,000	\$68,349	\$69,592	\$70,836	\$72,102	\$73,391	\$74,703	\$76,039	\$77,398	\$78,783	\$80,192	\$81,626	\$83,086	\$84,573	\$84,977	\$85,381	\$85,785	\$86,189	\$86,593	\$87,000

### 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.

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 the number of hours corresponding to 130 full-time work days 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](mailto:humanresources@laalliance.org).

School-based role bands include Campus Assistant (Security Guard, Campus Aide, Athletic Coach), Program Assistant (Operations Associate, Student Culture Liaison, Student Transition Coordinator), and Program Coordinator (After-School Coordinator)