



2022-23 ASSISTANT PRINCIPAL SALARY SCHEDULE

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Base Salary	\$97,540	\$98,800	\$99,955	\$105,071	\$108,158	\$111,345	\$115,700	\$117,800	\$118,850	\$119,900
Bonus Potential	\$2,000			\$3,000			\$4,000			
	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Base Salary	\$121,000	\$122,050	\$123,100	\$124,150	\$125,200	\$126,300	\$127,350	\$128,400	\$129,450	\$130,500
Bonus Potential	\$5,000					\$6,000				

Salary Schedule Placement Guidelines:

- Internal hires will be placed at the step closest to their current annual salary that will not result in a decrease in annual pay.
- External hires will be placed on the corresponding step based on prior years of experience in a similar role.
- Time served as a principal shall count as qualifying experience for purposes of salary schedule placement and advancement on the Assistant Principal Salary Schedule.
- 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.

Performance Bonus Guidelines:

- For the 2022-23 school year, Assistant Principal bonus calculations will not be tied to an evaluation of school-wide success measures. Instead, eligible Assistant Principals will receive 75% of their bonus potential based on years of service **OR** \$2,000, whichever is the greater of the two. Employee's base salary and corresponding maximum possible bonus amount is based on years of service and identified in the table above.
- To be eligible for this bonus, employees must have started their employment at Alliance by November 15, 2022 and must be actively employed at Alliance on October 1, 2023. The 2022-23 bonus will be distributed in October 2023.
- If the employee is a part-time staff member, the bonus amount will be prorated based on the percent of contracted hours or days during the year as enumerated in the employee's offer letter or employment agreement.
- If the employee holds more than one role, the bonus amount will be based on the role in which the employee spent the majority of their time during the 2022-23 school year.