

Exempt Role

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

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.