



## 2023-24 Social Worker Salary Schedule

<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>
\$80,000	\$82,921	\$85,842	\$88,763	\$91,681	\$92,398	\$93,115	\$93,832	\$94,549	\$95,266
<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
\$95,884	\$96,502	\$97,120	\$97,738	\$98,358	\$98,859	\$99,360	\$99,861	\$100,362	\$100,858
<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>	<b>Step 28</b>	<b>Step 29</b>	<b>Step 30</b>
\$101,439	\$102,020	\$102,601	\$103,182	\$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 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](mailto: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