

Principal Pay Schedule 2022-23

Exempt Role

	Principal	Bonus Potential
1	\$119,700	
2	\$121,800	\$10,000
3	\$125,900	
4	\$128,000	\$12,500
5	\$128,500	
6	\$130,000	
7	\$130,500	\$15,000
8	\$131,000	
9	\$133,500	
10	\$134,000	\$17,500
11	\$134,500	
12	\$137,000	
13	\$137,500	
14	\$138,000	\$20,000
15	\$138,500	
16	\$139,000	
17	\$139,500	
18	\$140,000	\$22,500
19	\$140,500	
20	\$141,000	

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.
- 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, Principal bonus calculations will not be tied to an evaluation of school-wide success measures. Instead, eligible Principals will receive 75% of their bonus potential based on years of service. 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.