

LOS ALTOS SCHOOL DISTRICT
CLASSIFIED EMPLOYEES HOURLY SALARY SCHEDULES 2024-2025
(8.5% Increase effective 7/1/24)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	19.16	20.12	21.13	22.19	23.30	24.47	25.69	26.97
2	19.35	20.32	21.34	22.41	23.53	24.71	25.95	27.25
3	19.54	20.52	21.55	22.63	23.76	24.95	26.20	27.51
4	19.74	20.73	21.77	22.86	24.00	25.20	26.46	27.78
5	19.94	20.94	21.99	23.09	24.24	25.45	26.72	28.06
6	20.14	21.15	22.21	23.32	24.49	25.71	27.00	28.35
7	20.34	21.36	22.43	23.55	24.73	25.97	27.27	28.63
8	20.54	21.57	22.65	23.78	24.97	26.22	27.53	28.91
9	20.75	21.79	22.88	24.02	25.22	26.48	27.80	29.19
10	20.96	22.01	23.11	24.27	25.48	26.75	28.09	29.49
11	21.17	22.23	23.34	24.51	25.74	27.03	28.38	29.80
12	21.38	22.45	23.57	24.75	25.99	27.29	28.65	30.08
13	21.59	22.67	23.80	24.99	26.24	27.55	28.93	30.38
14	21.81	22.90	24.05	25.25	26.51	27.84	29.23	30.69
15	22.03	23.13	24.29	25.50	26.78	28.12	29.53	31.01
16	22.25	23.36	24.53	25.76	27.05	28.40	29.82	31.31
17	22.47	23.59	24.77	26.01	27.31	28.68	30.11	31.62
18	22.69	23.82	25.01	26.26	27.57	28.95	30.40	31.92
19	22.92	24.07	25.27	26.53	27.86	29.25	30.71	32.25
20	23.15	24.31	25.53	26.81	28.15	29.56	31.04	32.59
21	23.38	24.55	25.78	27.07	28.42	29.84	31.33	32.90
22	23.61	24.79	26.03	27.33	28.70	30.14	31.65	33.23
23	23.85	25.04	26.29	27.60	28.98	30.43	31.95	33.55
24	24.09	25.29	26.55	27.88	29.27	30.73	32.27	33.88
25	24.33	25.55	26.83	28.17	29.58	31.06	32.61	34.24
26	24.57	25.80	27.09	28.44	29.86	31.35	32.92	34.57
27	24.82	26.06	27.36	28.73	30.17	31.68	33.26	34.92
28	25.07	26.32	27.64	29.02	30.47	31.99	33.59	35.27
29	25.32	26.59	27.92	29.32	30.79	32.33	33.95	35.65
30	25.57	26.85	28.19	29.60	31.08	32.63	34.26	35.97
31	25.83	27.12	28.48	29.90	31.40	32.97	34.62	36.35
32	26.09	27.39	28.76	30.20	31.71	33.30	34.97	36.72
33	26.35	27.67	29.05	30.50	32.03	33.63	35.31	37.08
34	26.61	27.94	29.34	30.81	32.35	33.97	35.67	37.45
35	26.88	28.22	29.63	31.11	32.67	34.30	36.02	37.82

Positions w/ salary range	
Position	Range
Accounting Technician	51
Administrative Secretary – Maintenance	48
Administrative Secretary – Schools	52
Administrator of Information Technology (IT)	76
Art Docent Clerk	48
Art Docent Coordinator	61
Assistant, Living Classroom Program (LCP)	48
Automated Sub System Operator	51
Behavior Intervention Technician I	52
Behavior Intervention Technician II	74
Behavior Specialist - TSDC	102
Computer Network Specialist	100
Curriculum and Instruction Secretary	52
Custodian	38
Data Specialist	76
District Health Assistant	52
District Library Coordinator	102
District Licensed Vocational Nurse (LVN)	74
District Office Clerk	39
District Office Secretary	38
Education Interpreter/Tutor for Deaf/Hard of Hearing	74
Family Engagement Facilitator	52
Food Service Assistant	11
Food Service Coordinator	61
Food Service Lead	21
Garden Manager, Living Classroom Program (LCP)	48
Gardener	38
Instructional Assistant, I	1
Instructional Assistant, Library Support	1
Instructional Assistant, Piano Accompanist	1
Instructional Assistant, Small Group Support	1
Instructional Assistant, Special Education	29
Instructional Assistant, TK/K	21
Landscape Specialist	51

36	27.15	28.51	29.94	31.44	33.01	34.66	36.39	38.21
37	27.42	28.79	30.23	31.74	33.33	35.00	36.75	38.59
38	27.69	29.07	30.52	32.05	33.65	35.33	37.10	38.96
39	27.97	29.37	30.84	32.38	34.00	35.70	37.49	39.36
40	28.25	29.66	31.14	32.70	34.34	36.06	37.86	39.75
41	28.53	29.96	31.46	33.03	34.68	36.41	38.23	40.14
42	28.82	30.26	31.77	33.36	35.03	36.78	38.62	40.55
43	29.11	30.57	32.10	33.71	35.40	37.17	39.03	40.98
44	29.40	30.87	32.41	34.03	35.73	37.52	39.40	41.37
45	29.69	31.17	32.73	34.37	36.09	37.89	39.78	41.77
46	29.99	31.49	33.06	34.71	36.45	38.27	40.18	42.19
47	30.29	31.80	33.39	35.06	36.81	38.65	40.58	42.61
48	30.59	32.12	33.73	35.42	37.19	39.05	41.00	43.05
49	30.90	32.45	34.07	35.77	37.56	39.44	41.41	43.48
50	31.21	32.77	34.41	36.13	37.94	39.84	41.83	43.92
51	31.52	33.10	34.76	36.50	38.33	40.25	42.26	44.37
52	31.84	33.43	35.10	36.86	38.70	40.64	42.67	44.80
53	32.16	33.77	35.46	37.23	39.09	41.04	43.09	45.24
54	32.48	34.10	35.81	37.60	39.48	41.45	43.52	45.70
55	32.80	34.44	36.16	37.97	39.87	41.86	43.95	46.15
56	33.13	34.79	36.53	38.36	40.28	42.29	44.40	46.62
57	33.46	35.13	36.89	38.73	40.67	42.70	44.84	47.08
58	33.79	35.48	37.25	39.11	41.07	43.12	45.28	47.54
59	34.13	35.84	37.63	39.51	41.49	43.56	45.74	48.03
60	34.47	36.19	38.00	39.90	41.90	44.00	46.20	48.51
61	34.81	36.55	38.38	40.30	42.32	44.44	46.66	48.99
62	35.16	36.92	38.77	40.71	42.75	44.89	47.13	49.49
63	35.51	37.29	39.15	41.11	43.17	45.33	47.60	49.98
64	35.87	37.66	39.54	41.52	43.60	45.78	48.07	50.47
65	36.23	38.04	39.94	41.94	44.04	46.24	48.55	50.98
66	36.59	38.42	40.34	42.36	44.48	46.70	49.04	51.49
67	36.96	38.81	40.75	42.79	44.93	47.18	49.54	52.02
68	37.33	39.20	41.16	43.22	45.38	47.65	50.03	52.53
69	37.70	39.59	41.57	43.65	45.83	48.12	50.53	53.06
70	38.08	39.98	41.98	44.08	46.28	48.59	51.02	53.57
71	38.46	40.38	42.40	44.52	46.75	49.09	51.54	54.12
72	38.84	40.78	42.82	44.96	47.21	49.57	52.05	54.65
73	39.23	41.19	43.25	45.41	47.68	50.06	52.56	55.19
74	39.62	41.60	43.68	45.86	48.15	50.56	53.09	55.74
75	40.02	42.02	44.12	46.33	48.65	51.08	53.63	56.31

Maintenance and Operations Assistant	51
Maintenance Worker	51
Neighborhood Liaison Worker	15
Noon Duty Aide	\$24.38 /hour
Occupational Therapist	102
Parking Lot Attendant	\$24.38 /hour
Printing Technician	38
Program Coordinator, Living Classroom Program (LCP)	61
Program Specialist, CSTEM	52
Program Specialist, English Language Learner	52
Program Specialist, Library Program	52
Program Specialist, Music	52
Program Specialist, Physical Education	52
Program Specialist, Science	52
Program Specialist, Site-Specific Program	52
Program Specialist, Speech Language Pathologist Asst.	52
Program Specialist, Visual Arts	52
Registrar	76
School Coordinator	39
School Health Assistant	48
School Office Clerk	39
Special Education Secretary	52
Technology Service Coordinator	61
Technology Specialist	55
Therapeutic Services Specialist	102
Warehouse Person	51

Longevity (factored by FTE)	
6-9 years:	\$50 per month
10-13 years:	\$75 per month
14-17 years:	\$100 per month
18-21 years:	\$125 per month
22-25 years:	\$150 per month
26+ years:	\$175 per month

Stipends (factored by FTE)	
BCBA (Board Certificated Behavior Analyst): \$5,000 Yearly Stipend	
Professional Growth: \$10 per unit	

76	40.42	42.44	44.56	46.79	49.13	51.59	54.17	56.88
77	40.82	42.86	45.00	47.25	49.61	52.09	54.69	57.42
78	41.23	43.29	45.45	47.72	50.11	52.62	55.25	58.01
79	41.64	43.72	45.91	48.21	50.62	53.15	55.81	58.60
80	42.06	44.16	46.37	48.69	51.12	53.68	56.36	59.18
81	42.48	44.60	46.83	49.17	51.63	54.21	56.92	59.77
82	42.90	45.05	47.30	49.67	52.15	54.76	57.50	60.38
83	43.33	45.50	47.78	50.17	52.68	55.31	58.08	60.98
84	43.76	45.95	48.25	50.66	53.19	55.85	58.64	61.57
85	44.20	46.41	48.73	51.17	53.73	56.42	59.24	62.20
86	44.64	46.87	49.21	51.67	54.25	56.96	59.81	62.80
87	45.09	47.34	49.71	52.20	54.81	57.55	60.43	63.45
88	45.54	47.82	50.21	52.72	55.36	58.13	61.04	64.09
89	46.00	48.30	50.72	53.26	55.92	58.72	61.66	64.74
90	46.46	48.78	51.22	53.78	56.47	59.29	62.25	65.36
91	46.92	49.27	51.73	54.32	57.04	59.89	62.88	66.02
92	47.39	49.76	52.25	54.86	57.60	60.48	63.50	66.68
93	47.86	50.25	52.76	55.40	58.17	61.08	64.13	67.34
94	48.34	50.76	53.30	55.97	58.77	61.71	64.80	68.04
95	48.82	51.26	53.82	56.51	59.34	62.31	65.43	68.70
96	49.31	51.78	54.37	57.09	59.94	62.94	66.09	69.39
97	49.80	52.29	54.90	57.65	60.53	63.56	66.74	70.08
98	50.30	52.82	55.46	58.23	61.14	64.20	67.41	70.78
99	50.80	53.34	56.01	58.81	61.75	64.84	68.08	71.48
100	51.31	53.88	56.57	59.40	62.37	65.49	68.76	72.20
101	51.82	54.41	57.13	59.99	62.99	66.14	69.45	72.92
102	52.34	54.96	57.71	60.60	63.63	66.81	70.15	73.66
103	52.86	55.50	58.28	61.19	64.25	67.46	70.83	74.37
104	53.39	56.06	58.86	61.80	64.89	68.13	71.54	75.12
105	53.92	56.62	59.45	62.42	65.54	68.82	72.26	75.87
106	54.46	57.18	60.04	63.04	66.19	69.50	72.98	76.63
107	55.00	57.75	60.64	63.67	66.85	70.19	73.70	77.39
108	55.55	58.33	61.25	64.31	67.53	70.91	74.46	78.18
109	56.11	58.92	61.87	64.96	68.21	71.62	75.20	78.96
110	56.67	59.50	62.48	65.60	68.88	72.32	75.94	79.74
111	57.24	60.10	63.11	66.27	69.58	73.06	76.71	80.55
112	57.81	60.70	63.74	66.93	70.28	73.79	77.48	81.35

Salary Schedule Structure

Range: Difference between each range is 1%

Steps: Difference between each step is 5%

Monthly Salary Computation

A. 182,181,180 day work year (instructional days):

Ranges 1, 11, 21, 29, 52, 74 (10 month employee)

To compute monthly salary (180 days): $\text{hourly rate} \times 8 \text{ hours per day} \times 20.2 \text{ days per month}$

(Food Services staff only: 182 day work year, 20.4 days per month)

[Special Ed staff only: 181 day work year; 20.3 days per month]

B. 186 day work year (teacher work days):

Ranges 39, 48, 52, 61, 74, (LVN Only) 100, 102 (10 month employee)

To compute monthly salary: $\text{hourly rate} \times 8 \text{ hours per day} \times 19.8 \text{ days per month}$

[School Clerk works an extra 5 days]

C. 214 day work year:

Range 52 (11 month employee)

To compute monthly salary: $\text{hourly rate} \times 8 \text{ hours per day} \times 214 \text{ days}/11 \text{ month}$

D. 208 day work year:

Range 55 (11 month employee)

To compute monthly salary: $\text{hourly rate} \times 8 \text{ hours per day} \times 208 \text{ days}/11 \text{ months}$

For A above, vacation pay built into monthly computation

For B, C, D, vacation pay based on years of service

E. 261 day work year (includes holidays):

Ranges 38, 48, 51, 52, 61, 76 (12 month employee)

To compute monthly salary: $\text{hourly rate} \times 8 \text{ hours per day} \times 21.75 \text{ days per month}$

APPROVED: 03-03-25

EFFECTIVE: 07-01-24