



NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT DIVISION OF HUMAN RESOURCES

District Update on CSEA Negotiations | February 27, 2025

Since December 2024, the Norwalk-La Mirada Unified School District and the California School Employees Association and Its Norwalk-La Mirada Chapter #404 (CSEA) have been engaged in reopener negotiations, working collaboratively to review and update eight articles in the Master Agreement.

Language

Significant progress has been made on various language items leaving very few items left for discussion. In addition to language items within the contract, the parties are close to finalizing a Memorandum of Understanding (MOU) regarding the Supervision Aide/Noon Aide classification which entered the Association in August 2024.

Compensation

On February 27, 2025, the District offered the following compensation enhancements aimed at improving salary and health and welfare benefits for employees:

- **Wages:** A cost-of-living adjustment (COLA) increase of 1.07% applied to all salary schedules and stipends, retroactive to July 1, 2024, matching the California COLA percentage for this fiscal year.
- **Health and Welfare Benefits:** An increase in the District contribution to the Health and Welfare Insurance Fund, raising it from \$10,600 to \$10,700 per benefited employee, effective January 2025.

The parties are scheduled to reconvene on March 5, 2025. The District remains optimistic about reaching a fair and fiscally-responsible agreement.

Note: Negotiations updates can be accessed via the District website at:
www.nlmusd.org