



## NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT DIVISION OF HUMAN RESOURCES

### District Update on TANLA Negotiations | February 26, 2025

Since October 2024, the Norwalk-La Mirada Unified School District and the Teachers Association of the Norwalk La Mirada Area (TANLA) have been engaged in successor negotiations, working collaboratively to review and update the entire Master Agreement.

#### Language

Significant progress has been made on various language items, with ongoing, constructive discussions focused on working conditions and other issues.

#### Compensation

On February 26, 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 3, 2025. The District remains optimistic about reaching a fair and fiscally-responsible agreement.

**Note:** Negotiations updates can be accessed via the District website at:  
<https://www.nlmusd.org>