

**Los Angeles County Office of Education
Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Norwalk-La Mirada Unified School District
Name of Bargaining Unit:	Combined - TANLA, CSEA, Management, Confidential, and Non-Unit
Certificated, Classified, Other:	Certificated and Classified

The proposed agreement covers the period beginning: **July 1, 2024** and ending: **June 30, 2025**
(date) (date)

The Governing Board will act upon this agreement on: **June 23, 2025**
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2024-25	2025-26	2026-27
1. Salary Schedule Including Step and Column	\$ 177,893,652	\$ 2,792,931		
		1.57%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 8,666,658	\$ 136,067		
		1.57%	0.00%	0.00%
Description of Other Compensation		Stipends, Extra pay, Overtime		
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 51,850,013	\$ 814,046		
		1.57%	0.00%	0.00%
4. Health/Welfare Plans	\$ 33,067,356	\$ 791,876		
		2.39%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 271,477,679	\$ 4,534,920	\$ -	\$ -
		1.67%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	2,017.00			
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 134,595	\$ 2,248	\$ -	\$ -
		1.67%	0.00%	0.00%

Norwalk-La Mirada Unified School District
Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

1.57% increase to TANLA, CSEA, Management, and Non-Unit salary schedules, retro-active to July 1, 2024.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

None

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☒ No ☐

If yes, please describe the cap amount.

The District contributes an amount per-active eligible employee of \$10,600; to be increased to \$11,475 as of January 1, 2025. The District also contributes an annual on-going contribution of \$1,000,000.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Reduction of teacher workday for high school teachers by 15 min.

Updated SPED staffing ratios for Paraeducators, Health Care Support Providers, and Direct Intense Behavior Support Paraeducators. The language is attached.

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Not applicable.

Norwalk-La Mirada Unified School District
Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

The master agreement allows for three (3) reopeners, in addition to health benefits, salary and calendar.

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

None

F. Source of Funding for Proposed Agreement:

1. Current Year

General Fund (Unrestricted & Restricted), Adult Education Fund, Child Development Fund, Cafeterial Fund, Building Fund, Special Reserve for Capital Outlay Fund, and Self-Insurance Fund.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The on-going salary schedule increase will be funded by the General Fund (Unrestricted-increases in LCFF funding & Restricted), Adult Education Fund, Child Development Fund, Cafeterial Fund, Building Fund, Special Reserve for Capital Outlay Fund, and Self-Insurance Fund..

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

Not applicable.

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**

Bargaining Unit: ombined - TANLA, CSEA, Management, Confidential, and Non-Ur

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 206,909,727		\$ (810,558)	\$ 206,099,169
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 6,412,824		\$ 10,330	\$ 6,423,154
Other Local Revenue 8600-8799	\$ 2,266,988		\$ 585,344	\$ 2,852,332
TOTAL REVENUES	\$ 215,589,539		\$ (214,884)	\$ 215,374,655
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 79,968,959	\$ 1,235,621	\$ 714,389	\$ 81,918,969
Classified Salaries 2000-2999	\$ 34,501,110	\$ 526,699	\$ (94,000)	\$ 34,933,809
Employee Benefits 3000-3999	\$ 49,454,849	\$ 938,823	\$ (903,899)	\$ 49,489,773
Books and Supplies 4000-4999	\$ 6,704,497		\$ 66,767	\$ 6,771,264
Services and Other Operating Expenditures 5000-5999	\$ 19,883,705		\$ 124,348	\$ 20,008,053
Capital Outlay 6000-6999	\$ 293,300		\$ 52,000	\$ 345,300
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 130,000		\$ -	\$ 130,000
Transfers of Indirect Costs 7300-7399	\$ (3,039,134)		\$ 118,638	\$ (2,920,496)
TOTAL EXPENDITURES	\$ 187,897,286	\$ 2,701,143	\$ 78,243	\$ 190,676,672
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 1,651,865	\$ -	\$ -	\$ 1,651,865
Transfers Out and Other Uses 7600-7699	\$ 682,411	\$ -	\$ 10,330	\$ 692,741
Contributions 8980-8999	\$ (40,643,513)	\$ (743,694)	\$ (414,666)	\$ (41,801,873)
OPERATING SURPLUS (DEFICIT)*	\$ (11,981,806)	\$ (3,444,837)	\$ (718,123)	\$ (16,144,766)
BEGINNING FUND BALANCE				
9791	\$ 64,442,281			\$ 64,442,281
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 52,460,475	\$ (3,444,837)	\$ (718,123)	\$ 48,297,515
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740				
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 9,303,010	\$ -	\$ 126,900	\$ 9,429,910
Unassigned/Unappropriated Amount 9790	\$ 43,157,465	\$ (3,444,837)	\$ (845,023)	\$ 38,867,605

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Bargaining Unit: ombined - TANLA, CSEA, Management, Confidential, and Non-Ur

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 14,178,105		\$ 192,228	\$ 14,370,333
Other State Revenue	8300-8599	\$ 44,207,642		\$ 1,051,060	\$ 45,258,702
Other Local Revenue	8600-8799	\$ 4,367,102		\$ 1,338	\$ 4,368,440
TOTAL REVENUES		\$ 62,752,849		\$ 1,244,626	\$ 63,997,475
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 38,088,046	\$ 591,644	\$ (79,110)	\$ 38,600,580
Classified Salaries	2000-2999	\$ 18,773,373	\$ 294,541	\$ 148,768	\$ 19,216,682
Employee Benefits	3000-3999	\$ 33,553,397	\$ 434,045	\$ (496,323)	\$ 33,491,119
Books and Supplies	4000-4999	\$ 11,911,250		\$ (1,376,406)	\$ 10,534,844
Services and Other Operating Expenditures	5000-5999	\$ 10,982,355		\$ (75,604)	\$ 10,906,751
Capital Outlay	6000-6999	\$ 5,331,104		\$ 2,069,749	\$ 7,400,853
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 500,000		\$ -	\$ 500,000
Transfers of Indirect Costs	7300-7399	\$ 1,881,123		\$ (71,041)	\$ 1,810,082
TOTAL EXPENDITURES		\$ 121,020,648	\$ 1,320,230	\$ 120,033	\$ 122,460,911
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 500,000	\$ -	\$ -	\$ 500,000
Contributions	8980-8999	\$ 40,643,513	\$ 743,694	\$ 414,666	\$ 41,801,873
OPERATING SURPLUS (DEFICIT)*		\$ (18,124,286)	\$ (576,536)	\$ 1,539,259	\$ (17,161,563)
BEGINNING FUND BALANCE					
	9791	\$ 45,089,524			\$ 45,089,524
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 26,965,238	\$ (576,536)	\$ 1,539,259	\$ 27,927,961
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 26,965,238	\$ (576,536)	\$ 1,534,635	\$ 27,923,337
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ 4,624	\$ 4,624

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Combined General Fund**

Bargaining Unit: Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 206,909,727		\$ (810,558)	\$ 206,099,169
Federal Revenue 8100-8299	\$ 14,178,105		\$ 192,228	\$ 14,370,333
Other State Revenue 8300-8599	\$ 50,620,466		\$ 1,061,390	\$ 51,681,856
Other Local Revenue 8600-8799	\$ 6,634,090		\$ 586,682	\$ 7,220,772
TOTAL REVENUES	\$ 278,342,388		\$ 1,029,742	\$ 279,372,130
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 118,057,005	\$ 1,827,265	\$ 635,279	\$ 120,519,549
Classified Salaries 2000-2999	\$ 53,274,483	\$ 821,240	\$ 54,768	\$ 54,150,491
Employee Benefits 3000-3999	\$ 83,008,246	\$ 1,372,868	\$ (1,400,222)	\$ 82,980,892
Books and Supplies 4000-4999	\$ 18,615,747		\$ (1,309,639)	\$ 17,306,108
Services and Other Operating Expenditures 5000-5999	\$ 30,866,060		\$ 48,744	\$ 30,914,804
Capital Outlay 6000-6999	\$ 5,624,404		\$ 2,121,749	\$ 7,746,153
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 630,000		\$ -	\$ 630,000
Transfers of Indirect Costs 7300-7399	\$ (1,158,011)		\$ 47,597	\$ (1,110,414)
TOTAL EXPENDITURES	\$ 308,917,934	\$ 4,021,373	\$ 198,276	\$ 313,137,583
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 1,651,865	\$ -	\$ -	\$ 1,651,865
Transfers Out and Other Uses 7600-7699	\$ 1,182,411	\$ -	\$ 10,330	\$ 1,192,741
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (30,106,092)	\$ (4,021,373)	\$ 821,136	\$ (33,306,329)
BEGINNING FUND BALANCE				
9791	\$ 109,531,805			\$ 109,531,805
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 79,425,713	\$ (4,021,373)	\$ 821,136	\$ 76,225,476
COMPONENTS OF ENDING FUND				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 26,965,238	\$ (576,536)	\$ 1,534,635	\$ 27,923,337
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 9,303,010	\$ -	\$ 126,900	\$ 9,429,910
Unassigned/Unappropriated Amount 9790	\$ 43,157,465	\$ (3,444,837)	\$ (840,399)	\$ 38,872,229

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 11 - Adult Education Fund**

Bargaining Unit: Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
Federal Revenue	8100-8299	\$ 345,503		\$ 8,722	\$ 354,225
Other State Revenue	8300-8599	\$ 5,365,447		\$ -	\$ 5,365,447
Other Local Revenue	8600-8799	\$ 398,984		\$ (500)	\$ 398,484
TOTAL REVENUES		\$ 6,109,934		\$ 8,222	\$ 6,118,156
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 2,466,620	\$ 37,423	\$ (19,455)	\$ 2,484,588
Classified Salaries	2000-2999	\$ 879,764	\$ 13,215	\$ (7,317)	\$ 885,662
Employee Benefits	3000-3999	\$ 1,413,349	\$ 21,991	\$ (26,045)	\$ 1,409,295
Books and Supplies	4000-4999	\$ 439,588		\$ (25,428)	\$ 414,160
Services and Other Operating Expenditures	5000-5999	\$ 393,850		\$ 152,880	\$ 546,730
Capital Outlay	6000-6999	\$ 1,529,000		\$ -	\$ 1,529,000
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 232,941		\$ 7,623	\$ 240,564
TOTAL EXPENDITURES		\$ 7,355,112	\$ 72,629	\$ 82,258	\$ 7,509,999
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (1,245,178)	\$ (72,629)	\$ (74,036)	\$ (1,391,843)
BEGINNING FUND BALANCE					
	9791	\$ 1,720,882			\$ 1,720,882
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 475,704	\$ (72,629)	\$ (74,036)	\$ 329,039
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 436,587	\$ (72,629)	\$ (72,759)	\$ 291,199
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 39,117	\$ -	\$ (1,277)	\$ 37,840
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 12 - Child Development Fund**

Bargaining Unit: Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ 14,495,212		\$ 3,045,905	\$ 17,541,117
Other State Revenue 8300-8599	\$ 5,641,533		\$ 621,001	\$ 6,262,534
Other Local Revenue 8600-8799	\$ 269,100		\$ 52,195	\$ 321,295
TOTAL REVENUES	\$ 20,405,845		\$ 3,719,101	\$ 24,124,946
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 6,541,754	\$ 100,635	\$ (1,463)	\$ 6,640,926
Classified Salaries 2000-2999	\$ 4,391,299	\$ 66,601	\$ 63,560	\$ 4,521,460
Employee Benefits 3000-3999	\$ 6,148,411	\$ 116,051	\$ (139,233)	\$ 6,125,229
Books and Supplies 4000-4999	\$ 3,395,118		\$ 1,315,277	\$ 4,710,395
Services and Other Operating Expenditures 5000-5999	\$ 788,778		\$ 1,521,319	\$ 2,310,097
Capital Outlay 6000-6999	\$ 162,009		\$ (104,221)	\$ 57,788
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 15,559		\$ -	\$ 15,559
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 379,122		\$ (29,581)	\$ 349,541
TOTAL EXPENDITURES	\$ 21,822,050	\$ 283,287	\$ 2,625,658	\$ 24,730,995
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (1,416,205)	\$ (283,287)	\$ 1,093,443	\$ (606,049)
BEGINNING FUND BALANCE				
9791	\$ 2,115,106			\$ 2,115,106
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 698,901	\$ (283,287)	\$ 1,093,443	\$ 1,509,057
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 691,385		\$ 817,672	\$ 1,509,057
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 7,516	\$ -	\$ (7,516)	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (283,287)	\$ 283,287	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Fund 13/61 - Cafeteria Fund**

Bargaining Unit: Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 8,391,443		\$ -	\$ 8,391,443
Other State Revenue 8300-8599	\$ 3,452,713		\$ -	\$ 3,452,713
Other Local Revenue 8600-8799	\$ 231,210		\$ 59,574	\$ 290,784
TOTAL REVENUES	\$ 12,075,366		\$ 59,574	\$ 12,134,940
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 5,054,061	\$ 75,921	\$ (167,572)	\$ 4,962,410
Employee Benefits 3000-3999	\$ 3,157,263	\$ 59,095	\$ (414,255)	\$ 2,802,103
Books and Supplies 4000-4999	\$ 5,677,000		\$ 218,362	\$ 5,895,362
Services and Other Operating Expenditures 5000-5999	\$ 555,715		\$ 700	\$ 556,415
Capital Outlay 6000-6999	\$ 50,000		\$ -	\$ 50,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 545,948		\$ (25,639)	\$ 520,309
TOTAL EXPENDITURES	\$ 15,039,987	\$ 135,016	\$ (388,404)	\$ 14,786,599
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (2,964,621)	\$ (135,016)	\$ 447,978	\$ (2,651,659)
BEGINNING FUND BALANCE 9791	\$ 9,599,989			\$ 9,599,989
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 6,635,368	\$ (135,016)	\$ 447,978	\$ 6,948,330
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 6,635,368	\$ (135,016)	\$ 447,978	\$ 6,948,330
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education
Business Advisory Services
Revised 07/23/2024

Public Disclosure of Proposed Collective Bargaining Agreement

Page 4g

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **Fund 21 - Building Fund**

Bargaining Unit: Combined - TANLA, CSEA, Management, Confidential, and Non-Union

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ -		\$ -	\$ -
Other Local Revenues	8600-8799	\$ 1,000,000		\$ -	\$ 1,000,000
TOTAL REVENUES		\$ 1,000,000		\$ -	\$ 1,000,000
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 461,201	\$ 7,241	\$ (14,145)	\$ 454,297
Employee Benefits	3000-3999	\$ 225,623	\$ 3,567	\$ (21,841)	\$ 207,349
Books and Supplies	4000-4999	\$ -		\$ -	\$ -
Services and Other Operating Expenditures	5000-5999	\$ 131,000		\$ -	\$ 131,000
Capital Outlay	6000-6999	\$ 30,322,000		\$ (2,000,000)	\$ 28,322,000
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 31,139,824	\$ 10,808	\$ (2,035,986)	\$ 29,114,646
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (30,139,824)	\$ (10,808)	\$ 2,035,986	\$ (28,114,646)
BEGINNING FUND BALANCE					
	9791	\$ 44,280,099			\$ 44,280,099
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 14,140,275	\$ (10,808)	\$ 2,035,986	\$ 16,165,453
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 14,140,275	\$ (10,808)	\$ 2,035,986	\$ 16,165,453
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education
Business Advisory Services
Revised 07/23/2024

Public Disclosure of Proposed Collective Bargaining Agreement

Page 4h

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGETEnter Fund: **Fund 40 - Special Reserve for Capital Outlay Projects**

Bargaining Unit: Combined - TANLA, CSEA, Management, Confidential, and Non-Union

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenue 8600-8799	\$ 3,156,000		\$ 550,000	\$ 3,706,000
TOTAL REVENUES	\$ 3,156,000		\$ 550,000	\$ 3,706,000
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 297,390	\$ 4,669	\$ (305)	\$ 301,754
Employee Benefits 3000-3999	\$ 142,364	\$ 2,442	\$ (1,141)	\$ 143,665
Books and Supplies 4000-4999	\$ -		\$ -	\$ -
Services and Other Operating Expenditures 5000-5999	\$ 399,000		\$ -	\$ 399,000
Capital Outlay 6000-6999	\$ 4,813,000		\$ (1,286,000)	\$ 3,527,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 5,651,754	\$ 7,111	\$ (1,287,446)	\$ 4,371,419
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (2,495,754)	\$ (7,111)	\$ 1,837,446	\$ (665,419)
BEGINNING FUND BALANCE 9791	\$ 13,590,936			\$ 13,590,936
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 11,095,182	\$ (7,111)	\$ 1,837,446	\$ 12,925,517
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 5,437,247	\$ -	\$ -	\$ 5,437,247
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 5,657,935	\$ (7,111)	\$ 1,837,446	\$ 7,488,270
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education
Business Advisory Services
Revised 07/23/2024

Public Disclosure of Proposed Collective Bargaining Agreement

Page 4h

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:

Fund 67 - Self-Insurance Fund

Bargaining Unit: Combined - TANLA, CSEA, Management, Confidential, and Non-Union

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/10/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenue 8600-8799	\$ 45,838,976		\$ -	\$ 45,838,976
TOTAL REVENUES	\$ 45,838,976		\$ -	\$ 45,838,976
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 201,816	\$ 3,168	\$ -	\$ 204,984
Employee Benefits 3000-3999	\$ 103,744	\$ 1,528	\$ -	\$ 105,272
Books and Supplies 4000-4999	\$ 22,400		\$ -	\$ 22,400
Services and Other Operating Expenditures 5000-5999	\$ 43,754,775		\$ -	\$ 43,754,775
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ 44,082,735	\$ 4,696	\$ -	\$ 44,087,431
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 1,756,241	\$ (4,696)	\$ -	\$ 1,751,545
BEGINNING FUND BALANCE				
9791	\$ 16,727,362			\$ 16,727,362
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 18,483,603	\$ (4,696)	\$ -	\$ 18,478,907
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 18,483,603	\$ (4,696)	\$ -	\$ 18,478,907

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education
Business Advisory Services
Revised 07/23/2024

Norwalk-La Mirada Unified School District
Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ (214,884)	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Expenditures	\$ 78,243	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Other Financing Sources/Uses	\$ (424,996)	Per Estimated Actuals included in Adopted Budget to be approved 06/23,

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ 1,244,626	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Expenditures	\$ 120,033	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Other Financing Sources/Uses	\$ 414,666	Per Estimated Actuals included in Adopted Budget to be approved 06/23,

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ 8,222	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Expenditures	\$ 82,258	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ 3,719,101	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Expenditures	\$ 2,625,658	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ 59,574	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Expenditures	\$ (388,404)	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (2,035,986)	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ 550,000	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Expenditures	\$ (1,287,446)	Per Estimated Actuals included in Adopted Budget to be approved 06/23,
Other Financing Sources/Uses	\$ -	

Additional Comments:

Norwalk-La Mirada Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Unrestricted General Fund MYP**

Bargaining Unit: nbined - TANLA, CSEA, Management, Confidential, and Non-I

Object Code	2024-25	2025-26	2026-27
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 206,099,169	\$ 207,235,285	\$ 208,216,630
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 6,423,154	\$ 6,357,547	\$ 6,000,000
Other Local Revenue 8600-8799	\$ 2,852,332	\$ 2,780,000	\$ 1,700,000
TOTAL REVENUES	\$ 215,374,655	\$ 216,372,832	\$ 215,916,630
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 81,918,969	\$ 79,961,135	\$ 84,399,726
Classified Salaries 2000-2999	\$ 34,933,809	\$ 35,013,620	\$ 35,363,756
Employee Benefits 3000-3999	\$ 49,489,773	\$ 50,604,392	\$ 53,232,011
Books and Supplies 4000-4999	\$ 6,771,264	\$ 6,421,180	\$ 6,421,180
Services and Other Operating Expenditures 5000-5999	\$ 20,008,053	\$ 18,380,505	\$ 17,809,205
Capital Outlay 6000-6999	\$ 345,300	\$ 10,000	\$ 10,000
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 130,000	\$ 130,000	\$ 130,000
7400-7499			
Transfers of Indirect Costs 7300-7399	\$ (2,920,496)	\$ (3,456,003)	\$ (3,456,003)
Other Adjustments		\$ -	\$ (5,000,000)
TOTAL EXPENDITURES	\$ 190,676,672	\$ 187,064,829	\$ 188,909,875
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 1,651,865	\$ 1,651,865	\$ 1,651,865
Transfers Out and Other Uses 7600-7699	\$ 692,741	\$ 695,498	\$ 695,498
Contributions 8980-8999	\$ (41,801,873)	\$ (42,257,888)	\$ (42,257,888)
OPERATING SURPLUS (DEFICIT)*	\$ (16,144,766)	\$ (11,993,518)	\$ (14,294,766)
BEGINNING FUND BALANCE			
9791	\$ 64,442,281	\$ 48,297,515	\$ 36,303,997
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 48,297,515	\$ 36,303,997	\$ 22,009,231
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 9,429,910	\$ 8,998,310	\$ 8,705,434
Unassigned/Unappropriated Amount 9790	\$ 38,867,605	\$ 27,305,687	\$ 13,303,797

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Norwalk-La Mirada Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Restricted General Fund MYP**

Bargaining Unit: nbined - TANLA, CSEA, Management, Confidential, and Non-I

Object Code	2024-25	2025-26	2026-27
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 14,370,333	\$ 10,531,295	\$ 10,531,295
Other State Revenue 8300-8599	\$ 45,258,702	\$ 42,498,400	\$ 42,498,400
Other Local Revenue 8600-8799	\$ 4,368,440	\$ 4,323,353	\$ 2,723,353
TOTAL REVENUES	\$ 63,997,475	\$ 57,353,048	\$ 55,753,048
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 38,600,580	\$ 36,195,060	\$ 29,555,983
Classified Salaries 2000-2999	\$ 19,216,682	\$ 18,627,559	\$ 18,627,559
Employee Benefits 3000-3999	\$ 33,491,119	\$ 33,002,074	\$ 30,571,739
Books and Supplies 4000-4999	\$ 10,534,844	\$ 7,247,041	\$ 7,247,041
Services and Other Operating Expenditures 5000-5999	\$ 10,906,751	\$ 11,157,021	\$ 11,157,021
Capital Outlay 6000-6999	\$ 7,400,853	\$ 2,638,200	\$ 100,000
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 500,000	\$ 500,000	\$ 500,000
7400-7499			
Transfers of Indirect Costs 7300-7399	\$ 1,810,082	\$ 2,316,400	\$ 2,316,400
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 122,460,911	\$ 111,683,355	\$ 100,075,743
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 500,000	\$ 500,000	\$ 500,000
Contributions 8980-8999	\$ 41,801,873	\$ 42,257,888	\$ 42,257,888
OPERATING SURPLUS (DEFICIT)*	\$ (17,161,563)	\$ (12,572,419)	\$ (2,564,807)
BEGINNING FUND BALANCE			
9791	\$ 45,089,524	\$ 27,927,961	\$ 15,355,542
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 27,927,961	\$ 15,355,542	\$ 12,790,735
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 27,923,337	\$ 15,355,542	\$ 12,790,735
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 4,624	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Norwalk-La Mirada Unified School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Combined General Fund MYP**

Bargaining Unit: nbined - TANLA, CSEA, Management, Confidential, and Non-I

Object Code	2024-25	2025-26	2026-27
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 206,099,169	\$ 207,235,285	\$ 208,216,630
Federal Revenue 8100-8299	\$ 14,370,333	\$ 10,531,295	\$ 10,531,295
Other State Revenue 8300-8599	\$ 51,681,856	\$ 48,855,947	\$ 48,498,400
Other Local Revenue 8600-8799	\$ 7,220,772	\$ 7,103,353	\$ 4,423,353
TOTAL REVENUES	\$ 279,372,130	\$ 273,725,880	\$ 271,669,678
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 120,519,549	\$ 116,156,195	\$ 113,955,709
Classified Salaries 2000-2999	\$ 54,150,491	\$ 53,641,179	\$ 53,991,315
Employee Benefits 3000-3999	\$ 82,980,892	\$ 83,606,466	\$ 83,803,750
Books and Supplies 4000-4999	\$ 17,306,108	\$ 13,668,221	\$ 13,668,221
Services and Other Operating Expenditures 5000-5999	\$ 30,914,804	\$ 29,537,526	\$ 28,966,226
Capital Outlay 6000-6999	\$ 7,746,153	\$ 2,648,200	\$ 110,000
Other Outgo (excuding Indirect Costs) 7100-7299	\$ 630,000	\$ 630,000	\$ 630,000
7400-7499			
Transfers of Indirect Costs 7300-7399	\$ (1,110,414)	\$ (1,139,603)	\$ (1,139,603)
Other Adjustments		\$ -	\$ (5,000,000)
TOTAL EXPENDITURES	\$ 313,137,583	\$ 298,748,184	\$ 288,985,618
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 1,651,865	\$ 1,651,865	\$ 1,651,865
Transfers Out and Other Uses 7600-7699	\$ 1,192,741	\$ 1,195,498	\$ 1,195,498
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (33,306,329)	\$ (24,565,937)	\$ (16,859,573)
BEGINNING FUND BALANCE			
9791	\$ 109,531,805	\$ 76,225,476	\$ 51,659,539
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 76,225,476	\$ 51,659,539	\$ 34,799,966
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 27,923,337	\$ 15,355,542	\$ 12,790,735
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 9,429,910	\$ 8,998,310	\$ 8,705,434
Unassigned/Unappropriated Amount 9790	\$ 38,872,229	\$ 27,305,687	\$ 13,303,797

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positiveLos Angeles County Office of Education
Business Advisory Services

Revised 07/23/2024

Public Disclosure of Proposed Collective Bargaining Agreement
Norwalk-La Mirada Unified School District
Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

Page 6

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2024-25	2025-26	2026-27
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 314,330,324	\$ 299,943,682	\$ 290,181,116
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 314,330,324	\$ 299,943,682	\$ 290,181,116
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	3.00%	3.00%	3.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 9,429,910	\$ 8,998,310	\$ 8,705,433

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 9,429,910	\$ 8,998,310	\$ 8,705,434
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 38,867,605	\$ 27,305,687	\$ 13,303,797
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 48,297,515	\$ 36,303,997	\$ 22,009,231
f.	Reserve for Economic Uncertainties Percentage	15.37%	12.10%	7.58%

3. Do unrestricted reserves meet the state minimum reserve amount?

2024-25	Yes	☒	No	☐
2025-26	Yes	☒	No	☐
2026-27	Yes	☒	No	☐

4. If no, how do you plan to restore your reserves?

Public Disclosure of Proposed Collective Bargaining Agreement
Norwalk-La Mirada Unified School District
Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

Page 7

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 4,534,920
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (4,021,373)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (72,629)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (283,287)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (135,016)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ (10,808)
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ (7,111)
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (4,530,224)
Variance	\$ 4,696

Variance Explanation:

Fund with increase not included above:
Fund 67 = \$4,696

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$(30,106,092)	(9.7%)	Declining enrollment, Salary and Benefit i
Current FY Surplus/(Deficit) after settlement(s)?	\$(33,306,329)	(10.6%)	Declining enrollment, Salary and Benefit i
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(24,565,937)	(8.2%)	Declining enrollment, Salary and Benefit i
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(16,859,573)	(5.8%)	Declining enrollment, Salary and Benefit i

Deficit Reduction Plan (as necessary):

Staff has communicated with the Board of Education and stakeholders for the need of a budget contingency plan, and has previously taken reduction steps. The district is continuing to implement budget reductions and reallocations, and is in the process of developing additional fiscal contingency plans to address the deficit.

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ (5,000,000)	Reductions per continued implementation of fiscal contingency plans.
2nd Subsequent FY Restricted, Page 5b	\$ -	

J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Norwalk-La Mirada Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2024 to June 30, 2025.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources
Expenditures/Other Financing Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)

\$	5,366,639
\$	3,734,910
\$	1,631,729

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources
Expenditures/Other Financing Uses
Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)

\$	-
\$	-
\$	-

Budget Revisions

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

☒ I hereby certify ☐ I am unable to certify



District Superintendent
(Signature)

6/20/2025

Date

☒ I hereby certify ☐ I am unable to certify



Chief Business Official
(Signature)

6-18-2025

Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Public Disclosure of Proposed Collective Bargaining Agreement

Page 8a

Norwalk-La Mirada Unified School District

Combined - TANLA, CSEA, Management, Confidential, and Non-Unit

Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

2024-25 LCFF COLA of 1.07%

2025-26 LCFF COLA of 2.30%

2026-27 LCFF COLA of 3.02%

Concerns regarding affordability of agreement in subsequent years (if any):

See page #7, Item 6

K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Norwalk-La Mirada Unified School District

District Name

District Superintendent
(Signature)

Date

Alva C. Diaz, Director - Fiscal Services

Contact Person

562-210-2028

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 23, 2025, took action to approve the proposed agreement with the TANLA, CSEA, Management, Confidential, and Non-Unit Bargaining Unit(s).

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
AND THE
TEACHERS ASSOCIATION OF THE NORWALK-LA MIRADA AREA
2024-2025 SCHOOL YEAR | TENTATIVE AGREEMENT**

Increase to Wages for All Bargaining Unit Members	
On-Schedule/Ongoing For the 2024-2025 school year, (retroactive to July 1, 2024, or an employee's start date in the 2024-2025 school year), the Norwalk-La Mirada Unified School District and the Teacher's Association of the Norwalk-La Mirada Area (TANLA) agree to an increase in the amount of 1.57% to all salaries and stipends in Appendices A-K.	1.57% (Retroactive to July 1, 2024)
In addition to the salary improvements above, the parties agree to an increase in the District contribution for benefitted employees to \$11,475 (retroactive to January 2025).	
Including Master Agreement article(s) language items as denoted in subsequent pages.	
This tentative agreement concludes all negotiation items inclusive of salary and health & welfare benefits for the 2024-2025 school year.	


Michael R. Gotto, Ed.D.
Assistant Superintendent, Human Resources
Norwalk-La Mirada Unified School District

6-11-2025
Date


Maureen Quiros Gray
Association President
Teachers Association of the Norwalk-La Mirada Area

6-11-2025
Date


Amanda M. Cobian
Association Bargaining Chair
Teachers Association of the Norwalk-La Mirada Area

6-11-2025
Date

Language referenced on TANLA explanations page 2 item B:

The District shall utilize the following caseload limits and staffing ratios for the staffing of the District's Special Education classes. In addition, the District will make every effort to minimize the disparity of the number of students between comparable Special Day Classes and hire the appropriate staff per the following chart. The aide staffing ratio in the chart below applies to classroom aides only and does not include individualized support aides assigned through a student's IEP. Classroom support provided may be a Paraeducator-Special Education or, for classes in which students primarily have medical or behavior needs, the classroom aide may be a Health Care Support Provider or Direct Intense Behavior Support Paraeducator, respectively.

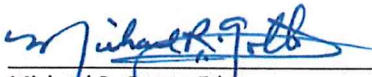
Self-Contained Special Day Classes:	Allocation of Teaching Positions	Staffing Ratio (excluding Teacher positions)	Caseload Maximum
Special Day Classes:			
Pre-K SDC	1	1:7	11
Mild-Moderate (Specific Learning Disability, Mild to Moderate Cognitive Disabilities, Serious Emotional Disturbance, Other Health Impairment, Autism). Can include students who have other concomitant disabilities as well (for example, students with a visual or hearing impairment who also have a mild cognitive disability).	1	1:10	TK-8 = 14 9-12 = 15
Moderate-Severe/Extensive Support Needs (Moderate to Severe Cognitive Disabilities, Deaf-Blind, Multiple Disabilities, Serious Emotional Disturbance, Autism). Can include students who have other concomitant disabilities as well (for example, students with a visual or hearing impairment who also have a severe cognitive disability).	1	1:7	TK-8 = 11 9-12 = 12
ASPIRE (Mental Health and	1	1:4	9

Behavior Management Program)			
Hearing-Impaired, Visually-Impaired	1	1:10	13

**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND
ITS NORWALK-LA MIRADA CHAPTER #404 (CSEA)
2024-2025 SCHOOL YEAR | TENTATIVE AGREEMENT**

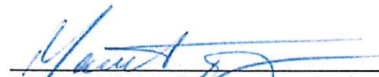
Increase to Wages for All Bargaining Unit Members	
On-Schedule/Ongoing For the 2024-25 school year (retroactive to July 1, 2024 or an employee's start date in the 2024-25 school year), the Norwalk-La Mirada Unified School District and the California School Employees Association and its Norwalk-La Mirada Chapter #404 agree to an increase in the amount of 1.07% to all Monthly and Hourly Salary Schedules, Bilingual Stipend, Hygiene Stipend, and Chains Stipend.	1.07%* (Retroactive to July 1, 2024)
Increase the District contribution for benefited employees from \$10,600 to \$11,000.*	
*The District agrees to match the increase to wages and health and welfare for the certificated bargaining unit if the negotiated increase is above the agreement between CSEA and NLMUSD.	
Included are Master Agreement article(s) language items as denoted in subsequent pages.	
This tentative agreement concludes all negotiation items inclusive of salary and health & welfare benefits for the 2024-2025 school year.	

FOR THE DISTRICT (NLMUSD):

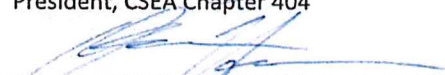
 4-16-2025

Michael R. Gotto, Ed.D. Date
Assistant Superintendent, Human Resources

FOR THE ASSOCIATION (CSEA):

 4/16/25

Martha Jauregui Date
President, CSEA Chapter 404

 4/16/25

Oladotun J. Hospidales Date
Labor Relations Representative

**Los Angeles County Office of Education
Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Norwalk-La Mirada Unified School District
Name of Bargaining Unit:	Teachers Association of Norwalk-La Mirada (TANLA)
Certificated, Classified, Other:	Certificated

The proposed agreement covers the period beginning: July 1, 2024 and ending: June 30, 2025
(date) (date)

The Governing Board will act upon this agreement on: June 23, 2025
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2024-25	2025-26	2026-27
1. Salary Schedule Including Step and Column	\$ 107,636,559	\$ 1,689,894			
			1.57%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 3,796,286	\$ 59,602			
			1.57%	0.00%	0.00%
Description of Other Compensation		Salary Schedule Appendices I-K include stipends and			
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 25,629,555	\$ 402,384			
			1.57%	0.00%	0.00%
4. Health/Welfare Plans	\$ 16,714,869	\$ 423,063			
			2.53%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 153,777,269	\$ 2,574,943	\$ -	\$ -	
			1.67%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	940.00				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 163,593	\$ 2,739	\$ -	\$ -	
			1.67%	0.00%	0.00%

Norwalk-La Mirada Unified School District
Teachers Association of Norwalk-La Mirada (TANLA)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

1.57% increase to TANLA salary schedules, retro-active to July 1, 2024.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

None

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☒ No ☐

If yes, please describe the cap amount.

The District contributes an amount per-active eligible employee of \$10,600; to be increased to \$11,475 as of January 1, 2025. The District also contributes an annual on-going contribution of \$1,000,000.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Reduction of teacher workday for high school teachers by 15 min.

Updated SPED staffing ratios for Paraeducators, Health Care Support Providers, and Direct Intense Behavior Support Paraeducators. The language is attached.

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Not applicable.

Norwalk-La Mirada Unified School District
Teachers Association of Norwalk-La Mirada (TANLA)

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

The master agreement allows for three (3) reopeners, in addition to health benefits, salary and calendar.

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

None

F. Source of Funding for Proposed Agreement:

1. Current Year

General Fund (Unrestricted & Restricted), Adult Education Fund, and Child Development Fund.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The on-going salary schedule increase will be funded by the General Fund (Unrestricted-increases in LCFF funding & Restricted), Adult Education Fund, and Child Development Fund.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

Not applicable.

**Los Angeles County Office of Education
Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Norwalk-La Mirada Unified School District
Name of Bargaining Unit:	Classified School Employees Association (CSEA)
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: **July 1, 2024** and ending: **June 30, 2025**
(date) (date)

The Governing Board will act upon this agreement on: **June 23, 2025**
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2024-25	2025-26	2026-27
1. Salary Schedule Including Step and Column	\$ 47,467,038	\$ 745,233		
		1.57%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 4,870,372	\$ 76,465		
		1.57%	0.00%	0.00%
Description of Other Compensation		Stipends, Extra pay, Overtime		
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 19,443,348	\$ 305,261		
		1.57%	0.00%	0.00%
4. Health/Welfare Plans	\$ 13,692,378	\$ 309,750		
		2.26%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 85,473,136	\$ 1,436,709	\$ -	\$ -
		1.68%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	874.00			
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 97,795	\$ 1,644	\$ -	\$ -
		1.68%	0.00%	0.00%

Norwalk-La Mirada Unified School District
Classified School Employees Association (CSEA)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

1.57% increase to CSEA salary schedules, retro-active to July 1, 2024.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

None

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☒ No ☐

If yes, please describe the cap amount.

The District contributes an amount per-active eligible employee of \$10,600; to be increased to \$11,475 as of January 1, 2025. The District also contributes an annual on-going contribution of \$1,000,000.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

None

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

None

Norwalk-La Mirada Unified School District
Classified School Employees Association (CSEA)

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

The master agreement allows for three (3) reopeners, in addition to health benefits, salary and calendar.

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

None

F. Source of Funding for Proposed Agreement:

1. Current Year

General Fund (Unrestricted & Restricted), Adult Education Fund, Child Development Fund, Cafeterial Fund, Building Fund, Special Reserve for Capital Outlay Fund, and Self-Insurance Fund.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The on-going salary schedule increase will be funded by the General Fund (Unrestricted-increases in LCFF funding & Restricted), Adult Education Fund, Child Development Fund, Cafeterial Fund, Building Fund, Special Reserve for Capital Outlay Fund, and Self-Insurance Fund.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

Not applicable.

**Los Angeles County Office of Education
Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Norwalk-La Mirada Unified School District
Name of Bargaining Unit:	Management, Confidential, and Non-Unit (Me Too)
Certificated, Classified, Other:	Certificated and Classified

The proposed agreement covers the period beginning: **July 1, 2024** and ending: **June 30, 2025**
(date) (date)

The Governing Board will act upon this agreement on: **June 23, 2025**
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2024-25	2025-26	2026-27
1. Salary Schedule Including Step and Column	\$ 22,790,055	\$ 357,804		
		1.57%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.				
Description of Other Compensation				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 6,777,110	\$ 106,401		
		1.57%	0.00%	0.00%
4. Health/Welfare Plans	\$ 2,660,109	\$ 59,063		
		2.22%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 32,227,274	\$ 523,268	\$ -	\$ -
		1.62%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	203.00			
7. Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 158,755	\$ 2,578	\$ -	\$ -
		1.62%	0.00%	0.00%

Norwalk-La Mirada Unified School District
Management, Confidential, and Non-Unit (Me Too)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

1.57% increase to Management, Confidential and Non-Unit salary schedules, retro-active to July 1, 2024.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

None

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes ☒ No ☐

If yes, please describe the cap amount.

The District contributes an amount per-active eligible employee of \$10,600; to be increased to \$11,475 as of January 1, 2025. The District also contributes an annual on-going contribution of \$1,000,000.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

None

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

None