



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

## JOINT UPDATE REGARDING TANLA NEGOTIATIONS

The Norwalk-La Mirada Unified School District and the Teachers Association of the Norwalk-La Mirada Area (TANLA) are pleased to announce that the parties have entered into a Tentative Agreement regarding successor negotiations for the 2024-2025 school year. All remaining language items have been finalized. As previously announced, the following improvements to salary and wages remain:

- **Salary:** 1.57% increase to all salaries and stipends, retroactive to July 1, 2024
- **Health and Welfare Benefits:** Increase in the District contribution to the Health and Welfare Insurance Fund from \$10,600 to \$11,475 per benefited employee (retroactive to January 2025)

As a next step, the TANLA Bargaining Team will proceed with the ratification process. If ratified by TANLA, the Board of Education will consider the Tentative Agreement at its regularly scheduled Board of Education Meeting on Monday, June 23, 2025.

If approved by the Board of Education on June 23, 2025, the following anticipated timelines will be in effect:

<b>*Anticipated Timelines*</b>	
<b>Increase to salary begins</b> (1.57%)	<b>June 30, 2025</b> (end-of-month payroll)
<b>Refund for Health and Welfare Benefits</b> (January-May 2025)	<b>June 30, 2025</b> (end-of-month payroll)
<b>New Health and Welfare Rates</b> (adjusted for the increase in District contribution to \$11,475)	<b>August 31, 2025</b> (end-of-month payroll)
<b>Base Salary Retro</b> (July 1, 2024-May 31, 2025)	<b>September 30, 2025</b> (end-of-month payroll)
<b>Extra Pay Retro</b> (July 1, 2024-May 31, 2025)	<b>October 2025</b> (mid-month payroll)

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