

**APPENDIX A: TEACHER/SCHOOL NURSE SALARY SCHEDULE (186 WORKDAYS - 180 STUDENT DAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2024

<b>STEP</b>	<b>SCALE 1 BA</b>	<b>SCALE 2 BA + 30 OR MA</b>	<b>SCALE 3 BA + 45</b>	<b>SCALE 4 BA + 60 INC. MA (OR) BA +75</b>	<b>SCALE 5 BA + 75 INC MA</b>
<b>1</b>	<b>69345</b>	<b>72812</b>	<b>76453</b>	<b>80276</b>	<b>84290</b>
<b>2</b>	<b>71633</b>	<b>75215</b>	<b>78976</b>	<b>82925</b>	<b>87071</b>
<b>3</b>	<b>73997</b>	<b>77697</b>	<b>81582</b>	<b>85661</b>	<b>89944</b>
<b>4</b>	<b>76439</b>	<b>80261</b>	<b>84274</b>	<b>88488</b>	<b>92912</b>
<b>5</b>	<b>78961</b>	<b>82909</b>	<b>87054</b>	<b>91407</b>	<b>95977</b>
<b>6</b>	<b>81567</b>	<b>85645</b>	<b>89927</b>	<b>94423</b>	<b>99144</b>
<b>7</b>	<b>84259</b>	<b>88472</b>	<b>92896</b>	<b>97541</b>	<b>102418</b>
<b>8</b>	<b>87040</b>	<b>91392</b>	<b>95962</b>	<b>100760</b>	<b>105798</b>
<b>9</b>	<b>89912</b>	<b>94408</b>	<b>99128</b>	<b>104084</b>	<b>109288</b>
<b>10</b>		<b>97523</b>	<b>102399</b>	<b>107519</b>	<b>112895</b>
<b>11</b>			<b>105778</b>	<b>111067</b>	<b>116620</b>
<b>12</b>				<b>114732</b>	<b>120469</b>
<b>15*</b>	<b>92700</b>	<b>100547</b>	<b>109058</b>	<b>118290</b>	<b>124204</b>
<b>20**</b>	<b>95666</b>	<b>103764</b>	<b>112548</b>	<b>122075</b>	<b>128179</b>
<b>24***</b>	<b>100354</b>	<b>108848</b>	<b>118063</b>	<b>128057</b>	<b>134460</b>
<b>30****</b>	<b>105271</b>	<b>114182</b>	<b>123848</b>	<b>134332</b>	<b>141049</b>

\*After completion of 14 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

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\*\*\*After completion of 23 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

\*\*\*\*After completion of 29 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

**APPENDIX A-3: ADULT EDUCATION MONTHLY TEACHER SALARY SCHEDULE  
(183 WORKDAYS - 180 TEACHING DAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2024**

<b>STEP</b>	<b>SCALE 1 BA</b>	<b>SCALE 2 BA + 30 OR MA</b>	<b>SCALE 3 BA + 45</b>	<b>SCALE 4 BA + 60 INC. MA (OR) BA +75</b>	<b>SCALE 5 BA + 75 INC MA</b>
<b>1</b>	<b>68226</b>	<b>71637</b>	<b>75219</b>	<b>78980</b>	<b>82929</b>
<b>2</b>	<b>70477</b>	<b>74001</b>	<b>77701</b>	<b>81586</b>	<b>85665</b>
<b>3</b>	<b>72803</b>	<b>76443</b>	<b>80265</b>	<b>84278</b>	<b>88492</b>
<b>4</b>	<b>75205</b>	<b>78965</b>	<b>82913</b>	<b>87059</b>	<b>91412</b>
<b>5</b>	<b>77687</b>	<b>81571</b>	<b>85650</b>	<b>89933</b>	<b>94430</b>
<b>6</b>	<b>80251</b>	<b>84264</b>	<b>88477</b>	<b>92901</b>	<b>97546</b>
<b>7</b>	<b>82899</b>	<b>87044</b>	<b>91396</b>	<b>95966</b>	<b>100764</b>
<b>8</b>	<b>85635</b>	<b>89917</b>	<b>94413</b>	<b>99134</b>	<b>104091</b>
<b>9</b>	<b>88461</b>	<b>92884</b>	<b>97528</b>	<b>102404</b>	<b>107524</b>
<b>10</b>		<b>95949</b>	<b>100746</b>	<b>105783</b>	<b>111072</b>
<b>11</b>			<b>104071</b>	<b>109275</b>	<b>114739</b>
<b>12</b>				<b>112881</b>	<b>118525</b>
<b>15*</b>	<b>91204</b>	<b>98924</b>	<b>107298</b>	<b>116381</b>	<b>122200</b>
<b>20**</b>	<b>94123</b>	<b>102090</b>	<b>110732</b>	<b>120105</b>	<b>126111</b>
<b>24***</b>	<b>98735</b>	<b>107092</b>	<b>116158</b>	<b>125990</b>	<b>132290</b>
<b>30****</b>	<b>103573</b>	<b>112340</b>	<b>121850</b>	<b>132164</b>	<b>138772</b>

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**APPENDIX A-4: SCHOOL NURSE SALARY SCHEDULE (216 WORKDAYS)**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2024

<b>STEP</b>	<b>SCALE 1 BA ANNUAL</b>	<b>SCALE 2 BA + 30 OR MA ANNUAL</b>	<b>SCALE 3 BA + 45 ANNUAL</b>	<b>SCALE 4 BA + 60 INC. MA (OR) BA +75 ANNUAL</b>	<b>SCALE 5 BA + 75 INC MA ANNUAL</b>
<b>1</b>	<b>80529</b>	<b>84555</b>	<b>88783</b>	<b>93222</b>	<b>97883</b>
<b>2</b>	<b>83186</b>	<b>87345</b>	<b>91712</b>	<b>96298</b>	<b>101113</b>
<b>3</b>	<b>85931</b>	<b>90228</b>	<b>94739</b>	<b>99476</b>	<b>104450</b>
<b>4</b>	<b>88767</b>	<b>93205</b>	<b>97865</b>	<b>102758</b>	<b>107896</b>
<b>5</b>	<b>91696</b>	<b>96281</b>	<b>101095</b>	<b>106150</b>	<b>111458</b>
<b>6</b>	<b>94722</b>	<b>99458</b>	<b>104431</b>	<b>109653</b>	<b>115136</b>
<b>7</b>	<b>97848</b>	<b>102740</b>	<b>107877</b>	<b>113271</b>	<b>118935</b>
<b>8</b>	<b>101077</b>	<b>106131</b>	<b>111438</b>	<b>117010</b>	<b>122861</b>
<b>9</b>	<b>104413</b>	<b>109634</b>	<b>115116</b>	<b>120872</b>	<b>126916</b>
<b>10</b>		<b>113252</b>	<b>118915</b>	<b>124861</b>	<b>131104</b>
<b>11</b>			<b>122839</b>	<b>128981</b>	<b>135430</b>
<b>12</b>				<b>133237</b>	<b>139899</b>
<b>15*</b>	<b>107651</b>	<b>116764</b>	<b>126648</b>	<b>137368</b>	<b>144237</b>
<b>20**</b>	<b>111095</b>	<b>120500</b>	<b>130701</b>	<b>141764</b>	<b>148853</b>
<b>24***</b>	<b>116539</b>	<b>126405</b>	<b>137105</b>	<b>148710</b>	<b>156147</b>
<b>30****</b>	<b>122249</b>	<b>132599</b>	<b>143823</b>	<b>155997</b>	<b>163798</b>

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**APPENDIX C: CAREER TECHNICAL EDUCATION TEACHER SALARY SCHEDULE  
(186 WORKDAYS – 180 STUDENT DAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2024**

<b>STEP</b>	<b>SCALE 1 NO BA</b>	<b>SCALE 2 BA</b>	<b>SCALE 3 BA + 30 OR MA</b>	<b>SCALE 4 BA + 45</b>	<b>SCALE 5 BA + 60 INC. MA (OR) BA +75</b>	<b>SCALE 6 BA + 75 INC MA</b>
<b>1</b>	<b>63984</b>	<b>87038</b>	<b>91390</b>	<b>95960</b>	<b>100758</b>	<b>105796</b>
<b>2</b>	<b>67399</b>	<b>89910</b>	<b>94406</b>	<b>99126</b>	<b>104082</b>	<b>109286</b>
<b>3</b>	<b>71015</b>	<b>92877</b>	<b>97521</b>	<b>102397</b>	<b>107517</b>	<b>112893</b>
<b>4</b>	<b>74344</b>	<b>95942</b>	<b>100739</b>	<b>105776</b>	<b>111065</b>	<b>116618</b>
<b>5</b>	<b>77855</b>	<b>99108</b>	<b>104063</b>	<b>109266</b>	<b>114729</b>	<b>120465</b>
<b>15*</b>	<b>80267</b>	<b>102181</b>	<b>107290</b>	<b>112654</b>	<b>118286</b>	<b>124200</b>
<b>20**</b>	<b>82834</b>	<b>105451</b>	<b>110723</b>	<b>116259</b>	<b>122072</b>	<b>128175</b>
<b>24***</b>	<b>86894</b>	<b>110618</b>	<b>116148</b>	<b>121956</b>	<b>128054</b>	<b>134456</b>
<b>30****</b>	<b>91151</b>	<b>116038</b>	<b>121839</b>	<b>127932</b>	<b>134329</b>	<b>141044</b>

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**APPENDIX D: COUNSELOR SALARY SCHEDULE**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2024

<b>STEP</b>	<b>SCALE 9 ELEMENTARY AND MIDDLE 186 WORKDAYS (11 MO)</b>	<b>SCALE 10 HIGH SCHOOL 195 WORKDAYS (11 MO)</b>	<b>SCALE 11 ADULT SCHOOL 202 WORKDAYS (12 MO)</b>
<b>1</b>	<b>99146</b>	<b>103913</b>	<b>107671</b>
<b>2</b>	<b>102418</b>	<b>107342</b>	<b>111224</b>
<b>3</b>	<b>105798</b>	<b>110884</b>	<b>114894</b>
<b>4</b>	<b>109289</b>	<b>114543</b>	<b>118686</b>
<b>5</b>	<b>112896</b>	<b>118323</b>	<b>122603</b>
<b>6</b>	<b>116622</b>	<b>122228</b>	<b>126649</b>
<b>7</b>	<b>120471</b>	<b>126262</b>	<b>130828</b>
<b>15*</b>	<b>124207</b>	<b>130177</b>	<b>134885</b>
<b>20**</b>	<b>128181</b>	<b>134343</b>	<b>139201</b>
<b>24***</b>	<b>134462</b>	<b>140926</b>	<b>146022</b>
<b>30****</b>	<b>141051</b>	<b>147831</b>	<b>153177</b>

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**APPENDIX E: PRESCHOOL TEACHER SALARY SCHEDULE (6HR/183 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 20234

<b>STEP</b>	<b>SCALE 15</b>	<b>SCALE 16 EARNED AA DEGREE OR HIGHER</b>	<b>SCALE 17 BACHELOR OF ARTS OR BACHELOR OF SCIENCE</b>	<b>SCALE 18 BA + 30 OR MA</b>
<b>1</b>	<b>33187</b>	<b>34877</b>	<b>36594</b>	<b>38425</b>
<b>2</b>	<b>34905</b>	<b>36623</b>	<b>38491</b>	<b>40414</b>
<b>3</b>	<b>36611</b>	<b>38466</b>	<b>40373</b>	<b>42390</b>
<b>4</b>	<b>38532</b>	<b>40426</b>	<b>42456</b>	<b>44580</b>
<b>5</b>	<b>40426</b>	<b>42456</b>	<b>44568</b>	<b>46800</b>
<b>6</b>	<b>42444</b>	<b>44540</b>	<b>46800</b>	<b>49142</b>
<b>7</b>	<b>44731</b>	<b>46897</b>	<b>49237</b>	<b>51701</b>
<b>8</b>	<b>46897</b>	<b>49237</b>	<b>51687</b>	<b>54272</b>
<b>15*</b>	<b>48236</b>	<b>50618</b>	<b>53162</b>	<b>55817</b>
<b>20**</b>	<b>49777</b>	<b>52229</b>	<b>54883</b>	<b>57629</b>
<b>24***</b>	<b>52621</b>	<b>55207</b>	<b>58008</b>	<b>60903</b>
<b>30****</b>	<b>55598</b>	<b>58346</b>	<b>61297</b>	<b>64355</b>

NOTE: Any Preschool teacher required to perform extra work outside their normal assigned workday, shall be paid for said work.

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**APPENDIX F: EARLY HEAD START CENTER BASED BILINGUAL PRESCHOOL TEACHER SALARY  
SCHEDULE (8HR/203 WORKDAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2024**

<b>STEP</b>	<b>SCALE 21</b>	<b>SCALE 22 EARNED AA DEGREE OR HIGHER</b>	<b>SCALE 23 EARNED B.A. OR B.S. DEGREE OR HIGHER</b>	<b>SCALE 24 BA + 30 OR MA</b>
<b>1</b>	<b>49391</b>	<b>51947</b>	<b>54490</b>	<b>57215</b>
<b>2</b>	<b>51981</b>	<b>54559</b>	<b>57343</b>	<b>60210</b>
<b>3</b>	<b>54513</b>	<b>57274</b>	<b>60128</b>	<b>63134</b>
<b>4</b>	<b>57390</b>	<b>60221</b>	<b>63201</b>	<b>66361</b>
<b>5</b>	<b>60221</b>	<b>63201</b>	<b>66400</b>	<b>69720</b>
<b>6</b>	<b>63179</b>	<b>66377</b>	<b>69680</b>	<b>73164</b>
<b>7</b>	<b>66619</b>	<b>69842</b>	<b>73340</b>	<b>77007</b>
<b>8</b>	<b>69842</b>	<b>73340</b>	<b>76953</b>	<b>80801</b>
<b>15*</b>	<b>71809</b>	<b>75411</b>	<b>79208</b>	<b>83168</b>
<b>20**</b>	<b>74099</b>	<b>77828</b>	<b>81717</b>	<b>85803</b>
<b>24***</b>	<b>78346</b>	<b>82235</b>	<b>86355</b>	<b>90673</b>
<b>30****</b>	<b>82799</b>	<b>86873</b>	<b>91258</b>	<b>95821</b>

This is a positive work calendar with no paid vacation.

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**APPENDIX F-2: PRESCHOOL NURSE/PRESCHOOL TOSA SALARY SCHEDULE  
(8HR/202 WORKDAYS)**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2024

<b>STEP</b>	<b>SCALE 101 BA</b>	<b>SCALE 102 BA + 30 OR MA</b>	<b>SCALE 103 BA + 45</b>	<b>SCALE 104 BA + 60 INC MA (OR) BA +75</b>	<b>SCALE 105 BA + 75 INC MA</b>
1	75304	79069	83022	87173	91532
2	77789	81678	85762	90050	94553
3	80356	84374	88593	93023	97674
4	83008	87158	91516	96092	100897
5	85747	90034	94536	99263	104226
6	88577	93006	97656	102539	107666
7	91500	96075	100879	105923	111219
8	94520	99246	104208	109418	114889
9	97639	102521	107647	113029	118680
10		105904	111199	116759	122597
11			114869	120612	126643
12				124592	130822
15*	100667	109188	118431	128455	134878
20**	103888	112682	122221	132566	139195
24***	108979	118203	128210	139062	146016
30****	114319	123995	134492	145876	153171

This is a positive work calendar with no paid vacation.

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**APPENDIX F-3: PRESCHOOL TEACHER/PRESCHOOL PERMIT TOSA SALARY SCHEDULE  
(8HR/183 WORKDAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2024**

<b>STEP</b>	<b>SCALE 21</b>	<b>SCALE 22 EARNED AA DEGREE OR HIGHER</b>	<b>SCALE 23 EARNED B.A. OR B.S. DEGREE OR HIGHER</b>	<b>SCALE 24 BA + 30 OR MA</b>
<b>1</b>	<b>44547</b>	<b>46826</b>	<b>49127</b>	<b>51578</b>
<b>2</b>	<b>46848</b>	<b>49184</b>	<b>51693</b>	<b>54271</b>
<b>3</b>	<b>49150</b>	<b>51636</b>	<b>54214</b>	<b>56918</b>
<b>4</b>	<b>51751</b>	<b>54271</b>	<b>56976</b>	<b>59818</b>
<b>5</b>	<b>54271</b>	<b>56976</b>	<b>59852</b>	<b>62856</b>
<b>6</b>	<b>56952</b>	<b>59830</b>	<b>62810</b>	<b>65951</b>
<b>7</b>	<b>60059</b>	<b>62959</b>	<b>66102</b>	<b>69416</b>
<b>8</b>	<b>62959</b>	<b>66102</b>	<b>69358</b>	<b>72834</b>
<b>15*</b>	<b>64732</b>	<b>68000</b>	<b>71407</b>	<b>74974</b>
<b>20**</b>	<b>66791</b>	<b>70152</b>	<b>73662</b>	<b>77356</b>
<b>24***</b>	<b>70612</b>	<b>74134</b>	<b>77839</b>	<b>81740</b>
<b>30****</b>	<b>74640</b>	<b>78311</b>	<b>82258</b>	<b>86378</b>

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**APPENDIX G-1: EARLY HEAD START HOME-BASE BILINGUAL PRESCHOOL TEACHER  
SALARY SCHEDULE (8HR/225 WORKDAYS/11.5 MONTHS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2024**

<b>STEP</b>	<b>SCALE 18</b>	<b>SCALE 19 EARNED AA DEGREE OR HIGHER</b>	<b>SCALE 20 BACHELOR OF ARTS OR BACHELOR OF SCIENCE</b>	<b>SCALE 21 BACHELOR OF ARTS + 30 OR MA</b>
<b>1</b>	<b>54385</b>	<b>57121</b>	<b>59995</b>	<b>63009</b>
<b>2</b>	<b>57171</b>	<b>60046</b>	<b>63110</b>	<b>66260</b>
<b>3</b>	<b>60009</b>	<b>63047</b>	<b>66173</b>	<b>69499</b>
<b>4</b>	<b>63185</b>	<b>66272</b>	<b>69587</b>	<b>73078</b>
<b>5</b>	<b>66272</b>	<b>69587</b>	<b>73052</b>	<b>76692</b>
<b>6</b>	<b>69562</b>	<b>73001</b>	<b>76692</b>	<b>80547</b>
<b>7</b>	<b>73328</b>	<b>76906</b>	<b>80710</b>	<b>84777</b>
<b>8</b>	<b>76906</b>	<b>80710</b>	<b>84752</b>	<b>88970</b>
<b>15*</b>	<b>79002</b>	<b>82983</b>	<b>87175</b>	<b>91544</b>
<b>20**</b>	<b>81526</b>	<b>85644</b>	<b>89949</b>	<b>94432</b>
<b>24***</b>	<b>86221</b>	<b>90539</b>	<b>95059</b>	<b>99842</b>
<b>30****</b>	<b>91130</b>	<b>95662</b>	<b>100470</b>	<b>105504</b>

This is a positive work calendar with no paid vacation.

\*After completion of 14 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

\*\*After completion of 19 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

\*\*\*After completion of 23 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

\*\*\*\*After completion of 29 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

**APPENDIX H: ADULT EDUCATION HOURLY SALARY SCHEDULE**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2024

<b>STEP</b>	<b>SCALE 11 REGULAR Hourly Rate</b>	<b>SCALE 12 BA + 30 OR MA Hourly Rate</b>	<b>SCALE 13 BA + 75 INC MA Hourly Rate</b>
<b>1</b>	<b>\$54.73</b>	<b>\$56.29</b>	<b>\$58.04</b>
<b>2</b>	<b>\$57.55</b>	<b>\$59.21</b>	<b>\$61.03</b>
<b>3</b>	<b>\$60.45</b>	<b>\$62.30</b>	<b>\$64.13</b>
<b>4</b>	<b>\$63.27</b>	<b>\$65.16</b>	<b>\$67.14</b>
<b>5</b>	<b>\$66.09</b>	<b>\$68.00</b>	<b>\$70.09</b>
<b>6</b>	<b>\$68.99</b>	<b>\$71.04</b>	<b>\$73.13</b>
<b>7</b>	<b>\$71.81</b>	<b>\$74.01</b>	<b>\$76.17</b>
<b>8</b>	<b>\$74.63</b>	<b>\$76.87</b>	<b>\$79.21</b>
<b>15*</b>	<b>\$75.08</b>	<b>\$77.33</b>	<b>\$79.71</b>
<b>20**</b>	<b>\$77.50</b>	<b>\$79.80</b>	<b>\$82.26</b>
<b>24***</b>	<b>\$79.93</b>	<b>\$85.30</b>	<b>\$87.82</b>
<b>30****</b>	<b>\$87.02</b>	<b>\$95.35</b>	<b>\$97.99</b>

**MONTHLY RATES**

Adult Education teachers who work every day schedule each year by the adult school (school day plus orientation days) and who are assigned 25 to 30 hours per week shall be assigned to the regular Teacher Salary Schedule for pay purposes.

No full time Adult Education Teacher can serve as a full time regular classroom teacher in this District or any other at the same time.

\*After completion of 14 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

\*\*After completion of 19 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

\*\*\*After completion of 23 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

\*\*\*\*After completion of 29 years of paid service to the Norwalk-La Mirada Unified School District on this Salary Schedule

**APPENDIX H-2: CREDENTIALLED SPEECH & LANGUAGE PATHOLOGIST  
(188 WORKDAYS – 11 MONTHS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2024**

<b>STEP</b>	<b>ANNUAL</b>
<b>1</b>	<b>95247</b>
<b>2</b>	<b>98580</b>
<b>3</b>	<b>102031</b>
<b>4</b>	<b>105599</b>
<b>5</b>	<b>109296</b>
<b>6</b>	<b>113124</b>
<b>7</b>	<b>117081</b>
<b>8</b>	<b>121181</b>
<b>9</b>	<b>125423</b>
<b>10</b>	<b>129811</b>
<b>11</b>	<b>134356</b>
<b>12</b>	<b>139056</b>
<b>13</b>	<b>143924</b>
<b>14</b>	<b>148961</b>
<b>15*</b>	<b>154175</b>
<b>20**</b>	<b>161880</b>
<b>25***</b>	<b>169976</b>

- The maximum step allowed for comparable experience prior to NLMUSD employment shall be commensurate with verified years of prior service (as approved by Human Resources) before becoming a district employee.
- Clinical experience in the private sector for a Speech and Language Pathologist who possesses a credential prior to an offer of employment with NLMUSD, may be used for step placement upon verification.
- \* Longevity Stipends: At the conclusion of 19 and 24 years of creditable service in the district (inclusive of comparable experience approved) a 5% stipend shall be paid annually. (Annual amounts cited above (20 & 25) reflect said 5% increase)

**APPENDIX H-3: PSYCHOLOGIST SALARY SCHEDULE**

**SCHOOL PSYCHOLOGIST SALARY SCHEDULE (188 WORKDAYS – 11 MONTHS)**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2024

<b>STEP</b>	<b>ANNUAL</b>
<b>1</b>	<b>131936</b>
<b>2</b>	<b>134598</b>
<b>3</b>	<b>137292</b>
<b>4</b>	<b>140036</b>
<b>13*</b>	<b>142837</b>
<b>15*</b>	<b>147038</b>
<b>20*</b>	<b>151239</b>
<b>25*</b>	<b>154040</b>

**ERMHS PSYCHOLOGIST SALARY SCHEDULE (202 WORKDAYS – 12 MONTHS)**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2024

<b>STEP</b>	<b>ANNUAL</b>
<b>1</b>	<b>141276</b>
<b>2</b>	<b>144128</b>
<b>3</b>	<b>146992</b>
<b>4</b>	<b>149905</b>
<b>13*</b>	<b>152903</b>
<b>15*</b>	<b>157400</b>
<b>20*</b>	<b>161897</b>
<b>25*</b>	<b>164896</b>

**Longevity Increments**

2% adjustment is available after completion of 13 years of creditable service.

5% adjustment is available after completion of 15 years of creditable service.

8% adjustment is available after completion of 20 years of creditable service.

10% adjustment is available after completion of 25 years of creditable service.

**APPENDIX I: HOURLY, DAILY & INTERMITTENT PAY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
Effective: July 1, 2024

<b>ASSIGNMENT</b>	<b>AMOUNT</b>	<b>BASED ON:</b>
Summer School Hourly Rate	\$52.26 Per Hour	325-Minute Day
Summer School Elementary School	\$283.25 Per Day	325-Minute Day
Summer School Middle School	\$283.25 Per Day	325-Minute Day
Summer School High School	\$299.45 Per Day	343.75-Minute Day
Home Teacher	\$44.98 Per Hour	

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2024

<b>1. High School Athletics</b>	<b>PER ASSIGNMENT RATE</b>	<b>PER ASSIGNMENT PER WEEK POST SEASON</b>
Athletic Director	\$6,060	
Athletic Director-Assistant	\$4,554	
Varsity Baseball-Head	\$5,007	\$245
Varsity Baseball-Assistant	\$3,516	\$166
JV Baseball-Head	\$3,516	
Freshman Baseball-Head	\$3,147	
Varsity Basketball-Head	\$5,118	\$245
Varsity Basketball-Assistant	\$3,525	\$166
JV Basketball-Head	\$3,525	
Sophomore Basketball-Head	\$3,397	
Freshman Basketball-Head	\$3,271	
Cross Country-Head	\$4,083	\$166
Cross Country-Assistant	\$3,081	\$166
Varsity Football-Head	\$6,016	\$328
Varsity Football-Assistant	\$3,848	\$245
JV Football-Head	\$3,728	
JV Football-Assistant	\$3,422	
Sophomore Football-Head	\$3,289	
Sophomore Football-Assistant	\$3,192	
Freshman Football-Head	\$3,558	
Freshman Football-Assistant	\$3,192	
Golf-Head	\$4,013	\$83
Gymnastics/Dance Team-Head	\$4,724	\$166
Gymnastics/Dance Team-Assistant	\$3,052	\$166
Varsity Soccer-Head	\$4,635	\$245
Varsity Soccer-Assistant	\$3,147	\$83
JV Soccer-Head	\$3,147	
JV Soccer-Assistant	\$3,147	
Freshman Soccer-Head	\$3,147	
Freshman Soccer-Assistant	\$3,147	
Varsity Softball-Head	\$5,007	\$245
Varsity Softball-Assistant	\$3,516	\$166
JV Softball-Head	\$3,516	
Varsity Swim Team-Head	\$4,953	\$245
Varsity Swim Team-Assistant	\$3,222	\$166
Varsity Water Polo-Head	\$4,953	\$245
Varsity Water Polo-Assistant	\$3,222	\$166

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2024

	<b>PER ASSIGNMENT RATE</b>	<b>PER ASSIGNMENT PER WEEK POST SEASON</b>
<b>1. High School Athletics (CONT)</b>		
Varsity Tennis-Head	\$4,321	\$166
JV Tennis-Head	\$3,147	
Varsity Track-Head	\$5,007	\$166
Track-Assistant	\$3,252	\$166
Varsity Volleyball-Head	\$4,749	\$245
JV Volleyball-Head	\$3,355	
Sophomore Volleyball-Head	\$3,147	
Freshman Volleyball-Head	\$3,052	
Wrestling-Head	\$4,772	\$166
Wrestling-Assistant	\$3,292	\$166
Varsity ESports-Head	\$3,147	\$166
Varsity ESports-Assistant	\$2,825	\$83
JV ESports-Head	\$2,825	
Flag Football-Head	\$3,558	
Flag Football-Assistant	\$3,192	
<b>2. Other High School Activities</b>		
Band Director	\$7,969	\$235
Coordinator of Activities	\$7,284	
El Camino High School Coordinator of Activities	\$3,640	
Drill Team Director	\$3,843	
Pep Squad	\$3,843	
Forensics-Head	\$3,401	
Forensics-Assistant	\$2,168	
News Releases	\$1,947	
Technical Stage Director	\$3,648	
Play & Productions Directors (Per Production)	\$3,372	
Yearbook Advisor	\$3,848	
Newspaper Advisor	\$4,151	
Academic Decathlon Coach	\$3,349	
<b>3. High School Department Heads</b>		
7 to 14 Sections	\$1,386	
15 to 20 Sections	\$1,772	
21 to 45 Sections	\$2,157	
46 to 70 Sections	\$2,557	
71 to 95 Sections	\$2,950	
96 plus Sections	\$3,343	
El Camino (2 Positions)	\$1,366	
Adult Education	\$1,386	

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2024

<b>4. Other Assignments, All levels</b>	<b>PER ASSIGNMENT RATE</b>
Assessment Liaison (One per school)	\$2,382 per school year
Peer Assistance and Support Teacher	\$2,286 - 9,147
Intern Support Provider	\$405 per semester X # new teachers (4 max)
Onsite Support Provider for New Teachers	\$405 per semester X # new teachers (4 max)
Tutoring	\$52.31 per hour
Homework Helpline	\$52.31 per hour
Saturday School	\$52.31 per hour
Honor Band	\$822
Saturday School Teacher - Migrant Ed	\$52.31 per hour
Student Supervision Duty (Provided when necessary)	\$35.21 per hour
Nurses	\$7,623 per school year
Middle School Coaching	\$41.68 per hour
English to Spanish/Second Language Translations	\$33.65
Bilingual Area Resource Teacher	Three (3) \$8,824 stipends for three (3) positions only to be funded exclusively by Categorical Aid Funds. Stipends for 180 hours of additional work above and beyond the normal required 186 workdays. The 180 hours shall be subject to verification and audit.
Extra Pay	\$47.08 per hour
Over-the-ratio (Elementary Level)	\$103.00 per student/per month
Combo Classes (Elementary Level)	\$3,695 per school year
Bilingual Dual Immersion	\$1,848 per school year
Speech and Language Pathologist (Waiver)	\$1,422 per school year
District Level TOSA (Excludes TOSA Admin)	\$7,623
Technology Teacher	\$7,623
PTAP Support Providers	\$1,848

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2024

**4. Other Assignments, All Levels (CONT)**

**PER ASSIGNMENT RATE**

(IWP) District Literacy Specialist	\$3,554 per school year
(IWP) Pathway Counselor	\$2,368 per school year
(IWP) Data Specialist	\$7,114 per school year
(IWP) Pathway Teacher	\$710 per school year & \$141 per meeting attended (\$679 maximum). (IWP) Pathway teachers may participate in five (5) voluntary after school meetings (each school year that they hold this title) where they will be compensated at a rate of \$141 per meeting attended for a maximum not to exceed \$710.
(IWP) Control Teacher	\$710 per school year
Middle School Play Productions Directors	\$1,422 (Per Production)
	Stipend paid to one (1) volunteer teacher selected by the Principal for purposes of providing support to students who participated in play or productions (from the beginning until completion of production). This stipend will be paid for a maximum of two (2) plays or productions developed in a single school year.
Middle School Play Productions Directors' Assistant	\$925 (Per Production)
	Stipend paid to no more than two (2) volunteer Teachers selected by the Principal for purposes of providing support to students who participate in plays or productions (from the beginning until completion of production). This stipend will be paid for a maximum of two (2) play or productions developed in a single school year.

(a) It is understood that the purpose of this article and Appendix J is to establish stipend rates of pay for extra duty only if a school or district desires to fund such a position. There is no intent to fund, commit funding or create all of the positions listed in Appendix J

**APPENDIX K: CATEGORICAL, GRANTS & FIXED COSTS PROGRAM**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2024

ASSIGNMENT	RATE
Master Training Teacher (Full Assignment-Per Semester)	\$891 (Agreement Limit)
Master Training Teacher (Full Summer School Assignment)	\$407 (Agreement Limit)
Categorical Aide Program Facilitator	\$1,907
GATE Teachers (Elementary & Secondary)	\$772 per assignment per school year
Resource Teacher Categorical/Bilingual Programs	One (1) \$8,246 stipend for one (1) position only, to be funded exclusively by Categorical Aid Funds. Stipends for 180 hours of additional work above and beyond the normal required 186 workdays. The 180 hours shall be subject to verification and audit.

**APPENDIX A: TEACHER ANNUAL SALARY SCHEDULE  
(186 WORKDAYS - 180 STUDENT DAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

STEP	SCALE 1 BA	SCALE 2 BA + 30 OR MA	SCALE 3 BA + 45	SCALE 4 BA + 60 INC. MA (OR) BA +75	SCALE 5 BA + 75 INC MA
1	\$ 69,345	\$ 72,812	\$ 76,453	\$ 80,276	\$ 84,290
2	\$ 71,633	\$ 75,215	\$ 78,976	\$ 82,925	\$ 87,071
3	\$ 73,997	\$ 77,697	\$ 81,582	\$ 85,661	\$ 89,944
4	\$ 76,439	\$ 80,261	\$ 84,274	\$ 88,488	\$ 92,912
5	\$ 78,961	\$ 82,909	\$ 87,054	\$ 91,407	\$ 95,977
6	\$ 81,567	\$ 85,645	\$ 89,927	\$ 94,423	\$ 99,144
7	\$ 84,259	\$ 88,472	\$ 92,896	\$ 97,541	\$ 102,418
8	\$ 87,040	\$ 91,392	\$ 95,962	\$ 100,760	\$ 105,798
9	\$ 89,912	\$ 94,408	\$ 99,128	\$ 104,084	\$ 109,288
10		\$ 97,523	\$ 102,399	\$ 107,519	\$ 112,895
11			\$ 105,778	\$ 111,067	\$ 116,620
12				\$ 114,732	\$ 120,469

**ANNUAL LONGEVITY INCREASES**

STEP	% INCREASE	YEARS OF SERVICE TO NLMUSD	SCALE 1 INCREASE FROM STEP 9	SCALE 2 INCREASE FROM STEP 10	SCALE 3 INCREASE FROM STEP 11	SCALE 4 INCREASE FROM STEP 12	SCALE 5 INCREASE FROM STEP 12
15	3.1010	AFTER 14 YEARS	\$ 2,788	\$ 3,024	\$ 3,280	\$ 3,558	\$ 3,736
20	6.4000	AFTER 19 YEARS	\$ 5,754	\$ 6,241	\$ 6,770	\$ 7,343	\$ 7,710
24	11.6140	AFTER 23 YEARS	\$ 10,442	\$ 11,326	\$ 12,285	\$ 13,325	\$ 13,991
30	17.0831	AFTER 29 YEARS	\$ 15,360	\$ 16,660	\$ 18,070	\$ 19,600	\$ 20,580

Effective Date: 07/01/2024  
Board Approved: 07/21/2025

**APPENDIX A-3: ADULT EDUCATION TEACHER ANNUAL SALARY SCHEDULE  
(183 WORKDAYS - 180 TEACHING DAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

STEP	SCALE 1 BA	SCALE 2 BA + 30 OR MA	SCALE 3 BA + 45	SCALE 4 BA + 60 INC. MA (OR) BA +75	SCALE 5 BA + 75 INC MA
1	\$ 68,226	\$ 71,637	\$ 75,219	\$ 78,980	\$ 82,929
2	\$ 70,477	\$ 74,001	\$ 77,701	\$ 81,586	\$ 85,665
3	\$ 72,803	\$ 76,443	\$ 80,265	\$ 84,278	\$ 88,492
4	\$ 75,205	\$ 78,965	\$ 82,913	\$ 87,059	\$ 91,412
5	\$ 77,687	\$ 81,571	\$ 85,650	\$ 89,933	\$ 94,430
6	\$ 80,251	\$ 84,264	\$ 88,477	\$ 92,901	\$ 97,546
7	\$ 82,899	\$ 87,044	\$ 91,396	\$ 95,966	\$ 100,764
8	\$ 85,635	\$ 89,917	\$ 94,413	\$ 99,134	\$ 104,091
9	\$ 88,461	\$ 92,884	\$ 97,528	\$ 102,404	\$ 107,524
10		\$ 95,949	\$ 100,746	\$ 105,783	\$ 111,072
11			\$ 104,071	\$ 109,275	\$ 114,739
12				\$ 112,881	\$ 118,525

ANNUAL LONGEVITY INCREASES							
STEP	% INCREASE	YEARS OF SERVICE TO NLMUSD	SCALE 1 INCREASE FROM STEP 9	SCALE 2 INCREASE FROM STEP 10	SCALE 3 INCREASE FROM STEP 11	SCALE 4 INCREASE FROM STEP 12	SCALE 5 INCREASE FROM STEP 12
15	3.1010	AFTER 14 YEARS	\$ 2,743	\$ 2,975	\$ 3,227	\$ 3,500	\$ 3,675
20	6.4000	AFTER 19 YEARS	\$ 5,662	\$ 6,141	\$ 6,661	\$ 7,224	\$ 7,586
24	11.6140	AFTER 23 YEARS	\$ 10,274	\$ 11,144	\$ 12,087	\$ 13,110	\$ 13,765
30	17.0831	AFTER 29 YEARS	\$ 15,112	\$ 16,391	\$ 17,779	\$ 19,284	\$ 20,248

Effective Date: 07/01/2024  
Board Approved: 07/21/2025

**APPENDIX A-4: SCHOOL NURSE ANNUAL SALARY SCHEDULE (216 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

STEP	SCALE 1 BA	SCALE 2 BA + 30 OR MA	SCALE 3 BA + 45	SCALE 4 BA + 60 INC. MA (OR) BA +75	SCALE 5 BA + 75 INC MA
1	\$ 80,529	\$ 84,555	\$ 84,555	\$ 93,222	\$ 97,883
2	\$ 83,186	\$ 87,345	\$ 87,345	\$ 96,298	\$ 101,113
3	\$ 85,931	\$ 90,228	\$ 90,228	\$ 99,476	\$ 104,450
4	\$ 88,767	\$ 93,205	\$ 93,205	\$ 102,758	\$ 107,896
5	\$ 91,696	\$ 96,281	\$ 96,281	\$ 106,150	\$ 111,458
6	\$ 94,722	\$ 99,458	\$ 99,458	\$ 109,653	\$ 115,136
7	\$ 97,848	\$ 102,740	\$ 102,740	\$ 113,271	\$ 118,935
8	\$ 101,077	\$ 106,131	\$ 106,131	\$ 117,010	\$ 122,861
9	\$ 104,413	\$ 109,634	\$ 109,634	\$ 120,872	\$ 126,916
10		\$ 113,252	\$ 113,252	\$ 124,861	\$ 131,104
11			\$ 122,839	\$ 128,981	\$ 135,430
12				\$ 133,237	\$ 139,899

ANNUAL LONGEVITY INCREASES							
STEP	% INCREASE	YEARS OF SERVICE TO NLMUSD	SCALE 1 INCREASE FROM STEP 9	SCALE 2 INCREASE FROM STEP 10	SCALE 3 INCREASE FROM STEP 11	SCALE 4 INCREASE FROM STEP 12	SCALE 5 INCREASE FROM STEP 12
15	3.1010	AFTER 14 YEARS	\$ 3,238	\$ 3,512	\$ 3,809	\$ 4,132	\$ 4,338
20	6.4000	AFTER 19 YEARS	\$ 6,682	\$ 7,248	\$ 7,862	\$ 8,527	\$ 8,954
24	11.6140	AFTER 23 YEARS	\$ 12,127	\$ 13,153	\$ 14,267	\$ 15,474	\$ 16,248
30	17.0831	AFTER 29 YEARS	\$ 17,837	\$ 19,347	\$ 20,985	\$ 22,761	\$ 23,899

Effective Date: 07/01/2024  
Board Approved: 07/21/2025

**APPENDIX C: CAREER TECHNICAL EDUCATION TEACHER ANNUAL SALARY SCHEDULE  
(186 WORKDAYS – 180 STUDENT DAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

STEP	SCALE 1 NO BA	SCALE 2 BA	SCALE 3 BA + 30 OR MA	SCALE 4 BA + 45	SCALE 5 BA + 60 INC. MA (OR) BA +75	SCALE 6 BA + 75 INC MA
1	\$ 63,984	\$ 87,038	\$ 91,390	\$ 95,960	\$ 100,758	\$ 105,796
2	\$ 67,399	\$ 89,910	\$ 94,406	\$ 99,126	\$ 104,082	\$ 109,286
3	\$ 71,015	\$ 92,877	\$ 97,521	\$ 102,397	\$ 107,517	\$ 112,893
4	\$ 74,344	\$ 95,942	\$ 100,739	\$ 105,776	\$ 111,065	\$ 116,618
5	\$ 77,855	\$ 99,108	\$ 104,063	\$ 109,266	\$ 114,729	\$ 120,465

ANNUAL LONGEVITY INCREASES								
STEP	% INCREASE	YEARS OF SERVICE TO NLMUSD	SCALE 1 INCREASE FROM STEP 5	SCALE 2 INCREASE FROM STEP 5	SCALE 3 INCREASE FROM STEP 5	SCALE 4 INCREASE FROM STEP 5	SCALE 5 INCREASE FROM STEP 5	SCALE 6 INCREASE FROM STEP 5
15	3.1010	AFTER 14 YEARS	\$ 2,414	\$ 3,073	\$ 3,227	\$ 3,388	\$ 3,558	\$ 3,736
20	6.4000	AFTER 19 YEARS	\$ 4,983	\$ 6,343	\$ 6,660	\$ 6,993	\$ 7,343	\$ 7,710
24	11.6140	AFTER 23 YEARS	\$ 9,042	\$ 11,510	\$ 12,086	\$ 12,690	\$ 13,325	\$ 13,991
30	17.0831	AFTER 29 YEARS	\$ 13,300	\$ 16,931	\$ 17,777	\$ 18,666	\$ 19,599	\$ 20,579

Effective Date: 07/01/2024  
Board Approved: 07/21/2025

**APPENDIX D: COUNSELOR ANNUAL SALARY SCHEDULE**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

<b>STEP</b>	<b>SCALE 9 ELEMENTARY AND MIDDLE 186 WORKDAYS (11 MO)</b>	<b>SCALE 10 HIGH SCHOOL 195 WORKDAYS (11 MO)</b>	<b>SCALE 11 ADULT SCHOOL 202 WORKDAYS (12 MO)</b>
<b>1</b>	\$ 99,146	\$ 103,913	\$ 107,671
<b>2</b>	\$ 102,418	\$ 107,342	\$ 111,224
<b>3</b>	\$ 105,798	\$ 110,884	\$ 114,894
<b>4</b>	\$ 109,289	\$ 114,543	\$ 118,686
<b>5</b>	\$ 112,896	\$ 118,323	\$ 122,603
<b>6</b>	\$ 116,622	\$ 122,228	\$ 126,649
<b>7</b>	\$ 120,471	\$ 126,262	\$ 130,828

<b>ANNUAL LONGEVITY INCREASES</b>					
<b>STEP</b>	<b>% INCREASE</b>	<b>YEARS OF SERVICE TO NLMUSD</b>	<b>SCALE 9 INCREASE FROM STEP 7</b>	<b>SCALE 10 INCREASE FROM STEP 7</b>	<b>SCALE 11 INCREASE FROM STEP 7</b>
15	3.1010	AFTER 14 YEARS	\$ 3,736	\$ 3,915	\$ 4,057
20	6.4000	AFTER 19 YEARS	\$ 7,710	\$ 8,081	\$ 8,373
24	11.6140	AFTER 23 YEARS	\$ 13,992	\$ 14,664	\$ 15,194
30	17.0831	AFTER 29 YEARS	\$ 20,580	\$ 21,569	\$ 22,349

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**APPENDIX E: PRESCHOOL TEACHER ANNUAL SALARY SCHEDULE (6HR/183 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

STEP	SCALE 15	SCALE 16 EARNED AA DEGREE OR HIGHER	SCALE 17 BACHELOR OF ARTS OR BACHELOR OF SCIENCE	SCALE 18 BA + 30 OR MA
1	\$ 33,187	\$ 34,877	\$ 36,594	\$ 38,425
2	\$ 34,905	\$ 36,623	\$ 38,491	\$ 40,414
3	\$ 36,611	\$ 38,466	\$ 40,373	\$ 42,390
4	\$ 38,532	\$ 40,426	\$ 42,456	\$ 44,580
5	\$ 40,426	\$ 42,456	\$ 44,568	\$ 46,800
6	\$ 42,444	\$ 44,540	\$ 46,800	\$ 49,142
7	\$ 44,731	\$ 46,897	\$ 49,237	\$ 51,701
8	\$ 46,897	\$ 49,237	\$ 51,687	\$ 54,272

ANNUAL LONGEVITY INCREASES					
STEP	YEARS OF SERVICE TO NLMUSD	SCALE 15 INCREASE FROM STEP 8	SCALE 16 INCREASE FROM STEP 8	SCALE 17 INCREASE FROM STEP 8	SCALE 18 INCREASE FROM STEP 8
15	AFTER 14 YEARS	\$ 1,339	\$ 1,381	\$ 1,475	\$ 1,545
20	AFTER 19 YEARS	\$ 2,880	\$ 2,992	\$ 3,196	\$ 3,357
24	AFTER 23 YEARS	\$ 5,724	\$ 5,970	\$ 6,321	\$ 6,631
30	AFTER 29 YEARS	\$ 8,701	\$ 9,109	\$ 9,610	\$ 10,083

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**APPENDIX F: EARLY HEAD START CENTER BASED BILINGUAL PRESCHOOL TEACHER ANNUAL  
SALARY SCHEDULE (8HR/203 WORKDAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

<b>STEP</b>	<b>SCALE 21</b>	<b>SCALE 22 EARNED AA DEGREE OR HIGHER</b>	<b>SCALE 23 EARNED B.A. OR B.S. DEGREE OR HIGHER</b>	<b>SCALE 24 BA + 30 OR MA</b>
1	\$ 49,391	\$ 51,947	\$ 54,490	\$ 57,215
2	\$ 51,981	\$ 54,559	\$ 57,343	\$ 60,210
3	\$ 54,513	\$ 57,274	\$ 60,128	\$ 63,134
4	\$ 57,390	\$ 60,221	\$ 63,201	\$ 66,361
5	\$ 60,221	\$ 63,201	\$ 66,400	\$ 69,720
6	\$ 63,179	\$ 66,377	\$ 69,680	\$ 73,164
7	\$ 66,619	\$ 69,842	\$ 73,340	\$ 77,007
8	\$ 69,842	\$ 73,340	\$ 76,953	\$ 80,801

<b>ANNUAL LONGEVITY INCREASES</b>					
<b>STEP</b>	<b>YEARS OF SERVICE TO NLMUSD</b>	<b>SCALE 21 INCREASE FROM STEP 8</b>	<b>SCALE 22 INCREASE FROM STEP 8</b>	<b>SCALE 23 INCREASE FROM STEP 8</b>	<b>SCALE 24 INCREASE FROM STEP 8</b>
15	AFTER 14 YEARS	\$ 1,967	\$ 2,071	\$ 2,255	\$ 2,367
20	AFTER 19 YEARS	\$ 4,257	\$ 4,488	\$ 4,764	\$ 5,002
24	AFTER 23 YEARS	\$ 8,504	\$ 8,895	\$ 9,402	\$ 9,872
30	AFTER 29 YEARS	\$ 12,957	\$ 13,533	\$ 14,305	\$ 15,020

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**APPENDIX F-2: PRESCHOOL NURSE/PRESCHOOL TOSA ANNUAL SALARY SCHEDULE  
(8HR/202 WORKDAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

STEP	SCALE 101 BA	SCALE 102 BA + 30 OR MA	SCALE 103 BA + 45	SCALE 104 BA + 60 INC MA (OR) BA +75	SCALE 105 BA + 75 INC MA
1	\$ 75,304	\$ 79,069	\$ 83,022	\$ 87,173	\$ 91,532
2	\$ 77,789	\$ 81,678	\$ 85,762	\$ 90,050	\$ 94,553
3	\$ 80,356	\$ 84,374	\$ 88,593	\$ 93,023	\$ 97,674
4	\$ 83,008	\$ 87,158	\$ 91,516	\$ 96,092	\$ 100,897
5	\$ 85,747	\$ 90,034	\$ 94,536	\$ 99,263	\$ 104,226
6	\$ 88,577	\$ 93,006	\$ 97,656	\$ 102,539	\$ 107,666
7	\$ 91,500	\$ 96,075	\$ 100,879	\$ 105,923	\$ 111,219
8	\$ 94,520	\$ 99,246	\$ 104,208	\$ 109,418	\$ 114,889
9	\$ 97,639	\$ 102,521	\$ 107,647	\$ 113,029	\$ 118,680
10		\$ 105,904	\$ 111,199	\$ 116,759	\$ 122,597
11			\$ 114,869	\$ 120,612	\$ 126,643
12				\$ 124,592	\$ 130,822

ANNUAL LONGEVITY INCREASES							
STEP	% INCREASE	YEARS OF SERVICE TO NLMUSD	SCALE 101 INCREASE FROM STEP 9	SCALE 102 INCREASE FROM STEP 10	SCALE 103 INCREASE FROM STEP 11	SCALE 104 INCREASE FROM STEP 12	SCALE 105 INCREASE FROM STEP 12
15	3.1010	AFTER 14 YEARS	\$ 3,028	\$ 3,284	\$ 3,562	\$ 3,864	\$ 4,057
20	6.4000	AFTER 19 YEARS	\$ 6,249	\$ 6,778	\$ 7,352	\$ 7,974	\$ 8,373
24	11.6140	AFTER 23 YEARS	\$ 11,340	\$ 12,300	\$ 13,341	\$ 14,470	\$ 15,194
30	17.0831	AFTER 29 YEARS	\$ 16,680	\$ 18,092	\$ 19,623	\$ 21,284	\$ 22,348

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**APPENDIX F-3: PRESCHOOL TEACHER/PRESCHOOL PERMIT TOSA ANNUAL SALARY SCHEDULE  
(8HR/183 WORKDAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

STEP	SCALE 21	SCALE 22 EARNED AA DEGREE OR HIGHER	SCALE 23 EARNED B.A. OR B.S. DEGREE OR HIGHER	SCALE 24 BA + 30 OR MA
1	\$ 44,547	\$ 46,826	\$ 49,127	\$ 51,578
2	\$ 46,848	\$ 49,184	\$ 51,693	\$ 54,271
3	\$ 49,150	\$ 51,636	\$ 54,214	\$ 56,918
4	\$ 51,751	\$ 54,271	\$ 56,976	\$ 59,818
5	\$ 54,271	\$ 56,976	\$ 59,852	\$ 62,856
6	\$ 56,952	\$ 59,830	\$ 62,810	\$ 65,951
7	\$ 60,059	\$ 62,959	\$ 66,102	\$ 69,416
8	\$ 62,959	\$ 66,102	\$ 69,358	\$ 72,834

ANNUAL LONGEVITY INCREASES					
STEP	YEARS OF SERVICE TO NLMUSD	SCALE 21 INCREASE FROM STEP 8	SCALE 22 INCREASE FROM STEP 8	SCALE 23 INCREASE FROM STEP 8	SCALE 24 INCREASE FROM STEP 8
15	AFTER 14 YEARS	\$ 1,773	\$ 1,898	\$ 2,049	\$ 2,140
20	AFTER 19 YEARS	\$ 3,832	\$ 4,050	\$ 4,304	\$ 4,522
24	AFTER 23 YEARS	\$ 7,653	\$ 8,032	\$ 8,481	\$ 8,906
30	AFTER 29 YEARS	\$ 11,681	\$ 12,209	\$ 12,900	\$ 13,544

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**APPENDIX G-1: EARLY HEAD START HOME-BASE BILINGUAL PRESCHOOL TEACHER  
ANNUAL SALARY SCHEDULE (8HR/225 WORKDAYS/11.5 MONTHS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

STEP	SCALE 18	SCALE 19 EARNED AA DEGREE OR HIGHER	SCALE 20 BACHELOR OF ARTS OR BACHELOR OF SCIENCE	SCALE 21 BACHELOR OF ARTS + 30 OR MA
1	\$ 54,385	\$ 57,121	\$ 59,995	\$ 63,009
2	\$ 57,171	\$ 60,046	\$ 63,110	\$ 66,260
3	\$ 60,009	\$ 63,047	\$ 66,173	\$ 69,499
4	\$ 63,185	\$ 66,272	\$ 69,587	\$ 73,078
5	\$ 66,272	\$ 69,587	\$ 73,052	\$ 76,692
6	\$ 69,562	\$ 73,001	\$ 76,692	\$ 80,547
7	\$ 73,328	\$ 76,906	\$ 80,710	\$ 84,777
8	\$ 76,906	\$ 80,710	\$ 84,752	\$ 88,970

ANNUAL LONGEVITY INCREASES					
STEP	YEARS OF SERVICE TO NLMUSD	SCALE 18 INCREASE FROM STEP 8	SCALE 19 INCREASE FROM STEP 8	SCALE 20 INCREASE FROM STEP 8	SCALE 21 INCREASE FROM STEP 8
15	AFTER 14 YEARS	\$ 2,096	\$ 2,273	\$ 2,423	\$ 2,574
20	AFTER 19 YEARS	\$ 4,620	\$ 4,934	\$ 5,197	\$ 5,462
24	AFTER 23 YEARS	\$ 9,315	\$ 9,829	\$ 10,307	\$ 10,872
30	AFTER 29 YEARS	\$ 14,224	\$ 14,952	\$ 15,718	\$ 16,534

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**APPENDIX H: ADULT EDUCATION HOURLY SALARY SCHEDULE**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

<b>STEP</b>	<b>SCALE 11 REGULAR HOURLY RATE</b>	<b>SCALE 12 BA + 30 OR MA HOURLY RATE</b>	<b>SCALE 13 BA + 75 INC MA HOURLY RATE</b>
<b>1</b>	\$ <b>54.73</b>	\$ <b>56.29</b>	\$ <b>58.04</b>
<b>2</b>	\$ <b>57.55</b>	\$ <b>59.21</b>	\$ <b>61.03</b>
<b>3</b>	\$ <b>60.45</b>	\$ <b>62.30</b>	\$ <b>64.13</b>
<b>4</b>	\$ <b>63.27</b>	\$ <b>65.16</b>	\$ <b>67.14</b>
<b>5</b>	\$ <b>66.09</b>	\$ <b>68.00</b>	\$ <b>70.09</b>
<b>6</b>	\$ <b>68.99</b>	\$ <b>71.04</b>	\$ <b>73.13</b>
<b>7</b>	\$ <b>71.81</b>	\$ <b>74.01</b>	\$ <b>76.17</b>
<b>8</b>	\$ <b>74.63</b>	\$ <b>76.87</b>	\$ <b>79.21</b>

<b>ANNUAL LONGEVITY INCREASES</b>				
<b>STEP</b>	<b>YEARS OF SERVICE TO NLMUSD</b>	<b>SCALE 11 INCREASE FROM STEP 8</b>	<b>SCALE 12 INCREASE FROM STEP 10</b>	<b>SCALE 13 INCREASE FROM STEP 11</b>
15	AFTER 14 YEARS	\$ <b>0.45</b>	\$ <b>0.47</b>	\$ <b>0.50</b>
20	AFTER 19 YEARS	\$ <b>2.87</b>	\$ <b>2.94</b>	\$ <b>3.05</b>
24	AFTER 23 YEARS	\$ <b>5.30</b>	\$ <b>8.44</b>	\$ <b>8.62</b>
30	AFTER 29 YEARS	\$ <b>12.39</b>	\$ <b>18.49</b>	\$ <b>18.79</b>

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**APPENDIX H-2: CREDENTIALLED SPEECH & LANGUAGE PATHOLOGIST ANNUAL  
SALARY SCHEDULE (188 WORKDAYS – 11 MONTHS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

<b>STEP</b>	<b>ANNUAL</b>
<b>1</b>	<b>\$ 95,247</b>
<b>2</b>	<b>\$ 98,580</b>
<b>3</b>	<b>\$ 102,031</b>
<b>4</b>	<b>\$ 105,599</b>
<b>5</b>	<b>\$ 109,296</b>
<b>6</b>	<b>\$ 113,124</b>
<b>7</b>	<b>\$ 117,081</b>
<b>8</b>	<b>\$ 121,181</b>
<b>9</b>	<b>\$ 125,423</b>
<b>10</b>	<b>\$ 129,811</b>
<b>11</b>	<b>\$ 134,356</b>
<b>12</b>	<b>\$ 139,056</b>
<b>13</b>	<b>\$ 143,924</b>
<b>14</b>	<b>\$ 148,961</b>

<b>ANNUAL LONGEVITY INCREASES</b>			
<b>STEP</b>	<b>% INCREASE</b>	<b>YEARS OF SERVICE TO NLMUSD</b>	<b>SCALE 106 FROM STEP 14</b>
15	3.5000	AFTER 14 YEARS	<b>\$ 5,214</b>
20	8.6730	AFTER 19 YEARS	<b>\$ 12,919</b>
25	14.1074	AFTER 24 YEARS	<b>\$ 21,015</b>

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**APPENDIX H-3: PSYCHOLOGIST ANNUAL SALARY SCHEDULE  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

**SCHOOL PSYCHOLOGIST ANNUAL SALARY SCHEDULE  
(188 WORKDAYS – 11 MONTHS)**

STEP	ANNUAL
<b>1</b>	<b>\$ 131,936</b>
<b>2</b>	<b>\$ 134,598</b>
<b>3</b>	<b>\$ 137,292</b>
<b>4</b>	<b>\$ 140,036</b>

ANNUAL LONGEVITY INCREASES			
STEP	% INCREASE	YEARS OF SERVICE TO NLMUSD	FROM STEP 4
13	2.00	AFTER 13 YEARS	\$ 2,801
15	5.00	AFTER 15 YEARS	\$ 7,002
20	8.00	AFTER 20 YEARS	\$ 11,203
25	10.00	AFTER 25 YEARS	\$ 14,004

**ERMHS PSYCHOLOGIST ANNUAL SALARY SCHEDULE  
(202 WORKDAYS – 12 MONTHS)**

STEP	ANNUAL
<b>1</b>	<b>\$ 141,276</b>
<b>2</b>	<b>\$ 144,128</b>
<b>3</b>	<b>\$ 146,992</b>
<b>4</b>	<b>\$ 149,905</b>

ANNUAL LONGEVITY INCREASES			
STEP	% INCREASE	YEARS OF SERVICE TO NLMUSD	FROM STEP 4
13	2.00	AFTER 13 YEARS	\$ 2,998
15	5.00	AFTER 15 YEARS	\$ 7,495
20	8.00	AFTER 20 YEARS	\$ 11,992
25	10.00	AFTER 25 YEARS	\$ 14,991

**APPENDIX I: HOURLY, DAILY & INTERMITTENT PAY**  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

<b>ASSIGNMENT</b>	<b>AMOUNT</b>	<b>BASED ON:</b>
Summer School Hourly Rate	\$52.31 Per Hour	325-Minute Day
Summer School Elementary School	\$283.25 Per Day	325-Minute Day
Summer School Middle School	\$283.25 Per Day	325-Minute Day
Summer School High School	\$299.45 Per Day	343.75-Minute Day
Home Teacher	\$44.98 Per Hour	

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**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

<b>1. High School Athletics</b>	<b>PER ASSIGNMENT RATE</b>	<b>PER ASSIGNMENT PER WEEK POST SEASON</b>
Athletic Director	\$6,060	
Athletic Director-Assistant	\$4,554	
Varsity Baseball-Head	\$5,007	\$245
Varsity Baseball-Assistant	\$3,516	\$166
JV Baseball-Head	\$3,516	
Freshman Baseball-Head	\$3,147	
Varsity Basketball-Head	\$5,118	\$245
Varsity Basketball-Assistant	\$3,525	\$166
JV Basketball-Head	\$3,525	
Sophomore Basketball-Head	\$3,397	
Freshman Basketball-Head	\$3,271	
Cross Country-Head	\$4,083	\$166
Cross Country-Assistant	\$3,081	\$166
Varsity Football-Head	\$6,016	\$328
Varsity Football-Assistant	\$3,848	\$245
JV Football-Head	\$3,728	
JV Football-Assistant	\$3,422	
Sophomore Football-Head	\$3,289	
Sophomore Football-Assistant	\$3,192	
Freshman Football-Head	\$3,558	
Freshman Football-Assistant	\$3,192	
Golf-Head	\$4,013	\$83
Gymnastics/Dance Team-Head	\$4,724	\$166
Gymnastics/Dance Team-Assistant	\$3,052	\$166
Varsity Soccer-Head	\$4,635	\$245
Varsity Soccer-Assistant	\$3,147	\$83
JV Soccer-Head	\$3,147	
JV Soccer-Assistant	\$3,147	
Freshman Soccer-Head	\$3,147	
Freshman Soccer-Assistant	\$3,147	
Varsity Softball-Head	\$5,007	\$245
Varsity Softball-Assistant	\$3,516	\$166
JV Softball-Head	\$3,516	
Varsity Swim Team-Head	\$4,953	\$245
Varsity Swim Team-Assistant	\$3,222	\$166
Varsity Water Polo-Head	\$4,953	\$245
Varsity Water Polo-Assistant	\$3,222	\$166

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**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

	<b>PER ASSIGNMENT RATE</b>	<b>PER ASSIGNMENT PER WEEK POST SEASON</b>
<b>1. High School Athletics (CONT)</b>		
Varsity Tennis-Head	\$4,321	\$166
JV Tennis-Head	\$3,147	
Varsity Track-Head	\$5,007	\$166
Track-Assistant	\$3,252	\$166
Varsity Volleyball-Head	\$4,749	\$245
JV Volleyball-Head	\$3,355	
Sophomore Volleyball-Head	\$3,147	
Freshman Volleyball-Head	\$3,052	
Wrestling-Head	\$4,772	\$166
Wrestling-Assistant	\$3,292	\$166
Varsity ESports-Head	\$3,147	\$166
Varsity ESports-Assistant	\$2,825	\$83
JV ESports-Head	\$2,825	
Flag Football-Head	\$3,558	
Flag Football-Assistant	\$3,192	
<b>2. Other High School Activities</b>		
Band Director	\$7,969	\$235
Coordinator of Activities	\$7,284	
El Camino High School Coordinator of Activities	\$3,640	
Drill Team Director	\$3,843	
Pep Squad	\$3,843	
Forensics-Head	\$3,401	
Forensics-Assistant	\$2,168	
News Releases	\$1,947	
Technical Stage Director	\$3,648	
Play & Productions Directors (Per Production)	\$3,372	
Yearbook Advisor	\$3,848	
Newspaper Advisor	\$4,151	
Academic Decathlon Coach	\$3,349	
<b>3. High School Department Heads</b>		
7 to 14 Sections	\$1,386	
15 to 20 Sections	\$1,772	
21 to 45 Sections	\$2,157	
46 to 70 Sections	\$2,557	
71 to 95 Sections	\$2,950	
96 plus Sections	\$3,343	
El Camino (2 Positions)	\$1,366	
Adult Education	\$1,386	

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**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

<b>4. Other Assignments, All levels</b>	<b>PER ASSIGNMENT RATE</b>
Assessment Liaison (One per school)	\$2,382 per school year
Peer Assistance and Support Teacher	\$2,286 - 9,147
Intern Support Provider	\$405 per semester X # new teachers (4 max)
Onsite Support Provider for New Teachers	\$405 per semester X # new teachers (4 max)
Tutoring	\$52.31 per hour
Homework Helpline	\$52.31 per hour
Saturday School	\$52.31 per hour
Honor Band	\$822
Saturday School Teacher - Migrant Ed	\$52.31 per hour
Student Supervision Duty (Provided when necessary)	\$35.21 per hour
Nurses	\$7,623 per school year
Middle School Coaching	\$41.68 per hour
English to Spanish/Second Language Translations	\$33.65
Bilingual Area Resource Teacher	Three (3) \$8,824 stipends for three (3) positions only to be funded exclusively by Categorical Aid Funds. Stipends for 180 hours of additional work above and beyond the normal required 186 workdays. The 180 hours shall be subject to verification and audit.
Extra Pay	\$47.08 per hour
Over-the-ratio (Elementary Level)	\$103.00 per student/per month
Combo Classes (Elementary Level)	\$3,695 per school year
Bilingual Dual Immersion	\$1,848 per school year
Speech and Language Pathologist (Waiver)	\$1,422 per school year
District Level TOSA (Excludes TOSA Admin)	\$7,623
Technology Teacher	\$7,623
PTAP Support Providers	\$1,848

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

**4. Other Assignments, All Levels (CONT)**

**PER ASSIGNMENT RATE**

(IWP) District Literacy Specialist	\$3,554 per school year
(IWP) Pathway Counselor	\$2,368 per school year
(IWP) Data Specialist	\$7,114 per school year
(IWP) Pathway Teacher	\$710 per school year & \$141 per meeting attended (\$679 maximum). (IWP) Pathway teachers may participate in five (5) voluntary after school meetings (each school year that they hold this title) where they will be compensated at a rate of \$141 per meeting attended for a maximum not to exceed \$710.
(IWP) Control Teacher	\$710 per school year
Middle School Play Productions Directors	\$1,422 (Per Production)
	Stipend paid to one (1) volunteer teacher selected by the Principal for purposes of providing support to students who participated in play or productions (from the beginning until completion of production). This stipend will be paid for a maximum of two (2) plays or productions developed in a single school year.
Middle School Play Productions Directors' Assistant	\$925 (Per Production)
	Stipend paid to no more than two (2) volunteer Teachers selected by the Principal for purposes of providing support to students who participate in plays or productions (from the beginning until completion of production). This stipend will be paid for a maximum of two (2) play or productions developed in a single school year.

(a) It is understood that the purpose of this article and Appendix J is to establish stipend rates of pay for extra duty only if a school or district desires to fund such a position. There is no intent to fund, commit funding or create all of the positions listed in Appendix J

**APPENDIX K: CATEGORICAL, GRANTS & FIXED COSTS PROGRAM**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

ASSIGNMENT	RATE
Master Training Teacher (Full Assignment-Per Semester)	\$891 (Agreement Limit)
Master Training Teacher (Full Summer School Assignment)	\$407 (Agreement Limit)
Categorical Aide Program Facilitator	\$1,907
GATE Teachers (Elementary & Secondary)	\$772 per assignment per school year
Resource Teacher Categorical/Bilingual Programs	One (1) \$8,246 stipend for one (1) position only, to be funded exclusively by Categorical Aid Funds. Stipends for 180 hours of additional work above and beyond the normal required 186 workdays. The 180 hours shall be subject to verification and audit.