

**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, 2025 and ending: June 30, 2026
 (date) (date)

The Governing Board will act upon this agreement on: March 9, 2026
 (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) 2025-26	Year 2 Increase/(Decrease) 2026-27	Year 3 Increase/(Decrease) 2027-28
1. Salary Schedule Including Step and Column	\$ 105,197,514	\$ 2,419,543			
		2.30%	0.00%	0.00%	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 4,025,181	\$ 92,579			
		2.30%	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.	\$ 26,286,626	\$ 604,592			
		2.30%	0.00%	0.00%	
4. Health/Welfare Plans					
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 135,509,321	\$ 3,116,714	\$ -	\$ -	
		2.30%	0.00%	0.00%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	901.00				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 150,399	\$ 3,459	\$ -	\$ -	
		2.30%	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"?

2.30% increase to TANLA salary schedules, retro-active to July 1, 2025.

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 \$11,475. 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.)

Teachers now have the full day for prep time on the day before students begin. Previously, principals had 2 hours to meet with them.

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.

Norwalk-La Mirada Unified School District

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

Bargaining Unit: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/09/2026)	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	\$ 210,313,220		\$ -	\$ 210,313,220
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 6,668,329		\$ -	\$ 6,668,329
Other Local Revenue 8600-8799	\$ 5,235,826		\$ -	\$ 5,235,826
TOTAL REVENUES	\$ 222,217,375		\$ -	\$ 222,217,375
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 79,686,433	\$ 1,544,232		\$ 81,230,665
Classified Salaries 2000-2999	\$ 35,045,595	\$ -		\$ 35,045,595
Employee Benefits 3000-3999	\$ 51,488,436	\$ 371,651		\$ 51,860,087
Books and Supplies 4000-4999	\$ 6,440,853		\$ -	\$ 6,440,853
Services and Other Operating Expenditures 5000-5999	\$ 19,890,328		\$ -	\$ 19,890,328
Capital Outlay 6000-6999	\$ 47,000		\$ -	\$ 47,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 120,000		\$ -	\$ 120,000
Transfers of Indirect Costs 7300-7399	\$ (4,018,295)		\$ -	\$ (4,018,295)
TOTAL EXPENDITURES	\$ 188,700,350	\$ 1,915,883	\$ -	\$ 190,616,233
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 2,187,890	\$ -	\$ -	\$ 2,187,890
Transfers Out and Other Uses 7600-7699	\$ 692,741	\$ -	\$ -	\$ 692,741
Contributions 8980-8999	\$ (45,325,342)	\$ (616,915)	\$ -	\$ (45,942,257)
OPERATING SURPLUS (DEFICIT)*	\$ (10,313,168)	\$ (2,532,798)	\$ -	\$ (12,845,966)
BEGINNING FUND BALANCE 9791	\$ 65,137,668			\$ 65,137,668
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 54,824,500	\$ (2,532,798)	\$ -	\$ 52,291,702
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740				
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 9,593,623	\$ 87,210	\$ -	\$ 9,680,833
Unassigned/Unappropriated Amount 9790	\$ 45,230,877	\$ (2,620,008)	\$ -	\$ 42,610,869

*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

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

Bargaining Unit: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/09/2026)	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	\$ 11,784,289		\$ -	\$ 11,784,289
Other State Revenue 8300-8599	\$ 57,984,994		\$ -	\$ 57,984,994
Other Local Revenue 8600-8799	\$ 2,717,306		\$ -	\$ 2,717,306
TOTAL REVENUES	\$ 72,486,589		\$ -	\$ 72,486,589
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 36,556,946	\$ 798,851	\$ -	\$ 37,355,797
Classified Salaries 2000-2999	\$ 19,611,720	\$ -	\$ -	\$ 19,611,720
Employee Benefits 3000-3999	\$ 37,041,454	\$ 192,260	\$ -	\$ 37,233,714
Books and Supplies 4000-4999	\$ 9,204,154		\$ -	\$ 9,204,154
Services and Other Operating Expenditures 5000-5999	\$ 15,572,116		\$ -	\$ 15,572,116
Capital Outlay 6000-6999	\$ 8,596,185		\$ -	\$ 8,596,185
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 500,000		\$ -	\$ 500,000
Transfers of Indirect Costs 7300-7399	\$ 2,811,776		\$ -	\$ 2,811,776
TOTAL EXPENDITURES	\$ 129,894,351	\$ 991,111	\$ -	\$ 130,885,462
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	\$ 45,325,342	\$ 616,915	\$ -	\$ 45,942,257
OPERATING SURPLUS (DEFICIT)*	\$ (12,582,420)	\$ (374,196)	\$ -	\$ (12,956,616)
BEGINNING FUND BALANCE 9791	\$ 33,059,667			\$ 33,059,667
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 20,477,247	\$ (374,196)	\$ -	\$ 20,103,051
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 20,477,247	\$ (374,196)	\$ -	\$ 20,103,051
Committed 9750-9760				
Assigned Amounts 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

Norwalk-La Mirada Unified School District

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

Bargaining Unit:

Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/09/2026)	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	\$ 210,313,220		\$ -	\$ 210,313,220
Federal Revenue 8100-8299	\$ 11,784,289		\$ -	\$ 11,784,289
Other State Revenue 8300-8599	\$ 64,653,323		\$ -	\$ 64,653,323
Other Local Revenue 8600-8799	\$ 7,953,132		\$ -	\$ 7,953,132
TOTAL REVENUES	\$ 294,703,964		\$ -	\$ 294,703,964
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 116,243,379	\$ 2,343,083	\$ -	\$ 118,586,462
Classified Salaries 2000-2999	\$ 54,657,315	\$ -	\$ -	\$ 54,657,315
Employee Benefits 3000-3999	\$ 88,529,890	\$ 563,911	\$ -	\$ 89,093,801
Books and Supplies 4000-4999	\$ 15,645,007		\$ -	\$ 15,645,007
Services and Other Operating Expenditures 5000-5999	\$ 35,462,444		\$ -	\$ 35,462,444
Capital Outlay 6000-6999	\$ 8,643,185		\$ -	\$ 8,643,185
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 620,000		\$ -	\$ 620,000
Transfers of Indirect Costs 7300-7399	\$ (1,206,519)		\$ -	\$ (1,206,519)
TOTAL EXPENDITURES	\$ 318,594,701	\$ 2,906,994	\$ -	\$ 321,501,695
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 2,187,890	\$ -	\$ -	\$ 2,187,890
Transfers Out and Other Uses 7600-7699	\$ 1,192,741	\$ -	\$ -	\$ 1,192,741
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (22,895,588)	\$ (2,906,994)	\$ -	\$ (25,802,582)
BEGINNING FUND BALANCE				
9791	\$ 98,197,335			\$ 98,197,335
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 75,301,747	\$ (2,906,994)	\$ -	\$ 72,394,753
COMPONENTS OF ENDING FUND				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 20,477,247	\$ (374,196)	\$ -	\$ 20,103,051
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 9,593,623	\$ 87,210	\$ -	\$ 9,680,833
Unassigned/Unappropriated Amount 9790	\$ 45,230,877	\$ (2,620,008)	\$ -	\$ 42,610,869

*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:

Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/09/2026)	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	\$ 390,869		\$ -	\$ 390,869
Other State Revenue 8300-8599	\$ 5,532,723		\$ -	\$ 5,532,723
Other Local Revenue 8600-8799	\$ 283,000		\$ -	\$ 283,000
TOTAL REVENUES	\$ 6,206,592		\$ -	\$ 6,206,592
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 2,515,448	\$ 43,366	\$ -	\$ 2,558,814
Classified Salaries 2000-2999	\$ 841,810	\$ -	\$ -	\$ 841,810
Employee Benefits 3000-3999	\$ 1,502,464	\$ 10,437	\$ -	\$ 1,512,901
Books and Supplies 4000-4999	\$ 348,825		\$ -	\$ 348,825
Services and Other Operating Expenditures 5000-5999	\$ 387,516		\$ -	\$ 387,516
Capital Outlay 6000-6999	\$ 1,390,185		\$ -	\$ 1,390,185
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 230,290		\$ -	\$ 230,290
TOTAL EXPENDITURES	\$ 7,216,538	\$ 53,803	\$ -	\$ 7,270,341
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (1,009,946)	\$ (53,803)	\$ -	\$ (1,063,749)
BEGINNING FUND BALANCE				
9791	\$ 1,259,664			\$ 1,259,664
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 249,718	\$ (53,803)	\$ -	\$ 195,915
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 107,873	\$ (53,803)	\$ -	\$ 54,070
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 141,845	\$ -	\$ -	\$ 141,845
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

Norwalk-La Mirada Unified School District

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

Bargaining Unit:

Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/09/2026)	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	\$ 13,373,108		\$ -	\$ 13,373,108
Other State Revenue 8300-8599	\$ 5,045,659		\$ -	\$ 5,045,659
Other Local Revenue 8600-8799	\$ 290,000		\$ -	\$ 290,000
TOTAL REVENUES	\$ 18,708,767		\$ -	\$ 18,708,767
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 6,230,429	\$ 125,671	\$ -	\$ 6,356,100
Classified Salaries 2000-2999	\$ 4,191,995	\$ -	\$ -	\$ 4,191,995
Employee Benefits 3000-3999	\$ 5,870,708	\$ 30,246	\$ -	\$ 5,900,954
Books and Supplies 4000-4999	\$ 1,381,137		\$ -	\$ 1,381,137
Services and Other Operating Expenditures 5000-5999	\$ 596,459		\$ -	\$ 596,459
Capital Outlay 6000-6999	\$ 34,579		\$ -	\$ 34,579
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 403,460		\$ -	\$ 403,460
TOTAL EXPENDITURES	\$ 18,708,767	\$ 155,917	\$ -	\$ 18,864,684
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ -	\$ (155,917)	\$ -	\$ (155,917)
BEGINNING FUND BALANCE 9791	\$ 3,337,964			\$ 3,337,964
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 3,337,964	\$ (155,917)	\$ -	\$ 3,182,047
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 3,287,444	\$ (155,917)	\$ -	\$ 3,131,527
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 50,520	\$ -	\$ -	\$ 50,520
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

Norwalk-La Mirada Unified School District

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

Bargaining Unit:

Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/09/2026)	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	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ -		\$ -	\$ -
Other Local Revenue 8600-8799	\$ -		\$ -	\$ -
TOTAL REVENUES	\$ -		\$ -	\$ -
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ -	\$ -	\$ -	\$ -
Employee Benefits 3000-3999	\$ -	\$ -	\$ -	\$ -
Books and Supplies 4000-4999	\$ -		\$ -	\$ -
Services and Other Operating Expenditures 5000-5999	\$ -		\$ -	\$ -
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ -	\$ -	\$ -	\$ -
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE 9791	\$ -			\$ -
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
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: _____

Bargaining Unit: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/09/2026)	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 Revenues 8600-8799	\$ -		\$ -	\$ -
TOTAL REVENUES	\$ -		\$ -	\$ -
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ -	\$ -	\$ -	\$ -
Employee Benefits 3000-3999	\$ -	\$ -	\$ -	\$ -
Books and Supplies 4000-4999	\$ -		\$ -	\$ -
Services and Other Operating Expenditures 5000-5999	\$ -		\$ -	\$ -
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ -	\$ -	\$ -	\$ -
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE 9791	\$ -			\$ -
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
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

Norwalk-La Mirada Unified School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:

Bargaining Unit: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 03/09/2026)	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	\$ -		\$ -	\$ -
TOTAL REVENUES	\$ -		\$ -	\$ -
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ -	\$ -	\$ -	\$ -
Employee Benefits 3000-3999	\$ -	\$ -	\$ -	\$ -
Books and Supplies 4000-4999	\$ -		\$ -	\$ -
Services and Other Operating Expenditures 5000-5999	\$ -		\$ -	\$ -
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES	\$ -	\$ -	\$ -	\$ -
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE 9791	\$ -			\$ -
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
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

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

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

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
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: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 210,313,220	\$ 212,538,724	\$ 213,777,439
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 6,668,329	\$ 6,300,000	\$ 6,000,000
Other Local Revenue 8600-8799	\$ 5,235,826	\$ 4,807,000	\$ 4,500,000
TOTAL REVENUES	\$ 222,217,375	\$ 223,645,724	\$ 224,277,439
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 81,230,665	\$ 86,230,423	\$ 84,967,728
Classified Salaries 2000-2999	\$ 35,045,595	\$ 35,396,051	\$ 35,750,011
Employee Benefits 3000-3999	\$ 51,860,087	\$ 53,916,973	\$ 54,013,022
Books and Supplies 4000-4999	\$ 6,440,853	\$ 6,440,853	\$ 6,440,853
Services and Other Operating Expenditures 5000-5999	\$ 19,890,328	\$ 18,518,368	\$ 18,649,225
Capital Outlay 6000-6999	\$ 47,000	\$ 20,000	\$ 20,000
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 120,000	\$ 120,000	\$ 120,000
7400-7499			
Transfers of Indirect Costs 7300-7399	\$ (4,018,295)	\$ (3,919,283)	\$ (3,919,283)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 190,616,233	\$ 196,723,385	\$ 196,041,556
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 2,187,890	\$ 2,187,890	\$ 2,187,890
Transfers Out and Other Uses 7600-7699	\$ 692,741	\$ 692,741	\$ 692,741
Contributions 8980-8999	\$ (45,942,257)	\$ (45,942,257)	\$ (45,942,257)
OPERATING SURPLUS (DEFICIT)*	\$ (12,845,966)	\$ (17,524,769)	\$ (16,211,225)
BEGINNING FUND BALANCE			
9791	\$ 65,137,668	\$ 52,291,702	\$ 34,766,933
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 52,291,702	\$ 34,766,933	\$ 18,555,708
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 9,680,833	\$ 9,377,139	\$ 9,280,869
Unassigned/Unappropriated Amount 9790	\$ 42,610,869	\$ 25,389,794	\$ 9,274,839

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Los Angeles County Office of Education
Business Advisory Services

Revised 07/23/2024

Norwalk-La Mirada Unified School District

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

Bargaining Unit: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 11,784,289	\$ 10,592,420	\$ 10,592,420
Other State Revenue 8300-8599	\$ 57,984,994	\$ 56,278,193	\$ 50,852,741
Other Local Revenue 8600-8799	\$ 2,717,306	\$ 2,717,306	\$ 2,717,306
TOTAL REVENUES	\$ 72,486,589	\$ 69,587,919	\$ 64,162,467
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 37,355,797	\$ 30,716,720	\$ 30,716,720
Classified Salaries 2000-2999	\$ 19,611,720	\$ 19,227,045	\$ 19,227,045
Employee Benefits 3000-3999	\$ 37,233,714	\$ 34,679,901	\$ 34,679,901
Books and Supplies 4000-4999	\$ 9,204,154	\$ 8,739,650	\$ 8,739,650
Services and Other Operating Expenditures 5000-5999	\$ 15,572,116	\$ 15,451,916	\$ 15,451,916
Capital Outlay 6000-6999	\$ 8,596,185	\$ 2,627,185	\$ 100,000
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 500,000	\$ 500,000	\$ 500,000
7400-7499			
Transfers of Indirect Costs 7300-7399	\$ 2,811,776	\$ 2,712,764	\$ 2,712,764
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 130,885,462	\$ 114,655,181	\$ 112,127,996
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	\$ 45,942,257	\$ 45,942,257	\$ 45,942,257
OPERATING SURPLUS (DEFICIT)*	\$ (12,956,616)	\$ 374,995	\$ (2,523,272)
BEGINNING FUND BALANCE			
9791	\$ 33,059,667	\$ 20,103,051	\$ 20,478,046
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 20,103,051	\$ 20,478,046	\$ 17,954,774
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 20,103,051	\$ 20,478,046	\$ 17,954,774
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Los Angeles County Office of Education
Business Advisory Services

Revised 07/23/2024

Norwalk-La Mirada Unified School District

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

Bargaining Unit: Teachers Association of Norwalk-La Mirada (TANLA)

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 210,313,220	\$ 212,538,724	\$ 213,777,439
Federal Revenue 8100-8299	\$ 11,784,289	\$ 10,592,420	\$ 10,592,420
Other State Revenue 8300-8599	\$ 64,653,323	\$ 62,578,193	\$ 56,852,741
Other Local Revenue 8600-8799	\$ 7,953,132	\$ 7,524,306	\$ 7,217,306
TOTAL REVENUES	\$ 294,703,964	\$ 293,233,643	\$ 288,439,906
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 118,586,462	\$ 116,947,143	\$ 115,684,448
Classified Salaries 2000-2999	\$ 54,657,315	\$ 54,623,096	\$ 54,977,056
Employee Benefits 3000-3999	\$ 89,093,801	\$ 88,596,874	\$ 88,692,923
Books and Supplies 4000-4999	\$ 15,645,007	\$ 15,180,503	\$ 15,180,503
Services and Other Operating Expenditures 5000-5999	\$ 35,462,444	\$ 33,970,284	\$ 34,101,141
Capital Outlay 6000-6999	\$ 8,643,185	\$ 2,647,185	\$ 120,000
Other Outgo (excluding Indirect Costs) 7100-7299	\$ 620,000	\$ 620,000	\$ 620,000
7400-7499			
Transfers of Indirect Costs 7300-7399	\$ (1,206,519)	\$ (1,206,519)	\$ (1,206,519)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 321,501,695	\$ 311,378,566	\$ 308,169,552
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 2,187,890	\$ 2,187,890	\$ 2,187,890
Transfers Out and Other Uses 7600-7699	\$ 1,192,741	\$ 1,192,741	\$ 1,192,741
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (25,802,582)	\$ (17,149,774)	\$ (18,734,497)
BEGINNING FUND BALANCE			
9791	\$ 98,197,335	\$ 72,394,753	\$ 55,244,979
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 72,394,753	\$ 55,244,979	\$ 36,510,482
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 20,103,051	\$ 20,478,046	\$ 17,954,774
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 9,680,833	\$ 9,377,139	\$ 9,280,869
Unassigned/Unappropriated Amount 9790	\$ 42,610,869	\$ 25,389,794	\$ 9,274,839

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Los Angeles County Office of Education
Business Advisory Services

Revised 07/23/2024

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

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**1. State Reserve Standard**

		2025-26	2026-27	2027-28
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 322,694,436	\$ 312,571,307	\$ 309,362,293
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 322,694,436	\$ 312,571,307	\$ 309,362,293
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	0.00%	0.00%	0.00%
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)	\$ -	\$ -	\$ -

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 9,680,833	\$ 9,377,139	\$ 9,280,869
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 42,610,869	\$ 25,389,794	\$ 9,274,839
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	\$ 52,291,702	\$ 34,766,933	\$ 18,555,708
f.	Reserve for Economic Uncertainties Percentage	16.20%	11.12%	6.00%

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

2025-26

Yes

☒

No

☐

2026-27

Yes

☒

No

☐

2027-28

Yes

☒

No

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

Norwalk-La Mirada Unified School District
Teachers Association of Norwalk-La Mirada (TANLA)**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	\$ 3,116,714
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (2,906,994)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (53,803)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (155,917)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (3,116,714)

Variance \$ -

Variance Explanation:**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)?	\$(22,895,588)	(7.2%)	Declining enrollment, Salary and Benefit i
Current FY Surplus/(Deficit) after settlement(s)?	\$(25,802,582)	(8.0%)	Declining enrollment, Salary and Benefit i
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(17,149,774)	(5.5%)	Declining enrollment, Salary and Benefit i
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$(18,734,497)	(6.1%)	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	\$ -	
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, 2025 to June 30, 2026.

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)

\$	-
\$	3,116,714
\$	(3,116,714)

Subsequent Years

Budget Adjustment Categories:

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

Budget Adjustment Increase/(Decrease)

\$	-
\$	-
\$	-

Budget Revisions

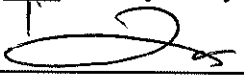
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified 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)

3-3-2026

Date

☒ I hereby certify ☐ I am unable to certify



Chief Business Official
(Signature)

3-3-2026

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
Teachers Association of Norwalk-La Mirada (TANLA)

Assumptions and Explanations (enter or attach documentation)

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

2025-26 LCFF COLA of 2.30%

2026-27 LCFF COLA of 2.41%

2027-28 LCFF COLA of 3.06%

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

See page #7, Item 6

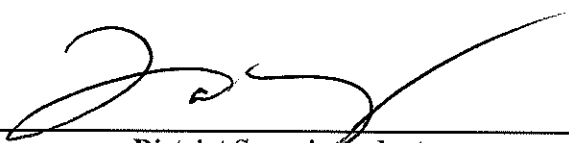
K. CERTIFICATION NO. 2

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)

8
3-9-26

Date

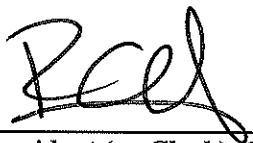
Alva C. Diaz, Director - Fiscal Services

Contact Person

562-210-2028

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on March 9, 2026, took action to approve the proposed agreement with the Teachers Association of Norwalk-La Mirada (TANLA) Bargaining Unit(s).



President (or Clerk), Governing Board
(Signature)

09 MAR 26

Date

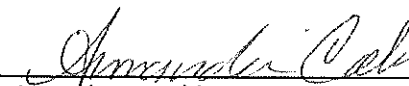
Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
AND THE
TEACHERS ASSOCIATION OF THE NORWALK-LA MIRADA AREA
2025-2026 SCHOOL YEAR | TENTATIVE AGREEMENT**

Increase to Wages for All Bargaining Unit Members	
On-Schedule/Ongoing For the 2025-2026 school year, retroactive to July 1, 2025, or an employee's start date in the 2025-2026 school year, the Norwalk-La Mirada Unified School District and the Teachers Association of the Norwalk La Mirada Area agree to an increase in the amount of 2.3% to all salaries and stipends in Appendices A-K.	2.3% (Retroactive to July 1, 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 2025-2026 school year.	


 Michael R. Gotto, Ed.D. 2-18-26
 Assistant Superintendent, Human Resources
 Norwalk-La Mirada Unified School District


 Maureen Quiros Gray 2-18-26
 Association President
 Teachers Association of the Norwalk La Mirada Area


 Amanda M. Cobian 2/18/26
 Association Bargaining Chair
 Teachers Association of the Norwalk La Mirada Area