

Norwalk-La Mirada Unified School District
Certificated Management Salary Schedule
2025-2026 School Year

Rng	Title	Longevity Increment	Mo/Da	MONTHLY SALARY				ANNUAL SALARY			
				Step A	Step B	Step C	Step D	Step A	Step B	Step C	Step D
4	Executive Director, Special Education (V)	Base	12 Mo	\$ 16,629	\$16,963	\$ 17,300	\$ 17,650	\$ 199,548	\$ 203,556	\$ 207,600	\$ 211,800
		After 13 Years		\$ 333	\$ 339	\$ 346	\$ 353	\$ 3,996	\$ 4,068	\$ 4,152	\$ 4,236
		After 15 years		\$ 831	\$ 848	\$ 865	\$ 883	\$ 9,972	\$ 10,176	\$ 10,380	\$ 10,596
		After 20 Years		\$ 1,330	\$ 1,357	\$ 1,384	\$ 1,412	\$ 15,960	\$ 16,284	\$ 16,608	\$ 16,944
		After 25 Years		\$ 1,663	\$ 1,696	\$ 1,730	\$ 1,765	\$ 19,956	\$ 20,352	\$ 20,760	\$ 21,180
5	Director, College & Career Pathways (V)	Base	12 Mo	\$ 15,784	\$16,101	\$ 16,421	\$ 16,752	\$ 189,408	\$ 193,212	\$ 197,052	\$ 201,024
	Director, Curriculum, Instruction, and Assessment (TK-12) (V)	After 13 Years		\$ 316	\$ 322	\$ 328	\$ 335	\$ 3,792	\$ 3,864	\$ 3,936	\$ 4,020
	Director, Elementary Education (V)	After 15 years		\$ 789	\$ 805	\$ 821	\$ 838	\$ 9,468	\$ 9,660	\$ 9,852	\$ 10,056
	Director, Human Resources (V)	After 20 Years		\$ 1,263	\$ 1,288	\$ 1,314	\$ 1,340	\$ 15,156	\$ 15,456	\$ 15,768	\$ 16,080
	Director, Professional Development, Innovation & Improvement (V)	After 25 Years		\$ 1,578	\$ 1,610	\$ 1,642	\$ 1,675	\$ 18,936	\$ 19,320	\$ 19,704	\$ 20,100
	Director, Secondary Education (V)										
	Director, State and Federal Programs, English Learner Services, and Migrant Education (V)										
	Director, Student & Family Services (V)										
	Director, Special Education/SELPA (V)										
5	Director, Adult School	Base	12/223	\$ 15,540	\$15,852	\$ 16,167	\$ 16,493	\$ 186,480	\$ 190,224	\$ 194,004	\$ 197,916
	Director, Early Education	After 13 Years		\$ 311	\$ 317	\$ 323	\$ 330	\$ 3,732	\$ 3,804	\$ 3,876	\$ 3,960
	Principal, High School	After 15 years		\$ 777	\$ 793	\$ 808	\$ 825	\$ 9,324	\$ 9,516	\$ 9,696	\$ 9,900
	Director, Alternative Programs and Support/Principal, El Camino High School	After 20 Years		\$ 1,243	\$ 1,268	\$ 1,293	\$ 1,319	\$ 14,916	\$ 15,216	\$ 15,516	\$ 15,828
		After 25 Years		\$ 1,554	\$ 1,585	\$ 1,617	\$ 1,649	\$ 18,648	\$ 19,020	\$ 19,404	\$ 19,788
10	Senior Coordinator, Assessment Services (V)	Base	12 Mo	\$ 14,942	\$15,241	\$ 15,545	\$ 15,856	\$ 179,304	\$ 182,892	\$ 186,540	\$ 190,272
		After 13 Years		\$ 299	\$ 305	\$ 311	\$ 317	\$ 3,588	\$ 3,660	\$ 3,732	\$ 3,804
		After 15 years		\$ 747	\$ 762	\$ 777	\$ 793	\$ 8,964	\$ 9,144	\$ 9,324	\$ 9,516
		After 20 Years		\$ 1,195	\$ 1,219	\$ 1,244	\$ 1,268	\$ 14,340	\$ 14,628	\$ 14,928	\$ 15,216
		After 25 Years		\$ 1,494	\$ 1,524	\$ 1,555	\$ 1,586	\$ 17,928	\$ 18,288	\$ 18,660	\$ 19,032
15	Principal, Middle School	Base	12/212	\$ 14,049	\$14,332	\$ 14,619	\$ 14,912	\$ 168,588	\$ 171,984	\$ 175,428	\$ 178,944
		After 13 Years		\$ 281	\$ 287	\$ 292	\$ 298	\$ 3,372	\$ 3,444	\$ 3,504	\$ 3,576
		After 15 years		\$ 702	\$ 717	\$ 731	\$ 746	\$ 8,424	\$ 8,604	\$ 8,772	\$ 8,952
		After 20 Years		\$ 1,124	\$ 1,147	\$ 1,170	\$ 1,193	\$ 13,488	\$ 13,764	\$ 14,040	\$ 14,316
		After 25 Years		\$ 1,405	\$ 1,433	\$ 1,462	\$ 1,491	\$ 16,860	\$ 17,196	\$ 17,544	\$ 17,892
20	Principal, Elementary	Base	12/212	\$ 13,659	\$13,936	\$ 14,216	\$ 14,499	\$ 163,908	\$ 167,232	\$ 170,592	\$ 173,988
		After 13 Years		\$ 273	\$ 279	\$ 284	\$ 290	\$ 3,276	\$ 3,348	\$ 3,408	\$ 3,480
		After 15 years		\$ 683	\$ 697	\$ 711	\$ 725	\$ 8,196	\$ 8,364	\$ 8,532	\$ 8,700
		After 20 Years		\$ 1,093	\$ 1,115	\$ 1,137	\$ 1,160	\$ 13,116	\$ 13,380	\$ 13,644	\$ 13,920
		After 25 Years		\$ 1,366	\$ 1,394	\$ 1,422	\$ 1,450	\$ 16,392	\$ 16,728	\$ 17,064	\$ 17,400

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				Step	Step	Step	Step	Step	Step	Step	Step
				A	B	C	D	A	B	C	D
24	Coordinator, Adult School	Base	12/223	\$ 14,108	\$14,396	\$ 14,679	\$ 14,968	\$ 169,296	\$ 172,752	\$ 176,148	\$ 179,616
	Coordinator, Assessment Services	After 13 Years		\$ 282	\$ 288	\$ 294	\$ 299	\$ 3,384	\$ 3,456	\$ 3,528	\$ 3,588
	Coordinator, Instructional Technology (V)	After 15 years		\$ 705	\$ 720	\$ 734	\$ 748	\$ 8,460	\$ 8,640	\$ 8,808	\$ 8,976
	Coordinator, Migrant Education	After 20 Years		\$ 1,129	\$ 1,152	\$ 1,174	\$ 1,197	\$ 13,548	\$ 13,824	\$ 14,088	\$ 14,364
	Coordinator, Student and Family Services	After 25 Years		\$ 1,411	\$ 1,440	\$ 1,468	\$ 1,497	\$ 16,932	\$ 17,280	\$ 17,616	\$ 17,964
	Coordinator, Strategic Initiatives and Engagement										
	Coordinator, Student Success and Partnerships										
40	Assistant Director, Adult School	Base	12/223	\$ 13,530	\$13,805	\$ 14,076	\$ 14,365	\$ 162,360	\$ 165,660	\$ 168,912	\$ 172,380
		After 13 Years		\$ 271	\$ 276	\$ 282	\$ 287	\$ 3,252	\$ 3,312	\$ 3,384	\$ 3,444
		After 15 years		\$ 677	\$ 690	\$ 704	\$ 718	\$ 8,124	\$ 8,280	\$ 8,448	\$ 8,616
		After 20 Years		\$ 1,082	\$ 1,104	\$ 1,126	\$ 1,149	\$ 12,984	\$ 13,248	\$ 13,512	\$ 13,788
		After 25 Years		\$ 1,353	\$ 1,381	\$ 1,408	\$ 1,437	\$ 16,236	\$ 16,572	\$ 16,896	\$ 17,244
41	Assistant Principal, High School	Base	12/212.5	\$ 12,893	\$13,158	\$ 13,415	\$ 13,690	\$ 154,716	\$ 157,896	\$ 160,980	\$ 164,280
		After 13 Years		\$ 258	\$ 263	\$ 268	\$ 274	\$ 3,096	\$ 3,156	\$ 3,216	\$ 3,288
		After 15 years		\$ 645	\$ 658	\$ 671	\$ 685	\$ 7,740	\$ 7,896	\$ 8,052	\$ 8,220
		After 20 Years		\$ 1,031	\$ 1,053	\$ 1,073	\$ 1,095	\$ 12,372	\$ 12,636	\$ 12,876	\$ 13,140
		After 25 Years		\$ 1,289	\$ 1,316	\$ 1,342	\$ 1,369	\$ 15,468	\$ 15,792	\$ 16,104	\$ 16,428
43	Program Administrator, Special Education	Base	12/212	\$ 12,609	\$12,864	\$ 13,120	\$ 13,382	\$ 151,305	\$ 154,365	\$ 157,438	\$ 160,587
		After 13 Years		\$ 252	\$ 257	\$ 262	\$ 268	\$ 3,024	\$ 3,084	\$ 3,144	\$ 3,216
		After 15 years		\$ 630	\$ 643	\$ 656	\$ 669	\$ 7,560	\$ 7,716	\$ 7,872	\$ 8,028
		After 20 Years		\$ 1,009	\$ 1,029	\$ 1,050	\$ 1,071	\$ 12,108	\$ 12,348	\$ 12,600	\$ 12,852
		After 25 Years		\$ 1,261	\$ 1,286	\$ 1,312	\$ 1,338	\$ 15,132	\$ 15,432	\$ 15,744	\$ 16,056
44	Program Administrator, Special Education Specialist, Health and Wellness	Base	12/202	\$ 12,014	\$12,257	\$ 12,501	\$ 12,751	\$ 144,168	\$ 147,084	\$ 150,012	\$ 153,012
		After 13 Years		\$ 240	\$ 245	\$ 250	\$ 255	\$ 2,880	\$ 2,940	\$ 3,000	\$ 3,060
		After 15 years		\$ 601	\$ 613	\$ 625	\$ 638	\$ 7,212	\$ 7,356	\$ 7,500	\$ 7,656
		After 20 Years		\$ 961	\$ 981	\$ 1,000	\$ 1,020	\$ 11,532	\$ 11,772	\$ 12,000	\$ 12,240
		After 25 Years		\$ 1,201	\$ 1,226	\$ 1,250	\$ 1,275	\$ 14,412	\$ 14,712	\$ 15,000	\$ 15,300
46	Assistant Director, Early Education Program Administrator, Early Education	Base	12/214	\$ 12,638	\$12,890	\$ 13,151	\$ 13,415	\$ 151,656	\$ 154,680	\$ 157,812	\$ 160,980
		After 13 Years		\$ 253	\$ 258	\$ 263	\$ 268	\$ 3,036	\$ 3,096	\$ 3,156	\$ 3,216
		After 15 years		\$ 632	\$ 645	\$ 658	\$ 671	\$ 7,584	\$ 7,740	\$ 7,896	\$ 8,052
		After 20 Years		\$ 1,011	\$ 1,031	\$ 1,052	\$ 1,073	\$ 12,132	\$ 12,372	\$ 12,624	\$ 12,876
		After 25 Years		\$ 1,264	\$ 1,289	\$ 1,315	\$ 1,342	\$ 15,168	\$ 15,468	\$ 15,780	\$ 16,104

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				A	B	C	D	A	B	C	D
55	Assistant Principal, Middle School	Base	11/192.5	\$ 12,553	\$12,802	\$ 13,061	\$ 13,323	\$ 138,083	\$ 140,822	\$ 143,671	\$ 146,553
		After 13 Years		\$ 251	\$ 256	\$ 261	\$ 266	\$ 2,761	\$ 2,816	\$ 2,871	\$ 2,926
		After 15 years		\$ 628	\$ 640	\$ 653	\$ 666	\$ 6,908	\$ 7,040	\$ 7,183	\$ 7,326
		After 20 Years		\$ 1,004	\$ 1,024	\$ 1,045	\$ 1,066	\$ 11,044	\$ 11,264	\$ 11,495	\$ 11,726
		After 25 Years		\$ 1,255	\$ 1,280	\$ 1,306	\$ 1,332	\$ 13,805	\$ 14,080	\$ 14,366	\$ 14,652
59	Dean of Students, High School	Base	11/192.5	\$ 11,182	\$11,553	\$ 11,931	\$ 12,325	\$ 123,002	\$ 127,083	\$ 131,241	\$ 135,575
		After 13 Years		\$ 224	\$ 231	\$ 239	\$ 247	\$ 2,464	\$ 2,541	\$ 2,629	\$ 2,717
		After 15 years		\$ 559	\$ 578	\$ 597	\$ 616	\$ 6,149	\$ 6,358	\$ 6,567	\$ 6,776
		After 20 Years		\$ 895	\$ 924	\$ 954	\$ 986	\$ 9,845	\$ 10,164	\$ 10,494	\$ 10,846
		After 25 Years		\$ 1,118	\$ 1,155	\$ 1,193	\$ 1,233	\$ 12,298	\$ 12,705	\$ 13,123	\$ 13,563
60	Dean of Students, Middle School	Base	11/183	\$ 10,630	\$10,982	\$ 11,342	\$ 11,716	\$ 116,930	\$ 120,802	\$ 124,762	\$ 128,876
		After 13 Years		\$ 213	\$ 220	\$ 227	\$ 234	\$ 2,343	\$ 2,420	\$ 2,497	\$ 2,574
		After 15 years		\$ 532	\$ 549	\$ 567	\$ 586	\$ 5,852	\$ 6,039	\$ 6,237	\$ 6,446
		After 20 Years		\$ 850	\$ 879	\$ 907	\$ 937	\$ 9,350	\$ 9,669	\$ 9,977	\$ 10,307
		After 25 Years		\$ 1,063	\$ 1,098	\$ 1,134	\$ 1,172	\$ 11,693	\$ 12,078	\$ 12,474	\$ 12,892
61	Dean of Students, Elementary School	Base	11/183	\$ 10,333	\$10,540	\$ 10,749	\$ 10,963	\$ 113,663	\$ 115,940	\$ 118,239	\$ 120,593
		After 13 Years		\$ 207	\$ 211	\$ 215	\$ 219	\$ 2,277	\$ 2,321	\$ 2,365	\$ 2,409
		After 15 years		\$ 517	\$ 527	\$ 537	\$ 548	\$ 5,687	\$ 5,797	\$ 5,907	\$ 6,028
		After 20 Years		\$ 827	\$ 843	\$ 860	\$ 877	\$ 9,097	\$ 9,273	\$ 9,460	\$ 9,647
		After 25 Years		\$ 1,033	\$ 1,054	\$ 1,075	\$ 1,096	\$ 11,363	\$ 11,594	\$ 11,825	\$ 12,056

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.

(V) - Vacation