

APPENDIX A: TEACHER/SCHOOL NURSE SALARY SCHEDULE (186 WORKDAYS - 180 STUDENT DAYS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2025

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	70940	74487	78211	82122	86228
2	73281	76945	80792	84832	89074
3	75699	79484	83458	87631	92013
4	78197	82107	86212	90523	95049
5	80778	84817	89058	93511	98187
6	83444	87616	91997	96597	101427
7	86198	90508	95033	99785	104774
8	89043	93495	98170	103079	108233
9	91981	96580	101409	106479	111803
10		99767	104755	109993	115493
11			108212	113623	119304
12				117373	123242
15	94833	102861	111568	121013	127064
20	97868	106153	115138	124885	131130
24	102664	111354	120780	131004	137555
30	107695	116810	126698	137423	144295

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APPENDIX A-3: ADULT EDUCATION MONTHLY TEACHER SALARY SCHEDULE
(183 WORKDAYS - 180 TEACHING DAYS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025

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	69795	73285	76949	80796	84836
2	72098	75703	79488	83462	87635
3	74477	78201	82111	86217	90528
4	76935	80782	84821	89062	93515
5	79474	83448	87620	92001	96601
6	82097	86202	90512	95038	99790
7	84806	89046	93498	98173	103082
8	87605	91985	96584	101413	106484
9	90496	95021	99772	104761	109999
10		98157	103065	108218	113629
11			106466	111789	117378
12				115478	121252
15	93302	101201	109768	119059	125012
20	96288	104439	113281	122869	129012
24	101006	109557	118832	128890	135334
30	105955	114925	124655	135206	141965

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

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2025

STEP	SCALE 1 BA ANNUAL	SCALE 2 BA + 30 OR MA ANNUAL	SCALE 3 BA + 45 ANNUAL	SCALE 4 BA + 60 INC. MA (OR) BA +75 ANNUAL	SCALE 5 BA + 75 INC MA ANNUAL
1	82381	86500	90825	95366	100134
2	85100	89355	93823	98514	103440
3	87908	92303	96918	101764	106852
4	90809	95349	100116	105122	110378
5	93806	98496	103421	108592	114022
6	96902	101747	106834	112176	117785
7	100100	105105	110360	115878	121672
8	103403	108573	114002	119702	125687
9	106815	112156	117764	123652	129835
10		115857	121650	127733	134120
11			125664	131947	138544
12				136301	143116
15	110127	119450	129561	140528	147554
20	113651	123272	133707	145025	152276
24	119220	129312	140259	152131	159738
30	125062	135648	147132	159585	167565

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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, 2025

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	65456	89040	93492	98167	103075	108229
2	68949	91978	96577	101406	106476	111800
3	72648	95013	99764	104752	109990	115490
4	76054	98148	103055	108208	113618	119299
5	79646	101387	106456	111779	117368	123236
15	82116	104531	109757	115245	121008	127058
20	84744	107876	113269	118933	124880	131124
24	88896	113162	118819	124761	130999	137549
30	93252	118707	124641	130874	137418	144289

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APPENDIX D: COUNSELOR SALARY SCHEDULE
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025

STEP	SCALE 9 ELEMENTARY AND MIDDLE 186 WORKDAYS (11 MO)	SCALE 10 HIGH SCHOOL 195 WORKDAYS (11 MO)	SCALE 11 ADULT SCHOOL 202 WORKDAYS (12 MO)
1	101426	106303	110147
2	104773	109811	113782
3	108231	113435	117537
4	111803	117178	121416
5	115492	121045	125423
6	119303	125039	129562
7	123240	129165	133838
15	127062	133170	137988
20	131128	137431	142404
24	137553	144165	149382
30	144293	151229	156702

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APPENDIX E: PRESCHOOL TEACHER SALARY SCHEDULE (6HR/183 WORKDAYS)

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2025

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	33950	35679	37436	39309
2	35708	37465	39376	41344
3	37453	39351	41302	43365
4	39418	41356	43432	45605
5	41356	43432	45593	47876
6	43420	45564	47876	50272
7	45760	47976	50369	52890
8	47976	50369	52876	55520
15	49345	51782	54385	57101
20	50922	53430	56145	58954
24	53831	56477	59342	62304
30	56877	59688	62707	65835

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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, 2025**

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	50527	53142	55743	58530
2	53177	55814	58662	61595
3	55767	58591	61511	64587
4	58710	61606	64655	67888
5	61606	64655	67927	71323
6	64632	67904	71283	74847
7	68151	71448	75027	78778
8	71448	75027	78723	82659
15	73461	77145	81030	85082
20	75803	79618	83596	87776
24	80148	84126	88341	92758
30	84703	88871	93357	98025

This is a positive work calendar with no paid vacation.

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

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2025

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	77036	80888	84932	89179	93638
2	79578	83557	87735	92122	96728
3	82204	86314	90630	95162	99920
4	84917	89163	93621	98302	103217
5	87719	92105	96710	101546	106623
6	90614	95145	99902	104897	110142
7	93604	98284	103198	108358	113776
8	96693	101528	106604	111934	117531
9	99884	104878	110122	115628	121409
10		108339	113756	119444	125416
11			117510	123386	129555
12				127458	133831
15	102981	111699	121154	131410	137981
20	106276	115273	125031	135615	142396
24	111484	120921	131158	142260	149373
30	116947	126846	137585	149231	156692

This is a positive work calendar with no paid vacation.

**APPENDIX F-3: PRESCHOOL TEACHER/PRESCHOOL PERMIT TOSA SALARY SCHEDULE
(8HR/183 WORKDAYS)**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2025

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	45572	47903	50257	52764
2	47926	50315	52882	55519
3	50280	52824	55461	58227
4	52941	55519	58286	61194
5	55519	58286	61229	64302
6	58262	61206	64255	67468
7	61440	64407	67622	71013
8	64407	67622	70953	74509
15	66221	69564	73049	76698
20	68327	71765	75356	79135
24	72236	75839	79629	83620
30	76357	80112	84150	88365

This is a positive work calendar with no paid vacation.

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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, 2025**

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	55636	58435	61375	64458
2	58486	61427	64562	67784
3	61389	64497	67695	71097
4	64638	67796	71188	74759
5	67796	71188	74732	78456
6	71162	74680	78456	82400
7	75015	78675	82566	86727
8	78675	82566	86701	91016
15	80819	84892	89180	93650
20	83401	87614	92018	96604
24	88204	92621	97245	102138
30	93226	97862	102781	107931

This is a positive work calendar with no paid vacation.

APPENDIX H: ADULT EDUCATION HOURLY SALARY SCHEDULE
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025

STEP	SCALE 11 REGULAR Hourly Rate	SCALE 12 BA + 30 OR MA Hourly Rate	SCALE 13 BA + 75 INC MA Hourly Rate
1	\$55.99	\$57.59	\$59.38
2	\$58.87	\$60.57	\$62.43
3	\$61.84	\$63.73	\$65.61
4	\$64.72	\$66.66	\$68.68
5	\$67.61	\$69.57	\$71.70
6	\$70.57	\$72.68	\$74.81
7	\$73.46	\$75.71	\$77.92
8	\$76.34	\$78.63	\$81.03
15	\$76.81	\$79.11	\$81.55
20	\$79.28	\$81.64	\$84.15
24	\$81.77	\$87.26	\$89.84
30	\$89.02	\$97.55	\$100.25

MONTHLY RATES

Adult Education teachers who work every day scheduled 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.

**APPENDIX H-2: CREDENTIALLED SPEECH & LANGUAGE PATHOLOGIST
(188 WORKDAYS – 11 MONTHS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025**

STEP	ANNUAL
1	97438
2	100847
3	104378
4	108028
5	111810
6	115726
7	119774
8	123968
9	128308
10	132797
11	137446
12	142254
13	147234
14	152387
15	157721
20	165604
25	173885

- 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.

APPENDIX H-3: PSYCHOLOGIST SALARY SCHEDULE

SCHOOL PSYCHOLOGIST SALARY SCHEDULE (188 WORKDAYS – 11 MONTHS)

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2025

STEP	ANNUAL
1	134971
2	137694
3	140450
4	143257
13	146122
15	150420
20	154718
25	157583

ERMHS PSYCHOLOGIST SALARY SCHEDULE (202 WORKDAYS – 12 MONTHS)

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2025

STEP	ANNUAL
1	144525
2	147443
3	150373
4	153353
13	156420
15	161021
20	165621
25	168688

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APPENDIX I: HOURLY, DAILY & INTERMITTENT PAY
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025

ASSIGNMENT	AMOUNT	BASED ON:
Summer School Hourly Rate	\$53.51 Per Hour	325-Minute Day
Summer School Elementary School	\$290.02 Per Day	325-Minute Day
Summer School Middle School	\$290.02 Per Day	325-Minute Day
Summer School High School	\$306.61 Per Day	343.75-Minute Day
Home Teacher	\$53.51 Per Hour Per Hour	

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APPENDIX J: EXTRA PAY FOR EXTRA DUTY
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025

	PER ASSIGNMENT RATE	PER ASSIGNMENT PER WEEK POST SEASON
1. High School Athletics		
Athletic Director	\$6,199	
Athletic Director-Assistant	\$4,659	
Varsity Baseball-Head	\$5,122	\$251
Varsity Baseball-Assistant	\$3,597	\$170
JV Baseball-Head	\$3,597	
Freshman Baseball-Head	\$3,219	
Varsity Basketball-Head	\$5,236	\$251
Varsity Basketball-Assistant	\$3,606	\$170
JV Basketball-Head	\$3,606	
Sophomore Basketball-Head	\$3,475	
Freshman Basketball-Head	\$3,346	
Cross Country-Head	\$4,177	\$170
Cross Country-Assistant	\$3,152	\$170
Varsity Football-Head	\$6,154	\$336
Varsity Football-Assistant	\$3,937	\$251
JV Football-Head	\$3,814	
JV Football-Assistant	\$3,501	
Sophomore Football-Head	\$3,365	
Sophomore Football-Assistant	\$3,265	
Freshman Football-Head	\$3,640	
Freshman Football-Assistant	\$3,265	
Golf-Head	\$4,105	\$85
Gymnastics/Dance Team-Head	\$4,833	\$170
Gymnastics/Dance Team-Assistant	\$3,122	\$170
Varsity Soccer-Head	\$4,742	\$251
Varsity Soccer-Assistant	\$3,219	\$85
JV Soccer-Head	\$3,219	
JV Soccer-Assistant	\$3,219	
Freshman Soccer-Head	\$3,219	
Freshman Soccer-Assistant	\$3,219	
Varsity Softball-Head	\$5,122	\$251
Varsity Softball-Assistant	\$3,597	\$170
JV Softball-Head	\$3,597	
Varsity Swim Team-Head	\$5,067	\$251
Varsity Swim Team-Assistant	\$3,296	\$170
Varsity Water Polo-Head	\$5,067	\$251
Varsity Water Polo-Assistant	\$3,296	\$170

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APPENDIX J: EXTRA PAY FOR EXTRA DUTY
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025

	PER ASSIGNMENT RATE	PER ASSIGNMENT PER WEEK POST SEASON
1. High School Athletics (CONT)		
Varsity Tennis-Head	\$4,420	\$170
JV Tennis-Head	\$3,219	
Varsity Track-Head	\$5,122	\$170
Track-Assistant	\$3,327	\$170
Varsity Volleyball-Head	\$4,858	\$251
JV Volleyball-Head	\$3,432	
Sophomore Volleyball-Head	\$3,219	
Freshman Volleyball-Head	\$3,122	
Wrestling-Head	\$4,882	\$170
Wrestling-Assistant	\$3,368	\$170
Varsity ESports-Head	\$3,219	\$170
Varsity ESports-Assistant	\$2,890	\$85
JV ESports-Head	\$2,890	
JV ESport-Assistant	\$2,000	
Flag Football-Head	\$3,640	
Flag Football-Assistant	\$3,265	
2. Other High School Activities		
Band Director	\$8,152	\$240
Coordinator of Activities	\$7,452	
El Camino High School Coordinator of Activities	\$3,724	
Drill Team Director	\$3,931	
Pep Squad	\$3,931	
Forensics-Head	\$3,479	
Forensics-Assistant	\$2,218	
News Releases	\$1,992	
Technical Stage Director	\$3,732	
Play & Productions Directors (Per Production)	\$3,450	
Yearbook Advisor	\$3,937	
Newspaper Advisor	\$4,246	
Academic Decathlon Coach	\$3,426	
3. High School Department Heads		
7 to 14 Sections	\$1,418	
15 to 20 Sections	\$1,813	
21 to 45 Sections	\$2,207	
46 to 70 Sections	\$2,616	
71 to 95 Sections	\$3,018	
96 plus Sections	\$3,420	
El Camino (2 Positions)	\$1,397	

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APPENDIX J: EXTRA PAY FOR EXTRA DUTY
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025

Adult Education \$1,418

4. Other Assignments, All levels	PER ASSIGNMENT RATE
Assessment Liaison (One per school)	\$2,437 per school year
Peer Assistance and Support Teacher	\$2,339 - \$9,358
Intern Support Provider	\$414 per semester X # new teachers (4 max)
Onsite Support Provider for New Teachers	\$414 per semester X # new teachers (4 max)
Homework Helpline	\$53.51 per hour
Saturday School	\$53.51 per hour
Honor Band	\$840
Saturday School Teacher - Migrant Ed	\$53.51 per hour
Student Supervision Duty (Provided when necessary)	\$53.51 per hour
Nurses	\$7,798 per school year
Middle School Coaching	\$42.64 per hour
English to Spanish/Second Language Translations	\$34.43
Bilingual Area Resource Teacher	Three (3) \$9,027 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 (PD, planning, meetings, etc.)	\$48.16 per hour
Extra Pay (Working with students)	\$53.51 per hour
Over-the-ratio (Elementary Level)	\$105 per student/per month
Combo Classes (Elementary Level)	\$4,500 per school year
Bilingual Dual Immersion	\$3,780 per school year
Speech and Language Pathologist (Waiver)	\$1,455 per school year
District Level TOSA (Excludes TOSA Admin)	\$7,798
Technology Teacher	\$7,798
PTAP Support Providers	\$1,891
Elementary SPED Teacher Stipend (RSP& SDC)	\$4,500 per year
AP Combo Stipend	\$300/month per combo period
Middle School Music Performances	\$822/performance (up to 4/teacher per year)

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APPENDIX J: EXTRA PAY FOR EXTRA DUTY
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2025

4. Other Assignments, All Levels (CONT)

PER ASSIGNMENT RATE

(IWP) District Literacy Specialist	\$3,636 per school year
(IWP) Pathway Counselor	\$2,422 per school year
(IWP) Data Specialist	\$7,278 per school year
(IWP) Pathway Teacher	\$726 per school year & \$144 per meeting attended (\$726 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 \$144 per meeting attended for a maximum not to exceed \$726.
(IWP) Control Teacher	\$726 per school year
Middle School Play Productions Directors	\$1,455 (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	\$946 (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, 2025

ASSIGNMENT	RATE
Master Training Teacher (Full Assignment-Per Semester)	\$912 (Agreement Limit)
Master Training Teacher (Full Summer School Assignment)	\$417 (Agreement Limit)
Categorical Aide Program Facilitator	\$1,951
GATE Teachers (Elementary & Secondary)	\$790 per assignment per school year
Resource Teacher Categorical/Bilingual Programs	One (1) \$8,436 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.

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