

**APPENDIX A: TEACHER/SCHOOL NURSE SALARY SCHEDULE (186 WORKDAYS - 180 STUDENT DAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2023

<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>68273</b>	<b>71687</b>	<b>75271</b>	<b>79035</b>	<b>82987</b>
<b>2</b>	<b>70526</b>	<b>74052</b>	<b>77755</b>	<b>81643</b>	<b>85725</b>
<b>3</b>	<b>72853</b>	<b>76496</b>	<b>80321</b>	<b>84337</b>	<b>88554</b>
<b>4</b>	<b>75257</b>	<b>79020</b>	<b>82971</b>	<b>87120</b>	<b>91476</b>
<b>5</b>	<b>77740</b>	<b>81627</b>	<b>85708</b>	<b>89993</b>	<b>94493</b>
<b>6</b>	<b>80305</b>	<b>84320</b>	<b>88536</b>	<b>92963</b>	<b>97611</b>
<b>7</b>	<b>82955</b>	<b>87103</b>	<b>91458</b>	<b>96031</b>	<b>100833</b>
<b>8</b>	<b>85693</b>	<b>89978</b>	<b>94477</b>	<b>99201</b>	<b>104161</b>
<b>9</b>	<b>88521</b>	<b>92947</b>	<b>97594</b>	<b>102474</b>	<b>107598</b>
<b>10</b>		<b>96014</b>	<b>100815</b>	<b>105856</b>	<b>111149</b>
<b>11</b>			<b>104142</b>	<b>109349</b>	<b>114816</b>
<b>12</b>				<b>112958</b>	<b>118606</b>
<b>15*</b>	<b>91266</b>	<b>98991</b>	<b>107371</b>	<b>116461</b>	<b>122284</b>
<b>20**</b>	<b>94186</b>	<b>102159</b>	<b>110807</b>	<b>120187</b>	<b>126197</b>
<b>24***</b>	<b>98801</b>	<b>107165</b>	<b>116237</b>	<b>126076</b>	<b>132381</b>
<b>30****</b>	<b>103642</b>	<b>112416</b>	<b>121933</b>	<b>132254</b>	<b>138868</b>

\*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 A-3: ADULT EDUCATION MONTHLY TEACHER SALARY SCHEDULE  
(183 WORKDAYS - 180 TEACHING DAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2023**

<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>67171</b>	<b>70530</b>	<b>74057</b>	<b>77760</b>	<b>81648</b>
<b>2</b>	<b>69388</b>	<b>72857</b>	<b>76500</b>	<b>80325</b>	<b>84341</b>
<b>3</b>	<b>71678</b>	<b>75262</b>	<b>79025</b>	<b>82976</b>	<b>87125</b>
<b>4</b>	<b>74043</b>	<b>77745</b>	<b>81632</b>	<b>85714</b>	<b>90000</b>
<b>5</b>	<b>76486</b>	<b>80310</b>	<b>84326</b>	<b>88542</b>	<b>92969</b>
<b>6</b>	<b>79010</b>	<b>82961</b>	<b>87109</b>	<b>91464</b>	<b>96037</b>
<b>7</b>	<b>81617</b>	<b>85698</b>	<b>89983</b>	<b>94482</b>	<b>99206</b>
<b>8</b>	<b>84310</b>	<b>88526</b>	<b>92952</b>	<b>97600</b>	<b>102480</b>
<b>9</b>	<b>87092</b>	<b>91447</b>	<b>96019</b>	<b>100820</b>	<b>105861</b>
<b>10</b>		<b>94465</b>	<b>99188</b>	<b>104147</b>	<b>109354</b>
<b>11</b>			<b>102461</b>	<b>107584</b>	<b>112963</b>
<b>12</b>				<b>111134</b>	<b>116691</b>
<b>15*</b>	<b>89793</b>	<b>97394</b>	<b>105638</b>	<b>114580</b>	<b>120309</b>
<b>20**</b>	<b>92666</b>	<b>100511</b>	<b>109019</b>	<b>118247</b>	<b>124159</b>
<b>24***</b>	<b>97207</b>	<b>105436</b>	<b>114361</b>	<b>124041</b>	<b>130243</b>
<b>30****</b>	<b>101970</b>	<b>110602</b>	<b>119965</b>	<b>130119</b>	<b>136625</b>

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

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2023

<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>79284</b>	<b>83248</b>	<b>87410</b>	<b>91781</b>	<b>96370</b>
<b>2</b>	<b>81900</b>	<b>85995</b>	<b>90295</b>	<b>94810</b>	<b>99551</b>
<b>3</b>	<b>84603</b>	<b>88833</b>	<b>93275</b>	<b>97939</b>	<b>102836</b>
<b>4</b>	<b>87395</b>	<b>91765</b>	<b>96353</b>	<b>101171</b>	<b>106230</b>
<b>5</b>	<b>90279</b>	<b>94793</b>	<b>99533</b>	<b>104510</b>	<b>109736</b>
<b>6</b>	<b>93258</b>	<b>97921</b>	<b>102817</b>	<b>107958</b>	<b>113356</b>
<b>7</b>	<b>96336</b>	<b>101153</b>	<b>106211</b>	<b>111522</b>	<b>117098</b>
<b>8</b>	<b>99515</b>	<b>104491</b>	<b>109716</b>	<b>115202</b>	<b>120962</b>
<b>9</b>	<b>102799</b>	<b>107939</b>	<b>113336</b>	<b>119003</b>	<b>124953</b>
<b>10</b>		<b>111501</b>	<b>117076</b>	<b>122930</b>	<b>129077</b>
<b>11</b>			<b>120940</b>	<b>126987</b>	<b>133336</b>
<b>12</b>				<b>131178</b>	<b>137737</b>
<b>15*</b>	<b>105987</b>	<b>114958</b>	<b>124690</b>	<b>135246</b>	<b>142008</b>
<b>20**</b>	<b>109378</b>	<b>118637</b>	<b>128680</b>	<b>139573</b>	<b>146552</b>
<b>24***</b>	<b>114738</b>	<b>124450</b>	<b>134985</b>	<b>146412</b>	<b>153733</b>
<b>30****</b>	<b>120360</b>	<b>130548</b>	<b>141599</b>	<b>153586</b>	<b>161266</b>

\*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

Effective Date: 07/01/2023

Board Approved: 04/22/2024

**APPENDIX C: CAREER TECHNICAL EDUCATION TEACHER SALARY SCHEDULE  
(186 WORKDAYS – 180 STUDENT DAYS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2023**

<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>62995</b>	<b>85693</b>	<b>89978</b>	<b>94477</b>	<b>99201</b>	<b>104161</b>
<b>2</b>	<b>66357</b>	<b>88521</b>	<b>92947</b>	<b>97594</b>	<b>102474</b>	<b>107598</b>
<b>3</b>	<b>69917</b>	<b>91442</b>	<b>96014</b>	<b>100815</b>	<b>105856</b>	<b>111149</b>
<b>4</b>	<b>73195</b>	<b>94460</b>	<b>99183</b>	<b>104142</b>	<b>109349</b>	<b>114816</b>
<b>5</b>	<b>76652</b>	<b>97577</b>	<b>102456</b>	<b>107579</b>	<b>112958</b>	<b>118606</b>
<b>15*</b>	<b>79026</b>	<b>100603</b>	<b>105633</b>	<b>110915</b>	<b>116461</b>	<b>122284</b>
<b>20**</b>	<b>81554</b>	<b>103822</b>	<b>109013</b>	<b>114464</b>	<b>120187</b>	<b>126197</b>
<b>24***</b>	<b>85551</b>	<b>108909</b>	<b>114355</b>	<b>120073</b>	<b>126076</b>	<b>132381</b>
<b>30****</b>	<b>89742</b>	<b>114246</b>	<b>119958</b>	<b>125957</b>	<b>132254</b>	<b>138868</b>

\*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 D: COUNSELOR SALARY SCHEDULE**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2023

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)
<b>1</b>	<b>97613</b>	<b>102307</b>	<b>106007</b>
<b>2</b>	<b>100834</b>	<b>105683</b>	<b>109505</b>
<b>3</b>	<b>104162</b>	<b>109171</b>	<b>113119</b>
<b>4</b>	<b>107599</b>	<b>112774</b>	<b>116852</b>
<b>5</b>	<b>111150</b>	<b>116496</b>	<b>120708</b>
<b>6</b>	<b>114818</b>	<b>120340</b>	<b>124691</b>
<b>7</b>	<b>118607</b>	<b>124311</b>	<b>128806</b>
<b>15*</b>	<b>122285</b>	<b>128166</b>	<b>132800</b>
<b>20**</b>	<b>126198</b>	<b>132267</b>	<b>137050</b>
<b>24***</b>	<b>132382</b>	<b>138748</b>	<b>143765</b>
<b>30****</b>	<b>138869</b>	<b>145547</b>	<b>150809</b>

\* 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 E: PRESCHOOL TEACHER SALARY SCHEDULE (6HR/183 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2023

<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>32674</b>	<b>34338</b>	<b>36028</b>	<b>37831</b>
<b>2</b>	<b>34365</b>	<b>36057</b>	<b>37896</b>	<b>39789</b>
<b>3</b>	<b>36045</b>	<b>37871</b>	<b>39749</b>	<b>41735</b>
<b>4</b>	<b>37936</b>	<b>39801</b>	<b>41800</b>	<b>43891</b>
<b>5</b>	<b>39801</b>	<b>41800</b>	<b>43879</b>	<b>46077</b>
<b>6</b>	<b>41788</b>	<b>43852</b>	<b>46077</b>	<b>48382</b>
<b>7</b>	<b>44040</b>	<b>46172</b>	<b>48476</b>	<b>50902</b>
<b>8</b>	<b>46172</b>	<b>48476</b>	<b>50888</b>	<b>53433</b>
<b>15*</b>	<b>47490</b>	<b>49836</b>	<b>52340</b>	<b>54954</b>
<b>20**</b>	<b>49008</b>	<b>51422</b>	<b>54035</b>	<b>56738</b>
<b>24***</b>	<b>51808</b>	<b>54354</b>	<b>57111</b>	<b>59962</b>
<b>30****</b>	<b>54739</b>	<b>57444</b>	<b>60350</b>	<b>63360</b>

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

\*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 F: EARLY HEAD START CENTER BASED BILINGUAL PRESCHOOL TEACHER SALARY  
SCHEDULE (8HR/203 WORKDAYS)**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2023

<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>48628</b>	<b>51144</b>	<b>53648</b>	<b>56330</b>
<b>2</b>	<b>51178</b>	<b>53716</b>	<b>56457</b>	<b>59280</b>
<b>3</b>	<b>53670</b>	<b>56389</b>	<b>59199</b>	<b>62159</b>
<b>4</b>	<b>56503</b>	<b>59290</b>	<b>62224</b>	<b>65335</b>
<b>5</b>	<b>59290</b>	<b>62224</b>	<b>65374</b>	<b>68643</b>
<b>6</b>	<b>62202</b>	<b>65351</b>	<b>68603</b>	<b>72033</b>
<b>7</b>	<b>65589</b>	<b>68762</b>	<b>72206</b>	<b>75816</b>
<b>8</b>	<b>68762</b>	<b>72206</b>	<b>75764</b>	<b>79552</b>
<b>15*</b>	<b>70699</b>	<b>74245</b>	<b>77984</b>	<b>81883</b>
<b>20**</b>	<b>72954</b>	<b>76625</b>	<b>80454</b>	<b>84477</b>
<b>24***</b>	<b>77135</b>	<b>80964</b>	<b>85020</b>	<b>89271</b>
<b>30****</b>	<b>81519</b>	<b>85530</b>	<b>89847</b>	<b>94339</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

Effective Date: 07/01/2023

Board Approved: 04/22/2024

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

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2023

<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	74140	77847	81739	85826	90117
2	76587	80416	84437	88659	93092
3	79114	83070	87224	91585	96164
4	81725	85811	90102	94607	99337
5	84422	88643	93075	97729	102615
6	87208	91568	96146	100953	106001
7	90086	94590	99320	104286	109500
8	93059	97712	102598	107728	113114
9	96130	100937	105984	111283	116847
10		104268	109481	114955	120703
11			113094	118749	124686
12				122668	128801
15*	99111	107501	116601	126472	132795
20**	102282	110941	120332	130519	137044
24***	107294	116377	126228	136914	143759
30****	112551	122079	132413	143623	150803

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

Effective Date: 07/01/2023

Board Approved: 04/22/2024



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

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2023

<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>43858</b>	<b>46102</b>	<b>48368</b>	<b>50781</b>
<b>2</b>	<b>46124</b>	<b>48424</b>	<b>50894</b>	<b>53432</b>
<b>3</b>	<b>48390</b>	<b>50838</b>	<b>53376</b>	<b>56038</b>
<b>4</b>	<b>50951</b>	<b>53432</b>	<b>56095</b>	<b>58893</b>
<b>5</b>	<b>53432</b>	<b>56095</b>	<b>58927</b>	<b>61884</b>
<b>6</b>	<b>56072</b>	<b>58905</b>	<b>61839</b>	<b>64932</b>
<b>7</b>	<b>59131</b>	<b>61986</b>	<b>65080</b>	<b>68343</b>
<b>8</b>	<b>61986</b>	<b>65080</b>	<b>68286</b>	<b>71708</b>
<b>15*</b>	<b>63731</b>	<b>66949</b>	<b>70303</b>	<b>73815</b>
<b>20**</b>	<b>65759</b>	<b>69068</b>	<b>72523</b>	<b>76160</b>
<b>24***</b>	<b>69521</b>	<b>72988</b>	<b>76636</b>	<b>80477</b>
<b>30****</b>	<b>73486</b>	<b>77101</b>	<b>80987</b>	<b>85043</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

Effective Date: 07/01/2023

Board Approved: 04/22/2024

**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, 2023**

<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>53544</b>	<b>56238</b>	<b>59068</b>	<b>62035</b>
<b>2</b>	<b>56287</b>	<b>59118</b>	<b>62134</b>	<b>65236</b>
<b>3</b>	<b>59081</b>	<b>62072</b>	<b>65150</b>	<b>68425</b>
<b>4</b>	<b>62208</b>	<b>65248</b>	<b>68511</b>	<b>71948</b>
<b>5</b>	<b>65248</b>	<b>68511</b>	<b>71923</b>	<b>75507</b>
<b>6</b>	<b>68487</b>	<b>71873</b>	<b>75507</b>	<b>79302</b>
<b>7</b>	<b>72195</b>	<b>75717</b>	<b>79462</b>	<b>83467</b>
<b>8</b>	<b>75717</b>	<b>79462</b>	<b>83442</b>	<b>87595</b>
<b>15*</b>	<b>77781</b>	<b>81700</b>	<b>85828</b>	<b>90129</b>
<b>20**</b>	<b>80266</b>	<b>84320</b>	<b>88559</b>	<b>92972</b>
<b>24***</b>	<b>84888</b>	<b>89140</b>	<b>93590</b>	<b>98299</b>
<b>30****</b>	<b>89721</b>	<b>94183</b>	<b>98917</b>	<b>103873</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, 2023

<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>\$53.88</b>	<b>\$55.42</b>	<b>\$57.14</b>
<b>2</b>	<b>\$56.66</b>	<b>\$58.29</b>	<b>\$60.09</b>
<b>3</b>	<b>\$59.51</b>	<b>\$61.33</b>	<b>\$63.14</b>
<b>4</b>	<b>\$62.29</b>	<b>\$64.15</b>	<b>\$66.10</b>
<b>5</b>	<b>\$65.07</b>	<b>\$66.95</b>	<b>\$69.00</b>
<b>6</b>	<b>\$67.92</b>	<b>\$69.95</b>	<b>\$72.00</b>
<b>7</b>	<b>\$70.70</b>	<b>\$72.86</b>	<b>\$74.99</b>
<b>8</b>	<b>\$73.47</b>	<b>\$75.68</b>	<b>\$77.98</b>
<b>15*</b>	<b>\$73.92</b>	<b>\$76.14</b>	<b>\$78.48</b>
<b>20**</b>	<b>\$76.30</b>	<b>\$78.57</b>	<b>\$80.99</b>
<b>24***</b>	<b>\$78.70</b>	<b>\$83.98</b>	<b>\$86.47</b>
<b>30****</b>	<b>\$85.68</b>	<b>\$93.88</b>	<b>\$96.48</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, 2023**

<b>STEP</b>	<b>ANNUAL</b>
<b>1</b>	<b>93775</b>
<b>2</b>	<b>97056</b>
<b>3</b>	<b>100454</b>
<b>4</b>	<b>103967</b>
<b>5</b>	<b>107607</b>
<b>6</b>	<b>111375</b>
<b>7</b>	<b>115271</b>
<b>8</b>	<b>119308</b>
<b>9</b>	<b>123484</b>
<b>10</b>	<b>127804</b>
<b>11</b>	<b>132279</b>
<b>12</b>	<b>136907</b>
<b>13</b>	<b>141699</b>
<b>14</b>	<b>146658</b>
<b>15*</b>	<b>151792</b>
<b>20**</b>	<b>159378</b>
<b>25***</b>	<b>167349</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 I: HOURLY, DAILY & INTERMITTENT PAY**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2023

<b>ASSIGNMENT</b>	<b>AMOUNT</b>	<b>BASED ON:</b>
Summer School Hourly Rate	\$51.45 Per Hour	325-Minute Day
Summer School Elementary School	\$278.86 Per Day	325-Minute Day
Summer School Middle School	\$278.86 Per Day	325-Minute Day
Summer School High School	\$294.81 Per Day	343.75-Minute Day
Home Teacher	\$44.28 Per Hour	

Effective Date: 07/01/2023

Board Approved: 04/22/2024

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2023

<b>1. High School Athletics</b>	<b>PER ASSIGNMENT RATE</b>	<b>PER ASSIGNMENT PER WEEK POST SEASON</b>
Athletic Director	\$5,966	
Athletic Director-Assistant	\$4,484	
Varsity Baseball-Head	\$4,861	\$241
Varsity Baseball-Assistant	\$3,462	
JV Baseball-Head	\$3,462	
Freshman Baseball-Head	\$3,098	
Varsity Basketball-Head	\$4,969	\$241
Varsity Basketball-Assistant	\$3,471	
JV Basketball-Head	\$3,471	
Sophomore Basketball-Head	\$3,344	
Freshman Basketball-Head	\$3,220	
Cross Country-Head	\$3,964	\$163
Cross Country-Assistant	\$3,033	\$163
Varsity Football-Head	\$5,841	\$323
Varsity Football-Assistant	\$3,789	\$241
JV Football-Head	\$3,670	
JV Football-Assistant	\$3,369	
Sophomore Football-Head	\$3,238	
Sophomore Football-Assistant	\$3,143	
Freshman Football-Head	\$3,503	
Freshman Football-Assistant	\$3,143	
Golf-Head	\$3,896	\$82
Gymnastics/Dance Team-Head	\$4,586	\$163
Gymnastics/Dance Team-Assistant	\$3,005	\$163
Varsity Soccer-Head	\$4,500	\$241
Varsity Soccer-Assistant	\$3,098	\$82
JV Soccer-Head	\$3,098	
JV Soccer-Assistant	\$3,098	
Freshman Soccer-Head	\$3,098	
Freshman Soccer-Assistant	\$3,098	
Varsity Softball-Head	\$4,861	\$241
Varsity Softball-Assistant	\$3,462	
JV Softball-Head	\$3,462	
Varsity Swim Team-Head	\$4,809	
Varsity Swim Team-Assistant	\$3,172	
Varsity Water Polo-Head	\$4,809	
Varsity Water Polo-Assistant	\$3,172	

Effective Date: 07/01/2023  
 Board Approved: 04/22/2024

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2023

	<b>PER ASSIGNMENT RATE</b>	<b>PER ASSIGNMENT PER WEEK POST SEASON</b>
<b>1. High School Athletics (CONT)</b>		
Varsity Tennis-Head	\$4,195	\$163
JV Tennis-Head	\$3,098	
Varsity Track-Head	\$4,861	\$163
Track-Assistant	\$3,202	\$163
Varsity Volleyball-Head	\$4,611	\$241
JV Volleyball-Head	\$3,303	
Sophomore Volleyball-Head	\$3,098	
Freshman Volleyball-Head	\$3,005	
Wrestling-Head	\$4,633	\$163
Wrestling-Assistant	\$3,241	\$163
ESports-Head (Effective: 08/01/23)	\$3,098	
ESports-Assistant (Effective: 08/01/23)	\$2,781	
Flag Football-Head (Effective: 08/01/23)	\$3,503	
Flag Football-Assistant (Effective: 08/01/23)	\$3,143	
<b>2. Other High School Activities</b>		
Band Director	\$7,846	\$231
Coordinator of Activities	\$7,171	
El Camino High School Coordinator of Activities	\$3,584	
Drill Team Director	\$3,784	
Pep Squad	\$3,784	
Forensics-Head	\$3,348	
Forensics-Assistant	\$2,134	
News Releases	\$1,917	
Technical Stage Director	\$3,592	
Play & Productions Directors (Per Production)	\$3,320	
Yearbook Advisor	\$3,789	
Newspaper Advisor	\$4,087	
Academic Decathlon Coach	\$3,297	
<b>3. High School Department Heads</b>		
7 to 14 Sections	\$1,365	
15 to 20 Sections	\$1,745	
21 to 45 Sections	\$2,124	
46 to 70 Sections	\$2,517	
71 to 95 Sections	\$2,904	
96 plus Sections	\$3,291	
El Camino (2 Positions)	\$1,345	
Adult Education	\$1,365	

Effective Date: 07/01/2023  
 Board Approved: 04/22/2024

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2023

<b>4. Other Assignments, All levels</b>	<b>PER ASSIGNMENT RATE</b>
Assessment Liaison (One per school)	\$2,345 per school year
Peer Assistance and Support Teacher	\$2,251 - \$9,006
Intern Support Provider	\$399 per semester X # new teachers (4 max)
Onsite Support Provider for New Teachers	\$399 per semester X # new teachers (4 max)
Tutorial Program	\$51.50 per hour
Homework Helpline	\$51.50 per hour
Saturday School	\$51.50 per hour
Honor Band	\$809
Driver Training Coordinator	\$46.12 per hour
Saturday School Teacher - Migrant Ed	\$44.07 per hour
Student Supervision Duty (Provided when necessary)	\$35.21 per hour
Nurses	\$7,505 per school year
Middle School Coaching	\$41.04 per hour
English to Spanish/Second Language Translations	\$33.13
Bilingual Area Resource Teacher	Three (3) \$8,688 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 183 workdays. The 180 hours shall be subject to verification and audit.
Extra Pay	\$46.35 per hour
Over-the-ratio (Elementary Level)	\$101.00 per student/per month
Combo Classes (Elementary Level)	\$3,638 per school year
Bilingual Dual Immersion	\$1,819 per school year
Speech and Language Pathologist (Waiver)	\$1,400 per school year
District Level TOSA (Excludes TOSA Admin)	\$7,505
Technology Teacher	\$7,505
PTAP Support Providers	\$1,819



**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2023

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

**PER ASSIGNMENT RATE**

(IWP) District Literacy Specialist	\$3,499 per school year
(IWP) Pathway Counselor	\$2,331 per school year
(IWP) Data Specialist	\$7,004 per school year
(IWP) Pathway Teacher	\$699 per school year & \$139 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 \$135 per meeting attended for a maximum not to exceed \$679.
(IWP) Control Teacher	\$699 per school year
Middle School Play Productions Directors	\$1,400 (Per Production)
Middle School Play Productions Directors' Assistant	<p>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.</p> <p>\$911 (Per Production)</p> <p>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.</p>

(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, 2023

ASSIGNMENT	RATE
Master Training Teacher (Full Assignment-Per Semester)	\$877 (Agreement Limit)
Master Training Teacher (Full Summer School Assignment)	\$400 (Agreement Limit)
Categorical Aide Program Facilitator	\$1,877
GATE Teachers (Elementary & Secondary)	\$760 per assignment per school year
Resource Teacher Categorical/Bilingual Programs	One (1) \$8,118 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 183 workdays. The 180 hours shall be subject to verification and audit.

Effective Date: 07/01/2023

Board Approved: 04/22/2024