

**APPENDIX A: TEACHER SALARY SCHEDULE (183 WORKDAYS - 180 TEACHING DAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<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>52733</b>	<b>55370</b>	<b>58139</b>	<b>61046</b>	<b>64098</b>
<b>2</b>	<b>54473</b>	<b>57197</b>	<b>60057</b>	<b>63060</b>	<b>66213</b>
<b>3</b>	<b>56271</b>	<b>59085</b>	<b>62039</b>	<b>65141</b>	<b>68398</b>
<b>4</b>	<b>58128</b>	<b>61034</b>	<b>64086</b>	<b>67290</b>	<b>70655</b>
<b>5</b>	<b>60046</b>	<b>63048</b>	<b>66200</b>	<b>69510</b>	<b>72986</b>
<b>6</b>	<b>62028</b>	<b>65129</b>	<b>68385</b>	<b>71804</b>	<b>75394</b>
<b>7</b>	<b>64075</b>	<b>67279</b>	<b>70643</b>	<b>74175</b>	<b>77884</b>
<b>8</b>	<b>66189</b>	<b>69498</b>	<b>72973</b>	<b>76622</b>	<b>80453</b>
<b>9</b>	<b>68373</b>	<b>71792</b>	<b>75382</b>	<b>79151</b>	<b>83109</b>
<b>10</b>		<b>74161</b>	<b>77869</b>	<b>81762</b>	<b>85850</b>
<b>11</b>			<b>80439</b>	<b>84461</b>	<b>88684</b>
<b>12</b>				<b>87248</b>	<b>91610</b>
<b>15*</b>	<b>70493</b>	<b>76461</b>	<b>82933</b>	<b>89953</b>	<b>94451</b>
<b>20**</b>	<b>72749</b>	<b>78907</b>	<b>85587</b>	<b>92832</b>	<b>97473</b>
<b>24***</b>	<b>76314</b>	<b>82773</b>	<b>89781</b>	<b>97381</b>	<b>102249</b>
<b>30****</b>	<b>80053</b>	<b>86829</b>	<b>94180</b>	<b>102153</b>	<b>107259</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX B: TEACHER SALARY SCHEDULE (202 WORKDAYS – 192 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>STEP</b>	<b>SCALE 1111 BA</b>	<b>SCALE 1112 BA + 30 or MA</b>	<b>SCALE 1113 BA + 45</b>	<b>SCALE 1114 BA + 60 INC MA or BA + 75</b>	<b>SCALE 1115 BA + 75 INC MA</b>
<b>1</b>	<b>58205</b>	<b>61115</b>	<b>64171</b>	<b>67380</b>	<b>70749</b>
<b>2</b>	<b>60126</b>	<b>63132</b>	<b>66289</b>	<b>69603</b>	<b>73083</b>
<b>3</b>	<b>62110</b>	<b>65216</b>	<b>68477</b>	<b>71901</b>	<b>75496</b>
<b>4</b>	<b>64160</b>	<b>67368</b>	<b>70736</b>	<b>74273</b>	<b>77987</b>
<b>5</b>	<b>66277</b>	<b>69591</b>	<b>73071</b>	<b>76725</b>	<b>80561</b>
<b>6</b>	<b>68464</b>	<b>71887</b>	<b>75481</b>	<b>79255</b>	<b>83218</b>
<b>7</b>	<b>70723</b>	<b>74259</b>	<b>77972</b>	<b>81871</b>	<b>85965</b>
<b>8</b>	<b>73057</b>	<b>76710</b>	<b>80546</b>	<b>84573</b>	<b>88802</b>
<b>9</b>	<b>75468</b>	<b>79241</b>	<b>83203</b>	<b>87363</b>	<b>91731</b>
<b>10</b>		<b>81856</b>	<b>85949</b>	<b>90246</b>	<b>94758</b>
<b>11</b>			<b>88785</b>	<b>93224</b>	<b>97885</b>
<b>12</b>				<b>96300</b>	<b>101115</b>
<b>15*</b>	<b>77808</b>	<b>84394</b>	<b>91538</b>	<b>99286</b>	<b>104250</b>
<b>20**</b>	<b>80298</b>	<b>87095</b>	<b>94467</b>	<b>102463</b>	<b>107586</b>
<b>24***</b>	<b>84233</b>	<b>91363</b>	<b>99096</b>	<b>107484</b>	<b>112858</b>
<b>30****</b>	<b>88360</b>	<b>95840</b>	<b>103952</b>	<b>112751</b>	<b>118388</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX C: VOCATIONAL EDUCATION TEACHER SALARY SCHEDULE  
(183 WORKDAYS – 180 TEACHING DAYS)**

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2017

<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>48655</b>	<b>66188</b>	<b>69497</b>	<b>72972</b>	<b>76621</b>	<b>80452</b>
<b>2</b>	<b>51255</b>	<b>68372</b>	<b>71791</b>	<b>75381</b>	<b>79150</b>	<b>83108</b>
<b>3</b>	<b>54002</b>	<b>70628</b>	<b>74159</b>	<b>77867</b>	<b>81760</b>	<b>85848</b>
<b>4</b>	<b>56534</b>	<b>72959</b>	<b>76607</b>	<b>80437</b>	<b>84459</b>	<b>88682</b>
<b>5</b>	<b>59202</b>	<b>75367</b>	<b>79135</b>	<b>83092</b>	<b>87247</b>	<b>91609</b>
<b>15*</b>	<b>61039</b>	<b>77704</b>	<b>81589</b>	<b>85668</b>	<b>89952</b>	<b>94450</b>
<b>20**</b>	<b>62992</b>	<b>80190</b>	<b>84200</b>	<b>88410</b>	<b>92831</b>	<b>97472</b>
<b>24***</b>	<b>66078</b>	<b>84119</b>	<b>88326</b>	<b>92742</b>	<b>97380</b>	<b>102248</b>
<b>30****</b>	<b>69316</b>	<b>88241</b>	<b>92654</b>	<b>97286</b>	<b>102152</b>	<b>107258</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017

Board Approved: 09/25/2017

**APPENDIX D: COUNSELOR SALARY SCHEDULE**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>STEP</b>	<b>SCALE 9 ELEMENTARY AND MIDDLE 183 WORK DAYS (10 MO)</b>	<b>SCALE 10 HIGH SCHOOL 192 WORK DAYS (11 MO)</b>
<b>1</b>	<b>75393</b>	<b>79080</b>
<b>2</b>	<b>77881</b>	<b>81690</b>
<b>3</b>	<b>80451</b>	<b>84386</b>
<b>4</b>	<b>83106</b>	<b>87171</b>
<b>5</b>	<b>85848</b>	<b>90048</b>
<b>6</b>	<b>88681</b>	<b>93020</b>
<b>7</b>	<b>91607</b>	<b>96090</b>
<b>15*</b>	<b>94448</b>	<b>99070</b>
<b>20**</b>	<b>97470</b>	<b>102240</b>
<b>24***</b>	<b>102246</b>	<b>107250</b>
<b>30****</b>	<b>107256</b>	<b>112505</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX E: PERMIT TEACHER SALARY SCHEDULE (6HR/183 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>STEP</b>	<b>SCALE 15 LESS THAN AA</b>	<b>SCALE 16 AA</b>	<b>SCALE 17 BA</b>	<b>SCALE 18 BA + 30 or MA</b>
<b>1</b>	<b>25650</b>	<b>26957</b>	<b>28285</b>	<b>29698</b>
<b>2</b>	<b>26978</b>	<b>28307</b>	<b>29750</b>	<b>31236</b>
<b>3</b>	<b>28297</b>	<b>29730</b>	<b>31204</b>	<b>32763</b>
<b>4</b>	<b>29781</b>	<b>31246</b>	<b>32815</b>	<b>34457</b>
<b>5</b>	<b>31246</b>	<b>32815</b>	<b>34447</b>	<b>36173</b>
<b>6</b>	<b>32805</b>	<b>34426</b>	<b>36173</b>	<b>37982</b>
<b>7</b>	<b>34573</b>	<b>36247</b>	<b>38056</b>	<b>39960</b>
<b>8</b>	<b>36247</b>	<b>38056</b>	<b>39950</b>	<b>41947</b>
<b>15*</b>	<b>37282</b>	<b>39123</b>	<b>41089</b>	<b>43140</b>
<b>20**</b>	<b>38474</b>	<b>40368</b>	<b>42419</b>	<b>44541</b>
<b>24***</b>	<b>40671</b>	<b>42669</b>	<b>44835</b>	<b>47073</b>
<b>30****</b>	<b>42972</b>	<b>45096</b>	<b>47377</b>	<b>49741</b>

NOTE: Any Preschool teacher required to perform extra work outside their normal assigned workday, shall be paid for said work. Compensatory time off shall not be used to entice permit teacher s to do extra work beyond their normal 6 hour workday.

\*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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX F: PERMIT TEACHER SALARY SCHEDULE (8HR/223 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>STEP</b>	<b>SCALE 21 LESS THAN AA</b>	<b>SCALE 22 AA</b>	<b>SCALE 23 BA</b>	<b>SCALE 24 BA + 30 or MA</b>
<b>1</b>	<b>3471</b>	<b>3650</b>	<b>3829</b>	<b>4020</b>
<b>2</b>	<b>3652</b>	<b>3834</b>	<b>4029</b>	<b>4230</b>
<b>3</b>	<b>3831</b>	<b>4024</b>	<b>4225</b>	<b>4436</b>
<b>4</b>	<b>4033</b>	<b>4231</b>	<b>4441</b>	<b>4663</b>
<b>5</b>	<b>4231</b>	<b>4441</b>	<b>4665</b>	<b>4898</b>
<b>6</b>	<b>4439</b>	<b>4663</b>	<b>4896</b>	<b>5141</b>
<b>7</b>	<b>4681</b>	<b>4908</b>	<b>5152</b>	<b>5410</b>
<b>8</b>	<b>4908</b>	<b>5152</b>	<b>5407</b>	<b>5677</b>
<b>15*</b>	<b>5046</b>	<b>5299</b>	<b>5565</b>	<b>5843</b>
<b>20**</b>	<b>5207</b>	<b>5468</b>	<b>5741</b>	<b>6028</b>
<b>24***</b>	<b>5505</b>	<b>5779</b>	<b>6067</b>	<b>6370</b>
<b>30****</b>	<b>5817</b>	<b>6105</b>	<b>6412</b>	<b>6733</b>

NOTE: Any Preschool teacher required to perform extra work outside their normal assigned workday, shall be paid for said work. Compensatory time off shall not be used to entice permit teacher s to do extra work beyond their normal 6 hour workday.

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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX F-1: TEACHER SALARY SCHEDULE (8HR/223 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<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>
<b>1</b>	<b>64256</b>	<b>67469</b>	<b>70842</b>	<b>74384</b>	<b>78103</b>
<b>2</b>	<b>66376</b>	<b>69695</b>	<b>73180</b>	<b>76839</b>	<b>80681</b>
<b>3</b>	<b>68566</b>	<b>71994</b>	<b>75594</b>	<b>79374</b>	<b>83343</b>
<b>4</b>	<b>70829</b>	<b>74370</b>	<b>78089</b>	<b>81993</b>	<b>86093</b>
<b>5</b>	<b>73166</b>	<b>76824</b>	<b>80665</b>	<b>84698</b>	<b>88933</b>
<b>6</b>	<b>75580</b>	<b>79359</b>	<b>83327</b>	<b>87493</b>	<b>91868</b>
<b>7</b>	<b>78074</b>	<b>81978</b>	<b>86077</b>	<b>90381</b>	<b>94900</b>
<b>8</b>	<b>80650</b>	<b>84683</b>	<b>88917</b>	<b>93363</b>	<b>98031</b>
<b>9</b>	<b>83311</b>	<b>87477</b>	<b>91851</b>	<b>96444</b>	<b>101266</b>
<b>10</b>		<b>90364</b>	<b>94882</b>	<b>99626</b>	<b>104607</b>
<b>11</b>			<b>98013</b>	<b>102914</b>	<b>108060</b>
<b>12</b>				<b>106310</b>	<b>111626</b>
<b>15*</b>	<b>85894</b>	<b>93166</b>	<b>101052</b>	<b>109606</b>	<b>115087</b>
<b>20**</b>	<b>88643</b>	<b>96147</b>	<b>104286</b>	<b>113114</b>	<b>118770</b>
<b>24***</b>	<b>92987</b>	<b>100858</b>	<b>109396</b>	<b>118657</b>	<b>124590</b>
<b>30****</b>	<b>97543</b>	<b>105800</b>	<b>114756</b>	<b>124471</b>	<b>130695</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX F-2: TEACHER SALARY SCHEDULE (8HR/202 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<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>
<b>1</b>	<b>58204</b>	<b>61114</b>	<b>64170</b>	<b>67379</b>	<b>70748</b>
<b>2</b>	<b>60125</b>	<b>63131</b>	<b>66288</b>	<b>69602</b>	<b>73082</b>
<b>3</b>	<b>62109</b>	<b>65214</b>	<b>68475</b>	<b>71899</b>	<b>75494</b>
<b>4</b>	<b>64159</b>	<b>67367</b>	<b>70735</b>	<b>74272</b>	<b>77986</b>
<b>5</b>	<b>66276</b>	<b>69590</b>	<b>73070</b>	<b>76724</b>	<b>80560</b>
<b>6</b>	<b>68463</b>	<b>71886</b>	<b>75480</b>	<b>79254</b>	<b>83217</b>
<b>7</b>	<b>70722</b>	<b>74258</b>	<b>77971</b>	<b>81870</b>	<b>85964</b>
<b>8</b>	<b>73056</b>	<b>76709</b>	<b>80544</b>	<b>84571</b>	<b>88800</b>
<b>9</b>	<b>75467</b>	<b>79240</b>	<b>83202</b>	<b>87362</b>	<b>91730</b>
<b>10</b>		<b>81855</b>	<b>85948</b>	<b>90245</b>	<b>94757</b>
<b>11</b>			<b>88784</b>	<b>93223</b>	<b>97884</b>
<b>12</b>				<b>96299</b>	<b>101114</b>
<b>15*</b>	<b>77807</b>	<b>84393</b>	<b>91537</b>	<b>99285</b>	<b>104249</b>
<b>20**</b>	<b>80297</b>	<b>87094</b>	<b>94466</b>	<b>102462</b>	<b>107585</b>
<b>24***</b>	<b>84232</b>	<b>91362</b>	<b>99095</b>	<b>107483</b>	<b>112857</b>
<b>30****</b>	<b>88359</b>	<b>95839</b>	<b>103951</b>	<b>112750</b>	<b>118387</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017



**APPENDIX G: PERMIT/HOME BASE TEACHER SALARY SCHEDULE (8HRS/183 WORKDAYS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>STEP</b>	<b>SCALE 18 LESS THAN AA</b>	<b>SCALE 19 AA</b>	<b>SCALE 20 BA</b>	<b>SCALE 21 BA + 30 or MA</b>
<b>1</b>	<b>32888</b>	<b>34206</b>	<b>37711</b>	<b>39597</b>
<b>2</b>	<b>34552</b>	<b>35943</b>	<b>39688</b>	<b>41672</b>
<b>3</b>	<b>36267</b>	<b>37721</b>	<b>41592</b>	<b>43672</b>
<b>4</b>	<b>38192</b>	<b>39719</b>	<b>43747</b>	<b>45934</b>
<b>5</b>	<b>40064</b>	<b>41675</b>	<b>45922</b>	<b>48218</b>
<b>6</b>	<b>42042</b>	<b>43726</b>	<b>48224</b>	<b>50635</b>
<b>7</b>	<b>44332</b>	<b>46100</b>	<b>50756</b>	<b>53294</b>
<b>8</b>	<b>46487</b>	<b>48338</b>	<b>53276</b>	<b>55940</b>
<b>15*</b>	<b>47754</b>	<b>49667</b>	<b>54793</b>	<b>57533</b>
<b>20**</b>	<b>49280</b>	<b>51247</b>	<b>56540</b>	<b>59367</b>
<b>24***</b>	<b>52116</b>	<b>54208</b>	<b>59762</b>	<b>62750</b>
<b>30****</b>	<b>55086</b>	<b>57293</b>	<b>63161</b>	<b>66319</b>

NOTE: Any Preschool teacher required to perform extra work outside their normal assigned workday, shall be paid for said work. Compensatory time off shall not be used to entice permit teacher s to do extra work beyond their normal 8 hour workday.

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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX G-1: PERMIT/HOME BASE TEACHER SALARY SCHEDULE  
(8HRS/235 WORKDAYS/12 MONTHS)  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2017**

<b>STEP</b>	<b>SCALE 18 LESS THAN AA</b>	<b>SCALE 19 AA</b>	<b>SCALE 20 BA</b>	<b>SCALE 21 BA + 30 or MA</b>
<b>1</b>	<b>3660</b>	<b>3842</b>	<b>4036</b>	<b>4238</b>
<b>2</b>	<b>3846</b>	<b>4039</b>	<b>4246</b>	<b>4458</b>
<b>3</b>	<b>4037</b>	<b>4241</b>	<b>4452</b>	<b>4675</b>
<b>4</b>	<b>4251</b>	<b>4459</b>	<b>4681</b>	<b>4916</b>
<b>5</b>	<b>4459</b>	<b>4681</b>	<b>4914</b>	<b>5160</b>
<b>6</b>	<b>4679</b>	<b>4912</b>	<b>5160</b>	<b>5418</b>
<b>7</b>	<b>4933</b>	<b>5173</b>	<b>5431</b>	<b>5704</b>
<b>8</b>	<b>5173</b>	<b>5431</b>	<b>5702</b>	<b>5987</b>
<b>15*</b>	<b>5315</b>	<b>5582</b>	<b>5864</b>	<b>6158</b>
<b>20**</b>	<b>5484</b>	<b>5761</b>	<b>6051</b>	<b>6353</b>
<b>24***</b>	<b>5800</b>	<b>6090</b>	<b>6395</b>	<b>6716</b>
<b>30****</b>	<b>6131</b>	<b>6436</b>	<b>6759</b>	<b>7097</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
Board Approved: 09/25/2017

**APPENDIX H: ADULT EDUCATION SALARY SCHEDULE**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>STEP</b>	<b>SCALE 11 LESS THAN BA</b>	<b>SCALE 12 BA + 30 or MA</b>	<b>SCALE 13 BA + 75 INC MA</b>
<b>1</b>	<b>\$42.30</b>	<b>\$43.51</b>	<b>\$44.86</b>
<b>2</b>	<b>\$44.48</b>	<b>\$45.76</b>	<b>\$47.17</b>
<b>3</b>	<b>\$46.72</b>	<b>\$48.15</b>	<b>\$49.57</b>
<b>4</b>	<b>\$48.90</b>	<b>\$50.36</b>	<b>\$51.89</b>
<b>5</b>	<b>\$51.08</b>	<b>\$52.56</b>	<b>\$54.17</b>
<b>6</b>	<b>\$53.32</b>	<b>\$54.91</b>	<b>\$56.52</b>
<b>7</b>	<b>\$55.50</b>	<b>\$57.20</b>	<b>\$58.87</b>
<b>8</b>	<b>\$57.68</b>	<b>\$59.41</b>	<b>\$61.22</b>
<b>15*</b>	<b>\$58.03</b>	<b>\$59.77</b>	<b>\$61.61</b>
<b>20**</b>	<b>\$59.90</b>	<b>\$61.68</b>	<b>\$63.58</b>
<b>24***</b>	<b>\$61.78</b>	<b>\$65.93</b>	<b>\$67.88</b>
<b>30****</b>	<b>\$67.26</b>	<b>\$73.70</b>	<b>\$75.74</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX H-1: TEACHER SALARY SCHEDULE (8HR/202 WORKDAYS – 11 MONTHS)**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>STEP</b>	<b>SCALE 106</b>
<b>1</b>	<b>77200</b>
<b>2</b>	<b>79748</b>
<b>3</b>	<b>82380</b>
<b>4</b>	<b>85099</b>
<b>5</b>	<b>87907</b>
<b>6</b>	<b>90808</b>
<b>7</b>	<b>93805</b>
<b>8</b>	<b>96901</b>
<b>9</b>	<b>100099</b>
<b>15*</b>	<b>103203</b>
<b>20**</b>	<b>106505</b>
<b>24***</b>	<b>111724</b>
<b>30****</b>	<b>117198</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 Norwalk-La Mirada Unified School District on this Salary Schedule

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

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX H-2: CREDENTIALLED SPEECH & LANGUAGE PATHOLOGIST**  
 (187 WORKDAYS – 11 MONTHS)  
 NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
 Effective: July 1, 2017

<b>STEP</b>	<b>ANNUAL</b>
<b>1</b>	<b>73225</b>
<b>2</b>	<b>75788</b>
<b>3</b>	<b>78441</b>
<b>4</b>	<b>81185</b>
<b>5</b>	<b>84028</b>
<b>6</b>	<b>86968</b>
<b>7</b>	<b>90012</b>
<b>8</b>	<b>93163</b>
<b>9</b>	<b>96423</b>
<b>10</b>	<b>99798</b>
<b>11</b>	<b>103291</b>
<b>12</b>	<b>106906</b>
<b>13</b>	<b>110648</b>
<b>14</b>	<b>114520</b>
<b>15</b>	<b>118529</b>
<b>20*</b>	<b>124455</b>
<b>25*</b>	<b>130678</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)

Effective Date: 07/01/2017  
 Board Approved: 09/25/2017

**APPENDIX I: HOURLY, DAILY & INTERMITTENT PAY**  
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT  
Effective: July 1, 2017

ASSIGNMENT	AMOUNT	BASED ON:
SUMMER SCHOOL ELEMENTARY SCHOOL	\$ 199.24 per day	325 Minute Day
SUMMER SCHOOL MIDDLE SCHOOL	\$ 199.24 per day	325 Minute Day
SUMMER SCHOOL HIGH SCHOOL	\$ 210.70 per day	343.75 Minute Day
HOME TEACHER	\$ 34.76 per hour	

Effective Date: 07/01/2017  
Board Approved: 09/25/2017

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>1. High School Athletics</b>	<b>PER ASSIGNMENT RATE</b>	<b>PER ASSIGNMENT PER WEEK POST SEASON PAY</b>
Athletic Director	\$4,683	
Athletic Director-Assistant	\$3,520	
Varsity Baseball-Head	\$3,815	\$189
Varsity Baseball-Assistant	\$2,718	
JV Baseball-Head	\$2,718	
Freshman Baseball-Head	\$2,433	
Varsity Basketball-Head	\$3,900	\$189
Varsity Basketball-Assistant	\$2,725	
JV Basketball-Head	\$2,725	
Sophomore Basketball-Head	\$2,626	
Freshman Basketball-Head	\$2,528	
Cross Country-Head	\$3,113	\$128
Cross Country-Assistant	\$2,381	\$128
Varsity Football-Head	\$4,586	\$254
Varsity Football-Assistant	\$2,974	\$189
JV Football-Head	\$2,881	
JV Football-Assistant	\$2,644	
Sophomore Football-Head	\$2,542	
Sophomore Football-Assistant	\$2,467	
Freshman Football-Head	\$2,750	
Freshman Football-Assistant	\$2,467	
Golf-Head	\$3,059	\$64
Gymnastics-Head	\$3,600	\$128
Gymnastics-Assistant	\$2,359	\$128
Varsity Soccer-Head	\$3,533	\$189
Varsity Soccer-Assistant	\$2,433	\$64
JV Soccer-Head	\$2,433	
JV Soccer-Assistant	\$2,433	
Freshman Soccer-Head	\$2,433	
Freshman Soccer-Assistant	\$2,433	
Varsity Softball-Head	\$3,815	\$189
Varsity Softball-Assistant	\$2,718	
JV Softball-Head	\$2,718	
Varsity Swim Team-Head	\$3,775	
Varsity Swim Team-Assistant	\$2,490	

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

	<b>PER ASSIGNMENT RATE</b>	<b>PER ASSIGNMENT PER WEEK POST SEASON PAY</b>
<b>1. High School Athletics (CONT)</b>		
Varsity Water Polo-Head	\$3,775	
Varsity Water Polo-Assistant	\$2,490	
Varsity Tennis-Head	\$3,293	\$128
JV Tennis-Head	\$2,433	
Varsity Track-Head	\$3,815	\$128
Track-Assistant	\$2,514	\$128
Varsity Volleyball-Head	\$3,619	\$189
JV Volleyball-Head	\$2,593	
Sophomore Volleyball-Head	\$2,433	
Freshman Volleyball-Head	\$2,359	
Wrestling-Head	\$3,637	\$128
Wrestling-Assistant	\$2,545	\$128
<b>2. Other High School Activities</b>		
Band Director	\$6,159	\$183
Coordinator of Activities	\$5,629	
El Camino High School Coordinator of Activities	\$2,814	
Drill Team Director	\$2,971	
Pep Squad	\$2,971	
Forensics-Head	\$2,628	
Forensics-Assistant	\$1,676	
News Releases	\$1,505	
Technical Stage Director	\$2,819	
Play & Productions Directors (Per Production)	\$2,607	
Yearbook Advisor	\$2,974	
Newspaper Advisor	\$3,209	
Academic Decathlon Coach	\$2,588	
<b>3. High School Department Heads</b>		
7 to 14 Sections	\$1,072	
15 to 20 Sections	\$1,370	
21 to 45 Sections	\$1,668	
46 to 70 Sections	\$1,976	
71 to 95 Sections	\$2,280	
96 plus Sections	\$2,583	
El Camino (2 Positions)	\$1,057	
Adult Education	\$1,072	



**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

<b>4. Other Assignments, All levels</b>	<b>PER ASSIGNMENT RATE</b>
Assessment Liaison (One per school)	\$1,841 per school year
Peer Assistance and Support Teacher	\$1,767 - \$7,070
Intern Support Provider	\$313 per semester X # new teachers (4 max)
Onsite Support Provider for New Teachers	\$313 per semester X # new teachers (4 max)
Tutorial Program	\$32.93 per hour
Homework Helpline	\$32.93 per hour
Honor Band	\$635
Driver Training Coordinator	\$36.21 per hour
Saturday School Teacher - Migrant Ed	\$34.60 per hour
Student Supervision Duty (Provided when necessary)	\$27.64 per hour
Nurses	\$5,891 per school year
Middle School Coaching	\$32.54 per hour
English to Spanish/Second Language Translations	\$26.01
Bilingual Area Resource Teacher	Three (3) \$6,820 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	\$32.25 per hour
Combo Classes (Elementary Level)	\$2,746 per school year
Bilingual Dual Immersion	\$1,099 per school year
Speech and Language Pathologist (Waiver)	\$1,099 per school year
District Level TOSA (Excludes TOSA Admin)	\$5,891
Technology Teacher	\$5,891

**APPENDIX J: EXTRA PAY FOR EXTRA DUTY**  
**NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**  
 Effective: July 1, 2017

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

**PER ASSIGNMENT RATE**

(IWP) District Literacy Specialist	\$2,746per school year
(IWP) Pathway Counselor	\$1,830 per school year
(IWP) Data Specialist	\$5,498 per school year
(IWP) Pathway Teacher	\$549 per school year & \$110 per meeting attended (\$549 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 \$110 per meeting attended for a maximum not to exceed \$549.
(IWP) Control Teacher	\$549 per school year
Middle School Play Productions Directors	\$1,099 (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 (Per Production)	\$714 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, 2017

<u>ASSIGNMENT</u>	<u>RATE</u>
Master Training Teacher (Full Assignment-Per Semester)	\$686 (Agreement limit)
Master Training Teacher (Full Summer School Assignment)	\$312 (Agreement limit)
Categorical Aide Program Facilitator	\$1,472
GATE Teachers (Elementary & Secondary)	\$597 per assignment per school year
Resource Teacher Categorical/Bilingual Programs	One (1) \$6,371 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.