

APPENDIX A: TEACHER SALARY SCHEDULE (183 WORKDAYS - 180 TEACHING DAYS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2015

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	50411	52932	55579	58358	61276
2	52075	54679	57413	60284	63298
3	53793	56483	59307	62272	65386
4	55568	58346	61263	64326	67542
5	57402	60272	63286	66450	69773
6	59296	62261	65374	68643	72075
7	61253	64316	67532	70909	74454
8	63274	66438	69760	73248	76910
9	65362	68630	72062	75665	79448
10		70895	74440	78162	82070
11			76897	80742	84779
12				83406	87577
15*	67389	73093	79281	85992	90293
20**	69545	75432	81818	88744	93182
24***	72953	79128	85827	93092	97748
30****	76528	83005	90033	97654	102538

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APPENDIX B: TEACHER SALARY SCHEDULE (202 WORKDAYS – 192 WORKDAYS)

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2015

STEP	SCALE 1111 BA	SCALE 1112 BA + 30 OR MA	SCALE 1113 BA + 45	SCALE 1114 BA + 60 INC MA (OR) BA + 75	SCALE 1115 BA + 75 INC MA
1	55642	58424	61345	64412	67633
2	57478	60352	63370	66539	69866
3	59375	62344	65461	68734	72171
4	61334	64401	67621	71002	74552
5	63358	66526	69852	73345	77012
6	65449	68721	72157	75765	79553
7	67609	70989	74538	78265	82178
8	69840	73332	76999	80849	84891
9	72145	75752	79540	83517	87693
10		78252	82165	86273	90587
11			84876	89120	93576
12				92061	96664
15*	74382	80678	87508	94916	99661
20**	76762	83260	90308	97953	102850
24***	80523	87340	94733	102753	107890
30****	84469	91620	99375	107788	113177

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**APPENDIX C: VOCATIONAL EDUCATION TEACHER SALARY SCHEDULE
(183 WORKDAYS – 180 TEACHING DAYS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2015**

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	63273	66437	69759	73247	76909
2	65361	68629	72060	75663	79446
3	67518	70894	74439	78161	82069
4	69746	73233	76895	80740	84777
5	72048	75650	79433	83405	87575
15*	74282	77996	81896	85991	90291
20**	76659	80492	84517	88743	93180
24***	80415	84436	88658	93091	97746
30****	84355	88573	93002	97652	102536

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APPENDIX D: COUNSELOR SALARY SCHEDULE
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2015

STEP	SCALE 9 ELEMENTARY AND MIDDLE 183 WORK DAYS (10 MO)	SCALE 10 HIGH SCHOOL 192 WORK DAYS (11 MO)
1	72073	75597
2	74451	78092
3	76908	80669
4	79446	83331
5	82068	86081
6	84776	88922
7	87574	91856
15*	90289	94704
20**	93179	97735
24***	97745	102524
30****	102535	107548

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

NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT

Effective: July 1, 2015

STEP	SCALE 15 Monthly Rate	SCALE 16 EARNED AA DEGREE OR HIGHER Monthly Rate	SCALE 17 BACHELOR OF ARTS OR BACHELOR OF SCIENCE Monthly Rate	SCALE 18 BA + 30 OR MA
1	2452	2577	2704	2839
2	2579	2706	2844	2986
3	2705	2842	2983	3132
4	2847	2987	3137	3294
5	2987	3137	3293	3458
6	3136	3291	3458	3631
7	3305	3465	3638	3820
8	3465	3638	3819	4010
15*	3564	3740	3928	4124
20**	3678	3859	4055	4258
24***	3888	4079	4286	4500
30****	4108	4311	4529	4755

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 teachers to do extra work beyond their normal 6 hour workday.

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APPENDIX F: PERMIT TEACHER SALARY SCHEDULE (8HR/223 WORKDAYS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2015

STEP	SCALE 21 Monthly Rate	SCALE 22 EARNED AA DEGREE OR HIGHER Monthly Rate	SCALE 23 EARNED B.A. OR B.S. DEGREE OR HIGHER Monthly Rate	SCALE 24 BA + 30 OR MA
1	3318	3489	3660	3843
2	3491	3665	3851	4044
3	3662	3847	4039	4241
4	3855	4045	4246	4458
5	4045	4246	4459	4682
6	4244	4457	4681	4915
7	4475	4692	4925	5171
8	4692	4925	5169	5427
15*	4823	5066	5320	5586
20**	4978	5227	5488	5762
24***	5262	5524	5800	6090
30****	5561	5836	6130	6437

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 teachers to do extra work beyond their normal 6 hour workday.

This is a positive work calendar with no paid vacation.

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APPENDIX F-1: TEACHER SALARY SCHEDULE (8HR/223 WORKDAYS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2015

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	61426	64497	67722	71108	74663
2	63453	66626	69957	73455	77128
3	65547	68824	72265	75878	79672
4	67710	71096	74651	78384	82303
5	69944	73441	77113	80969	85017
6	72252	75865	79658	83641	87823
7	74636	78368	82286	86400	90720
8	77099	80954	85002	89252	93715
9	79643	83625	87806	92196	96806
10		86385	90704	95239	100001
11			93697	98382	103301
12				101629	106710
15*	82113	89064	96602	104780	110019
20**	84740	91914	99694	108133	113539
24***	88892	96418	104579	113432	119102
30****	93248	101142	109703	118990	124938

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APPENDIX F-2: TEACHER SALARY SCHEDULE (8HR/202 WORKDAYS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2015

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	55641	58423	61344	64411	67632
2	57477	60351	63369	66537	69864
3	59374	62343	65460	68733	72170
4	61333	64400	67620	71001	74551
5	63357	66525	69851	73344	77011
6	65448	68720	72156	75764	79552
7	67608	70988	74537	78264	82177
8	69839	73331	76998	80848	84890
9	72144	75751	79539	83516	87692
10		78251	82164	86272	90586
11			84875	89119	93575
12				92060	96663
15*	74381	80677	87507	94915	99660
20**	76761	83259	90307	97952	102849
24***	80522	87339	94732	102752	107889
30****	84468	91619	99374	107787	113176

This is a positive work calendar with no paid vacation.

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APPENDIX G: PERMIT/HOME BASE TEACHER SALARY SCHEDULE (8HRS/183 WORKDAYS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2015

STEP	SCALE 18 Monthly Rate	SCALE 19 EARNED AA DEGREE OR HIGHER Monthly Rate	SCALE 20 BACHELOR OF ARTS OR BACHELOR OF SCIENCE Monthly Rate	SCALE 21 BACHELOR OF ARTS + 30 OR MA Monthly Rate
1	3144	3270	3605	3785
2	3303	3436	3794	3984
3	3467	3606	3976	4175
4	3651	3797	4182	4391
5	3830	3984	4390	4610
6	4019	4180	4610	4841
7	4238	4407	4852	5095
8	4444	4621	5093	5348
15*	4565	4748	5238	5500
20**	4711	4899	5405	5675
24***	4982	5182	5713	5999
30****	5266	5477	6038	6340

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 teachers to do extra work beyond their normal 8 hour workday.

This is a positive work calendar with no paid vacation.

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**APPENDIX G-1: PERMIT/HOME BASE TEACHER SALARY SCHEDULE
(8HRS/235 WORKDAYS/12 MONTHS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: July 1, 2015**

STEP	SCALE 18 Monthly Rate	SCALE 19 EARNED AA DEGREE OR HIGHER Monthly Rate	SCALE 20 BACHELOR OF ARTS OR BACHELOR OF SCIENCE Monthly Rate	SCALE 21 BACHELOR OF ARTS + 30 OR MA Monthly Rate
1	3499	3673	3858	4051
2	3677	3861	4059	4262
3	3859	4054	4256	4469
4	4064	4263	4475	4699
5	4263	4475	4698	4933
6	4473	4696	4933	5180
7	4716	4946	5192	5452
8	4946	5192	5450	5723
15*	5081	5336	5606	5886
20**	5243	5508	5784	6073
24***	5545	5821	6114	6420
30****	5861	6152	6461	6784

This is a positive work calendar with no paid vacation.

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APPENDIX H: ADULT EDUCATION SALARY SCHEDULE
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2015

STEP	SCALE 11 REGULAR Hourly Rate	SCALE 12 BA + 30 OR MA Hourly Rate	SCALE 13 BA + 75 INC MA Hourly Rate
1	\$40.44	\$41.59	\$42.88
2	\$42.52	\$43.75	\$45.10
3	\$44.66	\$46.03	\$47.39
4	\$46.75	\$48.15	\$49.60
5	\$48.83	\$50.24	\$51.78
6	\$50.97	\$52.49	\$54.03
7	\$53.06	\$54.68	\$56.28
8	\$55.14	\$56.79	\$58.52
15*	\$55.47	\$57.13	\$58.89
20**	\$57.26	\$58.96	\$60.78
24***	\$59.06	\$63.03	\$64.90
30****	\$64.30	\$70.46	\$72.41

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.

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APPENDIX H-1: TEACHER SALARY SCHEDULE (8HR/202 WORKDAYS – 11 MONTHS)
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: July 1, 2015

STEP	SCALE 106
1	73800
2	76235
3	78751
4	81350
5	84035
6	86808
7	89673
8	92632
9	95689
15*	98656
20**	101813
24***	106802
30****	112035

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APPENDIX I: HOURLY, DAILY & INTERMITTENT PAY
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
Effective: January 1, 2016

<u>ASSIGNMENT</u>	<u>AMOUNT</u>	<u>BASED ON:</u>
SUMMER SCHOOL ELEMENTARY SCHOOL	\$ 190.47 per day	325 Minute Day
SUMMER SCHOOL MIDDLE SCHOOL	\$ 190.47 per day	325 Minute Day
SUMMER SCHOOL HIGH SCHOOL	\$ 201.42 per day	343.75 Minute Day
HOME TEACHER	\$ 33.23 per hour	

APPENDIX J: EXTRA PAY FOR EXTRA DUTY
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT
 Effective: January 1, 2016

ASSIGNMENTS	PER ASSIGNMENT RATE	PER ASSIGNMENT Per week Post Season Pay
1. High School Athletics		
Athletic Director	\$4,391	
Athletic Director-Assistant	\$3,301	
Varsity Baseball-Head	\$3,266	\$174
Varsity Baseball-Assistant	\$2,549	
JV Baseball-Head	\$2,549	
Freshman Baseball-Head	\$2,282	
Varsity Basketball-Head	\$3,339	\$174
Varsity Basketball-Assistant	\$2,555	
JV Basketball-Head	\$2,555	
Sophomore Basketball-Head	\$2,463	
Freshman Basketball-Head	\$2,370	
Cross Country-Head	\$2,665	\$118
Cross Country-Assistant	\$2,232	\$118
Varsity Football-Head	\$3,927	\$234
Varsity Football-Assistant	\$2,789	\$174
JV Football-Head	\$2,702	
JV Football-Assistant	\$2,479	
Sophomore Football-Head	\$2,384	
Sophomore Football-Assistant	\$2,313	
Freshman Football-Head	\$2,579	
Freshman Football-Assistant	\$2,313	
Golf-Head	\$2,619	\$59
Gymnastics-Head	\$3,083	\$118
Gymnastics-Assistant	\$2,212	\$118
Varsity Soccer-Head	\$3,025	\$174
Varsity Soccer-Assistant	\$2,282	\$59
JV Soccer-Head	\$2,282	
JV Soccer-Assistant	\$2,282	
Freshman Soccer-Head	\$2,282	
Freshman Soccer-Assistant	\$2,282	
Varsity Softball-Head	\$3,266	\$174
Varsity Softball-Assistant	\$2,549	
JV Softball-Head	\$2,549	
Varsity Swim Team-Head	\$3,232	
Varsity Swim Team-Assistant	\$2,335	

EXTRA PAY FOR EXTRA DUTY – CONTINUED

	PER ASSIGNMENT RATE	PER ASSIGNMENT Per week
1. High School Athletics (Cont.)		
Varsity Water Polo-Head	\$3,232	
Varsity Water Polo-Assistant	\$2,335	
Varsity Tennis-Head	\$2,819	\$118
JV Tennis-Head	\$2,282	
Varsity Track-Head	\$3,266	\$118
Track-Assistant	\$2,357	\$118
Varsity Volleyball-Head	\$3,098	\$174
JV Volleyball-Head	\$2,431	
Sophomore Volleyball-Head	\$2,282	
Freshman Volleyball-Head	\$2,212	
Wrestling-Head	\$3,114	\$118
Wrestling-Assistant	\$2,387	\$118
2. Other High School Activities		
Band Director	\$5,887	\$175
Coordinator of Activities	\$5,382	
El Camino High School Coordinator of Activities	\$2,690	
Drill Team Director	\$2,840	
Pep Squad	\$2,840	
Forensics-Head	\$2,513	
Forensics-Assistant	\$1,602	
News Releases	\$1,439	
Technical Stage Director	\$2,695	
Play & Productions Directors (Per Production)	\$2,492	
Yearbook Advisor	\$2,843	
Newspaper Advisor	\$3,068	
Academic Decathlon Coach	\$2,474	
3. High School Department Heads		
7 to 14 Sections	\$1,025	
15 to 20 Sections	\$1,310	
21 to 45 Sections	\$1,594	
46 to 70 Sections	\$1,889	
71 to 95 Sections	\$2,180	
96 plus Sections	\$2,469	
El Camino (2 Positions)	\$1,011	
Adult Education	\$1,025	

EXTRA PAY FOR EXTRA DUTY – CONTINUED

PER ASSIGNMENT RATE

4. Other Assignments, All levels

Assessment Liaison (One per school)	\$1,760 per school year
Peer Assistance and Support Teacher	\$1,689 - \$6,758
Intern Support Provider	\$299 per semester X # new teachers (4 max)
Onsite Support Provider for New Teachers	\$299 per semester X # new teachers (4 max)
Tutorial Program	\$31.48 per hour
Homework Helpline	\$31.48 per hour
Honor Band	\$607
Driver Training Coordinator	\$34.61 per hour
Saturday School Teacher – Migrant Ed	\$33.08 per hour
Student Supervision Duty (Provided when necessary)	\$26.43 per hour
Speech and Language Pathologist	\$2,816 per school year
Nurses	\$5,632 per school year
After School Work Stipend	Hourly rate based on daily substitute rate (\$30.07)
Middle School Coaching	\$31.11 per hour
English to Spanish/Second Language Translations	\$24.86 per hour
Bilingual Area Resource Teacher	Three (3) \$6,519 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	\$30.83 per hour
Combo Classes (Elementary Level)	\$2,625 per school year
Bilingual Dual Immersion	\$1,050 per school year
Speech & Language Pathologist (Licensed)	\$5,250 per school year
Speech & Language Pathologist (Credentialed)	\$3,150 per school year
Speech & Language Pathologist (Waiver)	\$1,050 per school year
	It is agreed that the above stipend for Speech & Language Pathologist (SLP) is intended to cover fees for conferences, mileage to attend conferences, and license fees. In addition, licensed SLP's may use up to three (3) business days per school year to attend conferences.
District Level TOSA (Excludes TOSA Admin)	\$5,632
Technology Literacy Teacher	\$5,632

EXTRA PAY FOR EXTRA DUTY – CONTINUED

PER ASSIGNMENT RATE

4. Other Assignments, All levels

(IWP) District Literacy Specialist

\$2,625 per school year

(IWP) Pathway Counselor

\$1,050 per school year

(IWP) Data Specialist

\$5,250 per school year

(IWP) Pathway Teacher

\$525 per school year & \$105 per meeting attended (\$525 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 \$105 per meeting attended for a maximum not to exceed \$525.

(IWP) Control Teacher

\$525 per school year

Middle School Play Productions Directors
(Per Production)

\$1,050

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)

\$682.50

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: January 1, 2016

<u>ASSIGNMENT</u>	<u>RATE</u>
Master Training Teacher (Full Assignment-Per Semester)	\$655 (Agreement limit)
Master Training Teacher (Full Summer School Assignment)	\$298 (Agreement limit)
Categorical Aide Program Facilitator	\$1,406
GATE Teachers (Elementary & Secondary)	\$570 per assignment per school year
Resource Teacher Categorical/Bilingual Programs	One (1) \$6,090 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.