

TTA/TUSD CBA TENTATIVE AGREEMENT W/ MOU

2024-2025 Reopeners



APRIL 25, 2025
TORRANCE TEACHERS ASSOCIATION

TTA/TUSD Collective Bargaining Agreement Negotiated Changes for 2024-2025

Table of Contents

PART ONE: TENTATIVE AGREEMENT 2024-2025

Item	Page number(s)
Rationale, Recommendation, and Voting Timeline	2
New Language in Each Article of the Contract	3 – 18
ARTICLE VI: HOURS OF EMPLOYMENT, ADJUNCT DUTY, AND SUPERVISION	3 – 4
ARTICLE XI CLASS SIZE AND CERTIFICATED EDUCATOR ALLOCATION/CASELOAD	5
ARTICLE XIII TEACHER SAFETY AND STUDENT DISCIPLINE	5 – 13
ARTICLE XXIII SALARY SCHEDULE RULES	13 – 15
ARTICLE XXVII CALENDAR CONSIDERATIONS	15
ARTICLE XXVIII DUAL ENROLLMENT AND EARLY COLLEGE (NEW ARTICLE)	16 – 18
2026-2027 Calendar	19
Salary Schedule Changes	20
Permanent Employee on a Temporary Assignment Contract	21 – 22
Salary Schedule Rules	23
Salary Enhancements	24

PART TWO: MEMORANDA OF UNDERSTANDING

Item	Page number(s)
Rationale	25
MOU: Instructional Minutes Recoup	26 – 27
MOU: Supervision & Adjunct Duty	28
MOU: Elementary Progress Reports Committee	29
MOU: Military Partner Leave	30
MOU: President's Release Time	31
MOU: Salary Equalization	32 – 44

Rationale and Recommendation

The TTA Negotiations Team has worked diligently to negotiate a fair settlement that makes progress toward our guiding principles of agency, workload relief, and competitive compensation. The TTA Team recognizes that this bargain is extensive and ambitious, yet it still leaves us with much work to be done. While we didn't get everything we proposed at the table, our team believes this is a good bargain that is fair and makes progress. We hope that the quest for the perfect will not negate the positive steps forward that this bargain represents.

The TTA Negotiations Team also sends thanks all our members for the support along the way—shirting up and showing up, participating in Blue Thursdays and unity practices, speaking at school board meetings, staying informed, and asking the hard questions along the way. Your mobilization has helped us to move items at the table to build this strong settlement that gives us all progress toward the agency, workload relief, and competitive compensation we deserve. We haven't finished all we set out to do in this bargain, but we have taken giant steps forward by obtaining movement from TUSD on items that we have taken to the table for many years. We now feel it is important to wrap up and get money into our members' pockets and get the language we have secured enacted, especially since the financial picture is uncertain for schools next year.

For these reasons, the TTA Negotiations Team and Executive Board recommend a “YES” vote to ratify and enact the newly negotiated items to be added to our [Collective Bargaining Agreement for 2023-2026](#).

PART ONE lists all articles of the contract, whether it was opened and by whom, and lists any language changes. ~~Strike through~~ means the language is being deleted. If language is **bold/italics/highlighted**, it is new/revised language. At the end of each article that has been changed, there will be a blue box with rationale as needed. If you have any questions after reading through the package, please contact your site representative, your Executive Board member, a member of the TTA Negotiations Team, or the TTA office.

Voting timeline:

May 12 - The office will deliver ballot boxes and election material to school sites/site reps.

May 13-16 – Election voting window for TTA Executive Board Election.

May 16

- **3:30 PM** – Voting window closes at sites. Ballot boxes or ballot envelope, roster, and any election materials must be dropped off at TTA's office by 5 PM.
- **5 PM** - Election material must be dropped off at the TTA office by 5 PM. Sites who drop off their ballot boxes or envelopes after 5:15 PM on May 16th will be disqualified by the elections committee, and their ballots will NOT be counted.
- **5:30 PM** - Ballots counted. Results published in *The Torrance Teacher*.

If the TTA membership votes to ratify the Tentative Agreement, the TUSD Board of Education will vote to approve the agreement on **May 19th**.

PART ONE: TENTATIVE AGREEMENT 2024-2025

Changes take effect as soon as approved and ratified by both TTA membership and the TUSD Board of Education. All changes are retroactive unless otherwise indicated.

ARTICLE I—AGREEMENT

No change. Article not opened.

ARTICLE II—RECOGNITION

No change. Article not opened.

ARTICLE III—ASSOCIATION RIGHTS

No change. Article not opened.

ARTICLE IV—MANAGEMENT RIGHTS

No change. Article not opened.

ARTICLE V—DUES DEDUCTIONS

No change. Article not opened.

ARTICLE VI: HOURS OF EMPLOYMENT, ADJUNCT DUTY, AND SUPERVISION

Article opened by both TTA and TUSD (per Article XXVIII Duration and Zipper).

J. Planning and Preparation Time (Grades 1-12)

Planning/preparation time shall be used for the specific purposes of preparing materials and conferring with students, parents, support staff, and administrators. ***All classroom teachers (Grades 1-12) will be provided planning/preparation time regardless of grade level.***

~~1. Elementary Planning and Preparation Time will be reviewed over the course of this first year of implementation of Proposition 28 and will be negotiated during reopeners without counting against reopener limits.~~

1. Elementary (1-5)

~~Planning/preparation time may be arranged at grades 1-5 through staffing patterns that:~~

- ~~(a) — are educationally justifiable;~~
- ~~(b) — do not reduce the total instruction time for students;~~
- ~~(c) — are developed jointly by the teaching staff and the site administrator; and~~
- ~~(d) — are recommended by the principal and approved by the Superintendent or designee.~~

~~Unit members in grades 4 and 5 grade shall be allowed planning and preparation time through the 4th and 5th grade Vocal Music Program concurrent with state funding for the program.~~

Administrators will use available programs, such as the elementary arts program and physical education, to establish planning/preparation time for all classroom teachers (Grades 1-5).

- a. Scheduling patterns shall provide grades 1-3 with the flexibility to build prep and planning time of up to 30 minutes weekly (or the equivalent). Site grade level teams will***

receive equal minutes of planning. Site administrators shall work collaboratively with the site leadership team to develop the schedule.

b. Scheduling patterns shall provide 40 concurrent minutes once weekly for grades 4-5.

c. The District and the Association shall convene a committee of stakeholders to work on developing a process and procedure by which Elementary School Teachers can receive equal planning and preparation time. The committee shall remain active until the plan is fully implemented.

d. The District will work cooperatively with the unit members who provide program instruction and site administrators to create equitable itinerant schedules.

2. Middle School (6-8)

Full-time unit members assigned to grades 6-8 shall teach five (5) periods and have one (1) planning, preparation, and conferencing period.

3. High School (9-12)

Full-time unit members assigned to grades 9-12 shall teach five (5) periods and have one (1) planning/preparation period.

4. Community Day School Unit Member - Full-time unit members will be on a 185 day work calendar with no additional compensation multiplier. They will be assigned a planning/preparation period. If a preparation period is not assigned the unit members will enter into a 1/6th temporary contract for the year to compensate for the loss of their planning/preparation period.

Elementary Prep/Planning Time

- For years, elementary prep/planning time has been a topic at the negotiations table.
- Although we were not able to get the amount of prep/planning time as we were hoping to get, it is a first step in getting to our end goal of everyone getting the same amount of time.
- This new language also codifies the current practice of providing Grades 4 and 5 forty (40) minutes of prep/planning time and sets a minimum standard for elementary prep/planning time for the district.
- TK & K are not currently part of the prep/planning time because the TK & K school day is shorter. We hope to bring this back to the table for future negotiations.

Community Day School

- Community Day School teachers have been teaching six periods a day without a prep period.
- This language increases their salary from 1.1 to 1.1667 or provides them a prep/planning period.

ARTICLE VII EVALUATION

No change. Article not opened.

ARTICLE VIII PERSONNEL FILE

No change. Article not opened.

ARTICLE IX ASSIGNMENTS, REASSIGNMENTS, AND TRANSFERS

No change. Article not opened.

ARTICLE X COMMITTEE ON ASSIGNMENTS

No changes. Article not opened.

ARTICLE XI CLASS SIZE AND CERTIFICATED EDUCATOR ALLOCATION/CASELOAD

Article opened by TUSD.

B. Regular Certificated Educator Allocations

A. District shall make every effort to maintain the following maximum staffing ratio:

- a. Transitional Kindergarten (TK): ~~12:1~~ **10:1** student-to-teacher ratio. **Between 13-24 11-20 students in a class with an Instructional Aide Assistant. (Effective beginning July 1, 2025)**
- b. Transitional kindergarten classes will be leveled when the total number of students at the site ~~reaches more than 29~~ **exceeds 20 students**. A ~~30th-child~~ **21st student** will trigger leveling of both classes above the ~~12:1~~ **10:1** ratio, ~~creating the need for an instructional aide~~ **requiring an Instructional Assistant** in each class. **(Effective beginning July 1, 2025)**

- Transitional Kindergarten class sizes have been modified to align with changes in state law.
- Despite the fact that the law still currently allows a 24:3 ratio (24 students to a teacher and two instructional aides), TTA fought and won the battle to do better than the law, holding TUSD to promises that were made when the program was first implemented.
- Item b specifies when leveling will occur, aligning with the negotiated 10:1 student-to-teacher ratio.

ARTICLE XII SPECIAL EDUCATION

No change. Article not opened.

ARTICLE XIII TEACHER SAFETY AND STUDENT DISCIPLINE

Article opened by TTA. NOTE: Items were added to this article and the order of the items was moved around.

A. Teacher Rights

A copy of the District publication, Rights and Duties of Administrators and Teachers with Respect to Student Discipline shall be presented to each unit member by the District on the first day of each school year.

B. **Classroom** Suspension of Students

1. Unit members may remove students from the unit member's class(es) for good cause for the day of the removal and the day following per ~~education code § 48910~~ **appropriate local, state, and/or federal laws and regulations**. Unit members shall immediately:

- a. report classroom suspensions to the administrator or designee,
 - b. send the student(s) to the administrator or designee for appropriate action,
 - c. as soon as possible, offer to hold a conference with parents regarding the suspension.
2. Any student suspended by a unit member shall not be placed in another unit member's classroom during the period of classroom suspension.

C. Notifications

1. When, in the judgment of a unit member, a student might require the attention of the principal, assistant principal, counselor, school psychologist, or other specialist, the unit member shall inform the site administrator or designee. The site administrator or designee shall grant a reasonable request by the unit member to arrange a conference between the site administrator, the unit member, and an appropriate specialist to determine the appropriate action and/or personnel needed to resolve the problem.

2. *The District will notify employees of potential exposures to communicable diseases (such as measles, conjunctivitis, etc.) and unsafe substances (such as mold, asbestos, pesticides, etc.) based on available information provided by local health authorities and/or other reliable sources. Notifications will be made in a manner that respects privacy rights.*

3. *The District will notify employees in a timely manner of existing or potential breach of data where the members' personal information has been or may have been compromised.*

- a. ***Upon receiving notification of a data breach, the District shall take appropriate action to address the breach.***

D. Safe Working Conditions

Unit members shall not be required to work in unsafe conditions or perform tasks that pose a risk to their health, safety, or well-being. This includes work environments or tasks that are in violation of rules or standards per appropriate local, state, and/or federal laws and regulations.

1. Correction of Hazards

Upon receiving notification of any unsafe or hazardous condition, the District shall take immediate and appropriate action to eliminate or correct the condition per appropriate local, state, and/or federal laws and regulations.

2. Health, Safety, and Sanitation Compliance

The District shall fully comply with all health, safety, and sanitation requirements imposed by applicable local, state, or federal laws and regulations.

3. District Safety Committee Representation

The Association shall appoint up to two (2) representatives to the District Safety Committee. This committee will collaborate to review safety plans in alignment with local, state, and federal laws, and regulations.

- 4. In the event of an emergency closure of District facilities, including but not limited to government order, inclement weather, heat mitigation, natural disaster, or quarantine, unit members shall be compensated at their daily rate of pay and continue to receive benefits if the District receives funding to maintain employee compensation during such closures as required by law.*

If instructional minutes are required by law to be made up to comply with the minimum instructional minutes required by state law the District shall negotiate any adjustments to the instructional calendar with the Association.

- 5. The District shall ensure every unit member has immediate access to first aid and emergency supply kits in compliance with local, state, and federal agency recommendations.*

- 6. Each unit member shall have access to a functional, monitored method of communication (such as a telephone, a central office intercom system, or two-way radio).*

7. Workplace Violence Response and Prevention

- a. The District will investigate and address harassment, including sexual harassment and verbal and physical assaults and/or threat of bodily injury in accordance with applicable local, state, and federal laws.*
- b. Unit members are encouraged to report unsafe conditions, including verbal and physical assaults or threats of bodily injury, to their immediate supervisor in writing, per appropriate local, state, and/or federal laws and regulations.*
- c. The supervisor shall immediately report the incident(s) to law enforcement per appropriate local, state, and/or federal laws and regulations and forward such notification to the Superintendent.*
- d. The Superintendent or designee shall provide information to the reporting unit member upon request.*
- e. Reasonable efforts shall be taken to protect unit members from harassment or threats. Efforts taken shall be communicated to the employee by the District. These efforts may include but are not limited to:*
- i. Enforcing existing codes of conduct for students, student guardians, and/or other members of the school community*

ii. *Ensuring access to the existing forms for reporting incidents of workplace violence.*

8. *Unit members shall not face any sanctions or retaliation for reporting incidents to law enforcement.*

9. *The District shall notify unit members of a record of conduct indicating that a student has caused or attempted to cause mental or physical injury or who has demonstrated violent tendencies, per appropriate local, state, and/or federal laws and regulations*

10. *The District shall provide access to a workplace violence report form in digital format and provide a print form upon request. The District requires written complaints and will assist complainants in preparing written reports if requested by the complainant.*

E. Specialized Health Care

1. Specialized Health Care Tasks

Qualified and credentialed school nurses or other trained unit members shall be the only bargaining unit members required to provide and conduct specialized health care procedures. These procedures include, but are not limited to, catheterizations, credé, diapering, injections, ileostomies, colostomies, gastrostomies, tracheostomy care, suctioning, oxygen administration, gavage feeding, draining, and head lice inspection.

2. Limitation on Assignments

No other bargaining unit members, unless trained, shall be requested or required to perform specialized health care procedures.

3. Workplace Safety and Equipment

To meet the safety requirements outlined in applicable local, state, and federal laws and regulations, the District shall provide:

a. *Rubber gloves, mouth-to-mouth breathers, wipes, and facilities for washing with hot water and antiseptic soap to any bargaining unit member who may come into contact with bodily fluids or infectious conditions.*

b. *Appropriate facilities and protective equipment.*

4. *For off-campus school activities, the District shall provide qualified and trained personnel to administer specialized health care services only for students with identified medical needs per appropriate local, state, and/or federal laws and regulations.*

5. *While recognizing that medical professionals are already required to possess the certifications and training necessary for their roles under California law, the District will*

provide appropriate training opportunities to enhance the skills of unit members who provide services to medically fragile students.

6. *The District shall offer appropriate training opportunities for all unit members who request such training, which may include but are not limited to CPR certification and classroom bleed kits, based on need and circumstance.*

F. *Toileting in Preschool, Transitional Kindergarten, Kindergarten, and Beyond*

1. *No bargaining unit member, except qualified and trained unit members, shall be requested or required to perform student toileting.*
2. *The District shall provide the teacher of record notification of expectations for student toileting.*
3. *The District shall locate pre-school, transitional kindergarten, and kindergarten classrooms as close to a bathroom as possible when a bathroom is not available within the classroom itself.*
4. *The District shall provide a clean, well-organized, accessible space where students and unit members have access to a clean set of clothes (as provided by the parent or guardian), as well as rubber gloves, wipes, diapers, and/or pull-ups, depending on the student's developmental stage.*
5. *The District shall ensure that all unit members responsible for supporting students with toileting needs are provided with the necessary resources and training.*
6. *The District shall provide staff to assist a child with toileting.*

G. *Protections and Limits (formerly item D)*

1. Unit members, acting within the scope of their duties and responsibilities, may exercise the amount of physical control reasonably necessary to protect themselves, maintain order, protect property, or protect the health and safety of pupils, *per appropriate local, state, and/or federal laws and regulations.*
 - a. *The District shall provide professional development opportunities to unit members requesting to be trained in de-escalation techniques, conflict resolution, and intervention strategies, based on need and circumstances.*
2. *The District shall provide bargaining unit members written authority to take pupils to off-campus school activities. Written authority shall mean that the trip is a school-sponsored activity.*
3. If an altercation, disturbance, or student discipline situation within the scope of a unit member's duties results in a lawsuit against the unit member by a student or parent or results in a criminal complaint being lodged against the unit member by a student or parent, the

District shall provide legal counsel at District expense to defend the action if requested by the unit member.

4. Unit members shall not be **requested or** required to use their personal automobiles for the transporting of students on school-related business ~~except in cases of extreme emergency involving student safety.~~
5. ~~Unit members shall not be required to work under unsafe conditions or to perform tasks which endanger their health or safety as determined by an appropriate state agency.~~ **(moved to Safe Working Conditions, item D)**

Should the District request or require that a unit member shall transport a pupil or pupils in a vehicle owned by the District, the District shall provide vehicle liability coverage. Unit members shall be provided with documentation of vehicle liability coverage which shall be carried in the vehicle during such assignment.

6. ~~The District shall provide readily available telephones in home economics, chemistry labs, and in the general industrial arts areas in high schools.~~ **(addressed in Safe Working Conditions, item D)**
6. The District shall take necessary precautions to insure the safety of unit members who are required to return to school in the evening, **including but not limited to** ~~for~~ Back-to-School Night and/or Open House, **sporting events, etc.**

H. Reimbursement for Loss **(formerly item E)**

1. Reimbursement shall be made to unit members for the loss, destruction, or damage by arson, burglary, vandalism, or during a student disturbance of personal property such as clothing, eyeglasses, and watches used in the schools of the District.
2. Reimbursement for property used in the classroom other than personal articles such as clothing, eyeglasses, and watches shall be made only when the following conditions are met:
 - a. the unit member and site administrator or designee shall agree upon the value of the property; and
 - b. approval shall be given by the site administrator or designee on a form provided by the District for the use of such property in the school before it is brought on campus.
3. No reimbursement shall be made to any unit member for the mysterious disappearance, accidental damage, or any other loss suffered because of the lack of supervision of such personal property by the owner. Property shall not remain in the District over a weekend, on holidays, or during vacation periods without prior written approval from the unit member's site administrator or designee. The maximum reimbursement for each separate item shall not exceed three hundred dollars (\$300).
4. The District shall be entitled to subrogation rights, if any.

I. Security Systems **(formerly item F)**

1. Philosophy

The primary purpose for use of security cameras, emergency broadcast systems, and other forms of electronic surveillance systems is to foster student, employee, and visitor safety on district campuses, while respecting and protecting their privacy and the academic freedom of unit members.

2. Approved Purposes

- a. Protecting students, employees, and others in the campus community from violence and other harm.
- b. Protecting district property and assets from theft and/or vandalism.
- c. Assisting in the investigation of formal or informal complaints that the District is legally required to investigate pursuant to state or federal law, where surveillance data could assist in corroborating or disproving the allegations.
- d. Assisting in the investigation of criminal activity.
- e. Assisting in the investigation of violations of School Board Policies pertaining to civility, safety, violence, harm, theft, vandalism, criminal activities, and sexual misconduct.
- f. Assisting in the investigation of misconduct under the California Education Code and providing supporting evidence thereof in personnel matters.

3. Limitations on Placement of Electronic Surveillance Systems and/or Devices.

- a. Signage will be conspicuously posted at District locations that indicate the presence of surveillance devices.
- b. The District will not use security camera footage to supervise or monitor unit members' regular work duty performance. Nor shall electronic surveillance infringe on the privacy rights of unit members. Therefore, surveillance devices are prohibited in places where unit members may have a reasonable expectation of privacy, such as classrooms, labs, faculty offices, restrooms, dedicated employee break rooms, and dressing rooms.
- c. The District will comply with state and federal laws (e.g. Education Code §51512) when utilizing electronic listening or recording devices in the classroom or lab.

4. Limitations on Access to Surveillance Data

Access to surveillance data is for internal purposes and will only be released to outside parties as needed by law enforcement subject to a lawful subpoena, judicial order, or other legal obligation to produce the data to a third party.

5. Limitations on District Use of Surveillance Data

- a. The District will not use surveillance data, such as video footage/audio recordings, to determine promotions, transfers, or unit member evaluation of professional performance unrelated to misconduct.
- b. Limited, Permissible Use for Personnel Matters Involving Misconduct. Data and/or information accessed from electronic surveillance system may be used regarding unit member personnel matters, including but not limited to disciplinary action, only where each of the following requirements are met:
 - i. The data was accessed for an approved purpose as set forth in this Article;
 - ii. The information gathered presents credible evidence of misconduct that falls under one or more causes for discipline under state law, federal law and/or California Education Code, such as including, but not limited to, alleged criminal activity, child abuse, or intentional misconduct endangering staff and/or students, or violations of TUSD Board Policy pertaining to civility and the safety of students, employees, and District assets;
 - iii. The data shall be securely maintained and retained as required by applicable law;
 - iv. The employee, and the Association if approved by the employee, ~~will be provided an~~ **shall have the** opportunity ~~to view any surveillance data obtained during an investigation into the employee's alleged misconduct and provided to~~ **review relevant investigative materials, including surveillance data, during the investigatory interview. The employee shall also be afforded** an opportunity to ~~formally respond~~ **to the allegations** prior to any **final** recommendation for disciplinary action by the District, **consistent with due process requirements**.

6. Authorized Access.

- a. In the event surveillance data needs to be reviewed for the purposes detailed in this article, initial data will only be available for review to the designated administrators conducting the investigation, District Superintendent or designee, Chief Officers and/or Senior Directors.
- b. In the event the initial review demonstrates grounds for potential disciplinary action or release of data to outside entities, the unit member involved, and the unit member's designated representative shall be notified. Any data used for personnel disciplinary action will be made available to the unit member involved prior to discipline being imposed.

- c. The TUSD Board of Education may review the data once disciplinary/personnel action is deemed as the appropriate course of action.

- The Negotiations Team did a complete review of the existing language in the article.
- We worked with CTA to develop contract language that addresses current needs in the areas of heat mitigation, workplace violence, teacher safety, and toileting concerns.
- There are many items that were added to this article that have been enacted in state law, including OSHA requirements.
- Many items in the article also address recent challenges that we are seeing as a result of the pandemic, communicable diseases, and student behavior.

ARTICLE XIV LEAVES

No change. Article not opened.

ARTICLE XV PROFESSIONAL DEVELOPMENT

No change. Article not opened.

ARTICLE XVI SITE BASED DECISION MAKING

No changes. Article not opened.

ARTICLE XVII PART-TIME REDUCED SERVICES EMPLOYMENT PARTNERSHIP TEACHING

No changes. Article not opened.

ARTICLE XVIII INTERMEDIATE DISCIPLINE

No change. Article not opened.

ARTICLE XIX GRIEVANCE

No changes. Article not opened.

ARTICLE XX SUMMER SCHOOL EMPLOYMENT PROCEDURES

No changes. Article not opened.

ARTICLE XXI ADULT EDUCATION

No changes. Article not opened.

ARTICLE XXII NEGOTIATIONS PROCEDURE

No changes. Article not opened.

ARTICLE XXIII SALARY SCHEDULE RULES

Article opened by both TTA and TUSD.

B. Initial Placement on Salary Schedules

- 1.** Credit for service outside the District shall be allowed on the salary schedule at the rate of one (1) increment (step) for one year of comparable service up to a maximum of ~~seven (7)~~ **fifteen (15)** increments (steps). A regular (Preliminary or Professional Clear) credential is required for progress beyond Step ~~3~~ **5** on the salary schedule. ***This initial placement is for newly hired employees with a hiring effective date of July 1, 2024 or after. For unit***

members hired in the 2024-2025 school year, the increment (step) adjustment will be applied to salaries beginning July 1, 2025.

- a. Private school experience for step increment on the salary schedule will be accepted, provided the private school is state accredited and the unit member held a valid credential at the time of teaching.***
- b. Unit members employed to teach career-technical/vocational education courses may be granted up to fifteen (15) years of credit for work experience, including verified work as a journeyman, in lieu of public school experience.***
- c. Non-school work experience directly related to the unit member's assignment, and/or active military service, may also be granted up to fifteen (15) years of credit for work experience, such as (JROTC instructors,) clinicians, Special Education teachers in a non-public agency, as long as the agency was and is accredited by the State of California, speech language pathologists, counselors, nurses, psychologists, etc., for which they held verified licensure.***
- d. All previous experience shall be verified by official statements by the unit member and by the agency before experience credit shall be allowed.***

C. Pay Schedules

1. Unit members shall be paid on a calendar-month basis. Unit members shall receive an earned salary advance of approximately one-half (1/2) of the first month's service on the 20th of the month and the remainder of the salary shall be paid after the conclusion of the school month on the 5th of the following month. Actual payday schedules shall be distributed to unit members in accordance with pay schedule approved by the Los Angeles County Superintendent of Schools.
- 2. Members who perform additional paid duties, work or participate in TUSD summer programs, summer professional development or summer PLC work shall receive payment based on the following pay schedule:***

Payroll Period	Issue Date
August 1 - August 31	October 5
September 1 - September 30	November 5
October 1 - October 31	December 5
November 1 - November 30	January 5
December 1 - December 31	February 5
January 1 - January 31	March 5
February 1 - February 28/29	April 5
March 1 - March 31	May 5
April 1 - April 30	June 5
May 1 - May 31	July 5
June 1 - June 30	August 5
July 1 - July 31	September 5

- J. Unit members who are certified by the National Board for Professional Teaching Standards (NBPTS) will receive an annual stipend of \$1,000. **Such stipend will be increased with the annual salary increase percentage starting July 1, 2024. Unit members** may **opt to instead** use the National Board Certification in lieu of a master's degree for placement in Column 5 (only) of the salary schedule.

Initial Placement on Salary Schedule

- Increasing the number of years of service the district will accept from previous employers will enable the district to better compete in the recruitment marketplace of certificated employees.
- The added language also widens the definition of the type of experience that the district will accept for salary placement to comparable experience.

Pay Schedules

- This language codifies a pay schedule which guarantees payment in a timely manner for extra hours worked or work performed during the summer.

National Board Certification Stipend

- In the past, the National Board Certification stipend was the only stipend that was not increased with any negotiated pay increases. This new language allows for the stipend to be increased with any future negotiated pay increases.

ARTICLE XXIV HEALTH AND WELFARE BENEFITS

No changes. Article not opened.

ARTICLE XXV SAVINGS

No changes. Article not opened.

ARTICLE XXVI MISCELLANEOUS

No changes. Article not opened.

ARTICLE XXVII CALENDAR CONSIDERATIONS

Article opened by both TTA and TUSD.

2026-2027 Calendar (see draft attached on page 19)

B. The District will develop a calendar committee and invite representatives from all district labor unions to meet on an annual basis to discuss parameters and considerations for calendars that need to be negotiated. This committee should meet before calendar negotiations commence with the Association.

- In the past, we participated in a committee to discuss the district calendar with the district and labor partners.
- This language codifies the practice, so we can ensure the collaboration needed to build a calendar that meets needs for all of our local associations.

ARTICLE XXVIII DUAL ENROLLMENT AND EARLY COLLEGE

Article opened by TTA.

*****This is a new article. *****

A. Unit members assigned to teach dual enrollment and Early College courses shall continue to receive all contractual rights and protections applicable under the TUSD–TTA Collective Bargaining Agreement.

B. Definitions: These definitions are for the purpose of defining these terms for the TUSD–TTA Collective Bargaining Agreement.

1. Dual Enrollment Course refers to a college-level course in which an eligible high school student is concurrently enrolled in both a secondary school and a community college, earning both high school and college credit for successful completion.

2. Dual Enrollment Partnership Course refers to a college-level course authorized under a formal established and jointly approved by Torrance Unified School District and a partnering community college district.

3. High School Instructor refers to a certificated employee of Torrance Unified School District assigned to deliver instruction that satisfies high school graduation requirements.

In the context of dual enrollment, a high school instructor may be designated as the instructor of record for a college-credit course.

4. *Postsecondary Instructor refers to a faculty member employed by a partnering community college district who is assigned to teach a Dual Enrollment Partnership course concurrently for TUSD and the community college.*

Nothing in this definition shall be construed to imply employment by the District or inclusion within the District's bargaining unit. Postsecondary instructors operate under the sole authority of the College District and are governed by the policies, procedures, and collective bargaining agreements (if applicable) of their postsecondary employer.

5. *Early College refers to a structured dual enrollment pathway developed under a formal College and Career Access Pathways (CCAP) Agreement through which eligible high school students may enroll in college credit courses while concurrently earning high school credit.*
6. *Synchronous Learning refers to instruction delivered in real-time, where the instructor and students interact simultaneously through in-person classroom settings or through live digital platforms.*
7. *Asynchronous Learning refers to instruction delivered without real-time interaction, where students engage with course materials—such as lectures, readings, videos, assignments, or assessments—on their own schedule within defined timeframes to meet academic requirements. This delivery method may occur through digital platforms.*

C. Teaching Assignments for Dual Enrollment and Early College Courses

1. *When a dual enrollment or Early College course is scheduled for delivery by a qualified K–12 instructor, unit members who meet the minimum qualifications established by the California Community Colleges Chancellor's Office shall be considered for assignment through a joint selection process conducted by TUSD and the partnering College District.*
2. *The District shall make every effort to preserve unit member positions that are impacted by dual enrollment.*
3. **Observations & Evaluations:**
 - a. *Unit members assigned to teach dual enrollment or Early College courses shall continue to be evaluated by the Torrance Unified School District in accordance with Article VII of this Agreement for purposes related to District employment, compensation, and assignment.*
 - b. *In addition to District evaluations, when a unit member teaches a college-credit-bearing course, the postsecondary institution retains the right to conduct classroom observations and instructional reviews to ensure compliance with applicable postsecondary curriculum standards, Title 5 regulations, and accreditation requirements.*

Such observations by the College District:

- i. Shall be limited to the scope of course content delivery, curriculum alignment, and instructional standards;***
- ii. Shall not be used by the College District for employment evaluation of the unit member within TUSD or affect the unit member's personnel file, compensation, or District evaluation outcomes;***
- iii. Are conducted solely to satisfy the College District's legal, regulatory, and accreditation responsibilities related to instruction, apportionment, and academic quality assurance.***

D. Advisory Workgroup

- 1. To support the successful implementation of dual enrollment and Early College programs, the District shall establish a standing District Advisory Workgroup to gather input and provide recommendations on student support, implementation logistics, and program alignment with secondary instructional needs.***
- 2. This advisory workgroup shall meet at least once every two (2) years.***
- 3. The advisory workgroup may include:***
 - One (1) teacher and one (1) counselor from each high school with direct experience in dual enrollment or Early College programming;***
 - Site administrators, counseling leads, and relevant District-level staff;***
 - Additional participants as mutually agreed upon by the District and the Association.***
- 4. The purpose of the workgroup shall be to:***
 - Share site-level experiences and feedback;***
 - Identify implementation needs related to scheduling, student services, and communication;***
 - Collaborate on strategies to support student access and success in dual enrollment courses.***

ARTICLE XXIX DURATION AND ZIPPER

No changes. Article not opened.

*****This article was formerly ARTICLE XXVIII.*****

ARTICLE XXVIII SIGNATURE

No changes. Article not opened.

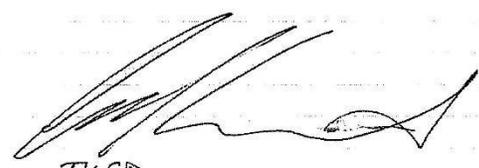
*****This article will not be updated with new signatures but for your reference, the tentative agreement was agreed to on April 25, 2025.*****

Larrance Unified School District
and the Larrance Teachers
Association have reached
a tentative agreement in
contract negotiations on this
date of April 25, 2025.

Signed



TIA



TUSD

2026-2027 CALENDAR

Torrance Unified School District 2026-2027 School Year Calendar

AUGUST					SEPTEMBER					OCTOBER					NOVEMBER					DECEMBER									
M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F					
3	4	5	6	7		1	2	3	4				1	# 2	2	3	4	5	6			1	2	3	4				
10	11	12	13	14	* 7	8	9	10	11	5	6	7	8	9	9	10	* 11	12	13	7	8	9	10	11					
17	^# 18	# 19	: 20	21	14	15	16	17	18	12	13	14	15	X 16	16	17	18	19	20	14	15	16	17	18					
24	25	26	27	28	X 21	22	23	24	25	19	20	21	22	23	X 23	X 24	X 25	* 26	* 27	X 21	X 22	X 23	* 24	* 25					
31					28	29	30			26	27	28	29	30	30					X 28	X 29	X 30	* 31						
JANUARY					FEBRUARY					MARCH					APRIL					MAY									
M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F					
				* 1	1	2	3	4	5	1	2	3	4	# 5				X 1	X 2	3	4	5	6	7					
4	5	6	7	8	* 8	9	10	11	12	8	9	10	11	12	5	6	7	8	9	10	11	12	13	14					
11	12	13	14	15	* 15	16	17	18	19	15	16	17	18	X 19	12	13	14	15	16	17	18	19	20	21					
* 18	19	20	21	22	22	23	24	25	26	22	23	24	25	26	19	20	21	22	23	24	25	26	27	28					
25	26	27	28	29						X 29	X 30	X 31			26	27	28	29	30	* 31									
JUNE					First Semester: days					Second Semester: days					Progress Reports (ES):					End of Quarter (HS/MS)					Graduation (Promotion MS)				
M	T	W	TH	F	^ <u>Teachers Report</u> August 18					October 9					1st Quarter Oct. 23					Adult School June 2									
	1	2	3	4	: <u>Students Report</u> August 20					November 13					1 st Semester / 2nd Quarter Jan. 22					High School June 9									
7	8	9	>> 10	11	» <u>Students Last Day</u> June 10					March 18					3 rd Quarter Mar. 26					Middle School June 10									
14	15	16	17	18	+ <u>Teachers Last Day</u> June 11					January 22					2 nd Semester / 4th Quarter June 10					<u>Adult Education</u>									
21	22	23	24	25	<u>Parent Conferences (ES):</u> January 25 – February 4					Achievement Reports (ES):										Fall Sep – Dec									
28	29	30			<u>Invite Only Conferences (ES):</u> Nov. 18-20 & Mar. 24-26					June 10										Winter Jan – Mar									
																				Spring Mar – Jun									
* HOLIDAYS PER EDUCATION CODE §37220 and CBAs																													
DATE IN 2026/27												DATE IN 2026/27																	
DAY OF WEEK												DAY OF WEEK																	
*Independence Day July 4 Saturday												# SBCP Staff Development/Student Free Days (K-12)																	
*Labor Day September 7 Monday												# August 18 Tuesday																	
*Veteran's Day November 11 Wednesday												# August 19 Wednesday																	
*Thanksgiving Day November 26 Thursday												# October 2 Friday																	
*Thanksgiving Holiday November 27 Friday												# March 5 Friday																	
*Christmas Eve December 24 Thursday												# June 11 Friday																	
*New Year's Eve December 31 Thursday												X Non-Teaching Days																	
*ML. King Jr. Day January 18 Monday												X September 21 Monday																	
*Lincoln Day February 8 Monday												X October 16 Friday																	
*President's Day February 15 Monday												X November 23-25 Monday-Wednesday																	
*Memorial Day May 31 Monday												X Dec. 21 -23, 28-30 Winter Break																	
												X March 19 Local Non-Instructional Day																	
												X March 29 - April 2 Monday - Friday Spring Break																	

LIGHT BLUE = Staff PD days YELLOW = Local Non-Instructional GREEN = Holidays/breaks

The nine-week summer is maintained between the end of the 2025-2026 school year and the beginning of the 2026-2027 school, and maintains the full week off at Thanksgiving.

Salary Schedule Changes

The Gene Drevno Community Day School Counselor will move to the [High School Counselor and Deans Schedule](#). The [Gene Drevno Community Day School Counselor salary schedule](#) will be eliminated. The [High School Counselor and Deans Schedule](#) will henceforth be known as the

“High School Counselors, Gene Drevno Community Day School Counselor and Dean of Students” schedule.

The CLAD salary schedules on the [Counselors \(K-8\) Schedule](#) and the [High School Counselor and Deans Schedule](#) were removed and the stipend for the CLAD was moved to the rules below the salary schedules.

The Gene Drevno Community Day School Teacher Schedule was eliminated and those teachers moved to the 185-Day Teacher Schedule to align with the new language granting them either 1/6th pay or a conference period.

- The salaries on the Gene Drevno Community Day School Counselor Schedule was the same as the High School Counselor and Deans Schedule.
- These changes were made to condense and simplify schedules.

Permanent Employee on a Temporary Assignment Contract

TORRANCE UNIFIED SCHOOL DISTRICT PERMANENT EMPLOYEE ON A TEMPORARY ASSIGNMENT CONTRACT

This Certificated **Temporary** Assignment Contract (“Contract”) is made by and between _____ (“Employee”) and the Torrance Unified School District (“District”) on the following terms and conditions. District desires to employ Employee to provide certificated services and Employee desires to accept employment in accordance with the terms and conditions set forth herein. To these ends, District and Employee hereby agree as follows:

7. **ENTIRE AGREEMENT.** This Contract constitutes the entire agreement and understanding between the parties. There are no oral understandings, terms or conditions and no party has relied upon any representations, express or implied, not contained in this Contract. All prior understandings, terms or conditions, if any, are deemed to be merged into and expressly superseded by this Contract.
8. **EFFECTIVE DATE.** This Contract shall become effective only upon approval by the District's Governing Board.

Torrance Unified School District:

Employee:

ENTER RATIONAL HERE

- This contract was requested by the District to create clear expectations for permanent teachers serving in temporary assignments.

Salary Schedule Rules

TORRANCE UNIFIED SCHOOL DISTRICT EFFECTIVE DATE: JULY 1, 2023

SALARY SCHEDULE
TEACHERS AND RESOURCE SPECIALISTS

185 DAYS
Proposed 2025-2026

ANNUAL SALARY

1. Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).
2. Only semester units earned after the date the degree was granted will be counted.
3. At the beginning of the 15th year, employees on this salary schedule will be placed on

- These are updated rules that are underneath all certificated salary schedules.
- The language in number 5 aligns with the newly negotiated language in Article XXIII. The stipend for the National Board for Professional Teaching Standards will increase with each negotiated salary increase.
- The language in number 6 reflects the agreement that permanent teachers entering a $\frac{1}{2}$ assignment will enter into a temporary contract for that year.
- The language in number 7 reflects updated language regarding vertical movement in Article XXIII.

Salary Enhancements

1. The District shall increase pay by 1% across all schedules including stipends, except for the contract hourly rate. This increase is retroactive to July 1, 2024, and covers all active employees at the time of ratification.
2. The District shall increase the contract hourly rate by 1% effective June 16, 2025. If this agreement is not ratified prior to that date, the effective date will be August 11, 2025.
3. Implementation will be effective upon entire Collective Bargaining Agreement ratification.

The State-funded COLA was only 1.07%. Even though TUSD originally received a negative COLA, funding was later increased due to improved student attendance, which raises our ADA funding. TUSD's final state-funded COLA was 0.26%. The 1% increase across all schedules represents a 387% pass-through (salary increase compared to COLA).

PART TWO: MEMORANDA OF UNDERSTANDING

Rationale

The Association and District entered into multiple MOUs in this school year. Rationale is included in each MOU.

- The following MOUs are scheduled to sunset and will not be incorporated into the body of the contract:
 - Instructional Minutes Recoup
 - Elementary Progress Reports Committee
 - President's Release Time
- The following MOUs will be incorporated into the TTA-TUSD Collective Bargaining Agreement:
 - Supervision & Adjunct Duty
 - Military Partner Leave
 - Salary Equalization: TTA views this as the last step to provide 24 years of service steps to all certificated salary schedules. These salary steps will go into effect and include the 1% raise starting July 1, 2025. The MOU also establishes the rules of engagement on how to use the data of comparison districts in future negotiations cycles.

MOU: Instructional Minutes Recoup

MEMORANDUM OF UNDERSTANDING BETWEEN TORRANCE TEACHERS ASSOCIATION (TTA) AND TORRANCE UNIFIED SCHOOL DISTRICT (DISTRICT)

This Memorandum of Understanding (MOU) is entered into by and between the Torrance Teachers Association (TTA) and the Torrance Unified School District (District) to address the adjustment of the school day schedule to recoup instructional time for the 2024-2025 school year at the high school level.

PURPOSE

The purpose of this MOU is to establish an agreement to recoup at least 101 minutes of instructional time for the 2024-2025 school year at the comprehensive high school level in compliance with the California Department of Education (COE) requirements, specifically relating to attendance accounting.

TERMS

1. Reduce the number of Late Start days by three (3), and convert them to the Regular School Day schedule
 - a. Late Start = 324 minutes
 - b. Regular Day = 373 minutes
 - c. Total minutes recouped = 147 minutes (49x3)
 - d. Total number of Late Start days = 30 for the 2024-2025 school year

IMPLEMENTATION

- The aforementioned changes to convert three (3) Late Start days to Regular Days shall be implemented in the 2nd semester of the 2024-2025 school year at each of the four (4) TUSD comprehensive high schools.
- The selected dates of converted days will be determined by each high school site and may vary from school to school. Stakeholders at each site will be consulted in selecting the dates.
- Any additional schedule modifications beyond what is outlined in this MOU will require further negotiations between the TTA and the District.

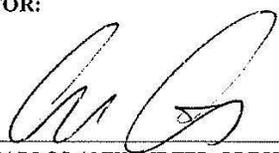
DURATION OF AGREEMENT

This MOU shall remain in effect from the date of execution through the end of the 2024-2025 school year unless otherwise modified by mutual agreement of the TTA and the District.

SIGNATURES

The parties hereto have executed this Memorandum of Understanding on the dates indicated below:

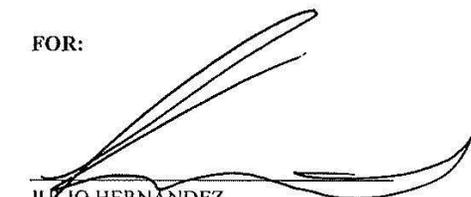
FOR:



CARLOS ANWANDTER, PRESIDENT
TORRANCE TEACHER ASSOCIATION

11/21/24
DATE

FOR:



JULIO HERNANDEZ
TORRANCE UNIFIED SCHOOL DISTRICT

11/21/24
DATE

MOU: Supervision & Adjunct Duty

Memorandum of Understanding

Between the Torrance Teachers Association and
The Torrance Unified School District

RE: Supervision Duty for Unit Members Who Are Assigned to More than One

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to add the following language to Article VI. M. regarding the supervision duty for unit members who are assigned to more than one site. The language will not sunset but will be added to the body of the contract upon ratification for the 2024-2025 negotiations reopener. This agreed upon language will go into effect January 7, 2025.

M. Student supervision duty at the elementary and middle school levels shall be equitably divided among bargaining unit members in minutes and frequency. Unit members who are assigned to more than one site will not be assigned supervision duties.

Student Supervision duty may include:

1. Morning Arrival Duty
2. Nutrition Duty
3. Yard/Recess Duty (excluding lunch)
4. After School Duty

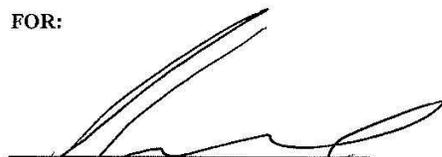
FOR:



CARLOS ANWANDTER, PRESIDENT
TORRANCE TEACHER ASSOCIATION

11/21/24
DATE

FOR:



JULIO HERNANDEZ
TORRANCE UNIFIED SCHOOL DISTRICT

11/21/24
DATE

MOU: Elementary Progress Reports Committee

Memorandum of Understanding

**Between the Torrance Teachers Association and
The Torrance Unified School District**

RE: Elementary Progress Report Committee

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to form an Elementary Progress Report Committee in the 2025-26 school year to discuss changes to the first of the year progress report.

THE DISTRICT AND THE ASSOCIATION AGREE AS FOLLOWS:

- Form a committee with representation from each of the elementary schools, along with additional participants as mutually agreed upon by the District and the Association.
- The committee will be composed of equal representation of TK-5th grade members from each elementary site across the district.
- The Parties agree to collaboratively implement a structured process and procedure for informing the parents of the first of the year elementary progress report.
- The committee will evaluate the first of the year progress report in order for it to consider the transition to a diagnostic report of the beginning of the year assessments given by the district for math and language arts.
- Any changes will be implemented for the 2026-27 school year.

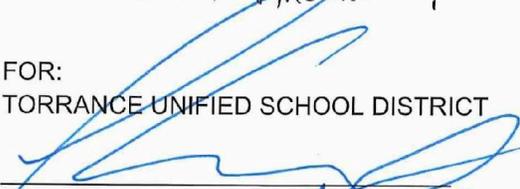
FOR:
TORRANCE TEACHER ASSOCIATION

Signature  Carlos Amador, President

Date

4/14/25

FOR:
TORRANCE UNIFIED SCHOOL DISTRICT

Signature  Julio Hernandez

Date

4/14/25

PLACE MILITARY PARTNER LEAVE MOU HERE

MOU: Military Partner Leave

Memorandum of Understanding

Between the Torrance Teachers Association and The Torrance Unified School District

RE: Leaves of Absence for Military Spouses

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to the following regarding unpaid leaves of absence for military spouses. The language will not sunset but will be added to Article XIV of the Collective Bargaining Agreement upon ratification of the 2024-2025 reopens. This language will go into effect immediately.

Add the following as Article XIV. D.:

- 3. Permanent unit members who are a spouse or domestic partner of military personnel shall be granted, upon written request, an unpaid leave of absence for a period of up to twelve (12) months to accompany their family when the military has issued a change of station.
- 4. The District shall notify these members on an unpaid leave of absence by January 15 of each year that they must notify the District in writing prior to February 1 of each school year whether they will return the following September or extend their leave. Such leaves shall be reviewed annually and may be extended on a yearly basis for a maximum of two (2) years. The spouse or domestic partner will also receive their health and welfare coverage for the balance of that pay period and thereafter shall have the option of continuing their benefits by assuming the employee monthly cost of the premiums.
- 5. The military member and their spouse or domestic partner shall be given the priority right to return to their last assigned site.

FOR: TORRANCE TEACHER ASSOCIATION

Signature [Handwritten Signature]

Date 5/5/2025

FOR: TORRANCE UNIFIED SCHOOL DISTRICT

Signature [Handwritten Signature]

Date 8/5/25

MOU: President's Release Time

Memorandum of Understanding

Between the Torrance Teachers Association and The Torrance Unified School District

RE: 26% Release for TTA President

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to the following regarding release time for the Association president. The language will be negotiated annually as long as the Association participates in the California Teachers Association (CTA) President's Release Grant Program. The parties agree as follows:

The Association President, Carlos Anwandter, a teacher at Torrance High School, will have the following schedule:

Periods 1-4 –Teach
 Period 5 –Conference
 Period 6 – Release time for the Association

CTA will pay for 20% of the release time, and the Association will pay for the remaining 6% (10 days) of release time. The CTA/Association paid time will cover all of period 6 (16.67% of total assignment) and 56% (101 days) of period 5 (9.33% of total assignment).

Mr. Anwandter and his principal, Karim Girgis, will work together to internally address the calendar for Mr. Anwandter's 5th period conference, when Mr. Anwandter will be on campus and when he will be doing Association business. Mr. Girgis and Mr. Anwandter will internally address issues as they arise.

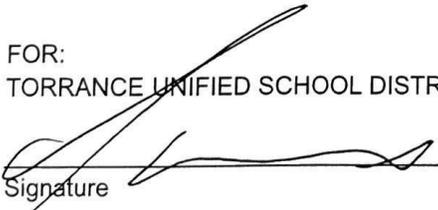
FOR:
 TORRANCE TEACHER ASSOCIATION



 Signature

5/5/2025
 Date

FOR:
 TORRANCE UNIFIED SCHOOL DISTRICT



 Signature

5/5/25
 Date

MOU: Salary Equalization

Memorandum of Understanding Between the Torrance Teachers Association and The Torrance Unified School District

RE: Equalization/Pay Schedule Equity/Competitive Compensation

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to add the following language to the Collective Bargaining Agreement Appendices, as related to Salary Equalization. This language will not sunset, but will be added to the body of the contract upon ratification alongside the tentative agreement for the 2024-2025 negotiation reopeners.

The District and the Association agree to expand the below listed salary schedules to 24 individual steps in each column effective July 1, 2025.

The District and the Association agree to expand the listed salary schedules using a formula that provides a percentage increase in each step/cell filled into the schedule. Since these schedules did not have comparisons in the District's original compensation study, the District and the Association agree to the following formula: year b - year a ÷ by the number of steps/years between the two. For example year 10 - year 5 divided by 4 to find the amount of each of the four steps 6, 7, 8, & 9. This formula will work for steps up to step 20.

The District and the Association agree to the following salary schedule rule changes:

1. The CLAD-specific schedule on the Counselors (K-8) and High School Counselors, Drevno Counselor, & Dean of Students schedules shall be removed and replaced with a stipend to be applied to all qualified members on those schedules.

The District and the Association also agree that steps 21-24 will follow the same formula agreed upon in the prior MOU (pp. 44-45) defining the creation of these longevity steps. The formula is to add .5% for each step 21, 22, 23, and 24.

With the lack of comparative information, the District and the Association agree that this method is fair, creates salary equity for Association members, and ensures a mechanism exists for fair and competitive compensation structures for all Association members. Whereas, the following salary schedules currently do not have 24 steps in their respective salary schedules:

- High School Athletic Directors and Student Activities Directors
- K-8 Counselors
- High School Counselors, Drevno Counselor, and Dean
- Nurses
- Program Specialists
- Psychologists/Social Worker
- Psychologist/Behavioral Health
- Speech/Language Pathologist
- School Nurse Specialist

THE DISTRICT AND THE ASSOCIATION ALSO AGREE AS FOLLOWS:

1. Implementation of an ongoing Salary Equalization Process

a. The Parties agree to collaboratively implement a structured process and procedure for salary equalization and this ongoing process will inform salary negotiations.

b. Comparison districts

i. The agreed-upon ongoing equalization process shall use comparison mutually agreed upon by both parties. The current list of comparison districts are:

- ABC Unified (Los Angeles)
- Bellflower Unified (Los Angeles)
- Burbank Unified (Los Angeles)
- Culver City Unified (Los Angeles)
- Downey Unified (Los Angeles)
- Glendale Unified (Los Angeles)
- Hacienda la Puente Unified (Los Angeles)
- Manhattan Beach Unified (Los Angeles)
- Palos Verdes Peninsula Unified (Los Angeles)
- Placentia-Yorba Linda Unified (Orange)
- Redondo Beach Unified (Los Angeles)
- Torrance Unified (Los Angeles)

ii. The District and the Association will re-evaluate the list of comparison districts every three years when the entire contract is open, beginning with the 2026-2029 bargaining cycle.

c. Parameters for selecting comparison districts:

i. The comparison district list will have eleven (11) districts in addition to Torrance Unified School District.

ii. Each party may submit up to ten (10) districts for consideration as a

comparison district.

iii. Comparison districts shall be:

- 1. unified school districts.
- 2. districts funded with base and supplemental grants (not to include districts funded with concentration grants).

iv. Other considerations shall include:

- 1. similarity in demographics to the District.
- 2. proximity to the District
- 3. similarity in size to the District.

d. Frequency of Salary Equalization

- i. Salary equalization comparison data shall be gathered and shared with the Association on an annual basis.
- ii. Salary equalization data shall be analyzed using an average of the preceding three years of salary increases from the comparison districts.
- iii. Salary equalization data will be used for informational purposes to guide, but not dictate negotiations for competitive salaries.

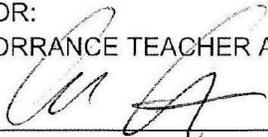
3. Implementation and Review

- a. This MOU shall become effective upon ratification by both the District and the Association.
- b. Any adjustments to compensation for impacted employees shall be reflected in the pay cycle following ratification by both the District and the Association.

4. Good Faith Efforts and Ongoing Collaboration

- a. The District and the Association agree to address future equalization matters outside of formal negotiations as necessary to facilitate an efficient and effective resolution.

FOR:
TORRANCE TEACHER ASSOCIATION


 _____ 4/25/05

Signature Date

TTA President

FOR:
TORRANCE UNIFIED SCHOOL DISTRICT


 _____ 4/25/05

Signature Date

Memorandum of Understanding
Between the Torrance Teachers Association and
The Torrance Unified School District
ATTACHMENT

RE: Equalization/Pay Schedule Equity/Competitive Compensation

This language resides below the salary schedules for Nurses and High School Activities and Athletics Directors.

Current language

3. At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.
4. At the beginning of the 20th year, employees on the salary schedule will be placed on Step 20 of Columns 4, 5, or 6.

Proposed language

3. **At the beginning of the 15th year, employees in column 3 will automatically be placed on Step 15 of Column 4. Further vertical and horizontal movement will be subject to existing salary schedule rules per the Collective Bargaining Agreement.**
4. ~~At the beginning of the 20th year, employees on the salary schedule will be placed on Step 20 of Columns 4, 5, or 6.~~

SALARY SCHEDULE

HIGH SCHOOL ATHLETIC DIRECTORS AND STUDENT ACTIVITIES DIRECTORS

195 DAYS
2023 - 2024

ANNUAL SALARY

		BA	BA + 15	BA + 30 or # CA Prelim. or Clear Cred.	BA + 45 or MA	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C.	BA + 75 with MA or MA + 30
	STEP	COL. 1	COL. 2	COL. 3	COL. 4	COL. 5	COL. 6
1	1	64,935	65,275	67,849	69,195	70,566	71,966
2	2	65,770	66,881	69,864	71,594	72,828	74,647
3	*3	66,921	68,555	71,942	74,080	75,606	77,487
4	4	68,081	70,252	73,829	76,728	79,043	81,369
5	5	69,262	71,989	76,059	79,843	82,187	84,605
6	6	70,463	73,770	78,478	83,028	85,457	87,975
7	7	71,684	75,600	81,056	86,338	88,905	91,473
8	8	72,929	77,475	83,629	90,221	92,396	95,118
9	9	74,193	79,395	86,308	93,822	99,453	102,579
10	10	75,480	83,384	93,451	102,307	110,637	116,054
11	11	76,122	84,093	94,245	103,177	111,577	117,040
12	12	76,769	84,808	95,046	104,054	112,525	118,035
13	13	77,422	85,529	95,854	104,938	113,481	119,038
14	14	78,080	86,256	96,669	105,830	114,446	120,050
15	15				106,628	115,312	120,960
16	16				107,961	116,753	122,472
17	17				109,311	118,212	124,003
18	18				110,677	119,690	125,553
19	19				112,060	121,186	127,122
20	20				113,253	122,478	128,479
21	21				113,819	123,090	129,121
22	22				114,388	123,705	129,767
23	23				114,960	124,324	130,416
24	24				115,535	124,946	131,068

- Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).
- Only semester units earned after the date the degree was granted will be counted.
- At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.
- At the beginning of the 20th year, employees on this salary schedule will be placed on Step 20 of Columns 4, 5, or 6.
- Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.
- \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$3,664.97 per year will be paid for BCC/BCLAD.
- \$1,000.00 per year will be paid for certification by the National Board for Professional Teaching Standards. A teacher on Column 4 may move to Column 5 in lieu of the stipend.
- Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

TORRANCE UNIFIED SCHOOL DISTRICT

EFFECTIVE DATE: TBD

SALARY SCHEDULE**COUNSELORS**

(K - 8)

2023 - 2024

187 DAYS

ANNUAL SALARY

		BA + 45 or MA COL. 1	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C. COL. 2	BA + 75 with MA or MA + 30 COL. 3
1	1	69,510	71,600	73,754
2	2	75,912	78,270	80,558
3	*3	82,129	84,600	87,144
4	4	90,637	94,129	97,606
5	5	99,344	107,200	111,842
6	6	99,741	107,629	112,289
7	7	100,140	108,060	112,738
8	8	100,541	108,492	113,189
9	9	100,943	108,926	113,642
10	10	101,332	109,345	114,083
11	11	102,193	110,274	115,053
12	12	103,062	111,211	116,031
13	13	103,938	112,156	117,017
14	14	104,821	113,109	118,012
15	15	105,636	113,991	118,929
16	16	106,956	115,416	120,416
17	17	108,293	116,859	121,921
18	18	109,647	118,320	123,445
19	19	111,018	119,799	124,988
20	20	112,158	121,115	126,364
21	21	112,719	121,721	126,996
22	22	113,283	122,330	127,631
23	23	113,849	122,942	128,269
24	24	114,418	123,557	128,910

1. Regular credential required for increments beyond asterisk (*).
2. Only semester units earned after the date the degree was granted will be counted.
3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
4. \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
5. \$638.28 per year will be paid for LDS/CLAD.
\$4,303.26 per year will be paid for BCC/BCLAD.
6. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
7. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

TORRANCE UNIFIED SCHOOL DISTRICT

EFFECTIVE DATE: TBD

SALARY SCHEDULE



HIGH SCHOOL COUNSELORS & DEAN OF STUDENTS

2023 - 2024

192 DAYS

ANNUAL SALARY

	STEP	BA + 45 or MA COL. 1	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C. COL. 2	BA + 75 with MA or MA + 30 COL. 3
1	1	71,369	73,514	75,728
2	2	77,942	80,361	82,713
3	*3	84,323	86,861	89,473
4	4	93,059	96,647	100,216
5	5	102,001	110,064	114,833
6	6	102,409	110,504	115,292
7	7	102,819	110,946	115,753
8	8	103,230	111,390	116,216
9	9	103,643	111,836	116,681
10	10	104,039	112,266	117,133
11	11	104,923	113,220	118,129
12	12	105,815	114,182	119,133
13	13	106,714	115,153	120,146
14	14	107,621	116,132	121,167
15	15	108,461	117,037	122,111
16	16	109,817	118,500	123,637
17	17	111,190	119,981	125,182
18	18	112,580	121,481	126,747
19	19	113,987	123,000	128,331
20	20	115,154	124,352	129,740
21	21	115,730	124,974	130,389
22	22	116,309	125,599	131,041
23	23	116,891	126,227	131,696
24	24	117,475	126,858	132,354

1. Regular credential required for increments beyond asterisk (*).
2. Only semester units earned after the date the degree was granted will be counted.
3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
4. \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
5. \$638.28 per year will be paid for LDS/CLAD.
\$4,303.26 per year will be paid for BCC/BCLAD.
6. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
7. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

TORRANCE UNIFIED SCHOOL DISTRICT

EFFECTIVE DATE: TBD

SALARY SCHEDULE

NURSES
188 DAYS
2023 - 2024

	BA	BA + 15	BA + 30 or # CA Prelim. or Clear Cred.	BA + 45 or MA	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C.	BA + 75 with MA or MA + 30
STEP	COL. 1	COL. 2	COL. 3	COL. 4	COL. 5	COL. 6
1	60,944	61,263	63,704	64,980	66,281	67,606
2	61,736	62,788	65,616	67,255	68,423	70,147
*3	62,826	64,372	67,586	69,609	71,059	72,843
4	63,927	65,984	69,369	72,122	74,314	76,519
5	65,045	67,626	71,484	75,075	77,295	79,586
6	66,180	69,317	73,777	78,087	80,394	82,778
7	67,342	71,050	76,222	81,231	83,663	86,100
8	68,521	72,830	78,662	84,909	86,970	89,550
9	69,718	74,647	81,201	88,322	93,659	96,622
10	70,939	78,429	87,972	96,366	104,261	109,396
11	71,542	79,096	88,720	97,185	105,147	110,326
12	72,150	79,768	89,474	98,011	106,041	111,264
13	72,763	80,446	90,235	98,844	106,942	112,210
14	73,381	81,130	91,002	99,684	107,851	113,164
15				100,460	108,690	114,044
16				101,716	110,049	115,470
17				102,987	111,425	116,913
18				104,274	112,818	118,374
19				105,577	114,228	119,854
20				106,742	115,483	121,170
21				107,276	116,060	121,776
22				107,812	116,640	122,385
23				108,351	117,223	122,997
24				108,893	117,809	123,612

- Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).
- Only semester units earned after the date the degree was granted will be counted.
- At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.
- At the beginning of the 20th year, employees on this salary schedule will be placed on Step 20 of Columns 4, 5, or 6.
- Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.
- \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
- \$638.28 per year will be paid for LDS/CLAD.
\$4,303.26 per year will be paid for BCC/BCLAD.
- N.B.C. - Refer to Teachers' Salary Schedule.
- Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

TORRANCE UNIFIED SCHOOL DISTRICT

EFFECTIVE DATE: TBD

SALARY SCHEDULE
PROGRAM SPECIALISTS
2023 - 2024
212 DAYS

ANNUAL SALARY

	STEP	MA	MA + 20	MA + 40
		COL. 1	COL. 2	COL. 3
1	1	93,974	98,243	101,656
2	2	99,705	103,789	106,867
3	3	105,208	111,250	116,272
4	4	110,247	117,653	121,236
5	5	114,773	123,171	128,159
6	6	115,232	123,664	128,672
7	7	115,693	124,159	129,187
8	8	116,156	124,656	129,704
9	9	116,621	125,155	130,223
10	10	117,055	125,621	130,709
11	11	118,050	126,689	131,820
12	12	119,053	127,766	132,940
13	13	120,065	128,852	134,070
14	14	121,086	129,947	135,210
15	15	122,004	130,932	136,239
16	16	123,529	132,569	137,942
17	17	125,073	134,226	139,666
18	18	126,636	135,904	141,412
19	19	128,219	137,603	143,180
20	20	129,588	139,076	144,710
21	21	130,236	139,771	145,434
22	22	130,887	140,470	146,161
23	23	131,541	141,172	146,892
24	24	132,199	141,878	147,626

1. All qualifications and regulations of the certificated salary schedule shall be considered a part of this schedule where applicable.
2. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
3. \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
4. \$3,664.97 per year will be paid for BCC/BCLAD.
5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL X / CAL R3 / 50.12+.8

Board Amended: TBD

TORRANCE UNIFIED SCHOOL DISTRICT

EFFECTIVE DATE: TBD

SALARY SCHEDULE**SCHOOL PSYCHOLOGISTS, BEHAVIORAL HEALTH CLINICIANS,
AND DISTRICT SOCIAL WORKER CLINICIANS**

2023 - 2024

192 DAYS

ANNUAL SALARY

	STEP	MA COL. 1	MA + 20 COL. 2	MA + 40 COL. 3
1	1	83,174	86,867	91,269
2	2	88,545	92,428	96,417
3	3	93,345	97,607	101,032
4	4	98,084	102,439	106,239
5	5	102,818	110,391	115,412
6	6	103,229	110,833	115,874
7	7	103,642	111,276	116,337
8	8	104,057	111,721	116,802
9	9	104,473	112,168	117,269
10	10	104,874	112,597	117,719
11	11	105,765	113,554	118,720
12	12	106,664	114,519	119,729
13	13	107,571	115,492	120,747
14	14	108,485	116,474	121,773
15	15	109,329	117,385	122,723
16	16	110,696	118,852	124,257
17	17	112,080	120,338	125,810
18	18	113,481	121,842	127,383
19	19	114,900	123,365	128,975
20	20	116,162	124,719	130,393
21	21	116,743	125,343	131,045
22	22	117,327	125,970	131,700
23	23	117,914	126,600	132,359
24	24	118,504	127,233	133,021

1. All qualifications and regulations of the certificated salary schedule shall be considered a part of this schedule where applicable.
2. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
3. \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
4. \$638.28 per year will be paid for LDS/CLAD.
\$4,303.26 per year will be paid for BCC/BCLAD.
5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

TORRANCE UNIFIED SCHOOL DISTRICT

EFFECTIVE DATE: TBD

SALARY SCHEDULE

SCHOOL PSYCHOLOGIST - BEHAVIORAL HEALTH SPECIALIST

2023 - 2024

212 DAYS

ANNUAL SALARY

	STEP	MA	MA + 20	MA + 40
		COL. 1	COL. 2	COL. 3
1	1	93,336	97,605	101,018
2	2	99,067	103,151	106,229
3	3	104,570	110,612	115,634
4	4	109,609	117,015	120,598
5	5	114,135	122,533	127,521
6	6	115,232	123,664	128,672
7	7	115,693	124,159	129,187
8	8	116,156	124,656	129,704
9	9	116,621	125,155	130,223
10	10	116,417	124,983	130,071
11	11	118,050	126,689	131,820
12	12	119,053	127,766	132,940
13	13	120,065	128,852	134,070
14	14	121,086	129,947	135,210
15	15	121,366	130,294	135,601
16	16	123,529	132,569	137,942
17	17	125,073	134,226	139,666
18	18	126,636	135,904	141,412
19	19	128,219	137,603	143,180
20	20	128,950	138,438	144,072
21	21	129,598	139,133	144,796
22	22	130,249	139,832	145,523
23	23	130,903	140,534	146,254
24	24	131,561	141,240	146,988

1. All qualifications and regulations of the certificated salary schedule shall be considered a part of this schedule where applicable.
2. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
3. \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
4. \$638.28 per year will be paid for LDS/CLAD.
\$4,303.26 per year will be paid for BCC/BCLAD.
5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

TORRANCE UNIFIED SCHOOL DISTRICT

EFFECTIVE DATE: TBD

**SALARY SCHEDULE
SPEECH/LANGUAGE PATHOLOGISTS**

2023 - 2024

192 DAYS

ANNUAL SALARY

	STEP	MA COL. 1	BA + 60 with MA or MA + 15 or MA WITH CCC COL. 2	BA + 75 with MA or MA + 30 or MA + 15 WITH CCC COL. 3
1	1	71,377	73,519	75,733
2	2	77,948	80,353	82,715
3	*3	84,324	86,867	89,479
4	4	93,056	96,641	100,217
5	5	102,008	110,061	114,826
6	6	102,416	110,501	115,285
7	7	102,826	110,943	115,746
8	8	103,237	111,387	116,209
9	9	103,650	111,833	116,674
10	10	104,046	112,260	117,123
11	11	104,930	113,214	118,119
12	12	105,822	114,176	119,123
13	13	106,721	115,146	120,136
14	14	107,628	116,125	121,157
15	15	108,470	117,031	122,105
16	16	109,826	118,494	123,631
17	17	111,199	119,975	125,176
18	18	112,589	121,475	126,741
19	19	113,996	122,993	128,325
20	20	115,251	124,345	129,734
21	21	115,827	124,967	130,383
22	22	116,406	125,592	131,035
23	23	116,988	126,220	131,690
24	24	117,573	126,851	132,348

1. Regular credential required for increments beyond asterisk (*).
2. Only semester units earned after the date the degree was granted will be counted.
3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.
4. \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
5. \$638.28 per year will be paid for LDS/CLAD.
\$4,303.26 per year will be paid for BCC/BCLAD.
6. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.
7. With Director prior approval, for the purpose of conducting "make-up" hours for time beyond the regular workday, the hourly compensation will be based on a divisor of (6) to calculate the rate on a time sheet.
11. A new hire not qualified for Column 1 will be paid the same rate as the Counselor (K - 8) Salary Schedule Column 1 / Step 1.
12. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

SALARY SCHEDULE
DISTRICT SCHOOL NURSE SPECIALIST

192 DAYS
2023 - 2024

ANNUAL SALARY

		BA	BA + 15	BA + 30 or # CA Prelim. or Clear Cred.	BA + 45 or MA	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C.	BA + 75 with MA or MA + 30
	STEP	COL. 1	COL. 2	COL. 3	COL. 4	COL. 5	COL. 6
1	1	65,817	66,163	69,130	71,244	74,044	77,376
2	2	66,674	67,807	70,538	73,435	76,414	80,011
3	*3	67,850	69,518	72,771	75,889	79,236	82,846
4	4	69,039	71,258	75,134	78,594	82,219	85,961
5	5	70,249	73,035	77,750	81,565	85,345	89,126
6	6	71,476	74,860	80,546	84,620	88,571	92,409
7	7	72,727	76,732	83,389	87,666	91,804	95,693
8	8	73,998	78,652	86,161	90,816	95,071	99,041
9	9	75,292	80,619	88,464	93,947	98,795	103,052
10	10	76,610	84,699	92,251	100,104	108,306	113,638
11	11	76,610	84,699	94,726	100,542	108,306	113,638
12	12	76,610	84,699	98,035	102,951	108,863	113,638
13	13	76,610	84,699	99,605	105,284	110,651	114,885
14	14	76,610	84,699	100,200	105,828	111,019	115,315
15	15	76,610	84,699	102,011	109,473	113,457	118,468
16	16	76,610	84,699	102,011	109,473	113,816	118,720
17	17	76,610	84,699	102,011	109,979	114,374	119,076
18	18	76,610	84,699	102,011	110,384	115,461	120,561
19	19	76,610	84,699	102,011	110,455	115,525	120,746
20	20	76,610	84,699	104,139	115,604	120,811	126,621
21	21	76,610	84,699	104,660	116,182	121,415	127,254
22	22	76,610	84,699	105,183	116,763	122,022	127,890
23	23	76,610	84,699	105,709	117,347	122,632	128,529
24	24	76,610	84,699	106,238	117,934	123,245	129,172

1. Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).
2. Only semester units earned after the date the degree was granted will be counted.
3. At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.
4. At the beginning of the 20th year, employees on this salary schedule will be placed on Step 20 of Columns 4, 5, or 6.
5. Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.
6. \$1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.
7. \$638.28 per year will be paid for LDS/CLAD.
\$4,303.26 per year will be paid for BCC/BCLAD.
8. \$1,000.00 per year will be paid for certification by the National Board for Professional Teaching Standards. A teacher on Column 4 may move to Column 5 in lieu of the stipend.
9. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

