

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: $\text{year b} - \text{year a} \div \text{by the number of steps/years between the two}$. 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

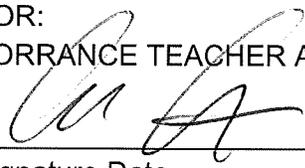
- a. This MOU shall become effective upon ratification by both the District and the Association.
- b. Any adjustments to compensation for impacted employees shall be reflected in the pay cycle following ratification by both the District and the Association.

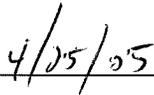
4. Good Faith Efforts and Ongoing Collaboration

- 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

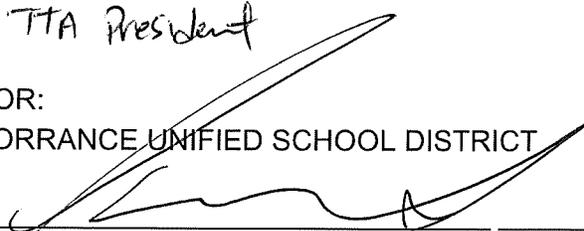
Signature Date


TTA President


4/25/25

FOR:
TORRANCE UNIFIED SCHOOL DISTRICT

Signature Date


4/25/25