

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.

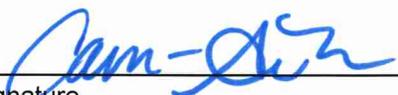
Add the following as Article XIV. D.:

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.

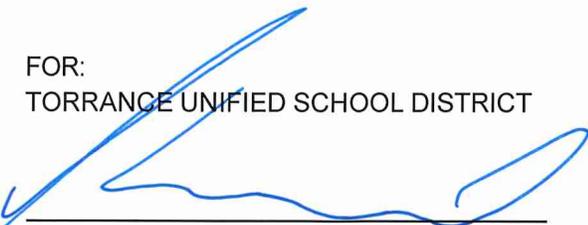
FOR:
TORRANCE TEACHER ASSOCIATION



Signature

5/5/2025
Date

FOR:
TORRANCE UNIFIED SCHOOL DISTRICT



Signature

8/5/25
Date