

Memorandum of Understanding Modification to Article XXVIII. C. 2. (Pay Schedules)

The **Torrance Unified School District** (TUSD or District) and the **Torrance Teachers Association** (TTA or Association) (collectively referred to as Parties) enter this Memorandum of Understanding (MOU) modifying the pay schedules agreed to in the 2024-2025 reopeners to better comply with California Education Code.

Background & Term

During the 2024-2025 reopener negotiations, TUSD and TTA agreed upon a schedule for summer and extra duty payments to certificated employees. The schedule was found to not comply with CA Ed Code §45049. This MOU is intended to bring contract language into compliance with the law while addressing the needs of the Parties. This MOU language supersedes and replaces the contract language ratified and approved in May 2025. Upon adoption by both Parties, this MOU will remain in effect and be incorporated into the contract unless modified in writing by mutual agreement of both Parties and/or successor language is negotiated, ratified, and approved.

The District and the Association agree that the language will read as follows:

2. Members who perform additional paid duties, work or participate in TUSD summer programs/school, summer professional development or summer PLC work shall be paid in a timely manner for work performed.

A. **Summer Programs/School Compensation**

Compensation for work performed during Summer Programs/School shall be issued on regular pay on ESA and Warrant dates in July and August (typically the 5th and 20th of each month, approximately every two weeks).

B. **Extra Duty, Professional Development, Summer PLC Work, and Certificated Teachers Performing Substitute Teacher Duty**

Compensation for work performed will be paid on the following schedule:

Accrual Dates from	To	Date of issue
August 21	September 20	October 5
September 21	October 20	November 5
October 21	November 20	December 5
November 21	December 20	January 5
December 21	January 20	February 5
January 21	February 20	March 5
February 21	March 20	April 5
March 21	April 20	May 5
April 21	May 20	June 5
May 21	June 20	July 5
June 21	July 20	August 5
July 21	August 20	September 5

Signatures

Representing Torrance Unified School District



Julio Hernandez
Assistant Superintendent, Human Resource

Date: 10/8/25

Representing Torrance Teachers Association



Carlos Anwandter
President, Torrance Teachers Association

Date: 10/8/25