

**Memorandum of Understanding
Between the Torrance Unified School District and the Torrance Teachers Association
Regarding Salary Equalization**

The Torrance Unified School District (TUSD) and the Torrance Teachers Association (TTA) agree to the following regarding Salary Equalization:

1. TUSD will implement the Salary Equalization proposal as outlined by TUSD in a meeting with TTA representatives on November 14, 2022. The percentage changes to be applied to each cell on the TEACHERS AND RESOURCE SPECIALISTS 185 DAYS salary schedule, attached as Appendix A.
2. An additional 5.7% increase will be applied to the NURSES 188 DAYS salary schedule.
3. The salary schedule adjustments listed above for TTA unit members are agreed to on the condition that all TTA unit members receive, at least, an additional 3.0% salary increase (in addition to the previously negotiated 3.0% salary increase for the 2022-23 year, agreed to during regular negotiations) applied to the 2022-2023 salary schedule, retroactive for all unit members to July 1, 2022.
4. TTA agrees that the 3.0% adjustment is a minimum, and that salaries will be adjusted per the Agreements listed above (and attached), as the data indicates. For example, in addition to the previously agreed upon 3% salary increase for 2022-2023, the Nurses will receive an additional salary increase for 2022-2023 of 5.7%, comprised of the 3.0% minimum increase, plus the additional 2.7% for a total salary equalization adjustment of 5.7%.
5. TTA further agrees as follows: (a) that the Salary Equalization implementation is expressly not a part of the regular negotiations process, (b) that salary adjustments will be applied in differing amounts to different positions, (c) that this Memorandum of Understanding is expressly not subject to any grievance procedure or other adjudication, and (d) that TTA knowingly and expressly waives any claims related to this agreement under the EERA.
6. This Memorandum of Understanding is tentatively agreed to by the parties as signed and dated below, and is subject to the approval of the TUSD Governing Board as well as by the TTA membership.

Dr. Dylan Farris, TUSD

Julie Shankle, TTA

Date

Date

Dr. Keith Butler, TUSD

Deb Tabush, TTA

Date

Date

Appendix A

2020-21 Percentage Differences,
applied to 2022-23 Salary Schedules

	Column 2	BA+15		
Step	Comp Group Average	TUSD	Dollar Difference	% Diff
1	54,613	50,744	-3,868.75	-7.08%
	Column 3	BA+30		
Step	Comp Group Average	TUSD	Dollar Difference	% Diff
1	57,078	52,741	-4,336.97	-7.60%
2	58,143	54,305	-3,837.34	-6.60%
3	59,975	55,923	-4,051.97	-6.76%
4	61,966	57,385	-4,581.06	-7.39%
5	64,151	59,118	-5,032.25	-7.84%
6	66,480	60,995	-5,484.61	-8.25%
7	68,835	62,996	-5,838.16	-8.48%
8	71,118	64,999	-6,119.06	-8.60%
9	72,930	67,078	-5,851.71	-8.02%
10	75,633	72,623	-3,009.51	-3.98%
11	77,893	72,623	-5,269.61	-6.77%
12	81,141	72,623	-8,517.36	-10.50%
13	82,779	72,623	-10,155.86	-12.27%
14	83,422	72,623	-10,798.74	-12.94%
15	85,415	72,623	-12,791.61	-14.98%
16	84,637	72,623	-12,013.11	-14.19%
17	85,171	72,623	-12,547.78	-14.73%
18	85,267	72,623	-12,643.61	-14.83%
19	85,363	72,623	-12,739.28	-14.92%
20	87,896	72,623	-15,273.01	-17.38%
	Column 4	BA+45		
Step	Comp Group Average	TUSD	Dollar Difference	% Diff
1	58,922	53,787	-5,134.79	-8.71%
2	60,664	55,649	-5,015.06	-8.27%
3	62,654	57,578	-5,076.06	-8.10%
4	64,858	59,639	-5,218.61	-8.05%
5	67,253	62,057	-5,195.79	-7.73%
6	69,720	64,529	-5,190.25	-7.44%

7	72,160	67,100	-5,059.34	-7.01%
8	74,632	70,117	-4,514.61	-6.05%
9	77,132	72,912	-4,219.61	-5.47%
10	79,990	79,504	-486.06	-0.61%
11	82,350	79,504	-2,845.16	-3.45%
12	84,519	79,504	-5,014.88	-5.93%
13	86,732	79,504	-7,227.71	-8.33%
14	87,258	79,504	-7,753.71	-8.89%
15	90,114	82,858	-7,255.17	-8.05%
16	90,015	82,858	-7,156.11	-7.95%
17	90,604	82,858	-7,745.61	-8.55%
18	91,000	82,858	-8,141.11	-8.95%
19	91,071	82,858	-8,212.86	-9.02%
20	95,027	88,003	-7,023.75	-7.39%
	Column 5	BA+60+MA		
Step	Comp Group Average	TUSD	Dollar Difference	% Diff
1	61,473	54,852	-6,620.52	-10.77%
2	63,414	56,609	-6,805.06	-10.73%
3	65,710	58,769	-6,940.88	-10.56%
4	68,036	61,434	-6,601.70	-9.70%
5	70,568	63,878	-6,689.34	-9.48%
6	73,176	66,417	-6,759.06	-9.24%
7	75,764	69,096	-6,667.43	-8.80%
8	78,382	71,805	-6,576.97	-8.39%
9	81,001	77,286	-3,714.34	-4.59%
10	84,247	85,973	1,726.66	2.05%
11	86,775	85,973	-801.43	-0.92%
12	89,123	85,973	-3,149.52	-3.53%
13	90,718	85,973	-4,744.52	-5.23%
14	91,058	85,973	-5,084.25	-5.58%
15	92,854	89,602	-3,251.79	-3.50%
16	93,168	89,602	-3,566.01	-3.83%
17	93,672	89,602	-4,069.61	-4.34%
18	94,646	89,602	-5,043.31	-5.33%
19	94,703	89,602	-5,100.81	-5.39%
20	98,856	95,168	-3,687.54	-3.73%
		6 BA+75+MA		
Step	Comp Group Average	TUSD	Dollar Difference	% Diff
1	64,656	55,939	-8,716.91	-13.48%
2	66,764	58,021	-8,742.41	-13.09%

3	69,048	60,230	-8,817.91	-12.77%
4	71,371	63,241	-8,129.21	-11.39%
5	73,914	65,756	-8,157.31	-11.04%
6	76,551	68,371	-8,179.51	-10.69%
7	79,169	71,091	-8,078.01	-10.20%
8	81,826	73,920	-7,905.11	-9.66%
9	84,579	79,716	-4,862.61	-5.75%
10	87,689	90,179	2,490.29	2.84%
11	90,246	90,179	-66.31	-0.07%
12	92,593	90,179	-2,413.41	-2.61%
13	94,062	90,179	-3,882.51	-4.13%
14	94,451	90,179	-4,271.51	-4.52%
15	96,537	93,989	-2,547.61	-2.64%
16	97,114	93,989	-3,124.28	-3.22%
17	97,431	93,989	-3,441.28	-3.53%
18	98,752	93,989	-4,762.61	-4.82%
19	98,919	93,989	-4,929.28	-4.98%
20	103,571	99,828	-3,742.24	-3.61%