Version 2

Memorandum of Understanding
Between Torrance Unified School District and SEIU Local 99
Regarding Summer Student Internship Opportunities – 2025

This Memorandum of Understanding ("MOU") is entered into by and between the Torrance Unified School District ("District") and SEIU Local 99 ("Union"), collectively referred to as the "Parties," and is effective upon final signature by both Parties.

1. Purpose

The purpose of this MOU is to establish the terms and conditions under which high school students may participate in a **paid** summer internship program during Summer 2025. This program is designed to provide students with real-world work experience while performing light duties in SEIU Local 99-represented classifications under the supervision of District management.

2. Program Scope and Student Assignments

- Student participants will be enrolled in a District-approved internship or work-based learning program administered in coordination with TUSD Career Pathways or related workforce development initiatives.

- Student interns may be assigned to support staff in the following areas:

    - Custodial Support

- Duties performed will be limited to light, non-hazardous tasks and must not include:

    - Operation of heavy machinery or power tools
    - Use of ladders or scaffolding
    - Handling of hazardous chemicals
    - Work requiring PPE beyond basic gloves/safety glasses/dust masks

- All work performed by students must be non-disruptive to bargaining unit employees' regular duties and must not result in the displacement or reduction of hours of SEIU 99 members.

- **Student interns will receive hourly compensation for their work. Interns will be placed in a paid internship program and compensated in accordance with applicable laws and District pay structures.**

3. Program Guidelines and Oversight

- All student interns will be supervised by a District management level employee and will receive site-specific safety orientation and task-specific training.
- The duration of the internship will not exceed eight (8) weeks during the summer term.
- Student interns will work no more than thirty (30) hours per week.
- District Management will be responsible for any issues related to the intern, including but not limited to attendance, safety, and workplace conduct.

4. Union Protections and District Commitments

- The District affirms that participation in this program shall not result in a reduction, displacement, or substitution of existing SEIU 99 bargaining unit work.
- The Union reserves the right to meet and confer should student participation exceed the intended scope of duties outlined in this agreement.
- The District will provide the Union with a summary of assigned duties and student work locations prior to program implementation.
- District management will provide the student's daily assigned duties, work locations, breaks, and lunch times in writing to the SEIU Local 99 bargaining unit employees that they will be working with.

5. Term and Termination

- This MOU shall be effective for the Summer 2025 session only, unless extended in writing by mutual agreement.
- Either party may terminate this agreement with five (5) business days' written notice.

6. Signatures

FOR: SEIU Local 99

Marco Ramirez — Date: 5/30/25

Angela Leiva — Date: 5/30/25

Steven Grudt — Date: 5/30/25

Jesse Ramirez — Date: 05/30/25

Ann Millbank — Date: 6/3/25

5/30/25

Robert Fisher

Date

5/30/25

Manny Rangel

Date

FOR: TORRANCE UNIFIED SCHOOL DISTRICT

5/30/25

Julio Hernandez

Date