...

Section 3 All employees covered by this Agreement shall be entitled to an uninterrupted lunch period without pay after employees have been on duty for four (4) or more hours and desired by the employees. The length of the time for such lunch period shall be for a period of no longer than one (1) hour or **not** less than one-half (1/2) hour and shall be scheduled for ~~fulltime~~ employees **who are scheduled to work for four (4) or more hours** at or about the midpoint of each work shift.
Employees required to work during their lunch periods shall receive compensatory time off or pay at the regular rate for all the time worked during the normal lunch period except if working during a lunch period exceeds eight (8) hours.

District Response - 2/13/25 - 12:00pm - accept

Section 9 An employee in the bargaining unit shall have the option to elect to take compensatory time off in lieu of cash compensation for overtime work, if mutually agreeable. Compensatory time granted shall be at the appropriate rate of overtime.

Effective ~~July~~ January 1, 2026. An employee in the bargaining unit shall have the option to elect

to take compensatory time off in lieu of cash compensation for overtime worked**~~, if mutually agreeable~~**. Compensatory time granted shall be at the appropriate rate of overtime **and must be used on a regular work day. ~~no later than June 30th of the fiscal year. Any remaining compensatory time that is not used by June 30th will be cashed out.~~ Usage of compensatory time off must be requested and approved by the supervisor. , ~~requested to the supervisor requests shall be granted, unless granting the request unduly interferes with specific operational need(s) of the District.~~ Unused Compensatory time balances will be paid out on a ~~quarterly~~ semi-annual basis in a lump sum amount, prior to the end of the calendar year (December) and the fiscal year (June).**

Union Response - 4/3/25 @ 4:55pm

Section 14 Overtime and additional hours shall be distributed and rotated as equally as practicable among qualified employees in the bargaining unit within each class at the work site subject to the approval of the Superintendent or designee. A record of overtime and additional hours worked shall be kept for each employee and shall be available to employees and/or their representative. Moreover, in order to implement the provisions of this

4/3/25

4/3/25

section the District shall post, and keep current by updating monthly a list of overtime hours worked by each employee in each classification. The posting of the overtime hours worked shall not identify the employee by name, but shall include the employee's date of hire, and/or placement on the seniority list, or other means of identification mutually agreed to by the parties.

Overtime opportunities shall be equitably distributed and assigned based on seniority within the classification at each worksite. Overtime opportunities shall be made in seniority order on a continuing rotational basis. If there are no employees available at the site, the necessary overtime shall be assigned at the district office based on the same criteria. When an employee has worked an overtime assignment, or has refused the opportunity to work an overtime assignment offered pursuant to the rotation, that employee shall rotate to the bottom of the list. Supervisors or other non bargaining unit employees shall not be included in the rotation, The intent of this section is to equitably distribute overtime work therefore overtime assignments of two (2) hours or less, as assigned through the rotation, shall not be charged nor count for rotational purposes. The current practice governing the assignment of overtime hours for bus Drivers **as stipulated in the Bus Driver's Extra Hours and Overtime Distribution – Chapter 7 addendum** ~~and cafeteria workers~~ shall prevail for the term of this agreement, unless modified by mutual agreement. Moreover, the parties agree to meet and discuss any changes to current practice upon the written request of either party.

...

District Response - 2/13/25 - 12:00pm - accept

Section 18 Work Distribution: All duties shall be assigned and distributed by the site administrator in a reasonable and equitable manner among the employees at the school or center. **Custodians shall be provided with written schedules that calculate assigned duties that total up to 8 hours of work.** ~~The District and the Union shall meet and confer to agree on a cleanliness/staffing formula no later than 30 days from ratification of the 2024-2025 contract reopener negotiations.~~

The District and the ~~Local~~ Union agree to form a Custodial Calculation and Scheduling Committee. The Committee will produce work schedules based on agreed upon time calculations for ~~the high~~ schools by 90 days after the ratification of the 2024-2025 contract reopener negotiations. The Union shall have the right to include 4 Custodians (Nutrition Services, Elementary, Middle, and High School) and 1 Union staff on the committee.

Union Response - 4/3/25 @ 4:55pm

4/3/25

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Article 14 Wages and Salary

Section 6 Salary and Reopener

The Torrance Unified School District shall increase the salary schedule by 5% effective July 1, 2023.

The Torrance Unified School District shall provide all unit members in paid status on December 1, 2023 with an off-schedule payment of $1,000. The $1,000 amount is for paid status of 1.0 full-time equivalent or greater; less than a 1.0 assignment will have the $1,000 bonus reduced in proportion to the work assignment (e.g. an 80% FTE assignment would receive $800).

The Torrance Unified School District shall increase the salary schedule by 3.0% effective July 1, 2022. **The Torrance Unified School District shall increase the salary schedule by ~~8.0%~~ 5% 1% effective July 1, 2024.** The parties agree that this provision settles all negotiations for the ~~**2022**~~ **2024** ~~23~~ **25** bargaining cycle.

~~Option 1:~~

~~The Torrance Unified School District shall increase the salary schedule by 3.0% effective July 1, 2022. **The Torrance Unified School District shall increase the salary schedule by 8.0% 5% 1% effective July 1, 2024.** The parties agree that this provision settles all negotiations for the **2022 2024** 23 **25** bargaining cycle.~~

~~Option 2:~~

~~The Torrance Unified School District shall increase the salary schedule by 3.0% effective July 1, 2022. **The Torrance Unified School District shall increase the salary schedule by 8.0% 5% .43% effective July 1, 2024.** The parties agree that this provision settles all negotiations for the **2022 2024** 23 **25** bargaining cycle.~~

~~and~~

~~ANNIVERSARY INCREMENTS - **STEP 25 - 717.08 (equivalent to .57%)**~~

~~The .57% will cover 100% of the cost of implementation of the 25 year longevity step.~~

The "entire agreement" referred to above includes a Memorandum of Understanding between TUSD and SEIU 99 regarding ~~security cameras~~ **Equalization/Longevity Compensation** ~~**on busses, which is currently needing a response from SEIU 99 to the prior TUSD proposal (copied below)**~~.

...

~~ANNIVERSARY INCREMENTS~~

~~STEP 10 - 89.64~~

4/3/25

4/3/25

~~STEP 15 - 179.29~~

~~STEP 20 - 358.54~~

~~**STEP 25 - 717.08**~~

...

Article 15 Health and Welfare Benefits

Section 3 Effective October 1, 2013, the District's contribution toward the payment of benefits shall be a total of $900.00 ~~**$1,050**~~ tenthly ($9000.00 ~~**$10,500**~~ annually), to cover the cost of health, dental, vision, life insurance, and income protection.

SEIU Local 99 Response 4/3/25 - 6:10pm – On Article 14, Section 6, SEIU Local 99 is accepting an increase to the salary schedule by 1% effective July 1, 2024 and on Article 15, Section 3, we are reverting back to status quo.

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4/3/25

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Section 6 Sick Leave

H. With advance written notice to the employee, or after ~~three~~ five (~~3~~5) days of absence, or a pattern of absences, or if the District has ~~reason to believe~~ direct evidence that an absence may not have been used for proper sick leave purposes, the Director/Administrator, with consultation as needed with the Human Resources Department, may require the employee to present ~~documentation or~~ a statement from a ~~state-licensed physician~~ licensed medical professional verifying the ~~need for~~ duration of the illness prior to any dock in pay~~, provided that such notice states the specific operational need(s) for medical verification of illness~~.

~~It shall be the prerogative of the District to require a licensed medical professional's verification of absences due to illness or injury if the District has reason to believe that an absence may not have been used for proper sick leave purposes.~~

District Response - 4/3/25 @ 12pm - accept

Section 10 Bereavement Leave

A leave of absence with pay and without deductions from accumulated sick leave, not to exceed five (5) days, shall be granted to an employee because of the death of any member of the employee's immediate family or any relative living in the immediate household of the employees.

A. Three (3) additional days will be granted to an employee if out- of state travel or 300 miles in-state travel is required because of the death of any member of the immediate family.

B. Members of the immediate family mean the mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee; the spouse, registered domestic partner; son, son-in-law; daughter, daughter-in-law; brother or sister of the employee or the spouse; step-child; step-parent; foster child; ~~a~~ny person who has served as a foster parent or legal guardian to the employee; or any relative living in the immediate household of the employee. Under extenuating circumstances, the District may approve persons other than those listed herein.

C. Any additional days requested beyond those provided by this policy must be handled through the provisions of the personal necessity leave policy.

In agreement - 2/28/25

4/3/25

Article 12 - Leaves

Section 11 - Personal Necessity Leave

4/3/25

An ~~permanent~~ employee, at the employee's election, may use ~~up to seven (7) days of~~ **accumulated** sick leave in any school year in cases of personal necessity including any of the following:

A. The death of a member of the employee's immediate family when the number of days of absence exceeds the limit provided in the bereavement policy. Members of the immediate family are determined in Section 10, Subsection B, of this article. Permission to use this policy for other relatives because of extenuating circumstances may be granted by the Superintendent.

B. Attendance at the funeral of a close relative or friend not living in the immediate household.

C. An accident involving the employee's property or the person or property of a member of the employee's family. Such accident must:

- be serious in nature;
- involve circumstances the employee cannot reasonably be expected to disregard; and
- require the attention of the employee during the employee's assigned hours of service.

D. An illness or problem of a member of the employee's immediate household as defined in item (1) of Section 11, Subsection C, above, serious in nature, which, under the circumstances, the employee cannot reasonably be expected to disregard, and which requires the attention of the employee during the employee's assigned hours of service.

E. Imminent danger to the home of an employee occasioned by a factor such as flood or fire, serious in nature, which under the circumstances, the employee cannot reasonably be expected to disregard and which requires the attention of the employee during the employee's assigned hours of service.

F. The birth of a child making it necessary for the father to be absent from his position during the assigned hours of service.

G. The adoption of a child making it necessary for the father and/or mother to be absent during assigned hours of service.

H. Appearance in court as a litigant.

I. Perform necessary duties as an elected official as a mayor or as a city council member.

In agreement 2/28/25

Section 14 Union and Training Convention Leave
The District shall grant convention attendance leave without pay and without expenses for up to five (5) working days per year for a maximum of five (5) employees for the purpose of attending a Union- authorized convention **or training**, provided that no more than one employee is absent from any office or operational unit for such purpose at one time.

District Response 3/10/25 - accept

Section 16 Catastrophic Leave

Catastrophic leave permits unit members to donate sick leave ~~credits~~ hours to another unit member when that unit member or a member of his or her spouse or dependent child suffers from a catastrophic illness or injury.

Definitions: "Catastrophic illness" or "injury" means an illness or injury that is expected to incapacitate the employee for an extended period of time, or that incapacitates the spouse or dependent child of the employee's family which incapacity requires the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee because he or she has exhausted all of his or her sick leave and other paid time off, not including sub differential pay.

~~The District and Local 99 will establish procedures which will outline how employees may utilize the provisions of the catastrophic leave program.~~

All unit members are eligible to contribute to the Catastrophic Leave Bank or to other unit members in need of Catastrophic Leave. The donations are on a voluntary basis. A unit member's contribution must be made on the appropriate form and shall be authorized by the contributing unit member. Eligible sick leave hours must be donated at a minimum of one day and in full-day increments thereafter. Members will indicate the recipient of the donation on their donation form. ~~may donate illness hours directly to a member of the unit or into the catastrophic leave bank~~. Members may only withdraw a maximum of 5 workdays once per fiscal year.

SEIU members of the Labor Management Committee, as referenced in Article 4, Section 3 of this agreement, will approve requests to withdraw sick leave hours from the Catastrophic Leave Bank. The District and Union on the Labor Management Committee will oversee the Catastrophic Leave Bank. The District shall provide SEIU Local 99 with the balance of the Catastrophic Leave Bank ~~when providing the Union with a bargaining unit list~~ upon request.

The District will notify both contributing and receiving unit members when a balance transfer has been completed.

Catastrophic Leave Bank Contribution Form and Catastrophic Leave Bank Request For Sick Leave Days Form are attached as Appendix D and F.

District Response 3/10/25 - accept

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SEIU Local 99 - 2024-2025 - Proposed - 3-24-25

193 Work Days
- School Bus Driver
- Nutrition Services Assisstant
- Nutrition Services Stock/Transport Assistant
- Nutrition Services Satellite Operator I and II

12 Months
- All other positions

Labels

#	Work
W	First/Last Day of School
H	Holiday
NV	No Work - Vacation**
NP	No Work - PD Available**
POD	Personal Observance Day

**employee may elect vacation pay out for the day

JULY

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
193																															
12 M	1	2	3	4	5			6	7	8	9	10			11	12	13	14	15			16	17	18	19	20			21	22	23	

AUGUST

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193																						1	2			3	4	5	6	7	
12 M	24	25			26	27	28	29	30			31	32	33	34	35			36	37	38	39	40			41	42	43	44	45		

SEPTEMBER

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193		8	9	10	11	12			13	14	15	16	17			18	19	20	21	22			23	24	25	26	27			28	
12 M		46	47	48	49	50			51	52	53	54	55			56	57	58	59	60			61	62	63	64	65			66	

OCTOBER

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193	29	30	31	32			33	34	35	36	NP			NV	37	38	39	40			41	42	43	44	45			46	47	48	49
12 M	67	68	69	70			71	72	73	74	75			76	77	78	79	80			81	82	83	84	85			86	87	88	89

NOVEMBER

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193	50			51	52	53	54	55			56	57	58	59	60			61	62	63	64	65			NV	NV	66	67	68		
12 M	90			91	92	93	94	95			96	97	98	99	100			101	102	103	104	105			106	107	108	109	110		

DECEMBER

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193		69	70	71	72	73			74	75	76	77	78			79	80	81	82	83			NV	84	85	NV	NV			NV	86
12 M		111	112	113	114	115			116	117	118	119	120			121	122	123	124	125			126	127	128	129	130			131	132

JANUARY

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193	87	NV	NV			88	89	90	91	92			93	94	95	96	97			98	99	100	101	102			103	104	105	106	107
12 M	133	134	135			136	137	138	139	140			141	142	143	144	145			146	147	148	149	150			151	152	153	154	155

FEBRUARY

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193			108	109	110	111	NV			112	113	114	115	116			117	118	119	120	121			122	123	124	125	126	
12 M			156	157	158	159	160			161	162	163	164	165			166	167	168	169	170			171	172	173	174	175	

MARCH

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193			127	128	129	130	131			132	133	134	135	NP			136	137	138	139	140			141	142	143	144	145			146
12 M			176	177	178	179	180			181	182	183	184	185			186	187	188	189	190			191	192	193	194	195			196

APRIL

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193	147	148	149	150			NV	NV	NV	NV	NV			151	152	153	154	155			156	157	158	159	160			161	162	163
12 M	197	198	199	200			201	202	203	204	205			206	207	208	209	210			211	212	213	214	215			216	217	218	

MAY

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193	164	165			166	167	168	169	170			171	172	173	174	175			176	177	178	179	180			181	182	183	184	185	
12 M	219	220			221	222	223	224	225			226	227	228	229	230			231	232	233	234	235			236	237	238	239	240	

JUNE

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193		186	187	188	189	190			191	192	193																			
12 M		241	242	243	244	245			246	247	248	249	250			251	252	253	254	255			256	257	258	259	260			261	

Legal Holidays

	Date
Independence Day	July 4, 2024
Labor Day	Sept 2, 2024
Veterans Day	Nov 11, 2024
Thanksgiving	Nov 28-29, 2024
Christmas Eve	Dec 24, 2024
Christmas Day	Dec 25, 2024
New Years Eve	Dec 31, 2024
New Years Day	Jan 1, 2025
MLK Jr. Day	Jan 20, 2025
Lincoln's Birthday	Feb 10, 2025
Presdients' Day	Feb 17, 2025
Memorial Day	May 26, 2025
Juneteenth	June 19, 2025

Instructional Breaks

Winter Break	Dec 23-27, 2024
	Dec 30, Jan 2-3, 2025
Spring Break	April 7-11, 2025
Non Instructional Days:	Oct 11, 2024
	Nov 25-27, 2024
	March 14, 2025
Student Free Days	October 14, 2024
	February 7, 2025

4/3/25

4/3/25

SEIU Local 99 - 2025-2026 - Proposed - 3-24-25

193 Work Days

School Bus Driver
Nutrition Services Assisstant
Nutrition Services Stock/Transport Assistant
Nutrition Services Satellite Operator I and II

12 Months | All other positions

Labels

#	Work
W	First/Last Day of School
H	Holiday
NV	No Work - Vacation
NP	No Work - PD Available - Vacation
POD	Personal Observance Day

**employee may elect vacation pay out for the day

JULY

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
193																															
12 M	1	2	3	4			5	6	7	8	9			10	11	12	13	14			15	16	17	18	19			20	21	22	23

AUGUST

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193																					1	2			3	4	5	6	7		
12 M	24			25	26	27	28	29			30	31	32	33	34			35	36	37	38	39			40	41	42	43	44		

SEPTEMBER

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193	8	9	10	11	12			13	14	15	16	17			18	19	20	21	NV			22	23	24	25	26			27	28	
12 M	45	46	47	48	49			50	51	52	53	54			55	56	57	58	59			60	61	62	63	64			65	66	

OCTOBER

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193	29	NP	30			31	32	33	34	35			36	37	38	39	40			41	42	43	44	45			46	47	48	49	50
12 M	67	68	69			70	71	72	73	74			75	76	77	78	79			80	81	82	83	84			85	86	87	88	89

NOVEMBER

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193			51	52	53	54	55			NV	56	57	58	59			60	61	62	63	64			NV	NV	65	66	67		
12 M			90	91	92	93	94			95	96	97	98	99			100	101	102	103	104			105	106	107	108	109		

DECEMBER

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193	68	69	70	71	72			73	74	75	76	77			78	79	80	81	82			NV	NV	83	84	NV			NV	NV	85
12 M	110	111	112	113	114			115	116	117	118	119			120	121	122	123	124			125	126	127	128	129			130	131	132

JANUARY

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193	86	NV			87	88	89	90	91			92	93	94	95	96			97	98	99	100	101			102	103	104	105	106	
12 M	133	134			135	136	137	138	139			140	141	142	143	144			145	146	147	148	149			150	151	152	153	154	

FEBRUARY

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193		107	108	109	110	111			112	113	114	115	116			117	118	119	120	121			122	123	124	125	126	
12 M		155	156	157	158	159			160	161	162	163	164			165	166	167	168	169			170	171	172	173	174	

MARCH

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193		127	128	129	130	NV			131	132	133	134	135			136	137	138	139	140			141	142	143	144	145			NV	NV
12 M		175	176	177	178	179			180	181	182	183	184			185	186	187	188	189			190	191	192	193	194			195	196

APRIL

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193	NV	NV	NV			146	147	148	149	150			151	152	153	154	155			156	157	158	159	160			161	162	163	164
12 M	197	198	199			200	201	202	203	204			205	206	207	208	209			210	211	212	213	214			215	216	217	218

MAY

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193	NP			165	166	167	168	169			170	171	172	173	174			175	176	177	178	179			180	181	182	183	184		
12 M	219			220	221	222	223	224			225	226	227	228	229			230	231	232	233	234			235	236	237	238	239		

JUNE

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193	185	186	187	188	189			190	191	192	193																			
12 M	240	241	242	243	244			245	246	247	248	249			250	251	252	253	254			255	256	257	258	259			260	261	

Legal Holidays

	Date
Independence Day	July 4, 2025
Labor Day	Sept 1, 2025
Veterans Day	Nov 11, 2025
Thanksgiving	Nov 27-28, 2025
Christmas Eve	Dec 24, 2025
Christmas Day	Dec 25, 2025
New Years Eve	Dec 31, 2025
New Years Day	Jan 1, 2026
MLK Jr. Day	Jan 19, 2026
Lincoln's Birthday	Feb 9, 2026
Presidents' Day	Feb 16, 2025
Memorial Day	May 25, 2026
Juneteenth	June 19, 2026

Instructional Breaks

Winter Break	Dec 22-23, 2025
	Dec 26-30, 2025
	Jan 2, 2026
Spring Break	Mar 30 - April 3, 2026
Non Instructional Days:	Oct 2, 2025
	Nov 10, 2025
	Nov 24-25, 2025
	May 1, 2026
Student Free Days	Sept 19, 2025
	March 6, 2026

4/3/25