MEMORANDUM OF UNDERSTANDING

BETWEEN

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS TORRANCE CHAPTER 845

AND

TORRANCE UNIFIED SCHOOL DISTRICT

6/3/2025

This Memorandum of Understanding ("MOU") is entered into by and between the California School Employees Association and its Torrance Chapter 845 ("CSEA"), and the Torrance Unified School District ("District"), collectively referred to as the "Parties."

WHEREAS, the District and CSEA are parties to a Collective Bargaining Agreement ("CBA") governing terms and conditions of employment for classified employees;

WHEREAS, the Parties wish to amend and expand the existing Salary Schedules to include additional Longevity Ranges.

NOW, THEREFORE, the Parties agree as follows:

1. **Purpose**
    - The purpose of this MOU is to set forth the terms and conditions under which the District will amend and expand the CSEA Salary Schedules to include additional Longevity Ranges 21, 22, 23, and 24, which will allow bargaining unit employees to see yearly increases between year 20 and 24.
2. **Salary Schedule Expansion**
    - There will be no changes to the current Salary Schedule, except as indicated herein.
    - The District shall expand each classification on the CSEA Salary Schedules by adding Longevity Ranges 21, 22, 23, and 24, after range 20.
    - The compensation for each newly added Range shall be as follows:
        - Range 21: .5% increase above Range 20
        - Range 22: .5% increase above Range 21
        - Range 23: .5% increase above Range 22
        - Range 24: .5% increase above Range 23
3. **Implementation**
    - The District shall implement the expanded salary schedule effective upon ratification by CSEA members and Board approval.
    - Employees who are eligible to move to the newly added Longevity Ranges shall receive adjustments effective July 1, 2025.

- Employees who have worked in the District the amount of years associated with the new Longevity Ranges (Range 21 – 24) will be placed on those Ranges beginning July 1, 2025. Example. If an employee has worked here 23 years in permanent status, they will be placed on range 23.
- Employees shall advance to subsequent Longevity Ranges based on years of service.

4. **Duration and Amendment**
   - This MOU shall remain in effect and will be added to the CBA.
   - Amendments to this MOU may only be made in writing and shall require mutual agreement between the Parties.
5. **Entire Agreement**
   - This MOU constitutes the entire agreement between the Parties concerning the subject matter herein and supersedes any prior or contemporaneous understandings, agreements, or representations.
6. **Disputes arising from this agreement:**
   - This MOU shall be subject to the grievance procedure outlined in Article 19 of the Parties CBA should there be any disputes arising from this agreement.

IN WITNESS WHEREOF, the Parties hereto have executed this Memorandum of Understanding as of the date indicated below:

California School Employees Association and its Torrance Chapter 845.

Sonja Pugh (Jun 3, 2025 21:11 PDT)

Sonja Pugh
Torrance Chapter 845 President

06/03/25
Date

Jerome Wilson
Labor Relations Representative

06/03/25
Date

Torrance Unified School District.

Julio Hernandez (Jun 4, 2025 07:26 PDT)

Julio Hernandez
Chief Personnel Officer

06/04/25
Date