MEMORANDUM OF UNDERSTANDING

Between

TORRANCE UNIFIED SCHOOL DISTRICT

and

TORRANCE TEACHERS ASSOCIATION

This Memorandum of Understanding ("MOU") is entered into by and between the **Torrance Unified School District** ("District") and the **Torrance Teachers Association** ("TTA" or "Association") (collectively, "Parties").

1. Purpose

The purpose of this MOU is to provide a **one-time payment** to unit members to offset increases in employee health care contributions for the **2025–2026 plan year.**

2. One-Time Off-Schedule Payment

To offset increases in employee health care contributions for the **2025–2026 plan year**, the District shall provide a **one-time, off-schedule payment of $1,500.00** to **all eligible unit members**, effective upon **ratification by the Association** and **approval by the District's Board of Education**.

3. Eligibility

A unit member shall be eligible for the payment described in Section 2 if the unit member is in **active paid status** on Dec. 8, 2025, including unit members employed in either **full-time** or **partial Full-Time Equivalent (FTE)** assignments.

4. Payment in multiple parts

The payments specified in the 10/29/2025 Tentative Agreement attached are already in process. Those unit members who were in active paid status and in full time assignments as of 12/8/2025 will receive $1,500 in the first part of payments, and those members in active paid status and in partial FTE assignments as of 12/8/2025 will receive lesser, prorated payments in the first part of payments. The first part of payments are expected on March 5, 2026.

Those unit members in active paid status and in partial FTE assignments as of 12/8/2025 will receive a second payment for the difference between their first payment and $1,500. That second payment is expected to be made in mid-April–date to be confirmed with LACOE. Those unit members who were in active paid status and in full time assignments as of 12/8/2025 will not receive a second payment, having already received the full $1,500.

5. Non-Precedent / Non-Past Practice

This MOU is a **non-precedent setting agreement** and shall not be construed as establishing a past practice or ongoing obligation beyond the terms stated herein.

6. Full Settlement

This MOU constitutes the **full and complete agreement** between the Parties with respect to the subject matter contained herein and supersedes any prior discussions, proposals, or agreements regarding the one-time payment described above.

7. Term and Effect

This MOU shall become effective upon **approval by the Association** and **approval by the District's Board of Education**, and shall remain in effect only as necessary to implement the terms herein.

8. Entire Agreement

The Parties acknowledge that they have read this MOU, understand it, and voluntarily agree to be bound by its terms.

Signatures

TORRANCE UNIFIED SCHOOL DISTRICT
By: _____
Name/Title: Sofia Hernandez
Date: 2/12/26

TORRANCE TEACHERS ASSOCIATION
By: _____
Name/Title: Carlos Anwandter
Date: 2/12/26