TTA/TUSD CBA TENTATIVE AGREEMENT W/ MOU

2024-2025 Reopeners

PART ONE: TENTATIVE AGREEMENT 2024-2025

Changes take effect as soon as approved and ratified by both TTA membership and the TUSD Board of Education. All changes are retroactive unless otherwise indicated.

ARTICLE I—AGREEMENT
No change. Article not opened.

ARTICLE II—RECOGNITION
No change. Article not opened.

ARTICLE III—ASSOCIATION RIGHTS
No change. Article not opened.

ARTICLE IV—MANAGEMENT RIGHTS
No change. Article not opened.

ARTICLE V—DUES DEDUCTIONS
No change. Article not opened.

ARTICLE VI: HOURS OF EMPLOYMENT, ADJUNCT DUTY, AND SUPERVISION

Article opened by both TTA and TUSD (per Article XXVIII Duration and Zipper).

J. Planning and Preparation Time (Grades 1-12)

Planning/preparation time shall be used for the specific purposes of preparing materials and conferring with students, parents, support staff, and administrators. ***All classroom teachers (Grades 1-12) will be provided planning/preparation time regardless of grade level.***

~~1. Elementary Planning and Preparation Time will be reviewed over the course of this first year of implementation of Proposition 28 and will be negotiated during reopeners without counting against reopener limits.~~

1. Elementary (1-5)

~~Planning/preparation time may be arranged at grades 1-5 through staffing patterns that:~~

~~(a) are educationally justifiable;~~
~~(b) do not reduce the total instruction time for students;~~
~~(c) are developed jointly by the teaching staff and the site administrator; and~~
~~(d) are recommended by the principal and approved by the Superintendent or designee.~~

~~Unit members in grades 4 and 5 grade shall be allowed planning and preparation time through the 4th and 5th grade Vocal Music Program concurrent with state funding for the program.~~

Administrators will use available programs, such as the elementary arts program and physical education, to establish planning/preparation time for all classroom teachers (Grades 1-5).

a. ***Scheduling patterns shall provide grades 1-3 with the flexibility to build prep and planning time of up to 30 minutes weekly (or the equivalent). Site grade level teams will***

receive equal minutes of planning. Site administrators shall work collaboratively with the site leadership team to develop the schedule.

b. ***Scheduling patterns shall provide 40 concurrent minutes once weekly for grades 4-5.***

c. ***The District and the Association shall convene a committee of stakeholders to work on developing a process and procedure by which Elementary School Teachers can receive equal planning and preparation time. The committee shall remain active until the plan is fully implemented.***

d. ***The District will work cooperatively with the unit members who provide program instruction and site administrators to create equitable itinerant schedules.***

2. Middle School (6-8)

   Full-time unit members assigned to grades 6-8 shall teach five (5) periods and have one (1) planning, preparation, and conferencing period.

3. High School (9-12)

   Full-time unit members assigned to grades 9-12 shall teach five (5) periods and have one (1) planning/preparation period.

4. Community Day School Unit Member - Full-time unit members will be on a 185 day work calendar with no additional compensation multiplier. They will be assigned a planning/preparation period. If a preparation period is not assigned the unit members will enter into a 1/6th temporary contract for the year to compensate for the loss of their planning/preparation period.

ARTICLE VII EVALUATION
No change. Article not opened.

ARTICLE VIII PERSONNEL FILE
No change. Article not opened.

ARTICLE IX ASSIGNMENTS, REASSIGNMENTS, AND TRANSFERS
No change. Article not opened.

ARTICLE X COMMITTEE ON ASSIGNMENTS
No changes. Article not opened.

ARTICLE XI CLASS SIZE AND CERTIFICATED EDUCATOR ALLOCATION/CASELOAD
Article opened by TUSD.

B. Regular Certificated Educator Allocations

A. District shall make every effort to maintain the following maximum staffing ratio:

a. Transitional Kindergarten (TK): ~~12:1~~ ***10:1*** student-to-teacher ratio. Between ~~13-24~~ ***11-20 students in a class with an Instructional*** ~~Aide~~ ***Assistant. (Effective beginning July 1, 2025)***

b. Transitional kindergarten classes will be leveled when the total number of students at the site ~~reaches more than 29~~ ***exceeds 20 students***. A ~~30th child~~ ***21st student*** will trigger leveling of both classes above the ~~12:1~~ ***10:1*** ratio, ~~creating the need for an instructional aide~~ ***requiring an Instructional Assistant*** in each class. ***(Effective beginning July 1, 2025)***

ARTICLE XII SPECIAL EDUCATION
No change. Article not opened.

ARTICLE XIII TEACHER SAFETY AND STUDENT DISCIPLINE

Article opened by TTA. NOTE: Items were added to this article and the order of the items was moved around.

A. Teacher Rights

A copy of the District publication, Rights and Duties of Administrators and Teachers with Respect to Student Discipline shall be presented to each unit member by the District on the first day of each school year.

B. *Classroom* Suspension of Students

1. Unit members may remove students from the unit member's class(es) for good cause for the day of the removal and the day following per ~~education code § 48910~~ ***appropriate local, state, and/or federal laws and regulations.*** Unit members shall immediately:

a. report classroom suspensions to the administrator or designee,

b. send the student(s) to the administrator or designee for appropriate action,

c. as soon as possible, offer to hold a conference with parents regarding the suspension.

2. Any student suspended by a unit member shall not be placed in another unit member's classroom during the period of classroom suspension.

C. Notification*s*

1. When, in the judgment of a unit member, a student might require the attention of the principal, assistant principal, counselor, school psychologist, or other specialist, the unit member shall inform the site administrator or designee. The site administrator or designee shall grant a reasonable request by the unit member to arrange a conference between the site administrator, the unit member, and an appropriate specialist to determine the appropriate action and/or personnel needed to resolve the problem.

2. The District will notify employees of potential exposures to communicable diseases (such as measles, conjunctivitis, etc.) and unsafe substances (such as mold, asbestos, pesticides, etc.) based on available information provided by local health authorities and/or other reliable sources. Notifications will be made in a manner that respects privacy rights.

3. ***The District will notify employees in a timely manner of existing or potential breach of data where the members' personal information has been or may have been compromised.***

    a. ***Upon receiving notification of a data breach, the District shall take appropriate action to address the breach.***

D. Safe Working Conditions

Unit members shall not be required to work in unsafe conditions or perform tasks that pose a risk to their health, safety, or well-being. This includes work environments or tasks that are in violation of rules or standards per appropriate local, state, and/or federal laws and regulations.

1. Correction of Hazards

Upon receiving notification of any unsafe or hazardous condition, the District shall take immediate and appropriate action to eliminate or correct the condition per appropriate local, state, and/or federal laws and regulations.

2. Health, Safety, and Sanitation Compliance

The District shall fully comply with all health, safety, and sanitation requirements imposed by applicable local, state, or federal laws and regulations.

3. District Safety Committee Representation

The Association shall appoint up to two (2) representatives to the District Safety Committee. This committee will collaborate to review safety plans in alignment with local, state, and federal laws, and regulations.

4. In the event of an emergency closure of District facilities, including but not limited to government order, inclement weather, heat mitigation, natural disaster, or quarantine, unit members shall be compensated at their daily rate of pay and continue to receive benefits if the District receives funding to maintain employee compensation during such closures as required by law.

If instructional minutes are required by law to be made up to comply with the minimum instructional minutes required by state law the District shall negotiate any adjustments to the instructional calendar with the Association.

5. The District shall ensure every unit member has immediate access to first aid and emergency supply kits in compliance with local, state, and federal agency recommendations.

6. Each unit member shall have access to a functional, monitored method of communication (such as a telephone, a central office intercom system, or two-way radio).

7. Workplace Violence Response and Prevention

a. The District will investigate and address harassment, including sexual harassment and verbal and physical assaults and/or threat of bodily injury in accordance with applicable local, state, and federal laws.

b. Unit members are encouraged to report unsafe conditions, including verbal and physical assaults or threats of bodily injury, to their immediate supervisor in writing, per appropriate local, state, and/or federal laws and regulations.

c. The supervisor shall immediately report the incident(s) to law enforcement per appropriate local, state, and/or federal laws and regulations and forward such notification to the Superintendent.

d. The Superintendent or designee shall provide information to the reporting unit member upon request.

e. Reasonable efforts shall be taken to protect unit members from harassment or threats. Efforts taken shall be communicated to the employee by the District. These efforts may include but are not limited to:

i. Enforcing existing codes of conduct for students, student guardians, and/or other members of the school community

ii. Ensuring access to the existing forms for reporting incidents of workplace violence.

8. Unit members shall not face any sanctions or retaliation for reporting incidents to law enforcement.

9. The District shall notify unit members of a record of conduct indicating that a student has caused or attempted to cause mental or physical injury or who has demonstrated violent tendencies, per appropriate local, state, and/or federal laws and regulations

10. The District shall provide access to a workplace violence report form in digital format and provide a print form upon request. The District requires written complaints and will assist complainants in preparing written reports if requested by the complainant.

E. Specialized Health Care

1. Specialized Health Care Tasks

Qualified and credentialed school nurses or other trained unit members shall be the only bargaining unit members required to provide and conduct specialized health care procedures. These procedures include, but are not limited to, catheterizations, credé, diapering, injections, ileostomies, colostomies, gastrostomies, tracheostomy care, suctioning, oxygen administration, gavage feeding, draining, and head lice inspection.

2. Limitation on Assignments

No other bargaining unit members, unless trained, shall be requested or required to perform specialized health care procedures.

3. Workplace Safety and Equipment

To meet the safety requirements outlined in applicable local, state, and federal laws and regulations, the District shall provide:

a. Rubber gloves, mouth-to-mouth breathers, wipes, and facilities for washing with hot water and antiseptic soap to any bargaining unit member who may come into contact with bodily fluids or infectious conditions.

b. Appropriate facilities and protective equipment.

4. For off-campus school activities, the District shall provide qualified and trained personnel to administer specialized health care services only for students with identified medical needs per appropriate local, state, and/or federal laws and regulations.

5. While recognizing that medical professionals are already required to possess the certifications and training necessary for their roles under California law, the District will provide appropriate training opportunities to enhance the skills of unit members who provide services to medically fragile students.

6. The District shall offer appropriate training opportunities for all unit members who request such training, which may include but are not limited to CPR certification and classroom bleed kits, based on need and circumstance.

F. *Toileting in Preschool, Transitional Kindergarten, Kindergarten, and Beyond*

1. No bargaining unit member, except qualified and trained unit members, shall be requested or required to perform student toileting.

2. The District shall provide the teacher of record notification of expectations for student toileting.

3. The District shall locate pre-school, transitional kindergarten, and kindergarten classrooms as close to a bathroom as possible when a bathroom is not available within the classroom itself.

4. The District shall provide a clean, well-organized, accessible space where students and unit members have access to a clean set of clothes (as provided by the parent or guardian), as well as rubber gloves, wipes, diapers, and/or pull-ups, depending on the student's developmental stage.

5. The District shall ensure that all unit members responsible for supporting students with toileting needs are provided with the necessary resources and training.

6. The District shall provide staff to assist a child with toileting.

G. Protections and Limits *(formerly item D)*

1. Unit members, acting within the scope of their duties and responsibilities, may exercise the amount of physical control reasonably necessary to protect themselves, maintain order, protect property, or protect the health and safety of pupils, ***per appropriate local, state, and/or federal laws and regulations.***

a. The District shall provide professional development opportunities to unit members requesting to be trained in de-escalation techniques, conflict resolution, and intervention strategies, based on need and circumstances.

2. The District shall provide bargaining unit members written authority to take pupils to off-campus school activities. Written authority shall mean that the trip is a school-sponsored activity.

3. If an altercation, disturbance, or student discipline situation within the scope of a unit member's duties results in a lawsuit against the unit member by a student or parent or results in a criminal complaint being lodged against the unit member by a student or parent, the District shall provide legal counsel at District expense to defend the action if requested by the unit member.

4. Unit members shall not be ***requested or*** required to use their personal automobiles for the transporting of students on school-related business ~~except in cases of extreme emergency involving student safety~~.

~~***5.*** Unit members shall not be required to work under unsafe conditions or to perform tasks which endanger their health or safety as determined by an appropriate state agency.~~ ***(moved to Safe Working Conditions, item D)***

Should the District request or require that a unit member shall transport a pupil or pupils in a vehicle owned by the District, the District shall provide vehicle liability coverage. Unit members shall be provided with documentation of vehicle liability coverage which shall be carried in the vehicle during such assignment.

~~***6.*** The District shall provide readily available telephones in home economics, chemistry labs, and in the general industrial arts areas in high schools.~~ ***(addressed in Safe Working Conditions, item D)***

6. The District shall take necessary precautions to insure the safety of unit members who are required to return to school in the evening, ***including but not limited to*** ~~for~~ Back-to-School Night and/or Open House, ***sporting events, etc***.

H. Reimbursement for Loss *(formerly item E)*

1. Reimbursement shall be made to unit members for the loss, destruction, or damage by arson, burglary, vandalism, or during a student disturbance of personal property such as clothing, eyeglasses, and watches used in the schools of the District**.**

2. Reimbursement for property used in the classroom other than personal articles such as clothing, eyeglasses, and watches shall be made only when the following conditions are met:

    a. the unit member and site administrator or designee shall agree upon the value of the property; and

    b. approval shall be given by the site administrator or designee on a form provided by the District for the use of such property in the school before it is brought on campus.

3. No reimbursement shall be made to any unit member for the mysterious disappearance, accidental damage, or any other loss suffered because of the lack of supervision of such personal property by the owner. Property shall not remain in the District over a weekend, on holidays, or during vacation periods without prior written approval from the unit member's site administrator or designee. The maximum reimbursement for each separate item shall not exceed three hundred dollars ($300).

4. The District shall be entitled to subrogation rights, if any.

I. Security Systems *(formerly item F)*

1. Philosophy

The primary purpose for use of security cameras, emergency broadcast systems, and other forms of electronic surveillance systems is to foster student, employee, and visitor safety on district campuses, while respecting and protecting their privacy and the academic freedom of unit members.

2. Approved Purposes

a. Protecting students, employees, and others in the campus community from violence and other harm.

b. Protecting district property and assets from theft and/or vandalism.

c. Assisting in the investigation of formal or informal complaints that the District is legally required to investigate pursuant to state or federal law, where surveillance data could assist in corroborating or disproving the allegations.

d. Assisting in the investigation of criminal activity.

e. Assisting in the investigation of violations of School Board Policies pertaining to civility, safety, violence, harm, theft, vandalism, criminal activities, and sexual misconduct.

f. Assisting in the investigation of misconduct under the California Education Code and providing supporting evidence thereof in personnel matters.

3. Limitations on Placement of Electronic Surveillance Systems and/or Devices.

a. Signage will be conspicuously posted at District locations that indicate the presence of surveillance devices.

b. The District will not use security camera footage to supervise or monitor unit members' regular work duty performance. Nor shall electronic surveillance infringe on the privacy rights of unit members. Therefore, surveillance devices are prohibited in places where unit members may have a reasonable expectation of privacy, such as classrooms, labs, faculty offices, restrooms, dedicated employee break rooms, and dressing rooms.

c. The District will comply with state and federal laws (e.g. Education Code §51512) when utilizing electronic listening or recording devices in the classroom or lab.

4. Limitations on Access to Surveillance Data

Access to surveillance data is for internal purposes and will only be released to outside parties as needed by law enforcement subject to a lawful subpoena, judicial order, or other legal obligation to produce the data to a third party.

5. Limitations on District Use of Surveillance Data

a. The District will not use surveillance data, such as video footage/audio recordings, to determine promotions, transfers, or unit member evaluation of professional performance unrelated to misconduct.

b. Limited, Permissible Use for Personnel Matters Involving Misconduct. Data and/or information accessed from electronic surveillance system may be used regarding unit member personnel matters, including but not limited to disciplinary action, only where each of the following requirements are met:

i. The data was accessed for an approved purpose as set forth in this Article;

ii. The information gathered presents credible evidence of misconduct that falls under one or more causes for discipline under state law, federal law and/or California Education Code, such as including, but not limited to, alleged criminal activity, child abuse, or intentional misconduct endangering staff and/or students, or violations of TUSD Board Policy pertaining to civility and the safety of students, employees, and District assets;

iii. The data shall be securely maintained and retained as required by applicable law;

iv. The employee, and the Association if approved by the employee, ~~will be provided an~~ ***shall have the*** opportunity ~~to view any surveillance data obtained during an investigation into the employee's alleged misconduct and provided~~ ***to review relevant investigative materials, including surveillance data, during the investigatory interview. The employee shall also be afforded*** an opportunity to ~~formally~~ respond ***to the allegations*** prior to any ***final*** recommendation for disciplinary action by the District, ***consistent with due process requirements***.

6. Authorized Access.

a. In the event surveillance data needs to be reviewed for the purposes detailed in this article, initial data will only be available for review to the designated administrators conducting the investigation, District Superintendent or designee, Chief Officers and/or Senior Directors.

b. In the event the initial review demonstrates grounds for potential disciplinary action or release of data to outside entities, the unit member involved, and the unit member's designated representative shall be notified. Any data used for personnel disciplinary action will be made available to the unit member involved prior to discipline being imposed.

c. The TUSD Board of Education may review the data once disciplinary/personnel action is deemed as the appropriate course of action.

ARTICLE XIV LEAVES
No change. Article not opened.

ARTICLE XV PROFESSIONAL DEVELOPMENT
No change. Article not opened.

ARTICLE XVI SITE BASED DECISION MAKING
No changes. Article not opened.

ARTICLE XVII PART-TIME REDUCED SERVICES EMPLOYMENT PARTNERSHIP TEACHING
No changes. Article not opened.

ARTICLE XVIII INTERMEDIATE DISCIPLINE
No change. Article not opened.

ARTICLE XIX GRIEVANCE
No changes. Article not opened.

ARTICLE XX SUMMER SCHOOL EMPLOYMENT PROCEDURES
No changes. Article not opened.

ARTICLE XXI ADULT EDUCATION
No changes. Article not opened.

ARTICLE XXII NEGOTIATIONS PROCEDURE
No changes. Article not opened.

ARTICLE XXIII SALARY SCHEDULE RULES
Article opened by both TTA and TUSD.

B. Initial Placement on Salary Schedules

1. Credit for service outside the District shall be allowed on the salary schedule at the rate of one (1) increment (step) for one year of comparable service up to a maximum of ~~seven (7)~~ ***fifteen (15)*** increments (steps). A regular (Preliminary or Professional Clear) credential is required for progress beyond Step ~~3~~ ***5*** on the salary schedule. ***This initial placement is for newly hired employees with a hiring effective date of July 1, 2024 or after. For unit members hired in the 2024-2025 school year, the increment (step) adjustment will be applied to salaries beginning July 1, 2025.***

a. ***Private school experience for step increment on the salary schedule will be accepted, provided the private school is state accredited and the unit member held a valid credential at the time of teaching.***

b. ***Unit members employed to teach career-technical/vocational education courses may be granted up to fifteen (15) years of credit for work experience, including verified work as a journeyman, in lieu of public school experience.***

c. ***Non-school work experience directly related to the unit member's assignment, and/or active military service, may also be granted up to fifteen (15) years of credit for work experience, such as (JROTC instructors,) clinicians, Special Education teachers in a non-public agency, as long as the agency was and is accredited by the State of California, speech language pathologists, counselors, nurses, psychologists, etc., for which they held verified licensure.***

d. ***All previous experience shall be verified by official statements by the unit member and by the agency before experience credit shall be allowed.***

C. Pay Schedules

1. Unit members shall be paid on a calendar-month basis. Unit members shall receive an earned salary advance of approximately one-half (1/2) of the first month's service on the 20th of the month and the remainder of the salary shall be paid after the conclusion of the school month on the 5th of the following month. Actual payday schedules shall be distributed to unit members in accordance with pay schedule approved by the Los Angeles County Superintendent of Schools.

2. ***Members who perform additional paid duties, work or participate in TUSD summer programs, summer professional development or summer PLC work shall receive payment based on the following pay schedule:***

Payroll Period	*Issue Date*
August 1 - August 31	*October 5*
September 1 - September 30	*November 5*
October 1 - October 31	*December 5*
November 1 - November 30	*January 5*
December 1 - December 31	*February 5*
January 1 - January 31	*March 5*
February 1 - February 28/29	*April 5*
March 1 - March 31	*May 5*
April 1 - April 30	*June 5*
May 1 - May 31	*July 5*
June 1 - June 30	*August 5*
July 1 - July 31	*September 5*

J. Unit members who are certified by the National Board for Professional Teaching Standards (NBPTS) will receive an annual stipend of $1,000. ***Such stipend will be increased with the annual salary increase percentage starting July 1, 2024. Unit members*** may ***opt to instead*** use the National Board Certification in lieu of a master's degree for placement in Column 5 (only) of the salary schedule.

ARTICLE XXIV HEALTH AND WELFARE BENEFITS
No changes. Article not opened.

ARTICLE XXV SAVINGS
No changes. Article not opened.

ARTICLE XXVI MISCELLANEOUS
No changes. Article not opened.

ARTICLE XXVII CALENDAR CONSIDERATIONS
Article opened by both TTA and TUSD.

2026-2027 Calendar (see draft attached on page 19)

B. The District will develop a calendar committee and invite representatives from all district labor unions to meet on an annual basis to discuss parameters and considerations for calendars that need to be negotiated. This committee should meet before calendar negotiations commence with the Association.

ARTICLE XXVIII DUAL ENROLLMENT AND EARLY COLLEGE

Article opened by TTA.

***This is a new article. ***

A. *Unit members assigned to teach dual enrollment and Early College courses shall continue to receive all contractual rights and protections applicable under the TUSD–TTA Collective Bargaining Agreement.*

B. *Definitions: These definitions are for the purpose of defining these terms for the TUSD–TTA Collective Bargaining Agreement.*

1. *Dual Enrollment Course refers to a college-level course in which an eligible high school student is concurrently enrolled in both a secondary school and a community college, earning both high school and college credit for successful completion.*

2. *Dual Enrollment Partnership Course refers to a college-level course authorized under a formal established and jointly approved by Torrance Unified School District and a partnering community college district.*

3. *High School Instructor refers to a certificated employee of Torrance Unified School District assigned to deliver instruction that satisfies high school graduation requirements. In the context of dual enrollment, a high school instructor may be designated as the instructor of record for a college-credit course.*

4. *Postsecondary Instructor refers to a faculty member employed by a partnering community college district who is assigned to teach a Dual Enrollment Partnership course concurrently for TUSD and the community college.*

   Nothing in this definition shall be construed to imply employment by the District or inclusion within the District's bargaining unit. Postsecondary instructors operate under the sole authority of the College District and are governed by the policies, procedures, and collective bargaining agreements (if applicable) of their postsecondary employer.

5. *Early College refers to a structured dual enrollment pathway developed under a formal College and Career Access Pathways (CCAP) Agreement through which eligible high school students may enroll in college credit courses while concurrently earning high school credit.*

6. *Synchronous Learning refers to instruction delivered in real-time, where the instructor and students interact simultaneously through in-person classroom settings or through live digital platforms.*

7. *Asynchronous Learning refers to instruction delivered without real-time interaction, where students engage with course materials—such as lectures, readings, videos, assignments, or assessments—on their own schedule within defined timeframes to meet academic requirements. This delivery method may occur through digital platforms.*

C. *Teaching Assignments for Dual Enrollment and Early College Courses*

1. *When a dual enrollment or Early College course is scheduled for delivery by a qualified K–12 instructor, unit members who meet the minimum qualifications established by the California Community Colleges Chancellor's Office shall be considered for assignment through a joint selection process conducted by TUSD and the partnering College District.*

2. *The District shall make every effort to preserve unit member positions that are impacted by dual enrollment.*

3. *Observations & Evaluations:*

    a. *Unit members assigned to teach dual enrollment or Early College courses shall continue to be evaluated by the Torrance Unified School District in accordance with Article VII of this Agreement for purposes related to District employment, compensation, and assignment.*

    b. *In addition to District evaluations, when a unit member teaches a college-credit-bearing course, the postsecondary institution retains the right to conduct classroom observations and instructional reviews to ensure compliance with applicable postsecondary curriculum standards, Title 5 regulations, and accreditation requirements.*

    Such observations by the College District:

        i. *Shall be limited to the scope of course content delivery, curriculum alignment, and instructional standards;*

        ii. *Shall not be used by the College District for employment evaluation of the unit member within TUSD or affect the unit member's personnel file, compensation, or District evaluation outcomes;*

        iii. *Are conducted solely to satisfy the College District's legal, regulatory, and accreditation responsibilities related to instruction, apportionment, and academic quality assurance.*

D. *Advisory Workgroup*

1. *To support the successful implementation of dual enrollment and Early College programs, the District shall establish a standing District Advisory Workgroup to gather input and provide recommendations on student support, implementation logistics, and program alignment with secondary instructional needs.*

2. *This advisory workgroup shall meet at least once every two (2) years.*

3. *The advisory workgroup may include:*

- ***One (1) teacher and one (1) counselor from each high school with direct experience in dual enrollment or Early College programming;***
- ***Site administrators, counseling leads, and relevant District-level staff;***
- ***Additional participants as mutually agreed upon by the District and the Association.***

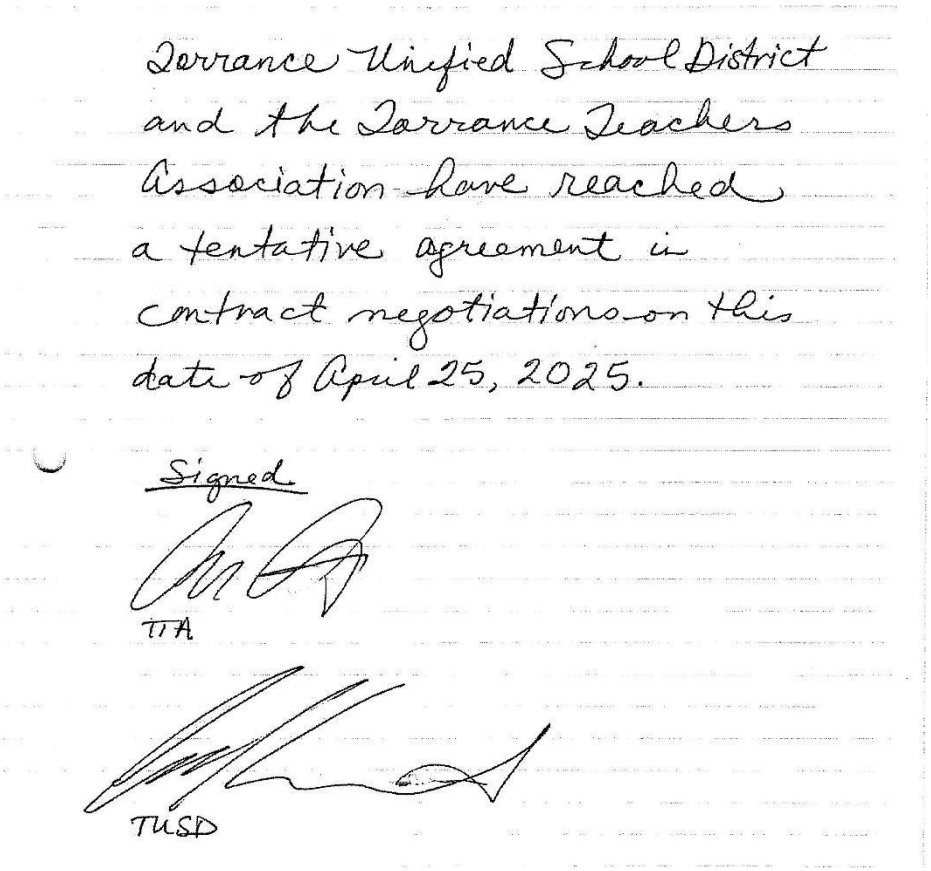
4. The purpose of the workgroup shall be to:

- ***Share site-level experiences and feedback;***
- ***Identify implementation needs related to scheduling, student services, and communication;***
- ***Collaborate on strategies to support student access and success in dual enrollment courses.***

ARTICLE XXIX DURATION AND ZIPPER
No changes. Article not opened.
*****This article was formerly ARTICLE XXVIII.*****

ARTICLE XXVIII SIGNATURE
No changes. Article not opened.

*****This article will not be updated with new signatures but for your reference, the tentative agreement was agreed to on April 25, 2025.*****



2026-2027 CALENDAR

Torrance Unified School District 2026-2027 School Year Calendar

AUGUST				
M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	^# 18	# 19	: 20	21
24	25	26	27	28
31				

SEPTEMBER				
M	T	W	TH	F
	1	2	3	4
* 7	8	9	10	11
14	15	16	17	18
X 21	22	23	24	25
28	29	30		

OCTOBER				
M	T	W	TH	F
			1	# 2
5	6	7	8	9
12	13	14	15	X 16
19	20	21	22	23
26	27	28	29	30

NOVEMBER				
M	T	W	TH	F
2	3	4	5	6
9	10	* 11	12	13
16	17	18	19	20
X 23	X 24	X 25	* 26	* 27
30				

DECEMBER				
M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
X 21	X 22	X 23	* 24	* 25
X 28	X 29	X 30	* 31	

JANUARY				
M	T	W	TH	F
				* 1
4	5	6	7	8
11	12	13	14	15
* 18	19	20	21	22
25	26	27	28	29

FEBRUARY				
M	T	W	TH	F
1	2	3	4	5
» 8	9	10	11	12
* 15	16	17	18	19
22	23	24	25	26

MARCH				
M	T	W	TH	F
1	2	3	4	# 5
8	9	10	11	12
15	16	17	18	X 19
22	23	24	25	26
X 29	X 30	X 31		

APRIL				
M	T	W	TH	F
			X 1	X 2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

MAY				
M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
* 31				

JUNE				
M	T	W	TH	F
	1	2	3	4
7	8	9	>> 10	+# 11
14	15	16	17	18
21	22	23	24	25
28	29	30		

First Semester: days **Second Semester: days**

^ *Teachers Report*	August 18
: *Students Report*	August 20
» *Students Last Day*	June 10
+ *Teachers Last Day*	June 11

Parent Confeences (ES): January 25 – February 4
Invite Only Conferences (ES): Nov. 18-20 & Mar. 24-26

Progress Reports (ES):

October 9	
November 13	
March 18	

Achievement Reports (ES):

January 22	
June 10	

End of Quarter (HS/MS)

1st Quarter	Oct. 23
1st Semester / 2nd Quarter	Jan. 22
3rd Quarter	Mar. 26
2nd Semester / 4th Quarter	June 10

Graduation (Promotion MS)

Adult School	June 2
High School	June 9
Middle School	June 10

Adult Education

Fall	Sep – Dec
Winter	Jan – Mar
Spring	Mar – Jun

**** HOLIDAYS PER EDUCATION CODE §37220 and CBAs***

*HOLIDAY	DATE IN 26/27	DAY OF WEEK	DAY / DATE EACH YEAR
*Independence Day	July 4	Saturday	July 4
*Labor Day	September 7	Monday	1st Monday in September
*Veteran's Day	November 11	Wednesday	November 11
*Thanksgiving Day	November 26	Thursday	4th Thursday in November
*Thanksgiving Holiday	November 27	Friday	4th Friday in November
*Christmas Eve	December 24	Thursday	December 24
*New Year's Eve	December 31	Thursday	December 31
*M.L. King Jr. Day	January 18	Monday	3rd Monday in January
*Lincoln Day	February 8	Monday	2nd Monday in February
*President's Day	February 15	Monday	3rd Monday in February
*Memorial Day	May 31	Monday	Last Monday in May

DATE IN 2026/27	DAY OF WEEK	
# SBCP Staff Development/Student Free Days (K-12)		
^# August 18	Tuesday	Teachers Report/Orientation/Planning
# August 19	Wednesday	Orientation/Planning
# October 2	Friday	Professional Dev.
# March 5	Friday	Professional Dev.
# June 11	Friday	Teachers Last Day
X Non-Teaching Days		
X September 21	Monday	Local Non-Instructional Day
X October 16	Friday	Local Non-Instructional Day
X November 23-25	Monday-Wednesday	Local Non-Instructional Day
X Dec. 21 -23, 28-30		Winter Break
X March 19	Friday	Local Non-Instructional Day
X March 29 - April 2	Monday - Friday	Spring Break

LIGHT BLUE = Staff PD days YELLOW = Local *Non-Instructional* GREEN = Holidays/breaks

Salary Schedule Changes

The Gene Drevno Community Day School Counselor will move to the High School Counselor and Deans Schedule. The Gene Drevno Community Day School Counselor salary schedule will be eliminated. The High School Counselor and Deans Schedule will henceforth be known as the "High School Counselors, Gene Drevno Community Day School Counselor and Dean of Students" schedule.

The CLAD salary schedules on the Counselors (K-8) Schedule and the High School Counselor and Deans Schedule were removed and the stipend for the CLAD was moved to the rules below the salary schedules.

The Gene Drevno Community Day School Teacher Schedule was eliminated and those teachers moved to the 185-Day Teacher Schedule to align with the new language granting them either 1/6th pay or a conference period.

Permanent Employee on a Temporary Assignment Contract

TORRANCE UNIFIED SCHOOL DISTRICT
PERMANENT EMPLOYEE ON A TEMPORARY ASSIGNMENT CONTRACT

This Certificated **Temporary** Assignment Contract ("Contract") is made by and between _____ ("Employee") and the Torrance Unified School District ("District") on the following terms and conditions. District desires to employ Employee to provide certificated services and Employee desires to accept employment in accordance with the terms and conditions set forth herein. To these ends, District and Employee hereby agree as follows:

PURPOSE AND LIMITATION OF CONTRACT.
This agreement is temporary and limited in scope to compensate the Employee for providing instruction to students during their planning/preparation period. This agreement shall not impact or alter the permanent status of the Employee as recognized by the District. The Employee retains all rights and benefits associated with their permanent status, and this temporary assignment shall not affect the Employee's seniority or standing within the District.

1. **TERM**. Employee is hired **for a temporary position** for the 2025-2026 school year for the period commencing _____ and terminating on _____ or the earliest to occur of any of the following:
   - Notification of Release pursuant to California Education Code Section 44954. effective at the end of the Employee's contracted work year if 75% of the school year has passed.
   - Notification of Release pursuant to California Education Code Section 44954 , effective immediately if 75% of the school year has not passed.
   - Termination as may otherwise be authorized by law.
2. **CLASSIFICATION**. Employee is hired as a **Permanent** certificated employee on a temporary assignment position.

   The District desires to fill a temporary opening on its certificated staff for the term identified above. Employee shall be hired as a certificated employee on a temporary assignment on basis under the provisions of the California Education Code indicated below:

   □ Section 44909 District categorical (specially funded) or contract project

   □ Section 44919 (a) or (c)

   □ Section 44920 Temporary leave of absence replacement

   □ Section 44921 First semester only high school teacher

   It is understood that the term "temporary" in this Contract refers to all cases of employment under the specific Education Code sections cited above.
3. **SALARY**. Employee's salary placement shall be **Column _____, Step _____** of the current applicable certificated salary schedule, payable in equal payments. Employee's salary placement is contingent upon subsequent verification of college units, experience, and other applicable criteria. Employee is hired to work on a **_____ FTE** basis.

   If FTE is less than 100% see explanation:_____
4. **STATUS OF EMPLOYMENT**. Whether any service under the terms of this Contract shall apply toward Employee's retention of permanent status or seniority in the District shall be solely dictated by applicable law.
5. **COMPLIANCE WITH LAWS**. Employee agrees to faithfully adhere to all local, state and federal laws, directives of the Governing Board, and all lawful directives of Employee's supervisors and other employees with the authority to direct Employee's work.
6. **CREDENTIALS, PERMITS AND/OR CERTIFICATES**. Employee represents that Employee possesses the appropriate credential(s), permit(s) and/or certificate(s) authorizing the specific services for which Employee is being employed. Employee's continuing employment is expressly subject to maintenance of all such credentials, permits and/or certificates. Failure to maintain each credential, permit and/or certificate as may be required for the specific services for which Employee is being employed may be treated by the District as grounds for disciplinary action or immediate release.

7. **ENTIRE AGREEMENT**. This Contract constitutes the entire agreement and understanding between the parties. There are no oral understandings, terms or conditions and no party has relied upon any representations, express or implied, not contained in this Contract. All prior understandings, terms or conditions, if any, are deemed to be merged into and expressly superseded by this Contract.
8. **EFFECTIVE DATE.** This Contract shall become effective only upon approval by the District's Governing Board.

Torrance Unified School District:

_____

Signature Date

Employee:

_____

Signature Date

Salary Schedule Rules

TORRANCE UNIFIED SCHOOL DISTRICT EFFECTIVE DATE: JULY 1, 2023

SALARY SCHEDULE
TEACHERS AND RESOURCE SPECIALISTS

185 DAYS
Proposed 2025-2026

ANNUAL SALARY

1. Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).
2. Only semester units earned after the date the degree was granted will be counted.
3. At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.
4. At the beginning of the 20th year, employees on this salary schedule will be placed on Step 20 of Columns 4, 5, or 6.
5. ***Unit members who are certified by the National Board for Professional Teaching Standards (NBPTS) will receive an annual stipend of $1,000. Such stipend will be increased with the annual salary increase percentage starting July 1, 2024. Unit members may opt to instead use the National Board Certification in lieu of a master's degree for placement in Column 5 (only) of the salary schedule.***
6. ***Temporary 1/6th Assignment Contract: Unit members that provide student instruction service during their planning/preparation period at the secondary level will enter into a 1/6th temporary contract for the school year. The temporary contract will indicate the unit members salary multiplied by 1.1667 for the year and indicate the start and end date of the temporary contract.***
7. ***Vertical movement shall be made only at the beginning of the first semester and at the beginning of the sixth school month.***

Salary Enhancements

1. The District shall increase pay by 1% across all schedules including stipends, except for the contract hourly rate. This increase is retroactive to July 1, 2024, and covers all active employees at the time of ratification.

2. The District shall increase the contract hourly rate by 1% effective June 16, 2025. If this agreement is not ratified prior to that date, the effective date will be August 11, 2025.

3. Implementation will be effective upon entire Collective Bargaining Agreement ratification.

PART TWO: MEMORANDA OF UNDERSTANDING

- The following MOUs are scheduled to sunset and will not be incorporated into the body of the contract:
    - Instructional Minutes Recoup
    - Elementary Progress Reports Committee
    - President's Release Time
- The following MOUs will be incorporated into the TTA-TUSD Collective Bargaining Agreement:
    - Supervision & Adjunct Duty
    - Military Partner Leave
    - Salary Equalization: TTA views this as the last step to provide 24 years of service steps to all certificated salary schedules. These salary steps will go into effect and include the 1% raise starting July 1, 2025. The MOU also establishes the rules of engagement on how to use the data of comparison districts in future negotiations cycles.

MOU: Instructional Minutes Recoup

MEMORANDUM OF UNDERSTANDING
BETWEEN
TORRANCE TEACHERS ASSOCIATION (TTA)
AND
TORRANCE UNIFIED SCHOOL DISTRICT (DISTRICT)

This Memorandum of Understanding (MOU) is entered into by and between the Torrance Teachers Association (TTA) and the Torrance Unified School District (District) to address the adjustment of the school day schedule to recoup instructional time for the 2024-2025 school year at the high school level.

PURPOSE

The purpose of this MOU is to establish an agreement to recoup at least 101 minutes of instructional time for the 2024-2025 school year at the comprehensive high school level in compliance with the California Department of Education (COE) requirements, specifically relating to attendance accounting.

TERMS

1. Reduce the number of Late Start days by three (3), and convert them to the Regular School Day schedule
    a. Late Start = 324 minutes
    b. Regular Day = 373 minutes
    c. Total minutes recouped = 147 minutes (49x3)
    d. Total number of Late Start days = 30 for the 2024-2025 school year

IMPLEMENTATION

- The aforementioned changes to convert three (3) Late Start days to Regular Days shall be implemented in the 2nd semester of the 2024-2025 school year at each of the four (4) TUSD comprehensive high schools.
- The selected dates of converted days will be determined by each high school site and may vary from school to school. Stakeholders at each site will be consulted in selecting the dates.
- Any additional schedule modifications beyond what is outlined in this MOU will require further negotiations between the TTA and the District.

DURATION OF AGREEMENT

This MOU shall remain in effect from the date of execution through the end of the 2024-2025 school year unless otherwise modified by mutual agreement of the TTA and the District.

SIGNATURES

The parties hereto have executed this Memorandum of Understanding on the dates indicated below:

FOR:

CARLOS ANWANDTER, PRESIDENT
TORRANCE TEACHER ASSOCIATION

11/21/24
DATE

FOR:

JULIO HERNANDEZ
TORRANCE UNIFIED SCHOOL DISTRICT

11/21/24
DATE

MOU: Supervision & Adjunct Duty

Memorandum of Understanding

Between the Torrance Teachers Association and

The Torrance Unified School District

RE: Supervision Duty for Unit Members Who Are Assigned to More than One

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to add the following language to Article VI. M. regarding the supervision duty for unit members who are assigned to more than one site. The language will not sunset but will be added to the body of the contract upon ratification for the 2024-2025 negotiations reopeners. This agreed upon language will go into effect January 7, 2025.

M. Student supervision duty at the elementary and middle school levels shall be equitably divided among bargaining unit members in minutes and frequency. Unit members who are assigned to more than one site will not be assigned supervision duties.

Student Supervision duty may include:

1. Morning Arrival Duty
2. Nutrition Duty
3. Yard/Recess Duty (excluding lunch)
4. After School Duty

FOR:

CARLOS ANWANDTER, PRESIDENT
TORRANCE TEACHER ASSOCIATION

11/21/24
DATE

FOR:

JULIO HERNANDEZ
TORRANCE UNIFIED SCHOOL DISTRICT

11/21/24
DATE

MOU: Elementary Progress Reports Committee

Memorandum of Understanding

Between the Torrance Teachers Association and The Torrance Unified School District

RE: Elementary Progress Report Committee

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to form an Elementary Progress Report Committee in the 2025-26 school year to discuss changes to the first of the year progress report.

THE DISTRICT AND THE ASSOCIATION AGREE AS FOLLOWS:

- Form a committee with representation from each of the elementary schools, along with additional participants as mutually agreed upon by the District and the Association.
- The committee will be composed of equal representation of TK-5th grade members from each elementary site across the district.
- The Parties agree to collaboratively implement a structured process and procedure for informing the parents of the first of the year elementary progress report.
- The committee will evaluate the first of the year progress report in order for it to consider the transition to a diagnostic report of the beginning of the year assessments given by the district for math and language arts.
- Any changes will be implemented for the 2026-27 school year.

FOR:
TORRANCE TEACHER ASSOCIATION

Signature Carlos Fernandez, President Date 4/14/25

FOR:
TORRANCE UNIFIED SCHOOL DISTRICT

Signature Julie Hernandez Date 4/14/25

MOU: Military Partner Leave

Memorandum of Understanding

Between the Torrance Teachers Association and The Torrance Unified School District

RE: Leaves of Absence for Military Spouses

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to the following regarding unpaid leaves of absence for military spouses. The language will not sunset but will be added to Article XIV of the Collective Bargaining Agreement upon ratification of the 2024-2025 reopeners. This language will go into effect immediately.

Add the following as Article XIV. D.:

3. Permanent unit members who are a spouse or domestic partner of military personnel shall be granted, upon written request, an unpaid leave of absence for a period of up to twelve (12) months to accompany their family when the military has issued a change of station.

4. The District shall notify these members on an unpaid leave of absence by January 15 of each year that they must notify the District in writing prior to February 1 of each school year whether they will return the following September or extend their leave. Such leaves shall be reviewed annually and may be extended on a yearly basis for a maximum of two (2) years.The spouse or domestic partner will also receive their health and welfare coverage for the balance of that pay period and thereafter shall have the option of continuing their benefits by assuming the employee monthly cost of the premiums.

5. The military member and their spouse or domestic partner shall be given the priority right to return to their last assigned site.

FOR:
TORRANCE TEACHER ASSOCIATION

Signature _____ Date 5/5/2025

FOR:
TORRANCE UNIFIED SCHOOL DISTRICT

Signature _____ Date 8/6/25

MOU: President's Release Time

Memorandum of Understanding

Between the Torrance Teachers Association and The Torrance Unified School District

RE: 26% Release for TTA President

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to the following regarding release time for the Association president. The language will be negotiated annually as long as the Association participates in the California Teachers Association (CTA) President's Release Grant Program. The parties agree as follows:

The Association President, Carlos Anwandter, a teacher at Torrance High School, will have the following schedule:

Periods 1-4 –Teach
Period 5 –Conference
Period 6 – Release time for the Association

CTA will pay for 20% of the release time, and the Association will pay for the remaining 6% (10 days) of release time. The CTA/Association paid time will cover all of period 6 (16.67% of total assignment) and 56% (101 days) of period 5 (9.33% of total assignment).

Mr. Anwandter and his principal, Karim Girgis, will work together to internally address the calendar for Mr. Anwandter's 5th period conference, when Mr. Anwandter will be on campus and when he will be doing Association business. Mr. Girgis and Mr. Anwandter will internally address issues as they arise.

FOR:
TORRANCE TEACHER ASSOCIATION

Signature — Date: 5/5/2025

FOR:
TORRANCE UNIFIED SCHOOL DISTRICT

Signature — Date: 5/5/25

MOU: Salary Equalization

Memorandum of Understanding

Between the Torrance Teachers Association and

The Torrance Unified School District

RE: Equalization/Pay Schedule Equity/Competitive Compensation

The Torrance Unified School District (District) and the Torrance Teachers Association (Association) agree to add the following language to the Collective Bargaining Agreement Appendices, as related to Salary Equalization. This language will not sunset, but will be added to the body of the contract upon ratification alongside the tentative agreement for the 2024-2025 negotiation reopeners.

The District and the Association agree to expand the below listed salary schedules to 24 individual steps in each column effective July 1, 2025.

The District and the Association agree to expand the listed salary schedules using a formula that provides a percentage increase in each step/cell filled into the schedule. Since these schedules did not have comparisons in the District's original compensation study, the District and the Association agree to the following formula: year b -year a ÷ by the number of steps/years between the two. For example year 10 - year 5 divided by 4 to find the amount of each of the four steps 6, 7, 8, & 9. This formula will work for steps up to step 20.

The District and the Association agree to the following salary schedule rule changes:

1. The CLAD-specific schedule on the Counselors (K-8) and High School Counselors, Drevno Counselor, & Dean of Students schedules shall be removed and replaced with a stipend to be applied to all qualified members on those schedules.

The District and the Association also agree that steps 21-24 will follow the same formula agreed upon in the prior MOU (pp. 44-45) defining the creation of these longevity steps. The formula is to add .5% for each step 21, 22, 23, and 24.

With the lack of comparative information, the District and the Association agree that this method is fair, creates salary equity for Association members, and ensures a mechanism exists for fair and competitive compensation structures for all Association members. Whereas, the following salary schedules currently do not have 24 steps in their respective salary schedules:

- High School Athletic Directors and Student Activities Directors
- K-8 Counselors
- High School Counselors, Drevno Counselor, and Dean
- Nurses
- Program Specialists
- Psychologists/Social Worker
- Psychologist/Behavioral Health
- Speech/Language Pathologist
- School Nurse Specialist

THE DISTRICT AND THE ASSOCIATION ALSO AGREE AS FOLLOWS:

1. **Implementation of an ongoing Salary Equalization Process**
   a. The Parties agree to collaboratively implement a structured process and procedure for salary equalization and this ongoing process will inform salary negotiations.
   b. **Comparison districts**
      i. The agreed-upon ongoing equalization process shall use comparison mutually agreed upon by both parties. The current list of comparison districts are:

         - ABC Unified (Los Angeles)
         - Bellflower Unified (Los Angeles)
         - Burbank Unified (Los Angeles)
         - Culver City Unified (Los Angeles)
         - Downey Unified (Los Angeles)
         - Glendale Unified (Los Angeles)
         - Hacienda la Puente Unified (Los Angeles)
         - Manhattan Beach Unified (Los Angeles)
         - Palos Verdes Peninsula Unified (Los Angeles)
         - Placentia-Yorba Linda Unified (Orange)
         - Redondo Beach Unified (Los Angeles)
         - Torrance Unified (Los Angeles)

      ii. The District and the Association will re-evaluate the list of comparison districts every three years when the entire contract is open, beginning with the 2026-2029 bargaining cycle.
   c. Parameters for selecting comparison districts:
      i. The comparison district list will have eleven (11) districts in addition to Torrance Unified School District.
      ii. Each party may submit up to ten (10) districts for consideration as a

comparison district.

iii. Comparison districts shall be:

1. unified school districts.

2. districts funded with base and supplemental grants (not to include districts funded with concentration grants).

iv. Other considerations shall include:

1. similarity in demographics to the District.

2. proximity to the District

3. similarity in size to the District.

d. Frequency of Salary Equalization

i. Salary equalization comparison data shall be gathered and shared with the Association on an annual basis.

ii. Salary equalization data shall be analyzed using an average of the preceding three years of salary increases from the comparison districts.

iii. Salary equalization data will be used for informational purposes to guide, but not dictate negotiations for competitive salaries.

3. Implementation and Review

a. This MOU shall become effective upon ratification by both the District and the Association.

b. Any adjustments to compensation for impacted employees shall be reflected in the pay cycle following ratification by both the District and the Association.

4. Good Faith Efforts and Ongoing Collaboration

a. The District and the Association agree to address future equalization matters outside of formal negotiations as necessary to facilitate an efficient and effective resolution.

FOR:
TORRANCE TEACHER ASSOCIATION

4/25/25
Signature Date

TTA President

FOR:
TORRANCE UNIFIED SCHOOL DISTRICT

4/25/25
Signature Date

Memorandum of Understanding

Between the Torrance Teachers Association and

The Torrance Unified School District

ATTACHMENT

RE: Equalization/Pay Schedule Equity/Competitive Compensation

This language resides below the salary schedules for Nurses and High School Activities and Athletics Directors.

Current language

3. At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.
4. At the beginning of the 20th year, employees on the salary schedule will be placed on Step 20 of Columns 4, 5, or 6.

Proposed language

3. **At the beginning of the 15th year, employees in column 3 will automatically be placed on Step 15 of Column 4. Further vertical and horizontal movement will be subject to existing salary schedule rules per the Collective Bargaining Agreement.**

~~4. At the beginning of the 20th year, employees on the salary schedule will be placed on Step 20 of Columns 4, 5, or 6.~~

SALARY SCHEDULE

HIGH SCHOOL ATHLETIC DIRECTORS AND STUDENT ACTIVITIES DIRECTORS

195 DAYS
2023 - 2024

ANNUAL SALARY

		BA	BA + 15	BA + 30 or # CA Prelim. or Clear Cred.	BA + 45 or MA	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C.	BA + 75 with MA or MA + 30
	STEP	**COL. 1**	**COL. 2**	**COL. 3**	**COL. 4**	**COL. 5**	**COL. 6**
1	**1**	64,935	65,275	67,849	69,195	70,566	71,966
2	**2**	65,770	66,881	69,864	71,594	72,828	74,647
3	***3**	66,921	68,555	71,942	74,080	75,606	77,487
4	**4**	68,081	70,252	73,829	76,728	79,043	81,369
5	**5**	69,262	71,989	76,059	79,843	82,187	84,605
6	**6**	70,463	73,770	78,478	83,028	85,457	87,975
7	**7**	71,684	75,600	81,056	86,338	88,905	91,473
8	**8**	72,929	77,475	83,629	90,221	92,396	95,118
9	**9**	74,193	79,395	86,308	93,822	99,453	102,579
10	**10**	75,480	83,384	93,451	102,307	110,637	116,054
11	**11**	76,122	84,093	94,245	103,177	111,577	117,040
12	**12**	76,769	84,808	95,046	104,054	112,525	118,035
13	**13**	77,422	85,529	95,854	104,938	113,481	119,038
14	**14**	78,080	86,256	96,669	105,830	114,446	120,050
15	**15**				106,628	115,312	120,960
16	**16**				107,961	116,753	122,472
17	**17**				109,311	118,212	124,003
18	**18**				110,677	119,690	125,553
19	**19**				112,060	121,186	127,122
20	**20**				113,253	122,478	128,479
21	**21**				113,819	123,090	129,121
22	**22**				114,388	123,705	129,767
23	**23**				114,960	124,324	130,416
24	**24**				115,535	124,946	131,068

1. Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).

2. Only semester units earned after the date the degree was granted will be counted.

3. At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.

4. At the beginning of the 20th year, employees on this salary schedule will be placed on Step 20 of Columns 4, 5, or 6.

5. Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.

6. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

7. $3,664.97 per year will be paid for BCC/BCLAD.

8. $1,000.00 per year will be paid for certification by the National Board for Professional Teaching Standards. A teacher on Column 4 may move to Column 5 in lieu of the stipend.

9. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL U / CAL F2 / 50.12+.8

Board Amended: TBD

TORRANCE UNIFIED SCHOOL DISTRICT EFFECTIVE DATE: TBD

SALARY SCHEDULE

COUNSELORS
(K - 8)
2023 - 2024
187 DAYS

ANNUAL SALARY

	STEP	BA + 45 or MA COL. 1	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C. COL. 2	BA + 75 with MA or MA + 30 COL. 3
1	1	69,510	71,600	73,754
2	2	75,912	78,270	80,558
3	*3	82,129	84,600	87,144
4	4	90,637	94,129	97,606
5	5	99,344	107,200	111,842
6	6	99,741	107,629	112,289
7	7	100,140	108,060	112,738
8	8	100,541	108,492	113,189
9	9	100,943	108,926	113,642
10	10	101,332	109,345	114,083
11	11	102,193	110,274	115,053
12	12	103,062	111,211	116,031
13	13	103,938	112,156	117,017
14	14	104,821	113,109	118,012
15	15	105,636	113,991	118,929
16	16	106,956	115,416	120,416
17	17	108,293	116,859	121,921
18	18	109,647	118,320	123,445
19	19	111,018	119,799	124,988
20	20	112,158	121,115	126,364
21	21	112,719	121,721	126,996
22	22	113,283	122,330	127,631
23	23	113,849	122,942	128,269
24	24	114,418	123,557	128,910

1. Regular credential required for increments beyond asterisk (*).

2. Only semester units earned after the date the degree was granted will be counted.

3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.

4. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

5. $638.28 per year will be paid for LDS/CLAD.
   $4,303.26 per year will be paid for BCC/BCLAD.

6. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

7. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL R / CAL 2B / 50.12+.6 Board Amended: TBD

TORRANCE UNIFIED SCHOOL DISTRICT EFFECTIVE DATE: TBD

SALARY SCHEDULE

HIGH SCHOOL COUNSELORS & DEAN OF STUDENTS

2023 - 2024

192 DAYS

ANNUAL SALARY

	STEP	BA + 45 or MA COL. 1	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C. COL. 2	BA + 75 with MA or MA + 30 COL. 3
1	1	71,369	73,514	75,728
2	2	77,942	80,361	82,713
3	*3	84,323	86,861	89,473
4	4	93,059	96,647	100,216
5	5	102,001	110,064	114,833
6	6	102,409	110,504	115,292
7	7	102,819	110,946	115,753
8	8	103,230	111,390	116,216
9	9	103,643	111,836	116,681
10	10	104,039	112,266	117,133
11	11	104,923	113,220	118,129
12	12	105,815	114,182	119,133
13	13	106,714	115,153	120,146
14	14	107,621	116,132	121,167
15	15	108,461	117,037	122,111
16	16	109,817	118,500	123,637
17	17	111,190	119,981	125,182
18	18	112,580	121,481	126,747
19	19	113,987	123,000	128,331
20	20	115,154	124,352	129,740
21	21	115,730	124,974	130,389
22	22	116,309	125,599	131,041
23	23	116,891	126,227	131,696
24	24	117,475	126,858	132,354

1. Regular credential required for increments beyond asterisk (*).

2. Only semester units earned after the date the degree was granted will be counted.

3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.

4. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

5. $638.28 per year will be paid for LDS/CLAD.
   $4,303.26 per year will be paid for BCC/BCLAD.

6. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

7. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL 7 / CAL R2 / 50.12+.6 Board Amended: TBD

TORRANCE UNIFIED SCHOOL DISTRICT **EFFECTIVE DATE: TBD**

SALARY SCHEDULE

NURSES
188 DAYS
2023 - 2024

STEP	BA COL. 1	BA + 15 COL. 2	BA + 30 or # CA Prelim. or Clear Cred. COL. 3	BA + 45 or MA COL. 4	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C. COL. 5	BA + 75 with MA or MA + 30 COL. 6
1	60,944	61,263	63,704	64,980	66,281	67,606
2	61,736	62,788	65,616	67,255	68,423	70,147
*3	62,826	64,372	67,586	69,609	71,059	72,843
4	63,927	65,984	69,369	72,122	74,314	76,519
5	65,045	67,626	71,484	75,075	77,295	79,586
6	66,180	69,317	73,777	78,087	80,394	82,778
7	67,342	71,050	76,222	81,231	83,663	86,100
8	68,521	72,830	78,662	84,909	86,970	89,550
9	69,718	74,647	81,201	88,322	93,659	96,622
10	70,939	78,429	87,972	96,366	104,261	109,396
11	71,542	79,096	88,720	97,185	105,147	110,326
12	72,150	79,768	89,474	98,011	106,041	111,264
13	72,763	80,446	90,235	98,844	106,942	112,210
14	73,381	81,130	91,002	99,684	107,851	113,164
15				100,460	108,690	114,044
16				101,716	110,049	115,470
17				102,987	111,425	116,913
18				104,274	112,818	118,374
19				105,577	114,228	119,854
20				106,742	115,483	121,170
21				107,276	116,060	121,776
22				107,812	116,640	122,385
23				108,351	117,223	122,997
24				108,893	117,809	123,612

1. Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).

2. Only semester units earned after the date the degree was granted will be counted.

3. At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.

4. At the beginning of the 20th year, employees on this salary schedule will be placed on Step 20 of Columns 4, 5, or 6.

5. Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.

6. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

7. $638.28 per year will be paid for LDS/CLAD.
   $4,303.26 per year will be paid for BCC/BCLAD.

8. N.B.C. - Refer to Teachers' Salary Schedule.

9. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL T / CAL N / 20.12+.6 Boarded Amended: TBD

TORRANCE UNIFIED SCHOOL DISTRICT

EFFECTIVE DATE: TBD

SALARY SCHEDULE

PROGRAM SPECIALISTS

2023 - 2024

212 DAYS

ANNUAL SALARY

	STEP	MA COL. 1	MA + 20 COL. 2	MA + 40 COL. 3
1	1	93,974	98,243	101,656
2	2	99,705	103,789	106,867
3	3	105,208	111,250	116,272
4	4	110,247	117,653	121,236
5	5	114,773	123,171	128,159
6	6	115,232	123,664	128,672
7	7	115,693	124,159	129,187
8	8	116,156	124,656	129,704
9	9	116,621	125,155	130,223
10	10	117,055	125,621	130,709
11	11	118,050	126,689	131,820
12	12	119,053	127,766	132,940
13	13	120,065	128,852	134,070
14	14	121,086	129,947	135,210
15	15	122,004	130,932	136,239
16	16	123,529	132,569	137,942
17	17	125,073	134,226	139,666
18	18	126,636	135,904	141,412
19	19	128,219	137,603	143,180
20	20	129,588	139,076	144,710
21	21	130,236	139,771	145,434
22	22	130,887	140,470	146,161
23	23	131,541	141,172	146,892
24	24	132,199	141,878	147,626

1. All qualifications and regulations of the certificated salary schedule shall be considered a part of this schedule where applicable.

2. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.

3. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

4. $3,664.97 per year will be paid for BCC/BCLAD.

5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL X / CAL R3 / 50.12+.8

Board Amended: TBD

TORRANCE UNIFIED SCHOOL DISTRICT EFFECTIVE DATE: TBD

SALARY SCHEDULE

SCHOOL PSYCHOLOGISTS, BEHAVIORAL HEALTH CLINICIANS, AND DISTRICT SOCIAL WORKER CLINICIANS

2023 - 2024

192 DAYS

ANNUAL SALARY

	STEP	MA COL. 1	MA + 20 COL. 2	MA + 40 COL. 3
1	1	83,174	86,867	91,269
2	2	88,545	92,428	96,417
3	3	93,345	97,607	101,032
4	4	98,084	102,439	106,239
5	5	102,818	110,391	115,412
6	6	103,229	110,833	115,874
7	7	103,642	111,276	116,337
8	8	104,057	111,721	116,802
9	9	104,473	112,168	117,269
10	10	104,874	112,597	117,719
11	11	105,765	113,554	118,720
12	12	106,664	114,519	119,729
13	13	107,571	115,492	120,747
14	14	108,485	116,474	121,773
15	15	109,329	117,385	122,723
16	16	110,696	118,852	124,257
17	17	112,080	120,338	125,810
18	18	113,481	121,842	127,383
19	19	114,900	123,365	128,975
20	20	116,162	124,719	130,393
21	21	116,743	125,343	131,045
22	22	117,327	125,970	131,700
23	23	117,914	126,600	132,359
24	24	118,504	127,233	133,021

1. All qualifications and regulations of the certificated salary schedule shall be considered a part of this schedule where applicable.

2. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.

3. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

4. $638.28 per year will be paid for LDS/CLAD.
   $4,303.26 per year will be paid for BCC/BCLAD.

5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL P / CAL R2 / 50.12+.6 Board Amended: TBD

TORRANCE UNIFIED SCHOOL DISTRICT EFFECTIVE DATE: TBD

SALARY SCHEDULE

SCHOOL PSYCHOLOGIST - BEHAVIORAL HEALTH SPECIALIST

2023 - 2024

212 DAYS

ANNUAL SALARY

	STEP	MA COL. 1	MA + 20 COL. 2	MA + 40 COL. 3
1	1	93,336	97,605	101,018
2	2	99,067	103,151	106,229
3	3	104,570	110,612	115,634
4	4	109,609	117,015	120,598
5	5	114,135	122,533	127,521
6	6	115,232	123,664	128,672
7	7	115,693	124,159	129,187
8	8	116,156	124,656	129,704
9	9	116,621	125,155	130,223
10	10	116,417	124,983	130,071
11	11	118,050	126,689	131,820
12	12	119,053	127,766	132,940
13	13	120,065	128,852	134,070
14	14	121,086	129,947	135,210
15	15	121,366	130,294	135,601
16	16	123,529	132,569	137,942
17	17	125,073	134,226	139,666
18	18	126,636	135,904	141,412
19	19	128,219	137,603	143,180
20	20	128,950	138,438	144,072
21	21	129,598	139,133	144,796
22	22	130,249	139,832	145,523
23	23	130,903	140,534	146,254
24	24	131,561	141,240	146,988

1. All qualifications and regulations of the certificated salary schedule shall be considered a part of this schedule where applicable.

2. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.

3. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

4. $638.28 per year will be paid for LDS/CLAD.
   $4,303.26 per year will be paid for BCC/BCLAD.

5. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

6. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL X / CAL R3 / 50.12+.8 Board Amended: TBD

TORRANCE UNIFIED SCHOOL DISTRICT EFFECTIVE DATE: TBD

SALARY SCHEDULE

SPEECH/LANGUAGE PATHOLOGISTS

2023 - 2024

192 DAYS

ANNUAL SALARY

	STEP	MA COL. 1	BA + 60 with MA or MA + 15 or MA WITH CCC COL. 2	BA + 75 with MA or MA + 30 or MA + 15 WITH CCC COL. 3
1	1	71,377	73,519	75,733
2	2	77,948	80,353	82,715
3	*3	84,324	86,867	89,479
4	4	93,056	96,641	100,217
5	5	102,008	110,061	114,826
6	6	102,416	110,501	115,285
7	7	102,826	110,943	115,746
8	8	103,237	111,387	116,209
9	9	103,650	111,833	116,674
10	10	104,046	112,260	117,123
11	11	104,930	113,214	118,119
12	12	105,822	114,176	119,123
13	13	106,721	115,146	120,136
14	14	107,628	116,125	121,157
15	15	108,470	117,031	122,105
16	16	109,826	118,494	123,631
17	17	111,199	119,975	125,176
18	18	112,589	121,475	126,741
19	19	113,996	122,993	128,325
20	20	115,251	124,345	129,734
21	21	115,827	124,967	130,383
22	22	116,406	125,592	131,035
23	23	116,988	126,220	131,690
24	24	117,573	126,851	132,348

1. Regular credential required for increments beyond asterisk (*).

2. Only semester units earned after the date the degree was granted will be counted.

3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.

4. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

5. $638.28 per year will be paid for LDS/CLAD.
   $4,303.26 per year will be paid for BCC/BCLAD.

6. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

7. With Director prior approval, for the purpose of conducting "make-up" hours for time beyond the regular workday, the hourly compensation will be based on a divisor of (6) to calculate the rate on a time sheet.

11. A new hire not qualified for Column 1 will be paid the same rate as the Counselor (K - 8) Salary Schedule Column 1 / Step 1.

12. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

SALARY SCHEDULE

DISTRICT SCHOOL NURSE SPECIALIST

192 DAYS
2023 - 2024

ANNUAL SALARY

		BA	BA + 15	BA + 30 or # CA Prelim. or Clear Cred.	BA + 45 or MA	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C.	BA + 75 with MA or MA + 30
	STEP	**COL. 1**	**COL. 2**	**COL. 3**	**COL. 4**	**COL. 5**	**COL. 6**
1	**1**	65,817	66,163	69,130	71,244	74,044	77,376
2	**2**	66,674	67,807	70,538	73,435	76,414	80,011
3	***3**	67,850	69,518	72,771	75,889	79,236	82,846
4	**4**	69,039	71,258	75,134	78,594	82,219	85,961
5	**5**	70,249	73,035	77,750	81,565	85,345	89,126
6	**6**	71,476	74,860	80,546	84,620	88,571	92,409
7	**7**	72,727	76,732	83,389	87,666	91,804	95,693
8	**8**	73,998	78,652	86,161	90,816	95,071	99,041
9	**9**	75,292	80,619	88,464	93,947	98,795	103,052
10	**10**	76,610	84,699	92,251	100,104	108,306	113,638
11	**11**	76,610	84,699	94,726	100,542	108,306	113,638
12	**12**	76,610	84,699	98,035	102,951	108,863	113,638
13	**13**	76,610	84,699	99,605	105,284	110,651	114,885
14	**14**	76,610	84,699	100,200	105,828	111,019	115,315
15	**15**	76,610	84,699	102,011	109,473	113,457	118,468
16	**16**	76,610	84,699	102,011	109,473	113,816	118,720
17	**17**	76,610	84,699	102,011	109,979	114,374	119,076
18	**18**	76,610	84,699	102,011	110,384	115,461	120,561
19	**19**	76,610	84,699	102,011	110,455	115,525	120,746
20	**20**	76,610	84,699	104,139	115,604	120,811	126,621
21	**21**	76,610	84,699	104,660	116,182	121,415	127,254
22	**22**	76,610	84,699	105,183	116,763	122,022	127,890
23	**23**	76,610	84,699	105,709	117,347	122,632	128,529
24	**24**	76,610	84,699	106,238	117,934	123,245	129,172

1. Regular credential required for increments below asterisk (*). Placement on Column 3 may also be attained with a preliminary or clear California credential (#).

2. Only semester units earned after the date the degree was granted will be counted.

3. At the beginning of the 15th year, employees on this salary schedule will be placed on Step 15 of Columns 4, 5, or 6.

4. At the beginning of the 20th year, employees on this salary schedule will be placed on Step 20 of Columns 4, 5, or 6.

5. Vertical progression of this schedule shall take place only at the beginning of the 1st or 2nd semesters.

6. $1,552.97 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

7. $638.28 per year will be paid for LDS/CLAD.
   $4,303.26 per year will be paid for BCC/BCLAD.

8. $1,000.00 per year will be paid for certification by the National Board for Professional Teaching Standards. A teacher on Column 4 may move to Column 5 in lieu of the stipend.

9. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL Z / CAL R2.6 / 50.12+ Board Amended: TBD