MEMORANDUM OF UNDERSTANDING BETWEEN THE TORRANCE TEACHERS ASSOCIATION AND THE TORRANCE UNIFIED SCHOOL DISTRICT

This Memorandum of Understanding ("MOU") is entered into by and between the Torrance Teachers Association ("TTA") and the Torrance Unified School District ("TUSD"), collectively referred to as "the Parties." The subject matter here is expressly not a part of the regular collective bargaining process for TUSD, but is being considered outside of regular negotiations as part of the Salary Equalization process previously undertaken in TUSD.

WHEREAS, the Parties acknowledge the importance of maintaining salary equity and ensuring fair and competitive compensation structures for all educators; and

WHEREAS, the Parties recognize the necessity of maintaining the salary schedule for certificated adult educators, as well as expanding their salary schedule to 24 steps; and

WHEREAS, the following positions currently do not have 24 steps in their respective salary schedules:

- Adult Education Teacher
- Adult Education Resource Teacher
- Adult Education Counselor

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. **Expansion of Salary Steps for all Adult Education certificated educators.** a. The salary schedule for Adult Education Teacher, Adult Education Resource Teacher, and Adult Education Counselor shall be expanded to 24 steps. b. These positions shall remain on their existing salary schedule. See the attached salary schedule proposals for expanding to 24 steps.
2. **Expansion of Salary Schedules for Additional Positions** a. The Parties acknowledge that the positions listed above currently do not have 24 steps in their salary schedules. b. The Parties agree to expand the salary schedules for these positions to 24 steps.
3. **Implementation and Review**
    a. This MOU shall become effective upon approval by both Parties.
    b. Any adjustments to compensation for impacted employees shall be reflected in the pay cycle following approval by both Parties.
4. **Good Faith Efforts and Ongoing Collaboration** a. The District acknowledges TTA's dedication to salary equity and supports continued collaboration to ensure fair and competitive compensation structures. b. The Parties agree to address equalization matters

outside of formal negotiations as necessary to facilitate an efficient and effective resolution.

5. **Duration of Agreement** This MOU shall remain in effect until both Parties mutually agree to modify or rescind it in writing.

3/18/2026

3/11/26

3/19/26