

**MEMORANDUM OF UNDERSTANDING BETWEEN
REDONDO BEACH UNIFIED SCHOOL DISTRICT
AND
REDONDO BEACH TEACHERS ASSOCIATION**

**TEACHER ON SPECIAL ASSIGNMENT
SALARY CORRECTION AND RESOLUTION**

May 3, 2023

This Memorandum of Understanding ("MOU") is entered into by and between Redondo Beach Unified School District ("District") and Redondo Beach Teachers Association (RBTA), (collectively referred to herein as the "Parties") regarding the salary placement of Teachers on Special Assignment (TOSAs) for the 2021-22 and 2022-23 school years.

WHEREAS, the Parties recognize the need to correct the salary placement of unit members that became TOSAs during the 2021-22 and 2022-23 school years.

WHEREAS, prior to the 2021-2022 and 2022-2023 school years, unit members that became TOSAs were placed at the step on the Certificated Site TOSA Annual Salary Schedule V and W (TOSA Salary Schedule 185 days and 205 days) on the step that reflected their years of District experience.

WHEREAS, unit members that became TOSAs during the 2021-22 and 2022-23 school years were placed on the TOSA Salary Schedule in a manner inconsistent with past practice in placing TOSAs on the Salary Schedule.

THEREFORE, THE PARTIES AGREE,

1. The District will honor the past practice of placing unit members that became TOSAs during the 2021-2022 and 2022-2023 school years at the step on the TOSA Salary Schedule consistent with the unit member's District experience. The District further agrees to make this salary placement correction retroactive to when the unit member(s) began serving as a TOSA.
2. As a result, the District agrees to issue back pay, less any applicable withholdings required by state and federal law, to the effected unit members. The retroactive back pay amount will reflect the difference between the amount TOSAs received during the 2021-2022 and 2022-2023 school years and the amount TOSAs would have received had the District placed unit members on the TOSA Salary Schedule consistent with past practice (i.e., at the step that would reflect their years of District experience).
3. This Settlement Agreement is entered into by the Parties for the purpose of compromising and settling any and all potential disputes regarding any claim that the District has incorrectly compensated TOSAs due to their salary placement for the 2021-2022 and 2022-2023 school years. This Agreement does not constitute an admission of wrongdoing, contract or statutory violation, or liability on the part of any Party to this Agreement.
4. This Settlement Agreement fully and completely resolves any and all current or future claims that TOSAs have been incorrectly compensated due to TOSA Salary Schedule placement during

the 2021-2022 and 2022-2023 school years. Beyond the rights set forth in this Settlement Agreement, RBTA agrees that no unit member, who was a TOSA during the 2021-2022 and 2022-2023 school years, shall have the right to file any action or legal proceeding to recover additional alleged damages or lost wages based on being incorrectly placed on the TOSA Salary Schedule during the 2021-2022 and 2022-2023 school years.

5. This Settlement Agreement is non-precedential, will not bind the parties in any future action beyond the duration of this agreement whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding of evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

Redondo Beach Teachers Association

Redondo Beach Unified School District

Merlan Land
Merlan Land (May 4, 2023 14:30 PDT)

May 4, 2023

Merlan Land
President, RBTA

Date

Nick Stephany
Nick Stephany (May 4, 2023 14:07 PDT)

May 4, 2023

Nick Stephany, Ed.D.
Assistant Superintendent, Human Resources

Date