

The TORRANCE TEACHER

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The FIGHT FOR SCHOOLS Continues

Over the summer, TTA, CTA, NEA have been busy on all fronts organizing to continue our FIGHT FOR SCHOOLS campaign. Over the past several months, we have seen the federal administration freeze funds for critical education programs (including after school, teacher training, and language learning programs), cut healthcare for millions of our students and their families, attempt to dismantle the Department of Education, and pass a new voucher program designed to destroy public education entirely. There have also been unprecedented attacks on our immigrant communities and our LGBTQIA+ students and families.

TTA & CTA have prepared resources for our members regarding actions being taken against immigrants in our communities. CTA has created a clearing house of resources on the [HOME IS HERE](#) page at cta.org. TTA, using the Home Is Here and other resources, created info packets to our two dual immersion schools that included red “Know Your Rights” cards and other tips/resources. These resources will eventually also be housed on the newly redesigned TTA website. TTA currently has red “Know Your Rights” cards in the following languages: English, Spanish, Japanese, Ukrainian, Punjabi, Pashto, Chinese, Korean, Tagalog, Vietnamese, Farsi, Portuguese, and Arabic. Supplies are limited, but we can reorder as needed. Contact the TTA office if you or members at your site would like to have hard copies of these resources on hand.

CTA and NEA have been fighting on the funding front over the summer as well. As the federal administration continues its attempt to close the Department of Education (DOE) and not send earmarked federal funds, both CTA and NEA have worked tirelessly to successfully advocate for the release of some funds. NEA is also working through the courts to preserve the DOE while fighting back against attacks from the administration threatening to strip the Association of its charter. CTA leadership also held an emergency meeting this month to support Governor Newsom’s Election Rigging Response Act ballot measure asking Californians to temporarily redistrict in response to the Trump Administration’s push for his allies to redistrict in their states stripping voters of their voice in efforts to push through his budget priorities—including deep cuts to public education.

Our Association and our affiliates are stronger together, when we act together in our collective interests. You can lend your voice to NEA’s and CTA’s advocacy efforts by visiting their action pages ([NEA Action](#), [CTA Action](#)). TTA calls to action will be coming throughout the school year, so be on the lookout for more information in the coming months. TTA plans to work with members at each site to create Collective Action Teams (CATs) to assist in educating, organizing, and mobilizing our members. TTA will also be using regular e-blasts to non-TUSD emails to get information out to our membership.

Another part of our local FIGHT FOR SCHOOLS has stemmed from addressing working conditions for our educators, particularly regarding abuses in employee discipline. To help address this ongoing issue, TTA Leadership has also been working in good faith with TUSD to develop an Accountability Guide that outlines the rights and responsibilities of both management and employees in disciplinary matters. TTA Leaders view this guide as a step in the right direction. It is a living document that reflects current laws, board policies, and contract language. The expectation is to work with the outlined protocols over the course of this school year and then make amendments for the following year as needed to address issues, concerns, and any changes in law, policy, or contract. TTA will e-blast digital copies to all members and post the guide on our website once we have the finalized version from TUSD. If you do not receive the e-blast, check your spam folder first. If it is not there, contact the TTA office to update your non-work email address on file (we will send all e-blasts to non-TUSD emails only after October 1st).

Heat Mitigation Is Already a Topic in the New School Year *TTA Leaders Push for a Proactive Approach*

Heat advisories in August, September, and early October are commonplace in southern California. Yet, every year, Torrance students and teachers are faced with the same dangerously overheated rooms with no heat mitigation readily available. Last year, the District declared one minimum day so that students and employees could avoid high indoor temperatures in the afternoon hours. TTA Leaders expressed appreciation for the mitigation efforts as they rolled out citing that any measures are welcome. For this year, TTA Leaders are calling on TUSD to ensure that CalOSHA regulations about Indoor Heat Illness Prevention are met and that sites are prepared before it’s an issue.

CalOSHA regulations ([Title 8 CCR Section 3396](#)) apply to indoor spaces that reach above 87°F. The definition of “indoor space” is any area that has a ceiling or overhead covering that restricts airflow and is enclosed by walls, doors, etc. School buses are included in the definition as well. The regulations call for temperature monitoring, feasible mechanisms to cool temperatures like A/C and fans, having a Heat Illness Prevention Plan, access to fresh, suitably cool water, etc.

TTA is urging that TUSD put mitigation resources in place now as the school year is starting with indoor temperatures already matching the outdoor temps in the 80s. TTA Leadership believes that any plan should include things such as cool-down areas at each site, protocols for access to the cool-down areas, readily available cold water and compresses for classrooms, cool-down rest periods, employee education on prevention and mitigation, readily available resources by Day 1 of school. TTA Leadership imagines a world where when a heat wave arrives, employees already know where the cooling areas are and how/when to use them; employees already know where and how to access cold water and compresses for classroom use; employees already have enough district-provided fans available to circulate the air based upon classroom sizes.

TTA Leaders are asking members to document indoor temperatures that exceed 87°F, as well as any heat injuries. Work with your site representative(s) to call on site administrators to put mitigation strategies in place. This is where we can use our agency and voice to protect our students’ learning environment and our work environment.

Quick Hits

Protect Yourself/Your Voice—All TTA correspondence should be conducted via an often-checked personal email and device. If you use TUSD’s email and/or devices, your employer now has access to your personal business and potential political action. TUSD can also document misuse and lock you out of your account (which happened to multiple people this past school year). TUSD Board Policy outlines acceptable use of district email and devices as well as political speech. TTA recommends that you protect yourself and your voice by updating your TTA contact information with a non-TUSD email address as soon as possible if you are currently receiving email from the Association on your TUSD email. After October 1st, TTA will no longer send e-blasts to TUSD email addresses.

Representation Matters—As we start this new year and members at sites are electing new site representatives, remember that the number of site reps each site is allotted is based upon the number of members at the site. Per the TTA bylaws, a site representative seat is designated for every 20 members at the site. When a site’s membership exceeds increments of 20 by at least half of 20 plus 1 (e.g., 31, 51, 71, 91, etc.), then another seat is opened. If you have questions about how many representatives your site is entitled to, contact the TTA office. It is important that all members are adequately represented, so we want to ensure that the number of seats for each site is filled. Each site rep is basically like a member of the House of Representatives. Each site rep represents a different group of people. Hence, ensuring that all members are represented is important. Electing the requisite number of site reps, and all elected site reps attending rep council meetings is essential to ensuring that all members have a voice in Association leadership, policy, and action. TTA is a democratic organization, so let’s keep our local democracy healthy! Site reps should have already received Day 1 resource packets and will be receiving official welcome packets soon. The first Rep Council meeting will be Thursday, September 18th. It is currently scheduled to be held at Hull Middle School Multipurpose Room.

New Contract Language—New contract language negotiated last year and ratified in May has gone into effect. New language in the TTA/TUSD Collective Bargaining Agreement (CBA) includes TK Class Size & Leveling, Elementary Prep & Planning, Safety, and Dual Enrollment. The new language addendum to the CBA can be found [HERE](#) on the TTA website.

Class Size Leveling—In Article XI. A. 2., the TTA/TUSD Collective Bargaining Agreement (CBA) states that “The District shall level class sizes by the end of the 15th calendar day of the school year. If after the end of the 15th district calendar day of school it becomes necessary for the District to assign students in excess of the individual teacher load specified above, the District shall consult with the affected teacher to discuss the impact and possible alternatives.” This school year, the 15th calendar day is Wednesday, September 10th. Consult with your administrators prior to that date—and bring your site rep along with you for an open and honest discussion about alternatives and/or support strategies to be used.

Personal Observance Day (POD)—This is a quick reminder to refer to Article XXVII (Calendar Considerations) on page 79 of the TTA/TUSD Collective Bargaining Agreement (CBA) when choosing when to take your personal observance day. All bargaining unit members are eligible to take this one “use or lose” day. The POD cannot be used to extend holidays, to skip professional development, final exams, parent conferences or parent-teacher nights. The days are subject to administrative approval, and they could be denied if the request would significantly disrupt the operations of the District. But the District cannot arbitrarily deny the requests. Requests must be submitted five working days in advance and can only be taken in a full day increment (not half days). If you have questions, reach out to your site rep for more information.

TUSD Benefits Open Enrollment—Remember that the TUSD Open Enrollment period that opened on August 1st will close on August 31st. Members who wish to make changes to their health and welfare plans will need to schedule a meeting to make those changes. There will be no extension or grace period. Whatever is in place on September 1st, will be in place for the remainder of the plan year, which runs October 1-September 30.

The State of Our Union

The President's Perspective

Welcome to the start of another school year! I hope you have all enjoyed a restful and rejuvenating summer. Whether you are new to the profession or a veteran educator, the start of the new school year comes with anticipation and excitement. I sincerely wish all of you a rewarding and enriching year with your students and your colleagues.

As we all prepare for the start of the year, it is vital that we pay attention to the big picture - debates and shifts at all levels of government that have profound effects on our daily work. Now, more than any time in my career, **we must be prepared to advocate for and defend our work and our purpose**. To that end, I strongly encourage all of you to engage in the discussions and participate in the process. I especially encourage you to join the **FIGHT FOR SCHOOLS** movement described in this newsletter. Whether it concerns funding, student safety, or school culture, this movement is about protecting our students and our schools. It is crucial that we stand together in solidarity in these uncertain times. Please connect with your site rep - and all the colleagues at your site - to engage in this vital action for our students.

At TTA, our primary goal is to ensure that every site in our district has a culture built on **Relational Trust**, and that all employees are trusted, valued, and respected as highly trained professionals. Whether in negotiations with district leadership about discipline or our contract, or in relationships between principals and faculty at individual sites, an environment that fosters collaboration and cooperation is how we best serve our students. Together, we can achieve this by standing in solidarity to affirm our professionalism, to defend our contract, and to advocate for our students.

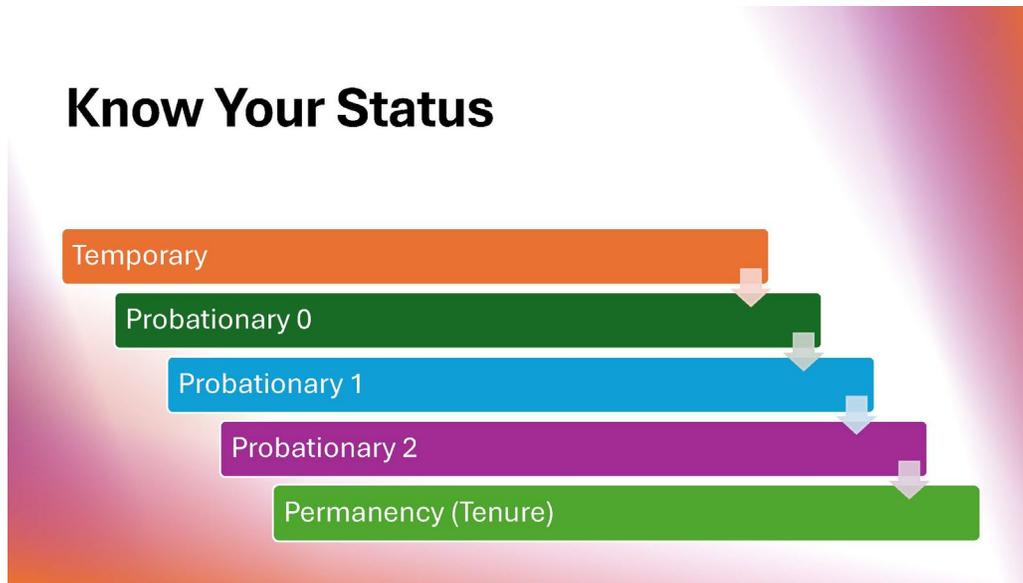
I very much look forward to working with all of you. Thank you for your support and partnership.

Carlos Anwandter
TTA President



FAQs: Knowing Status

TTA Leadership recently welcomed TUSD new hires. One of the most frequently asked questions was that of knowing their “status.” This information should be found on the contract signed with TUSD. Every certificated employee should be in one of the categories on this chart.



Here’s the quick info on what those categories mean:

Temporary (temp): This is a certificated educator hired to back fill a position held by a permanent employee or fill a position that is paid for with temporary funds. One year of temporary status may count toward permanent status should the employee move to a probationary track position (often called an “open and valid” position). School districts may hire employees with a temporary (often called “temp”) classification to work in categorically or one-time funded positions, to replace probationary or permanent employees on leaves of absence, or for probationary or permanent employees who have been assigned categorically funded positions, like TOSA positions. Temps are at-will employees who serve on contracts for one school year or shorter defined periods of time. This means the District can release them at any time during the first 75% of the school year, for any reason. If given a release notice from the District, temps do not have an automatic right to reemployment the next year or a right to be placed into another assignment. A person may be a temporary employee for many years without gaining probationary status, but if rehired into a probationary position for the next school year, one previous year of the temporary position will count toward permanent status. This would effectively render that employee a Probationary 2. Temps who wish to become a probationary employee should seek assignments that are “open and valid,” meaning a probationary assignment that is a regular part of the school’s allocation.

Probationary 0 (probe 0): This refers to an intern, a person who is currently in school working on certification requirements, hired to work on a temporary basis while completing their credential requirements. The probe 0 year does not count toward permanency.

Probationary 1 (probe 1): This refers to a certificated educator hired into an “open and valid” (funded) position in their first year in that probationary track position.

Probationary 2 (probe 2): This refers to a certificated educator who has been re-elected to an “open and valid position” for a second year.

Probationary status is the default classification under California Education Code when educators are hired. Educators should be told otherwise if they are temporary. The District may terminate a probationary teacher for non-economic reasons, without cause, by providing the educator with a notice of non-reelection. Probe 1’s must be served with a notice of non-reelection before June 30th. Probe 2’s must be served with a notice of non-reelection by March 15th. Terminations for economic reasons (RIF’s) may only be effected through the March 15th RIF procedure. In Torrance, the past practice has been to notify both Probe 1’s and Probe 2’s of non-reelection by March 15th despite the March date only being legally binding for Probe 2’s. After March 15, a Probe 2 employee cannot be terminated without a full evidentiary hearing.

There are often questions that arise if you were a temp in year 1 and hired as a probe in year 2. By law you can retroactively count that temp year as probe 1 in most cases. Probe 0 does not count toward permanency though.

Permanent: Permanent status is often called tenure, though it technically is not tenure. An individual who has served two consecutive and complete school years (at least 75% of the number of school days) in probationary status is eligible for permanent status. Permanent status begins on the first day of year 3 in an “open and valid” position. An educator with permanent status can only be terminated for cause with due process, a reduction in force (RIF), or the inability to perform job (health). Permanent status educators are placed on a 39-month rehire list. During that 39-month window, educators who are laid off (RIF’ed) are given the first right of refusal to any position for which they are credentialed that opens up during that time. Any educator who is placed on the list for inability to perform the job for health reasons has the first right of refusal to any position for which they are credentialed that opens once they are medically cleared to return to work.

Also, if you worked in another district, you may transfer up to 15 years of service on the salary schedule, but that does not count toward your status. You will hire in as a temp or probe—not a permanent teacher.

Fall Special Election Announced

Late last spring, CTA granted TTA a third CTA State Council seat to ensure adequate representation for TTA members with our state affiliate. TTA will hold a special election this fall to elect two State Council representatives and one alternate to CTA State Council. The Elections Committee met over the summer to develop an election timeline with the candidacy filing period opening August 15th and closing September 12th at 5:00 PM. The slate will be finalized at the Representative Council meeting on September 18th. The election timeline is designed to provide representation to our members for the October State Council meeting.

The CTA State Council seat must be elected through a paper ballot per CTA bylaws. The timeline and declaration of candidacy forms are available through your site rep, by contacting the TTA office, and on the TTA website. Look for more information on the election timeline in future issues of *The Torrance Teacher* as well.



TTA EXECUTIVE BOARD ELECTION - FALL 2025

AVAILABLE SEATS – ELECTED AT-LARGE

- **CTA STATE COUNCIL REPRESENTATIVE: 2 Seats / 3-Year Term (2025-28)**
- **CTA STATE COUNCIL ALTERNATE - 1 Seat / 2-Year Term (2025-27)**

ELECTION TIMELINE

August 15 - Election timeline and available seats announced at Executive Board Summer Workshop.

August 19/20 - Site reps announce the election timeline and available seats at first day site meetings.

August 21 - Election timeline and available seats published in *The Torrance Teacher*.

September 12 - Declaration of Candidacy forms due at TTA's office by 5 PM.

September 17 - Slate of declared candidates published in *The Torrance Teacher*.

September 18th Rep Council Meeting:

1. Election chair announces slate of declared candidates. Final call for candidate nominations from floor.
2. Nominations closed. Final slate established.

October 1 - The final slate of candidates will be published in *The Torrance Teacher*.

October 6 - The office will deliver ballot boxes and election material to school sites/site reps.

October 7-10 - Election voting window for TTA Executive Board Election.

October 10

- **3:30 PM** - Voting window closes at sites. Ballot boxes or ballot envelope, roster, and any election materials must be dropped off at TTA's office by 5 PM.
- **5 PM** - Election material must be dropped off at the TTA office by 5 PM. Sites who drop off their ballot boxes or envelopes after 5:15 PM on October 10th will be disqualified by the elections committee, and their site's ballots WILL NOT be counted.
- **5:30 PM** - Ballots counted. Candidates notified. Results published in *The Torrance Teacher*.

October 17-19 - CTA State Council Meeting

November 6 - TTA Executive Board Meeting



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Welcome Back, Torrance Educators!

