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TTA Position on Competitive Compensation/Equity Pay

TTA's position is based on the following guiding principles:

- All stakeholders should have a place to offer feedback and professional expertise.
- Teachers represent a huge wealth of “in the trenches” professional expertise that should always be consulted in matters of educational importance.
- Concerns and questions should be encouraged and viewed as critical information that is positive and central to the process rather than seen as a sign of dissent.
- True educational debate and discussion provides a broad base for clarification of purpose and products for the highest good.

TTA believes that competitive compensation is essential for attracting and retaining high-quality educators in the Torrance Unified School District (TUSD) who are committed to the success of all students. To these ends, TTA adopts the following position regarding Competitive Compensation/Equity Pay.

Currently, TTA members are paid below both the median and average salaries of comparable school districts used for salary equalization, including the 48 K-12 school districts within Los Angeles County. Meanwhile, cabinet members in TUSD, including the Superintendent, earn top salaries among comparative districts. For instance, under a new contract approved on November 4, 2024, Dr. Stowe's annual workload was reduced by 25 days without a reduction in salary. Additionally, he has the option to work extra days at a per diem rate of approximately \$1,511. At the same time, TUSD continues to expand its district-level administrative staff, while simultaneously cutting teacher positions that are essential to meeting the diverse needs of all students. The growing gap in salaries and positions between teacher and top district level administrators reflects an imbalance in instructional priorities.

Our members are the foundation of student achievement, and inadequate compensation undermines the ability to recruit and retain skilled professionals who are dedicated to providing the best education possible. Competitive pay is crucial for ensuring that TUSD remains a place where great teachers want to work, thrive, and make a lasting impact on students' lives. TTA is committed to advocating for equitable pay that reflects the importance of teaching and ensures that funds are student-centered and prioritized for the classroom, providing the resources necessary to keep our schools strong, vibrant, and capable of meeting the needs of every student.

TTA recommends the following:

Short Term:

- **Bring equality to salary schedules of approximately 138 (12%) of the bargain unit members that were left out of the 2022-2023 salary equalization fix:** Provide those salary schedules steps 21-24 retroactive to July 1, 2022.
- **½ pay:** Clarify salaries for members who work an extra period. This enables members to know what they will be paid in total for "exchanging" their conference period to work. It also guarantees that members are not docked pay if they are absent (as already protected in the contract).
- **Use of one-time money (\$71 million):** Identify areas of concern, define and prioritize uses for one-time money to improve working conditions for our members.

Medium Term:

- Make the district budget more classroom focused and less program focused.

Long Term:

- Develop a plan for reaching and maintaining educator compensation with competitive salaries and benefits.
 - Find ways to reach a competitive salary beyond funded-cost of living adjustment (COLA) raises.