

THE STATE OF OUR UNION: THE QUEST FOR JUSTICE

2025-2026 Executive Board

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After the Thanksgiving Break, TTA members across TUSD will be voting on the ratification of the Tentative Agreement (TA) that was reached by our Negotiations Team on October 29 and approved by the TTA Executive Board on November. (You can find details about the TA in the most recent [TTA Newsletter, sent November 7](#) and on [our website](#).)

In the context of the last few years, this vote represents a key moment in the life of our union. I know you are all aware that last May, we were informed of a 43% increase to our health costs. This enormous increase has left all of us shocked, demoralized, and anxious. The shock is amplified by the palpable sense of injustice. A “let them eat cake” attitude permeates the district as they repeatedly reward top administrators while minimizing and ignoring our daily struggles. When I go home to my family every day, the consequences of the injustice become even more real and profound. Taking on extra work to make ends meet, struggling to ensure my wife retains her health care, doing everything I can to maintain a safe and secure home for my three children - these are the challenges we all face every day, even as we continue to excel at our work. As the California School Dashboard once again displays the magnitude of our success and the heights of our proficiency, we are left to wonder why that success and proficiency aren’t rewarded or even valued.

It is in times such as these that we must come together in unity and solidarity. We face challenges at every level - local, state, and federal. We have come together to pass Prop 50. We will continue to fight to protect state funding in our campaign to renew Prop 55. That unity of purpose extends into our district and our classrooms. This is not simply a question of compensation. It is a question of justice. It is a question of being recognized for our expertise, our sacrifice, and our determination to do our best and be our best for our students and community. As we look into an uncertain future, we must come together to ensure that we are valued, trusted, and respected as the agents of this district’s success.

The pursuit of justice is long. It requires us to demand a complete re-evaluation of the culture of our district, a reconsideration of priorities - especially in the TUSD budget, which is a profound reflection of that culture. I don’t know when or how the journey will end. Many of us may not be here through its entirety. But I do know that a YES vote on the TA is the next step required of us.

This TA does not solve all the problems we face. But it sets us on the course for pursuing the justice we deserve. It reclaims much of what was lost last May and sets the foundation for us to continue the hard conversations in TUSD about culture and values and how their budget can be, and should be, an instrument of justice. A YES vote sends the message that we demand that TUSD commit to ensuring justice for its employees, and that we are unified and resolute in our pursuit of that justice.

I invite you to join me in continuing this Quest for Justice in TUSD by voting YES on the TA and standing together now and throughout this journey.

In Solidarity,



Carlos Anwandter
President, Torrance Teachers Association