

# The TORRANCE TEACHER

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January 12, 2026

## Labor Solidarity

### TTA Joins Labor Partners for Solidarity Tailgates at BOE Meetings

TTA is working with our local labor partners to build and defend worker power in TUSD. Over the past three years, TTA has worked collaboratively with CSEA 19, CSEA 845, and SEIU 99 to forge an alliance and to organize together. Dubbed the TUSD Labor Alliance, labor leaders started coordinating mobilization efforts last February and are currently working to build regular organizing/mobilization strategies and cross-union campaigns. Coupled with TTA President Carlos Anwandter's site visits, TTA Leadership is focused on organizing for power so that we can be the best we can be for our students and community.

The first ask from the Alliance is for members of all locals to wear their union colors on "Unity Thursdays." TTA has long sponsored Unity Blue Thursdays asking for all members to wear TTA blue. Now both CSEA chapters (blue and gold) and SEIU (purple) are joining us in wearing unity colors. If you see a union sibling wearing their colors on Thursdays, show them a sign of recognition—that you see them and stand with them. A simple nod or "nice shirt" is all it takes to show solidarity and send a silent, yet visual, show of our strength in numbers.

The other main show of union strength in numbers is the Labor Alliance is hosting monthly "Solidarity Tailgates" before school board meetings in the Pit parking lot next to the EMB starting at 6:15 each month. The first of these tailgates will be on Tuesday, January 20<sup>th</sup>. TTA Leadership is asking members to shirt up and show up as the Association is presenting our initial proposal for contract negotiations AND the school board is set to act on administrative pay increases.

Torrance Teachers Association  
CSEA 19  
CSEA 845  
SEIU 99

# Solidarity TAILGATE



**Join us for the  
ultimate UNITY  
tailgate experience**

*BYOB (Bring Your Own Bread) to join your allied labor siblings in a show of unity. Wear your union colors, bring some food and soft beverages for yourself, and let's stand together for the school board and cabinet to see!*

**20 JANUARY 2026  
EMB/THE PIT PARKING LOT 6:15 PM**

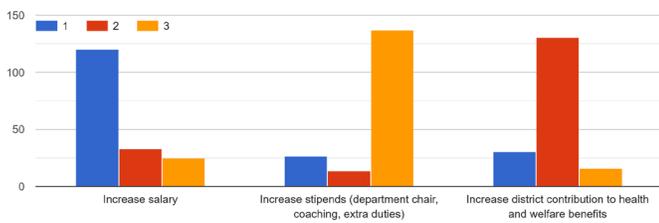
★ ★ ★ TUSD LABOR ALLIANCE ★ ★ ★

# TTA to “Sunshine” Successor Agreement Initial Proposal

After a dozen bargaining forums and three months of site meetings, the TTA Negotiations Team, as approved by the TTA Executive Board, are set to present the Association’s initial contract proposal at the January 20<sup>th</sup> Board of Education meeting. The entire contract expires on June 30<sup>th</sup>, so all articles in the collective bargaining agreement will be open and negotiable during this round of negotiations. The proposal can be found on the TTA website under the Collective Bargaining > Negotiations tabs along with the Bargaining Survey Results summarized below. The Negotiations Team and Executive Board have reviewed the survey results to guide them in setting bargaining priorities and principles throughout the bargaining campaign.

So, come out and show your support for the bargaining campaign—and support equity in pay with top TUSD administrators. To learn more about pay equity, watch the message from TTA President Carlos Anwandter here: <https://youtu.be/veN6SC1Qszl>.

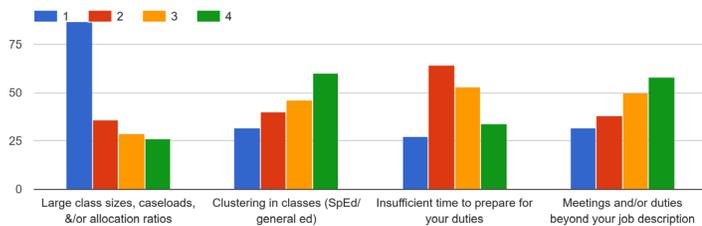
1. What is your highest priority when it comes to total compensation? (Rank the following from highest to lowest priority. 1= highest, 3 = lowest)



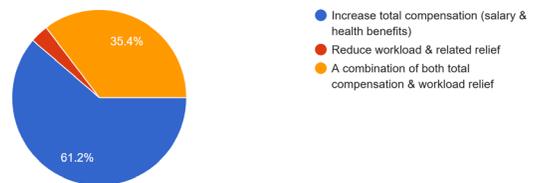
2. What is your preference in the allocation of increases in total compensation? 178 responses



5a. What is your biggest workload concern? (Rank the following from highest to lowest concern. 1= highest, 4 = lowest)

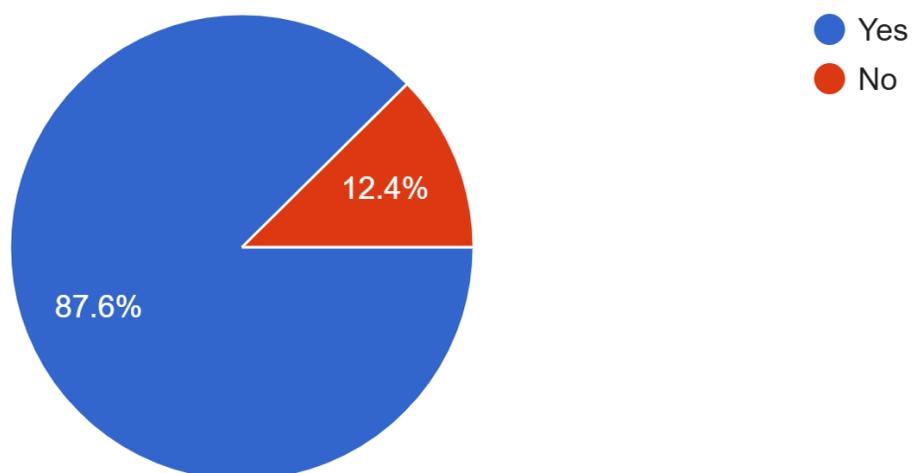


6. Which of the following would you most like the union to prioritize? 178 responses



8a. Would you support TTA negotiations by voting yes in a strike vote?

178 responses



## Quick Hits

**Prop 55 Extension Campaign:** Site reps are mobilizing at each site to gather signatures for the California Children’s Education and Healthcare Protection Act of 2026 which extends Prop 55 revenues permanently. Voters approved Proposition 30 in 2012 to temporarily increase income tax rates on high-income taxpayers. In 2016, voters approved Proposition 55 to extend these higher rates until 2030. According to the Legislative Analyst’s Office, the top 2 percent of California taxpayers pay these higher rates. Approval of the act does not add new taxes; it extends existing taxes and secures current funding structures that have lifted California’s education system funding from bottom 5 in the nation to 31<sup>st</sup> in the nation. To not extend Prop 55 would be a tax cut for the wealthiest among us while harming students by cutting up to 1 of every 6 teachers in the state. **TUSD would lose more than \$48 million in funding should Prop 55 expire** resulting in mass layoffs locally. CTA has set a goal of collecting 85% of members’ signatures to place California Children’s Education and Healthcare Protection Act of 2026 on the ballot in November 2026. TTA needs to collect 972 member signatures. We currently have 223 signatures. Our campaign to collect signatures is underway at sites. Contact your site representative for more information.

**National Education Association Representative Assembly:** The annual NEA-RA will be hosted in Denver, Colorado this year. The RA is scheduled for July 3-7<sup>th</sup>. Members interested in attending may declare a local delegate and/or a state delegate. The Declaration of Candidacy window runs Jan. 5-30<sup>th</sup>. The deadline is no later than 4:00 PM on Friday, January 30<sup>th</sup> and that is a hard deadline with no declarations being accepted thereafter. For more information, visit the CTA website:

[2026 NEA RA State Declaration of Candidacy - California Teachers Association](#)

**Catastrophic Leave Bank:** The TTA Catastrophic Leave Bank has been entirely depleted and needs donations. All unit members are eligible to contribute to the Catastrophic Leave Bank on a voluntary basis. A unit member’s contribution must be made on the appropriate form authorized by the unit member. Eligible sick leave credits must be donated at a minimum of one day (6 hours) and in full-day (6 hour) increments. All sick leave credit contributions made to the Bank are irrevocable. Contributions do not negatively impact the Sick Leave Incentive Program. To ensure that unit members retain sufficient accrued sick leave to meet the needs that normally arise, donors accumulated sick leave cannot dip below a minimum of twenty days (120 hours). To donate, visit the TTA website’s Member Resources page where you can find the donation form and other pertinent information about the program.

## FAQs

### Understanding the Evaluation Timeline

**Q: What is the January deadline for evaluations? What does it mean to me?**

A: It is the time of year where administrators rush to complete formal observations. According to the TTA/TUSD Collective Bargaining Agreement, between October 1<sup>st</sup> and January 31<sup>st</sup>, the administrator must conduct a formal observation of at least 25 minutes in duration. The pre-observation conference is optional, but the post-observation conference is not. The post-observation conference must be scheduled within five days of the formal evaluation. Informal observations can occur as needed and do not have duration constraints. During the post-observation conference, any “deficiencies” must be cited at that time. There should be no surprise “Needs Improvement” or “Unsatisfactory” marks in April as the May 1<sup>st</sup> deadline to submit the finalized evaluation nears. The formal observation is often used to determine non-reelection notices for probationary teachers. Permanent teachers who receive N’s or U’s have between February 1<sup>st</sup> and April 30<sup>th</sup> to complete a plan for improvement before the final evaluation is submitted. An administrator can submit the evaluation for any member who is determined proficient in all areas before May 1<sup>st</sup>, but they usually wait until May 1<sup>st</sup> to submit all evaluations at the same time. For more information about the evaluation process, visit the TTA website. The Evaluation Process handout can be found under the Member Resources tab. The handout includes the timeline, frequently asked questions, and a checklist that members can use throughout the evaluation process to determine that the contract has not been violated by the evaluating administrator.

#### In Memoriam

#### Jennifer Balderas

Walteria 2<sup>nd</sup> grade teacher

Beloved friend, wife, mother, daughter, sister, and dedicated teacher colleague, Jennifer Balderas, passed away over winter break. She was recently diagnosed with Creutzfeldt-Jakob Disease (CJD) — a rare, aggressive, devastating, and terminal, neurological disorder. CJD progresses rapidly and has no cure.

Mrs. Balderas devoted over 30 years to teaching in Torrance Unified School District. She nurtured and supported students with patience, warmth, and kindness. She was the kind of teacher who made children feel safe, valued, and capable. She touched countless lives — not only through her work in the classroom, but through her generosity, funny spirit, and willingness to help anyone who needed it.

Mrs. Balderas’s friends and colleagues set up a GoFundMe page that shares more information about her brave struggle with CJD. You can visit the page at <https://gofund.me/d4421690d>.