

The TORRANCE TEACHER

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Negotiations: TUSD Continues With Their Concessionary Demands

The TTA Negotiations Team has met with the TUSD Team eight times now. The Negotiations Update newsletters and Video Updates continue to be posted on social media and on the website ([HERE](#)), as well as being sent out via eblast. The key takeaways so far are:

1. There continue to be agreements on language that serves the needs for both sides.

Agreed upon items at this point include:

- a. Three years of calendar (27-28, 28-29, 29-30)
- b. Updating language in Article II: Recognition
- c. Creation of a new article that codifies maintenance of agreed upon contract standards
- d. An MOU expanding the Adult Education salary schedule to 24 steps
- e. Clarifying and strengthening language ensuring teachers' pay for classroom coverage
- f. Securing a wall between PLC and faculty meetings
- g. Clean up language on length of work year for each job title
- h. Elimination of obsolete salary schedule for 185 day TOSAs (this position no longer exists)
- i. Language clarifying the use of PLC time
- j. Updating of language on School Site Councils and member representation on SSCs
- k. Clearer definition of the professional workday
- l. Language securing flex time and flexibility in setting positive work year calendar for employees who work a positive work year.
- m. Flexibility in scheduling formal parent conferences
- n. Updating language regarding compensatory time off to reflect current practice and provide more structure in ensuring pay in time or money for work outside the professional day
- o. An MOU to allow for 33% release time for the TTA President

2. Unfortunately, differences are growing more contentious.

The District continues to propose language to strip our members of already hard fought gains in the contract. For example, they put forward language to strip members of their right to one year of unpaid leave with a potential second year. When asked why they would put forward such language knowing that the Association has already come out seeking more flexibility in this area, they would only say that it is what it is. When asked if the school board was fully on board with this language, they refused to answer. The District also put forward language to limit members to 10 days to respond to disciplinary items placed in their personnel file despite the Association already having secured the right to flexibility to respond beyond 10 days.

Make no mistake, the District sees this bargain as an opportunity to secure complete and total management rights while stripping TTA members of any gains in parity made over the past thirty years. Their chief bargainer stated that our proposals are "an intrusion on management rights" and that the District would "not concede to the union" on issues that TTA leaders and members believe create a fairer system that holds all accountable.

TUSD is intent on being authoritarians with no accountability for management built into their systems. At one point, their chief bargainer said that they intentionally "only included language statutorily necessary." They continue to hold the line to do the bare minimum required by law rather than work with TTA Negotiators to solve problems and find ways to do better than the law and be good and competitive employers.

TTA Leaders and Negotiators will not accept TUSD attempts at concessionary language. We will continue to look for ways to protect our members through language at the table.

Ultimately, TTA Leaders and Negotiators continue to demand that TUSD make our members' jobs manageable. TUSD adding to members' plates and finding new ways to be punitive to members DOES NOT SERVE OUR STUDENTS. It makes their high paying jobs easier while our uncompetitive paying jobs become even harder. At some point, TUSD must determine whether they want to dictate to employees or work with them. In the meantime, TTA members must stand with our leaders and negotiators in demanding that TUSD stop demanding language give-backs from the Association.

TTA and TUSD will begin some talks about cost items in the bargain during the session scheduled on May 21st, after the Governor presents his May Revise of the state budget on May 14th and the final Insurance Advisory Committee meeting on May 18th.

What can you do to support the team? Keep shirting up and showing up! The next school board meeting is Monday, May 18th. Bring your signs, noisemakers, and your inflatable costumes as we rally starting at 6:15 PM. At the school board meeting, TTA and our labor partners plan to celebrate the good work we do for our students as part of the May appreciation weeks. We will also continue telling our stories and letting the school board know that we want better learning conditions for our students through better working conditions for our teachers.

Also, wear your TTA Blue every Thursday. Read the Negotiations Updates. And participate in any surveys or member feedback forms TTA sends out. For example, at THS, knowing that Dr. Egan and Dr. Stowe were making visits to their site, many members decided to wear blue to make a silent, visual statement despite it not being a Thursday. At Walteria, the members continue to picket on Thursday mornings and talk with parents about our classroom needs. Several school sites have started sharing their Blue Thursday pictures so we can highlight them in our messaging. Continue to do so. We will celebrate our wins, but we will call out our struggles at the table.

TTA Spring Election Final Slate Is Set; Nine Seats Elected

At the April 23rd Representative Council meeting, the final slates were set for the 14 Executive Board seats. Nine candidates were elected by acclamation after their ballots were waived because they were running unopposed. Two seats were declared vacant with a special election to be held in the fall to fill them. The two vacant seats are South Area Elementary Director and West Area Elementary Director. The three executive officer positions will be voted on at large during the week of May 11th. Each seat has a two year term.

CTA State Council has one open seat. TTA is now part of what CTA calls a “multiple.” That means that our State Council representatives now serve four locals and not just Torrance. CTA now runs the State Council elections. All members should have received an email from the CTA Elections Committee with information about how to declare for candidacy and vote in that process. Each State Council seat is for a three year term.

TTA ballot boxes for the officer seats will be delivered to sites on Monday, May 11th with voting to take place May 12-15th. All ballot boxes must be returned to the TTA office by 5:00 PM on Friday, May 15th. Ballots will be counted that night. For more election timeline information, visit [HERE](#) on the TTA website. If you have any questions, contact Elections Chair Lisa Hamilton for information at lisa.hamilton.tta@gmail.com.

TTA uses the CTA alphabetical order for elections. The CTA alphabetical order for 2025-2026 shall be:

P V Q K H C N Y W E M B R Z O X F S L U G D J T I A

In the event that the last name of more than one candidate begins with the same letter or more than one candidate has the same last name, the CTA alphabetical order shall continue to be applied throughout the name, including the first name.

On the ballot:

Office	Candidate
President	Carlos Anwandter (Torrance High School)
Vice President	Amy Irwin (Bert Lynn Middle School)
Treasurer	Dena Ludwig (Jefferson Middle School)

Elected by Acclamation:

Office	Elected Director
North High Director	Isabelle Martinez
South High Director	Sara Aloteibi
Torrance High Director	Ken Johnston
West High Director	Mark Pesusich
Middle School Directors (two elected at-large)	Maribeth Borowski Shawna Leader
Central Area Elementary Director	Amanda Leyland
North Area Elementary Director	America Moreno
At-Large Director	Patricia Jackson

Quick Hits

The Standard Disability Insurance Special Enrollment Opportunity: The Standard, CTA’s recommended Disability and Life Insurance company, is hosting a special enrollment opportunity for TTA members. Between March 15- May 15, 2026, TTA members can sign up for The Standard with no health questions asked if the minimum number of participants enroll (46 members are needed). The Standard’s CTA endorsed Disability insurance replaces up to 80% of your pay if you are unable to work due to illness, injury, pregnancy, or childbirth. They provide coverage for disabilities that occur on and off the job and have additional benefits for student loans, cancer, and summer. If you don’t know whether you have disability insurance, you can check on your pay warrant or call the TUSD benefits office. You would either have American Fidelity or The Standard or neither. You should not have both as you can only have one disability insurer.

Employee Discipline: Do not let your guard down. Several TTA members have waived their rights to union representation in a process that is covered by the contract and in a published district guide. TUSD has had a hard time following their own guidelines. This leaves members not knowing what to expect or how to handle the situation—and in some instances not even knowing there are allegations against them while meeting with administrators. Remember that you have a right to union representation at any meeting you feel could negatively impact your personal working conditions. You can stop a meeting and request a union representative at any point in time during a meeting that heads in that direction. [HERE](#) is TTA’s Member Toolkit for Understanding the Disciplinary Process and [HERE](#) is TUSD’s Accountability Guide.

GET INVOLVED - GET ACTIVE
California Primary - June 2, 2026
CTA Recommended Candidates in Torrance

California Assembly District 66 - Sara Deen



Website: saradeenforca.com
 Volunteer Opportunities:
 - Canvassing on Saturdays
 - Phone Banking on Weds/Thurs
 Sign Up at Mobilize - Sara Deen

California Senate District 24 - John Erickson



Website: <https://www.johnerickson4senate.com/>
 Sign up to Volunteer:
<https://www.johnerickson4senate.com/volunteer>

More CTA Recommendations can be found on the CTA website:
<https://www.cta.org/our-advocacy/election-2026>

MAY 13TH, 2026
DAY OF THE TEACHER
KEEGAN'S
SPORTS LOUNGE & GRILL
APPETIZERS & A DRINK ON US!*
WE HOPE TO SEE YOU THERE!
1434 MARCELINA AVENUE,
TORRANCE, CALIFORNIA 90501,
UNITED STATES
4:00-6:00PM
 ONE WELL DRINK, BEER, GLASS OF WINE, OR SOFT DRINK

Your Voice Is Your Power
Come to Any or All Scheduled Meetings

PRESIDENT'S FORUM
 THE STATE OF OUR UNION

JOIN TTA PRESIDENT
CARLO ANWANDTER
FOR A ONE-HOUR
FORUM



Increase Member Consultation
 Carlos believes in the power of strong, member-focused communication and sharing union leadership issues for feedback and direction..

Hear Member Concerns
 Carlos wants to hear your current concerns about the bargain and working conditions.

Topics of Interest
 Carlos will share information about member needs going into the summer and upon coming back in August--such as adjunct duty, SSC, Dept. Chair elections, contract renewal, voluntary transfers, etc.

- MAY 11 -- MADRONA MS 4:00 PM**
- MAY 19--JEFFERSON MS 4:00 PM**
- MAY 26--CASIMIR MS 4:00 PM**
- JUNE 3--CALLE MAYOR MS 4:00 PM**



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SCHEDULE A RETIREMENT REVIEW

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- ✎ 403B PROGRAM REVIEW
- ✎ INDEPENDENT ADVISORS

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