

# Torrance Teachers Association Bulletin



## Position Statement and Talking Points

TTA is committed to the ideal that every effort should be made to protect the relationship between children and teachers in the classroom, and insure the continuity thereof. Therefore, we assert the notion that Personal Leaves of Absence (LOA) positions and spots made vacant by partnership teachers be filled with contract teachers from the RIF list, not backfilled with long term substitutes.

**History:** TUSD has historically filled personal LOA and partnership spots with contracted teachers. However for the 2011-12 school year, the district has elected to change that practice to save money. Although it is true that TUSD has on occasion filled some of these spots with long term subs, it was not the standard practice. In most cases, a temporary contract teacher was hired.

**Currently:** With this change in policy, recently laid off teachers, many with 9 years of loyal service to Torrance Unified, will be placed back into jobs that they were just laid off from only without job protection, benefits, retirement credit, or job security. However they will be responsible for the exact same job they did before being laid-off and as their contract colleagues afforded these rights.

**What is Hoped to be Gained by This:** The cost savings by going forward with this plan is the cost differential between paying a teacher benefits and retirement and paying them a daily rate (approx. \$15,000).

### Our Talking Points

- TTA rejects any concept that marginalizes a permanent teacher and disrupts the educational environment of a school.
- TTA believes that loyalty should count for something and all the affected teachers have sacrificed for the greater good during these past few years of crisis.
- TTA believes that TUSD should put children above budget numbers.
- Protecting the continuity of relationship between a teacher and a student is protecting a child's learning environment.
- Without a contract teacher in a classroom, there is no guarantee that students will not have a different teacher every couple weeks/months.
- TTA believes this "revolving door" effect is harmful to the instructional year and is never in the best interest of a child.
- Furlough days are not vacation days. They are pay cuts. TUSD Teachers have agreed to reduce pay, but continue to perform at the highest levels. This *Sub for LOA* concept is insult to injury to all teachers.
- Do not allow the budget situation to be license to chisel teachers and eliminate health care benefits.
- TTA has worked hard with the Board of Education and district administrators to build relationships with parents and community. Don't undermine those relationships.
- Don't cut from kids to preserve the bottom line. Protect the classroom at all peril!

**Be informed! Get involved! Stand united!**