

# WE CAN'T WAIT



**Support Our Students,  
Staff Our Schools**

# OUR PUBLIC SCHOOLS ARE WORTH *FIGHTING* FOR

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Teachers are increasingly leaving our school district because of the high cost of living and severe lack of affordable housing.

**Renata Sanchez**  
San Jose Teachers Association President



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Our students deserve class sizes and staffing levels that allow them to thrive and feel safe at school, and to know that they aren't going to have that support taken from them due to layoffs and school closures.

**Kampala Taiz-Rancifer**  
President Oakland Education Association

## CALIFORNIA SCHOOLS BY THE NUMBERS

**73%**

of CTA members surveyed said they were concerned about their ability to pay for housing.



**33<sup>RD</sup>**

in the nation for per pupil funding



**48<sup>TH</sup>**

in the nation for student access to school counselors



**Nearly 70%**

CTA members surveyed are concerned about their ability to pay for basic necessities like groceries and gas.



**California is the 5th largest economy in the world. Corporate profits are on the rise while the rest of us struggle to keep up.**

California students and families deserve fully staffed and resourced schools. The lack of state funding disproportionately affects our most vulnerable students including immigrant students, unhoused students, LGBTQIA+ students, and students of color. Students denied the opportunity to learn in a fully staffed and resourced school will never get those years back. It doesn't have to be this way.

# UNION EDUCATORS ARE COMING TOGETHER

to demand the schools and the funding that our students deserve. Our shared demands are:

## FULLY STAFF OUR SCHOOLS



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*As a parent of a public-school student, I feel strongly that every student deserves counselors, nurses and small class sizes to meet their needs.*

**Volma Volcy**  
Natomas Unified parent

**We can't wait:** All students deserve a well-rounded and joyful education in environments that promote high quality education. This means **smaller class sizes and access to school counselors, nurses, and mental health professionals.**

## NO LAYOFFS, NO CUTS, NO SCHOOL CLOSURES

**We can't wait:** It's simple: our students deserve more resources, not less. Yet 2,000 educators were threatened with layoff notices in 2024. Layoffs, cuts, and school closures disproportionately harm our most vulnerable students and bring chaos to our school communities. Our students and school communities deserve robust and stable funding. **We are going to fight for the stability our students deserve.**

## INCREASE EDUCATOR PAY AND BENEFITS

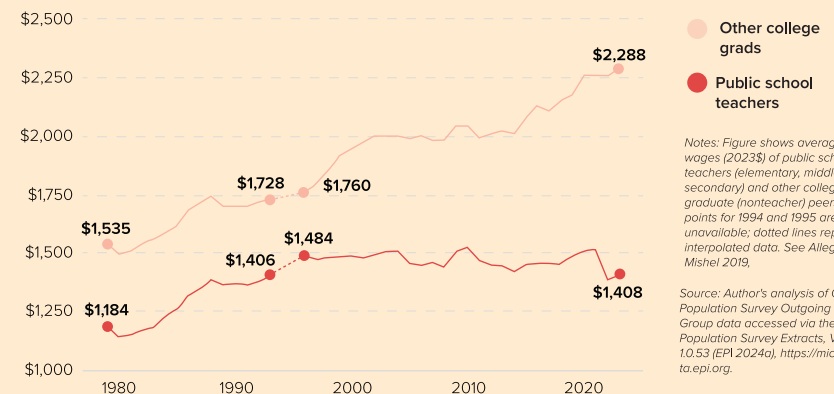
**We can't wait:** We have an educator recruitment and retention crisis with thousands of vacancies across California. Choosing public education as a career used to come with the promise of being able to own a home, raise a family, and thrive in our communities. Today, educators are struggling to pay the rent and often work more than one job to make ends meet. It's time for pay and benefits to reflect the critical role we have in our society. **Educators deserve a living wage in the communities they serve.**

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*It's all interconnected. The vacant Special Education positions, how expensive housing is, and our pay. If we want to fully staff our schools, we need a living wage.*

**Meisje Webb**  
Special Education Teacher  
San Diego

## Average weekly wages of public school teachers and other college graduates, 1979-2023



# OUR PLAN TO *Win*

- Union educators from school districts across the state are organizing alongside parents, students and communities to win.
- Our shared demands were developed by educators across California.
- Educators in local union chapters then voted to commit to working together to win our shared demands.

- School communities large and small will **organize together** to win in 2025 and beyond. Our **We Can't Wait** campaign will:

- 1** Demand that school districts prioritize resources to support students and fully staff our schools.
- 2** Unite to improve state funding for our schools so our students and educators get the support they deserve.





**IT'S SIMPLE:  
IF WE WANT  
CHANGE, WE  
HAVE TO COME  
TOGETHER IN  
OUR UNION TO  
FIGHT FOR IT.**



To learn more and join the movement,  
talk to your local union leadership.

