Message From Our Torrance Unified
Human Resources

October 14, 2026

To Our Valued Torrance Staff,

At Monday's Board of Education meeting, during public comment, a public speaker made an accusation regarding remarks I shared during recent negotiations. This claim originated from a Torrance Teachers Association publication posted online. While collective bargaining discussions are traditionally kept confidential, allegations of this nature require an immediate and clear response to ensure rumors and misunderstandings do not damage the trust and relationships we work hard to build.

I want to state unequivocally that I never implied, suggested, or intended to connect any member of our staff to illegal, unethical, or policy-violating secondary employment.

During negotiations, I was asked why it was important for our district to approve outside employment. When asked if requests for outside employment would be routinely denied, I answered no, emphasizing that only work directly violating Board Policy or Education Code would be restricted.

When I was asked what type of employment would be denied, I shared a real-life example from a previous district where I had worked. In that instance, a staff member requested permission to work at a legal establishment in Nevada, however, the establishment and employment role directly conflicted with district policy and ethical standards. My sole intention in sharing this extreme, real-world case was to illustrate the very high bar required for a request to be denied, reassuring team members that normal secondary employment is completely supported. This example has been taken out of context.

I deeply regret that my choice of example caused offense or discomfort to anyone in attendance or reading about it after the fact. That was never my intent, and I express my sincere regrets for the frustration this situation has caused our staff.

I hold our educators in the highest regard respecting your professionalism, your experience, and your freedom to pursue outside interests and opportunities. While negotiations can bring intense dialogue, strong emotions, and disagreements, I remain fully committed to a respectful, productive process focused on finding common ground without personal attacks or character misrepresentations.

Sincerely,

Julio Hernandez, Assistant Superintendent