

Parents' Strike Questions Answered

During the strike, NHTA will be holding community townhalls and other events to keep parents updated, but your one-on-one conversations will have the most impact. Use these answers and the NHTA parent flyers to help guide your conversations.

Why strike?

A strike is a last resort for working people to bring about change when their employer — in this case, NHUSD — refuses to listen to their important concerns. Through this year of fruitless negotiations with the District, an unfair labor practice charge filed against NHUSD, the school district has repeatedly failed to adequately address the issues that we know are essential to a healthy, nurturing educational environment, like compensating teachers, keeping class sizes small and retaining student supports like mental health services and librarians.

Doesn't a strike hurt students?

We believe the real harm to students is the years of underfunding and disinvestment in our schools to pay for a bloated administration. Teachers are trying to turn things around.

How long will a potential strike last? That depends on how long it takes for the district to finally engage with our proposals. The district can avoid or end the strike at any time by truly engaging our proposals and agreeing to prioritize our teachers and our students. NHTA members will not give up on our students; we are prepared to strike for as long as necessary to get NHUSD to spend the \$26 million in reserves on our teachers and students.

Does the district have the money for NHTA's demands? Yes, the district has \$26 million in unrestricted reserves. In addition, the Governor's May Revise budget proposal to the legislature proposes an increase of \$1.9 billion in new funding for all of California's K-12 school districts.

What will I do with my child during a strike? NHTA cannot encourage students to miss school. Whether you have your child come to school or find other arrangements at work or at home, you can show your support for educators and end a strike quickly by joining teachers on the picket line at your school in the morning and afternoon, if your circumstances allow.

What about student attendance during a strike? Student attendance is defined in two ways, Excused and Unexcused. Excused absences are based on codes set by the state. Those codes are: 1) Illness, 2) Medical, 3) Bereavement, 4) Religious Commitment and 5) Court/Jury appearance. Any or all other absences are deemed Unexcused. The District may try to scare families about student truancy for supporting the NHTA strike. Recent teacher strikes in Los Angeles and Oakland resulted in no action taken against students for absences during the strike.



Parents are going to ask how they can help ... here are 6 ways

1. Call the School Board and Supt. Smith at (510) 471-1100.

Tell them to immediately use the \$26 million reserve to settle a student-centered contract that pays teachers a professional salary, keeps class sizes small and makes no cuts to student supports. Contact info for the board and Supt. Smith is at <http://newhaventia.org/>

2. Walk the picket lines with us and attend our rallies!

A vibrant, effective picket line includes everyone who cares about our schools. Huge rally turnouts send a message that we are standing together for our children.

3. Bring food and refreshments to the picket lines.

Parents and community members can also support us by bringing food and refreshments to our daily strike lines.

4. If parents or community members have a nearby business or are connected to an institution near the school, offer parking spaces.

5. Post support regularly on social media. Also like and share our posts on Facebook ([facebook.com/WeAreNHTA/](https://www.facebook.com/WeAreNHTA/)), Instagram and Twitter (@WeAreNHTA)

6. Proudly display "We Stand with New Haven Teachers" buttons and window signs.