

# Ten Need to Know Facts about a Potential Strike



## What is a strike?

When employers and employees are unable to arrive at a compromise during contract negotiations, employees may stop working, or strike, as a means of protest.

**What is the Oakland Education Association (OEA)?** OEA is the representative of nearly 3000 teachers, counselors, nurses, psychologists, librarians, speech pathologists, social workers and teacher substitutes in K-12, Early Childhood and Adult Education in OUSD.

**Did OEA members vote to authorize a strike?**  
Yes.

## Why can't OEA and OUSD come to an agreement and avoid a strike?

We all value and appreciate our teachers, but we also want to make sure that the contract we agree upon is reached through the mutual understanding of what's best for students. This means that we have to safeguard the financial health of OUSD, so that we can give our schools the resources necessary to prepare all students to graduate college and career-ready.



## Should students attend school during a strike?

Yes. All OUSD schools will remain open and students are expected to attend school, unless there is an official District announcement of cancellation.

## What happens if my student does not attend school during a strike?

Regular OUSD attendance policies apply during a strike. For details, please visit [www.ousd.org/studentfamilyhandbook](http://www.ousd.org/studentfamilyhandbook).



## What will school be like during a strike?

If a strike occurs, OUSD schools will remain open, but it will not be "school as usual". School principals, office staff and qualified temporary emergency teachers and support staff will educate and supervise students during a strike. Generally, temporary teachers will not be picking up lesson plans where our OUSD teachers left off, but principals will have access to appropriate instructional plans that can be implemented by temporary teachers.



## Will school meals be served during a strike?

Yes. OUSD Nutrition Services will provide lunch service during a strike. Breakfast choices will be simplified and available in the school's respective cafeteria, kitchen or multipurpose room. 73.4% of OUSD students qualify for free/reduced lunch and we know that many families rely on the school meals we serve every day.



## Will afterschool programs take place during a strike?

Yes, all state and federally funded afterschool programs will remain in effect if there is a strike. School leaders will share information about how the strike may or may not impact afterschool programs at your child's school. Of note, long-standing District policy states that students can attend afterschool programs ONLY if they attend the regular school day. If your child does not attend school during a strike, then he/she will not be able to attend the afterschool program on those days.



## I have more questions. Who can I contact?

Please visit [www.ousd.org/teacherstrike](http://www.ousd.org/teacherstrike) for answers to more frequently asked questions. You can also contact your school if you have specific questions about your school site as related to a strike. Contact information for our schools can be found at [www.ousd.org/schools](http://www.ousd.org/schools).



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# Getting Ready for a Potential Strike



## Speak to Your Children

In the event of a strike, children may be confused. We recommend that you speak with your children on a regular basis to ask if they have any concerns. Here are some tips that will help you communicate with your children at their age level.

### Reassure your children.

Explain that the strike is temporary, and that people will return to work.

### Stay focused on schoolwork.

Encourage your children to continue to focus on their studies.

### For students in grades TK-5

This situation could be used as a teachable moment. You can tell your children that sometimes adults have disagreements so they need to get together to talk about it, and work together to find solutions. Conversations about a strike should be personalized to the age of the child. Assure your children that they didn't do anything wrong.

### For students in grades 6-12

This situation could be used as a teachable moment. For older children, you can provide more information and invite a conversation about this issue. Explain that there are two sides Oakland Education Association (OEA), the teachers' union, and the school district, and that they are both trying to arrive at an agreement that is fair to everyone.



## Update Your Information

Make sure that the information on your OUSD Emergency Card is current, so that your child's school can notify you of any updates. Your school should always have current contact information for your family including: phone numbers, email addresses and home addresses.

### A note about medication

Make sure your school has an updated list of your child's medications. Develop an action plan with your school administrator to administer medicine, particularly emergency injections like Epipens and Glucagon, in order to make sure all of your child's healthcare needs are addressed.



## Stay Informed

Your school will provide information via robocalls, emails and/or text messaging services. You may also receive robocalls or emails directly from the District. The District will also regularly post information via social media and on our website.

Follow us @ousdnews on facebook and twitter and/or visit [www.ousd.org/teacherstrike](http://www.ousd.org/teacherstrike) for updates and resources specific to a teacher strike.



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