

NTA PARENT STRIKE FAQs (English)

What do Teachers want from the District?

We know our students will learn and thrive in schools that are staffed by trusted district educators and staff. We know our communities will thrive when our schools can be places all students are supported. Therefore, we want:

- **Competitive wages and benefits to attract and retain teachers and eliminate destabilizing vacancies**
- **Prioritizing educators over consultants and contractors**
- **Better special education class sizes and caseloads**
- **Safe and stable schools for our students and communities.**

Can the District afford this?

Yes, We have a bloated District office, the recommendation for a District of our size is 62 district office staff, we have 107 and top management just got a 15% raise. NUSD priorities are out of line if they prioritize increasing the pay of someone who makes \$300K a year, when teachers are working second jobs. They could completely fund educator's healthcare simply by rightsizing their district office. Also, \$17 million dollars were spent last year on outside consultants and contractors. Consultants do not work directly with students and contractors often provide subpar or virtual services and are not invested in our community. Meanwhile, more than halfway through the year, we still have 27 vacancies and more teachers continue to leave because they earn higher wages and receive better benefits in neighboring Districts.

How will this impact my kid(s) and my family? Is this going to impact my students' education?

We believe the real harm to students is the years of underfunding and disinvestment in our classrooms to pay for expensive consultants and managers or other programs that don't prioritize students and their educators. Teachers are trying to turn things around.

Will Natomas teachers potentially go on strike?

A strike is a last resort for working people to bring about change when their employer — in this case, NUSD— refuses to listen to hear our concerns. Through these last 12 months of disappointing negotiations with the District, the School Board has repeatedly failed to adequately address the issues that we know are essential to a healthy, nurturing educational environment, like having a district employed, permanent teacher in every classroom.

When would the potential strike begin?

On March 2nd, a state-appointed neutral Fact Finder will release an advisory report, recommending contract settlement. Once this report is released, NUSD can impose their “last, best, and final” offer on teachers, and teachers can legally strike in response. NTA must give at least 48 hours notice before going on strike.

How long would a potential strike last?

If NTA has to go out on strike to win for our students and educators, the length of a strike will depend on educators, parents and the community supporting NTA’s demands! The more that teachers and the community work together to show the district and school board that their proposals are unacceptable, the quicker we will be able to end the strike and get back to working with our students.

I support teachers in this fight - Should I send my student to school during a potential strike?

During a strike, unqualified replacement “teachers” may be at your child’s school. The school district collects money for student attendance, even if they’re just showing movies all day in the cafeteria or auditorium. As a parent or guardian of your child, you’ll have to decide if you want your child in this environment. A strike is most powerful when students do not attend school because this puts financial pressure on the district to negotiate with teachers or lose more money from the state.

Will my child get in trouble for missing school during the strike?

The District may tell you that your child will have an “unexcused” absence in the event you keep your child out of school, but it has been the experience statewide **that there is no negative impact to students of honoring the picket line**, and the teachers’ Union will support parents to ensure that missing school during a strike should not affect grades, graduation, or college acceptances.

How will afterschool programs be affected?

This depends on your school site. Talk to the after school program director to learn about their plan for a potential strike. Some after school providers may change schedules or locations to be in solidarity with teachers.

How can I find out more? Who can I talk to?

Talk to your child’s teachers. If they don’t know the answers to your questions, they can refer you to a teacher leader on campus. You can also visit: <https://wecantwait.info/> for more information about this campaign.

How Can Parents and Families Help?

1. Sign up for email updates from the Natomas Teachers' Association:
<https://wecantwait.info/parents/nta-parent>
2. Contact the Superintendent and your local NUSD Board Trustee:
rcastillo@natomasunified.org and
<https://www.natomasunified.org/board/board-of-trustees>
 - a. Tell them to immediately prioritize our students and settle a student-centered contract that pays teachers a competitive salary, improves special education supports, and provides our teachers with affordable healthcare.
3. Sign on to our community petition & letter to the Board:
<https://wecantwait.info/parents/nta-parent>
4. Walk the picket lines with Educators!
 - a. *A vibrant, effective picket line includes everyone who cares about our schools.*
5. "Adopt" a picket site! If Natomas educators potentially strike they will be picketing outside their school sites. Families and community members are encouraged to support them by showing up, bringing supplies, opening up their homes so they may use the bathroom, etc. [Register to "Adopt-a-Picket"!](#)
6. Attend our rallies!
 - a. *Huge rally turnouts let our district leaders know that the community is united with teachers to stand together for our children.*
7. Post support regularly on social media.
 - a. Like and share our posts on Facebook (@Natomas Teachers Association) and Instagram (@ntanatomas)
8. Hold a parent meeting at your school site, an info session at your organization or a house meeting for your neighbors. Contact NTA at nta@natomasteachers.org if you are interested in learning how to organize a meeting.