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United Teachers of Richmond appreciates the outpouring of parent and community support for our fight for the schools our students deserve. Our members have voted to authorize a strike, but we are still working within the impasse process with the district and are hopeful for a resolution. We will continue to keep our community updated and supporting our community petition https://bit.ly/support_UTR is one way you can show support and keep in touch!
But we want our community to be informed and prepared for whatever comes next!

Below are some answers to some questions you and other parents may have.

Why strike?
A strike is a last resort for working people to bring about change when their employer — in this case, WCCUSD— refuses to listen to hear our concerns. Through these last 8 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.

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

How long will a potential strike last? That depends on how long it takes for the district decision makers to finally engage with our proposals. The district leadership can avoid or end a potential strike at any time by truly engaging our proposals and agreeing to prioritize our teachers and our students. UTR members will not give up on our students; we are prepared to strike for as long as necessary to win the schools our students deserve. 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 a potential strike and get back to working with our students.

Does the district have the money for UTR's demands? We know the District has the resources to fund our proposals–we need them to prioritize funding the stable staffing and the learning environments our students deserve. Starting off the year with 70 vacancies because our wages are not competitive shows that the district is not spending our tax dollars correctly. Investing in teachers is investing in students

I SUPPORT TEACHERS IN THIS FIGHT–SHOULD I SEND MY STUDENT TO SCHOOL DURING A POTENTIAL STRIKE?
During a potential strike, outside substitutes may be at your child's school. During strikes, students who come to school are often grouped together in the multipurpose room or cafeteria and shown movies all day or assigned tasks in workbooks that are often not grade appropriate. As a parent or guardian of your child, you'll have to decide if you want your child in this

environment. UTR cannot encourage students to miss school, but you can show your support for educators and help end a strike quickly by joining teachers on the picket line at your school in the morning and afternoon, if your circumstances allow.

WILL MY CHILD GET IN TROUBLE FOR MISSING SCHOOL DURING THE STRIKE?
No! However, the District might send a message to families that missing school during a potential UTR strike will result in an unexcused absence. As long as families don't specifically cite supporting a potential UTR strike as the reason for an absence, all other absences are excused. Missing school during a strike will not affect grades, graduation, or college acceptances. Recent teacher strikes across California resulted in no action taken against students for absences during the strike.

How Can Parents and Families Help?
1. Call Superintendent Cheryl Cotton at (510) 231-1101
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.
2. Sign on to our community petition: https://bit.ly/support_UTR
3. 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 let our district leaders know that the community is united with teachers to stand together for our children.
4. Bring food and refreshments to our daily strike lines.
5. If parents or community members have a nearby business or are connected to an institution near the school, offer parking spaces.
6. Post support regularly on social media. Also like and share our posts on Facebook (facebook.com/unitedteachersofrichmond) and Instagram (@united_teachers_of_richmond)
7. Proudly display "We Stand With Richmond Teachers" buttons and window signs.
8. Talk to other families at your school site to share childcare responsibilities for the duration of the strike.
9. Hold a parent meeting at your school site, an info session at your organization or a house meeting for your neighbors. Contact staff@unitedteachersofrichmond.com or call (510) 222-5112 to get involved.

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.