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# CLASSROOM STRUGGLE

## \* CONTRACT CAMPAIGN LAUNCH ISSUE \*

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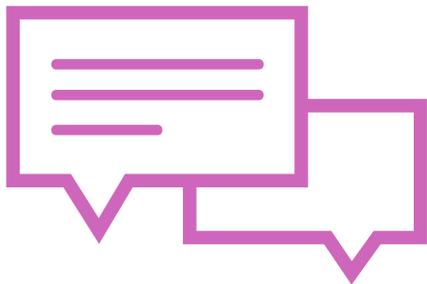
ISSUE  
#9

### Organizing For Our Next Contract

Our current contract with OUSD expires at the end of this fiscal year on June 30, 2017. To get the strongest contract possible, we need to work together. Where should we start? With the sunshine process and proposal! By deciding collectively about our most pressing demands, we will strengthen the bargaining process and engage OEA members, parents, students and community members in our contract fight! Classroom Struggle (CS) members are working hard within our union to insure that all voices are heard!

#### How can we push the union to be more democratic, responsive, and transparent in the bargaining processes?

- \* Encourage OEA to have regularly scheduled bargaining team meetings and encourage interested OEA members to attend in order to provide support and feedback to the bargaining team as needed.
- \* Increase communication between OEA's elected bodies (Rep Council and E Board) and the general membership through regular bargaining updates, continued outreach and ongoing requests and opportunities for input from members.
- \* Encourage all members to complete the Bargaining Survey to tell the Bargaining Team what they want



#### How have we pushed the union to be more democratic, responsive, and transparent in the bargaining processes?

- \* Increased transparency in appointment and approval of Bargaining Team members. CS played a major role in crafting questions for the bargaining appointees so members could give their informed consent when performing their advice and consent roles as members of Executive Board or Representative Council.

#### How can we utilize our contract to support community needs and demands?

- \* Work with Contract Action Team to plan contract conventions for OEA members (11/15 and 11/17)
- \* Work with Contract Action Team to organize student and parent meetings to get input from the community about what they want in the schools.

#### How can we push for more resources directly in the classrooms?

- \* Research OUSD budget, document administrative spending and push back against OUSD's cries of "empty pockets"
- \* Build on the learnings from the Class Size and Caseload Forum - April 12, 2016 forum (led by a CS member) showing that OUSD can afford significant class size and caseload reduction and improved salaries.
- \* Talk with members at your site about how they can collectively build pressure on the district from early on. The work-to-rule campaign at 30+ schools in our last bargaining round began with teachers at one school deciding to lead the way.

### About Classroom Struggle

Classroom Struggle is a group of educators fighting to defend and transform Oakland public schools. We organize inside and outside our teacher's union and always strive to work with parents, students, and other OUSD staff. We stand against the austerity and privatization of our schools.

Come join us in this struggle.

Facebook: <https://www.facebook.com/Educationforthe99> | Email: [classroomstruggle@gmail.com](mailto:classroomstruggle@gmail.com)

CLASSROOMSTRUGGLE.ORG

## Preparing to Fight for Small Class Size and Caseloads

The results of an OEA members survey on class size and caseload reduction last spring may surprise you: Thirty-five percent of the 236 respondents said OEA should prioritize class size/caseloads in bargaining. Another 26% asked our bargaining team to stand strong on both compensation and class size/caseloads. Only 10% asked OEA to prioritize compensation. (The remainder emphasized compromise to get something on both issues or gave other answers.)

During our last contract campaign, members became increasingly involved in a fight for smaller class size and caseloads, especially in high needs schools, and for hard caps in Special Ed. OEA members began work-to-rule at more than 30 schools. Parents and students joined us in marches, rallies, and other actions. But then bargaining went behind closed doors, and the resulting agreement brought minimal class size improvements at high needs schools and no SPED hard caps.

As we enter negotiations again, OEA activists are energetically reaching out to members, parents, and students to get input for strong demands that we can organize around and win. This time we begin with greater knowledge of district resources and the costs of proposals. OUSD spends more than \$47 million above the median amount spent in Alameda County on administration and outside services. If the district reduced spending to the median, it could reduce class size by four in all grades in high-needs schools, by two in all other schools, implement SPED hard caps, reduce counselor caseloads to 325 and nurse caseloads to 750, increase salaries by 10% over three years, and still have \$5 million left for other vital needs.

To win much more—the conditions that our students really need—will require a redistribution of corporate wealth to pay for public schools and services. In 2011 OEA helped lead a local labor-community coalition calling for a bailout of public schools and services, not banks and corporations. We often heard that this strictly local campaign for this demand was “unrealistic.” How about a statewide one? If OEA were to coordinate this year’s bargaining campaign with those of other progressive urban California locals, we could build a broader fight for the resources our students need.

## Vote for Classroom Struggle on the OEA Ballot

### Natalia Stark for OEA Second Vice President

The main role of the OEA Second Vice President is to support OEA committees and maintain our OEA calendar. Natalia will work to broaden member engagement in committees and strengthen our association's committees by increasing communication about committee work and improving the OEA's public calendar.



Natalia also wants to work with the communications co-chairs and OEA officers to utilize social media tools to increase member engagement in regular association meetings and facilitate regular updates of committee calendars.

### Ismael Armendariz for CTA State Council

As a representative of OEA in the CTA State Council, Ismael will work to advocate for Special Education policies that support Special Education and General Education Teachers and increased funding for community and membership organizing.



Ismael also wants to work to expand opportunities for rank-and-file member input and push for greater charter accountability in CTA and in state Policy.

## ● GET INVOLVED! ●

- **Join Classroom Struggle! Email us at [classroomstruggle@gmail.com](mailto:classroomstruggle@gmail.com) for more info**
- **Like Classroom Struggle on Facebook to keep up with events and issues we are working on. We also have happy hours throughout the school year!**
- **Check out our blog at [classroomstruggle.org](http://classroomstruggle.org)**
- **Buy a t-shirt and wear it every Struggle Monday!**