

ABC's

of ORGANIZING a PICKET

For those of you who have committed to organize the teachers at your school for an October 9th picket... And for those of you who are still thinking about it, here are some suggestions about recruiting teachers and some ideas that you can promote.

1. LEGALITY: Unlike a strike or an organized sick-out, creating an informational picket outside of your contracted time with CCSD is absolutely legal. It is your 1st Amendment right to express yourself.

2. FRIENDS FIRST: Recruit your friends at school first. Face to face conversations are always the best! Technically, all recruiting should be done outside of contract time or during your duty-free lunch.

3. TIME AND PLACE: Once you have your friends on board, select a time and place for the picket. Whether it's before contract time in the morning or after contract time in the afternoon, pick the time that you think is the MOST CONVENIENT for teachers. Because this picket is scheduled for a Friday, an afternoon time may interfere with our attempt to start the weekend! Mornings may be an easier sell. At Durango, for example, the teacher who led the event set the time for their picket at 6:30am until 6:45am. Their contract time begins at 6:50am. Many came early. And we had plenty of time to get back on campus. You decide what is best for your school. As for the site of the picket, try to choose a spot on your school's exterior or public sidewalk. Pick the one that has the greatest access to parents dropping off or picking up their kids.

4. RECRUITING THE STAFF: After you have the time and place set, divide up the labor among your friends and then reach out to others who you think may be sympathetic to the cause. Again, face to face is best. If you eat lunch in a common place, that is often ideal for conversation. If you have access to post an email on a general Interact icon, do so outside of contract hours or during your duty-free lunch. If you work at a secondary school, try to target department chairs or other influential teachers. Ask teachers for a commitment to participate. Write down the names of those who commit. As your list grows, show people the list -- either physically or via emails. There is strength in numbers. There will be some teachers who are afraid. When you show them that they are part of a larger group, it helps.

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5. INFORM THE PRINCIPAL: If you have a TAC, or a teacher who has a good relationship with your school's principal, set up a meeting. Inform the principal that the picket has nothing to do with them or the school. Rather, tell him/her that it is about teachers standing up for their families against a pay-cut. It is about the Trustees not employing enough licensed teachers. For an effective principal, this will give him/her peace of mind and maybe you might even receive some support. In the unlikely event that you get someone who forbids it, let your union representative know so he or she can inform the principal about the contract, the law, and the US Constitution.

6. POSTERS/FLIERS: Once you have an idea of how many teachers will commit to participate, then contact CCEA at 702-733-3063 or info@ccea-nv.org for signs and fliers. An electronic copy of the flier can be provided as well. You can make your own signs as well. At Durango, there were over 50 teachers picketing, so CCEA sent out staff to help. Depending on how many schools we can get to participate, CCEA may be able to assist you as well if you'd like. Again, call or email.

7. HAVE FUN: At Durango, it was like a party. Teachers went up to parents in their cars to hand them fliers and tell them about the struggle for a fair contract. Parents were very supportive. Administrators at our school kept those students who were already on campus via the bus from joining us for liability reasons. Some students joined us anyway.

8. COMMUNICATION & LETTING THE COMMUNITY KNOW: We won't be able to secure press coverage at all schools but we still want to publicize all the pickets happening. Please make sure and email your pics and video to info@ccea-nv.org so they can be posted on social media. Thank you for standing up for our profession and our students!