



May 14, 2018

Dear Charter School Educator,

On behalf of CER, the nation's pioneer in ensuring opportunity and innovation reach all of our students, I am writing to address the pending teacher walkout in North Carolina and provide you with important information.

First, this is the fifth in a series of walk-outs and sick-outs being encouraged by the National Education Association (NEA). The first was in West Virginia and lasted nine days. Subsequently, the NEA encouraged teachers in Oklahoma to walk, even though they won a 16 percent raise from the Oklahoma legislature before the nine-day walk-outs even began. Then there was Kentucky, followed by Arizona where new money for schools was already on the table prior to that walk-out as well.

We understand and are sympathetic to the issues surrounding teacher compensation in all states. We also have worked for years like many in your state to make changes that would ensure not only better pay but better access to opportunities that help you do what you set out to do – educate students!

Charter schools were designed to provide both the flexibility and freedom for teachers to operate and do their work, as well as have the ability to earn more money from taking on more responsibility or being able to engage in different kinds of jobs depending on their other commitments. Charter teachers also have more freedom and work flexibility because most are not part of master contracts negotiated with districts and the North Carolina Association of Educators (NCAE). That means your charter has the ability to create different pay scales and support its teachers in numerous ways than you were under the NCAE contract. However, the NCAE has endorsed funding charter schools at less than 75 percent of what traditional public schools receive. They also oppose any attempts to give charter schools facilities funds further short-changing charters.

Yet, they want you to walk out with them this Wednesday in solidarity with other public school teachers around the state, even though they don't represent or believe in the work your school does to provide a valuable option for students.

While we appreciate that teachers are naturally collaborators, this national walk-out strategy is designed to undermine the very freedoms that charter schools afford not only their families but all who work there. The NEA believes all charters should fall under the same rules as traditional public schools, which, in effect, would make them no different than traditional schools. They fight charter schools in school halls and state halls. They are calling it a walk-out because the public does not like strikes, and they have poll-tested the words. (***The NEA spends \$34 million a year on its communications.***) And they are calling it a walk-out because they don't have the authority to make anyone do anything in a right-to-work

state. However , this is a strike, plain and simple. And by striking with the union, you are joining the fight to close charter schools.

Charter schools are leading in student achievement, accountability, innovation and opportunity. They have changed how other schools work and operate and, as you know, provide great opportunities to engage in schooling away from most other bureaucracy. We urge you not to walk out. Start a dialogue in your school and community about real policies that help teachers and schools succeed and gain the needed revenues that make a difference. Millions like you nationwide understand. But walking out of school is not the solution.

Our lines are always open should you want to discuss this or any other concerns you may have. Please go to our web site if you need more information on this and other issues. Let's continue to work together in ensuring our students receive a world-class education, and you are supported in your critical work as a world-class educator.

Best Regards,

A handwritten signature in black ink that reads "Jeanne Allen". The signature is written in a cursive, flowing style.

Jeanne Allen
Founder & CEO