



# MACE. Aggressive Representation When You Need It!

Grievances, Tribunals, Letters, Rebuttals, Hearings, Articles, Evaluation of Administrators, Editorials, Pickets, and More! Don't miss a thing! Go to MACE's informative, colorful, and entertaining on-line magazine, [TheTeachersAdvocate.Com](http://TheTeachersAdvocate.Com)!



The Men of MACE enjoying a lighter moment at the MACE Office



A festive moment at The Teacher's Rights Seminar in MACE's D. D. T. Conference Room.



The Kell High School (Cobb) principal and the Cobb County police officer can't get the MACE Team to leave the sidewalk (2004).



MACE associates at the dedication of the conference room in the honor of Daniel D. Trotter, Sr., a Friend of MACE.



MACE railed against systematic cheating in the DeKalb and Atlanta systems before the media jumped on the issue.

"My dearest Dr. Trotter,  
 "I pray this quick note finds you well. I am doing just fine in my new assignment. I just want to say a deep, sincere thank you for all you and the wonderful attorney did on my behalf in saving my job. I cannot begin to tell you how much I appreciate what you did for me.  
 "May God continue to bless you in a mighty way.  
 "I cannot imagine what I would have done without your help and encouragement."  
 Mary Ann Murphy

"I wish MACE had been around in 1974 when I first started teaching in Atlanta. I regret the dues I paid to AAE and AFT. Years passed before I found out that both AAE and AFT were sleeping with the enemy (the administration). As soon as I found out about MACE, I joined.

"Five years ago the CANCER of Mental Abuse from a vindictive principal, some irresponsible parents, and their disruptive, disrespectful children was eating away at me and the job I love - teaching. John Trotter and the MACE TROOP came to my rescue. MACE lit a fire under that principal and brought her more attention than she could handle. Slowly, her dictatorship fell and she retired.

"The years of mental and physical abuse have caused me to have numerous disabling ailments and have forced me to take early retirement. I will continue to pay my MACE dues because MACE tells it like it is! It is so comforting to know that MACE supports teachers and is committed to exposing the injustices we face. Teachers, you cannot afford to teach without MACE. If you sign a teaching contract, you better fill out a MACE application."

Mary Mallory-Gober



Dr. Trotter (R) introducing his sons, Matthew (L) and Robert (R), to the legend. On this night, Hosea Williams met with MACE leaders about the mass transferring of the Northcutt Elementary School teachers in Clayton County in 1997.



MACE also railed against the Atlanta and DeKalb systems being "gangsta systems" way before the media picked up on the corruption.

"To the entire staff of MACE: Thank you for assisting me with my case against Mr. J. Austin Brown .... I want to especially thank Mr. [Jeff] Cox for taking all of those phone calls and being there at whatever hour I arrived at your office in Fayetteville. Also, I want to give a special thanks to Mr. [Norreese] Haynes who was so aggressive and sure of himself when I was just a mass of nerves; wow. You all were there every step of the way. I could not have asked for better support. Teachers everywhere should take advantage of your services."

Jill Beracki



The late and legendary Hosea Williams leads this MACE picket at Atlanta's 210 Pryor Street in 1996.



Dr. Trotter (C) with brother Dan Trotter and sister-in-law Debbie. Dan is a retired principal (adored by his teachers, by the way!). He now serves on the Harris County School Board and practically lives on a golf course!



The week after this picket, North Clayton High School principal Jo Croom abruptly retired. WSB's Neil Boertz railed against MACE to no avail.

"MACE is a super-fantastic union... MACE was there ASAP to support me, and now I am a happy, stress-free, hassle-free, teacher in Gwinnett County, and I want to Thank-You MACE for saving my life, career, and reputation."  
 Derra Smith

# MACE Knows The Issues...

**Note:** The following is an excerpt from a letter that Dr. John Trotter (Ed.D., University of Georgia; J.D., Mercer University School of Law) wrote to classroom educators. In this letter, Dr. Trotter insightfully illustrates what is really wrong with public education in Georgia.

## What's wrong with public education in Georgia?

### It's not the teachers...

The politicians, the educrats (i.e., those so-called educators who have been out of the classroom so long - if they ever were in the classroom - that they have no conception of the reality of today's classroom), and the policy-makers never cease to amaze me about their abject ignorance and/or apathy concerning what is really wrong with public education. All of these numbskulls want to treat the lack of learning in public education as a technical breakdown. It must be that the teachers are just not teaching hard enough, they think. It makes you want to vomit, right? So, they think that the teachers need more training, more staff development, more education. Yes, eureka! We have the answer, they think. The teachers need to be more "highly qualified." No, no one wants to state the brutal but obvious fact: The students need to apply themselves. The students need to **STUDY**. We at **MACE** have written dozens of articles dealing with this issue of blaming the teachers for the **LAZINESS** and simple **LACK OF EFFORT** on the students' part. Look at **TheTeachersAdvocate.Com** for current articles and letters - like the one that I recently sent to a DeKalb County middle school principal - or look in the back issues of **The Teacher's Advocate! Magazine** which can be found on our web site. Only **MACE** points out with an unapologetic and clarion voice that what is wrong with public schooling in Georgia is not the teachers (and any lack of effort or training) and it is not a technical breakdown in the process. The problems in public education are three-fold. Here are the three major problems. Hold on to your seat. **GAE** and **AFT** and **PAGE** either do not know what the problems are or they are afraid to forthrightly address them. Here they are...

### Defiant and Disruptive Students

Many of today's students just do not want to learn. In order for a student to learn, the student **MUST WANT TO LEARN**. If a student does not want to learn, then no amount of parent-calling, mandatory tutorials, progress reports, etc., will do any good. A teacher can only teach a student. A teacher cannot learn the student. That is not even good English! Those students who do not want to learn must be removed from the regular school environment. To allow these students to **DEFY** the teacher and to **DISRUPT** the learning processes for the students who do want to learn is unconscionable. When a teacher sends one these defiant and disruptive students to the office, the administrators must deal with this student swiftly and surely - with all due alacrity! Otherwise, doing nothing to support the teacher or just putting a Band Aid on a major problem does nothing but undermine the teacher, thus preventing the other students from learning. This is the first thing that is wrong with public education. No one wants to talk about the **LAZY, DEFIANT, and DISRUPTIVE** "students" (and I put the word in quotes because so many of these young people are not students in the true sense of the word; they are taking up space and causing disruptions).

### Irate and Irresponsible Parents

The second major problem in public education in Georgia is **Irate and Irresponsible Parents**. The main reason that the administrators will not support the teachers concerning discipline and the grading process is their fear of the parents. Many of the parents not only do not support the efforts of their child's teachers, but they also become irate and irresponsible when they are notified by the teachers of their child's deficiencies - whether in academe or in comportment. They do not want to hear anything except that little Johnny is brilliant and such a pleasure to have in class. If you tell the parents otherwise, then you are the one at fault. These parents raise heck with the principal, and the principal calls you in and questions how you are teaching little Johnny. The principal begins to question your ability to teach, your interaction with your students, and your classroom management. All of this is happening because **THE PRINCIPAL IS AFRAID OF THOSE IRATE AND IRRESPONSIBLE PARENTS**.

### Angry and Abusive Administrators

The last of the silent troika of problems in public education (which everyone except **MACE** is afraid to address) is the **Angry and Abusive Administrators**. I just got a call today from a teacher (who is in the process of sending her **MACE** application in the mail) who was at her doctor's office because of the unbearable stress that her principal has her under. The principal is so typical of administrators these days. She is heartless and insensitive. She is vindictive, manipulative, and punitive in her interactions with the teachers on the staff of this middle school. She manages in a top-down, heavy-handed fashion. She questions the teachers at their every move. She does not trust them. She does not treat them as professionals whose judgment, discretion, and wisdom should be respected. It is all about test scores. Test scores have to go up - despite the fact that all the research shows that test scores correlate positively (almost invariably) with socio-economic status. In fact, there have been studies which demonstrate that test scores can be tracked almost automatically based on the free and reduced lunch count. If a school has hardly any students on free and reduced lunch, then that school's test scores will be high - and vice versa. This is the law of the large numbers. There can be exceptions to this law, but the exceptions only prove the law. Beating teachers over the head about unrealistic expectations on test scores is ludicrous. Any significant jump in test scores usually indicates that cheating took place. But, we are not supposed to talk about this! Hey, at **MACE**, we deal with reality and we are not afraid to speak our minds. So many of today's administrators are just mean and bitter. They are unhappy within themselves (perhaps because they had to kiss so much butt to finally get to be an administrator) that they want to share their misery. Misery loves company. They want the teachers to genuflect before them and do obeisance like the teacher is in a slave-master relationship to them. This is sick, but this is how it is in so many of the public schools of Georgia.



# MACE Devours Administrators Who Abuse Teachers!

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## Which **DOG** Would You Really Want Defending YOU?



This dog is very cute and can be trained to do certain acts. She is a harmless lap dog and her name is PAGE.



This dog makes a lot of noise, barking most ferociously. She sounds very frightening. But, when you examine her up close, you realize that she's just a high-strung, nervous, and tiny dog. She's really incapable of hurting anyone. Her name is AFT.



This dog is strong, smart, and savvy. He is "preferred by the armed forces for guard and patrol work." He is a no-nonsense type of dog. He is fiercely loyal to his master and he will hurt anyone who attacks his master. He answers to the name MACE.



This dog is pretty and has fluffy hair. She is considered a "toy." She yelps from time to time but cannot be depended on for defense. It's just not her nature to defend. She is called GAE.

### WANT TO STOP PAYROLL DEDUCTION?

(Sample Letter)

(Date)

Dear Payroll Department:

I hereby request that you discontinue my payroll deduction for (GAE/AFT/PAGE) effective (pick the appropriate one) immediately.

I no longer wish to be a member.

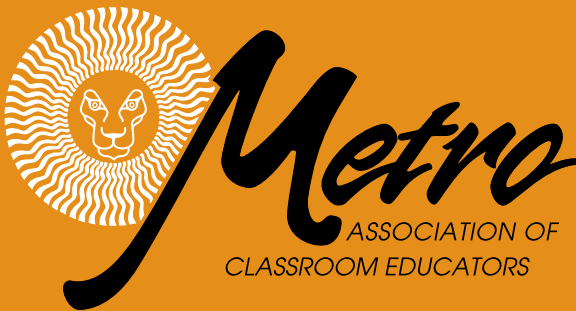
Thank you.

Sincerely,

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Soc. Sec.#: \_\_\_\_\_



## TEACHER...

*Do you feel powerless and voiceless?*

## TIRED OF...

*Disciplinary Problems? • Administrative Threats to Your Job?*

*Paper Work? • Low Salary? • Certification Games?*

*Incompetent Administrators? • Lack of Parental Concern?*

*Non-Instructional Duties? • Unfair Evaluations?*

*Overcrowded Classes? • Student Apathy?*

*Administrative Snoopervision?*

*Lack of Administrative Support, Consistency, etc., in Student Discipline?*

**If not, join GAE, AFT, or PAGE. If so, join MACE.**

# Join The MACE Family and Enjoy Peace of Mind...



Chillin' at a MACE Holiday BASH.



Maggie Sheehan with U.S. Senator Johnny Isakson. Maggie won MACE's Distinguished Educator Award for 2002-2003. For several years, Maggie was President of Clayton MACE and served on the State Superintendent's Advisory Council.



MACE is known for its effective grievance representation, its quick responses on the phone and in person, its publications, its rebuttals, its letters, its pickets, and, last but not least, its fun parties! But, MACE is not known for SPELLING BEES!



MACE's Lenny Berger getting ready to speak before the Fulton Board of Education on another occasion. Again, the teachers packed the board room.



Rafael Garcia (L), Norreese Haynes (R), and Dr. John Trotter (behind camera) traveled to Columbus to help teacher and succeeded.



State Representative Frank I. Bailey (L) and State Representative Darryl W. Jordan (R) with MACE C.O.O. Norreese Haynes enjoying a moment at the Dedication of the Daniel D. Conference, Sr., Conference Room at the MACE Office in March of 2010.



Georgia State Representative Darryl Jordan, a Charter Member of MACE, presenting "Outstanding Georgia Citizen" award to Mr. Daniel D. Trotter, Sr., retired educator and member of the MACE Board of Directors for 12 years. The award was signed by Secretary of State Brian Kemp. Both Jordan and Trotter are "teacher advocates."



MACE regularly pickets in the pouring rain. When a picket needs to take place, it takes place! This particular principal at Atlanta's Douglass High School abruptly resigned during the middle of the school year after this picket and after MACE assisted a teacher in filing an Official Complaint against the principal with the Professional Standards Commission (PSC).



MACE staff members, William Woods, Esq., Lenny Berger, and Dennis Yarbrough enjoy a moment with teachers at Douglas County High School.

"I would like to thank you for your support, guidance, and professional expertise in dealing with my work problem. The MACE organization is by far the most reliable and professional organization for classroom teachers. Your strong character and finesse secured a positive result in my case.

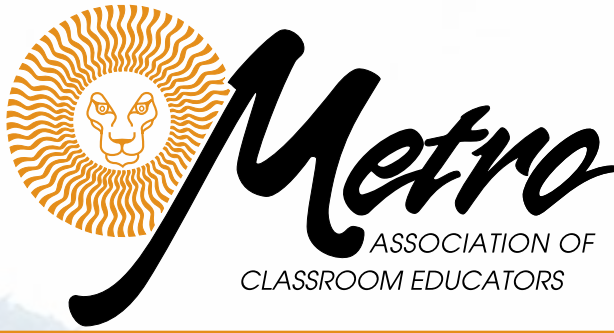
"I was a member for 24 years of GAE and they could not even give me the time of day, much less give me sound and reliable advice in my case. Your care and concern to see my problem to a successful conclusion was a true example of a well-organized association. MACE is truly an organization for the working teacher.

"I investigated my personnel file today and the report has been removed. The only papers in my file are the 24 years of positive evaluations and praises that have accumulated over the years. I appreciate all the time and effort on your part to rectify my situation."

Dr. Sherri Hintz

"The abusive administrators are afraid of MACE, and they should be. Never forget this. We don't give tote bags and do spelling bees. But, then again, we've never met an administrator who is afraid of a tote bag or a spelling bee. We leave that silly stuff for GAE, PAGE, or AFT. We have a single-focused mission. Our mission is to protect and empower classroom educators -- and more specifically, to protect and empower our members. Membership has its privileges. So, don't wait too late to join." -- John R. Alston Trotter, B.A., M.A., Ed.D., J.D.

*"David Brown, one of MACE's Network Attorneys, did a tremendous job representing me in a hearing when I was falsely accused recently. Mr. Brown represented me like he was representing someone in a murder case .... Attorney Brown is personable and thorough. I appreciate what all MACE has done for me!" -- Earl White (DeKalb Teacher/Coach).*



# Is Your Job So Secure That You Don't Need MACE?

**MACE. Aggressive Representation When You Need It!**

**DON'T  
WAIT!**

## Membership Application

Metro Association of Classroom Educators

**JOIN  
TODAY!**

175 Carnegie Place, Suite 121 ■ Fayetteville, GA 30214 ■ 770-716-2727

*I hereby apply for membership in the Metro Association of Classroom Educators. My Membership fees entitle me to legal defense in hearings for non-renewal, termination, suspension, or demotion; legal defense for criminal charges arising out of my duties as a classroom educator (up to the equivalent of \$10,000 attorney fees provided by staff attorney[s] and/or network attorney[s] and said attorney[s] will be determined by MACE's Legal Redress Committee); grievance preparation and representation; consultation with MACE's Executive Director and/or Staff Attorney[s] about employment matters; access to an attorney referral program which provides two free 30 minute consultations per year - six months apart - for non-employment concerns (e.g., real estate, traffic violations, personal injuries, etc.); free attendance to teachers' rights seminars and teachers' issues forums held periodically; assistance with documentation/letter writing/rebuttal writing; and free subscription to informative newsletters published periodically. MACE reserves the right to cover or not to cover employment conditions which pre-exists membership.*

Photocopy or cut along dotted line.

Name \_\_\_\_\_ Date \_\_\_\_\_

Signature \_\_\_\_\_ Referred To MACE By Whom? \_\_\_\_\_  
*(The person who encouraged you to join)*

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

School \_\_\_\_\_ System \_\_\_\_\_

Home Phone Number \_\_\_\_\_ Email \_\_\_\_\_

Are you a tenured teacher? \_\_\_ Yes \_\_\_ No

### BANK DRAFT AUTHORIZATION

To: \_\_\_\_\_  
(Name of your Bank) (City/State)

*I hereby request that, as a convenience to me, you (bank) honor drafts from my account. I agree that your rights in respect to each draft shall the same as if it were a check drawn on you and signed by me. You shall deduct from my designated account and pay each month the amount designated below to the Metro Association of Classroom Educators. This authority shall remain with you until such time as you receive from me a written notification of revocation in such time and manner as to afford you a reasonable opportunity to act on it. I understand that my checking account will be charged the monthly payment designated below on the 8th of each month and that membership fees are continuous. Failure to pay the monthly membership will result in a loss of services and benefits.*

Name \_\_\_\_\_ Signature \_\_\_\_\_

Checking Account No. \_\_\_\_\_ Routing No. \_\_\_\_\_

Date \_\_\_\_\_ Monthly Payment Amount \$ 44.00 Draft Starting Date \_\_\_\_\_ / 8th /

*(Attach a check for \$44.00 to this form. The application **must** be accompanied with a bank draft authorization. Or, you can pay \$528.00 for an annual membership.)*

**MACE. Can You Really Afford To Teach Without It?**