



Grievances, Tribunals, Letters, Rebuttals, Hearings, Articles, Evaluation of Administrators, Editorials, Pickets, and More!
TheTeachersAdvocate.Com

Want \$300.00? Enroll Just Three!



Mr. Haynes and Dr. Trotter in an interview with Fox 5 News.

That's right...enroll **just three teachers** into **MACE** and earn **\$300.00**...to be paid to you on the night of this year's **Holiday Mix & Mingle** which will be held at the **MACE Office**. Many members have not yet toured the **MACE Office** with the new and expansive **Daniel D. Trotter Conference Room**. This **Mix & Mingle** will be on **Saturday evening, December 10, 2011, from 7:00 PM to 11:00 PM**. We always have a lot of fun when we get together for some food, fellowship, and fun with teachers and friend from throughout the State!

As usual, **MACE** likes to compensate its members for enrolling their colleagues into **MACE**. Therefore, for the **Back-to-School Membership Drive (August – December)**, **MACE** will compensate its members **\$50.00** for each teacher whom he or she enrolls into **MACE**. We think that it is only right to continue this practice of putting money back into the pockets of the **MACE** members, especially during these tough financial times. We know that some

members are hurting. Trust us, just like the school systems and other organizations or businesses, **MACE** feels it too.

You know the drill. Make sure that the teacher who is enrolling into **MACE** puts your name in the **“Enroller”** section of the **MACE** application and completes the application in its entirety. This issue of **The Lion's Roar!** has an application on the back for you to use – and you can even copy this application or have the teacher to print the application from our website, **TheTeachersAdvocate.Com**.

This has been an eventful year in public education in **Georgia**. **MACE** was always in the lead on the **corruption** and **cheating** (especially the pressure put on teachers by unethical administrators) and was outspoken when others remained mute for years. Hence, when the scandals in **Atlanta** and **DeKalb** broke so wide open in the traditional media, they came to **MACE** to address the details of what was going on.



MACE welcoming new superintendent Erroll Davis to Atlanta.



Dr. Trotter speaking at a recent Atlanta School Board meeting.

In the photo on the previous (top right), **Dr. John Trotter** is with **Norreese Haynes** as **FOX-5 News** is interviewing **Dr. Trotter** about the cheating scandal in the **Atlanta Public Schools**. (**Dr. Trotter** was interviewed by several media outlets when this scandal hit the fan.) This wasn't news to us; we had been speaking out about **Atlanta** being a "**gangsta**" school system for years -- and we knew and talked about the phony and unrealistic rise in standardized test scores. We knew that it was a hoax, but it took a few years for the traditional media to come around. We also railed against the "**systematic cheating**" in **DeKalb** and publicly (on TV and elsewhere) called **DeKalb** a "**gangsta**" school system too. You guys know what happened in **DeKalb**. The former Superintendent and his top assistant are now awaiting trial for operating a "**criminal enterprise**."

MACE has been trying to hold the line on membership fees. We haven't raised our membership fees in four years.* I understand that the membership fees for **GAE** and **AFT** are right at **\$50.00** or more per month. (**PAGE** is less, but what the heck does **PAGE** ever do, especially for teachers? **PAGE** may send you a yearly magazine and provide a spelling bee contest for children, but remember that **PAGE** is really an **administrative group**...started by **administrators** in **Clarkston, Georgia** in **1975** and will tell you in a heartbeat that it is **NOT** a teachers union.) The **MACE Office** will often have **four or five staff members**

still working up until 11:00 PM each week day night – and often work on the weekends. Sometimes **MACE** staff members are at the office pushing **midnight**. Try calling anyone at the other organizations after 5:00 PM. **Ha!** Even then, we hear that it takes days for a teacher to get a call back – if it even comes then! Now teachers are telling us that you have to email **GAE** you're your problem. I don't know how they stay open with such sorry membership services!

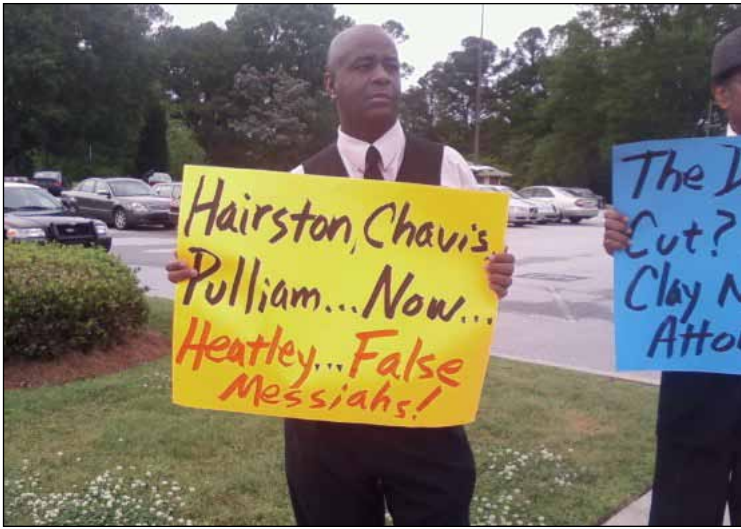
You get the most **personable** and **effective** service from **MACE** than from any other group in **Georgia**. The **MACE** brand is very well established and has been richly earned through the years. **MACE** is the teachers' union that is not in the slightest afraid of the administration; in fact, the opposite is true. When you say "**MACE**," administrators do indeed listen!

I have a **Hallmark** card in my hand now from a recently retired **APS** teacher. It reads thusly: "*On May 26, 2011, I retired from the Atlanta Public Schools. MACE was one of the most 'peace of mind' supports for me and well worth the price of admission. It is said that 'Gratitude is the best attitude and Silent Gratitude isn't much use to anyone.' I would like to say 'Thank You' to three 'We Got Your Back' gentlemen: Mr. Norreese Haynes, Mr. Jeff Cox, and Mr. Benjamin Barnes. Always Grateful, Dr. Martha J. Reid.*" At **MACE**, we receive several letters each year like the one from **Dr. Reid**. Indeed, at **MACE**, we have your back.



Norreese Haynes with State Superintendent John Barge.

**MACE has resisted raising membership fees for the last four years, but now finds it necessary to raise the monthly fees by four dollars on each member beginning in November of 2011. We know that people are going through very difficult times, but this economic downturn has put a strain on MACE like it has on every other organization or business. Unlike the school systems, MACE has never furloughed or laid off any staff members due to finances, and MACE wants to continue to provide the top-quality representation and defense that its members have come to expect and enjoy. Even though MACE's budget is the largest that it has been in 17 years, the mounting expenditures keep rising. Just look at the rising costs of basic necessities. MACE is not immune from these rising costs, even the rising costs of legal fees. Obviously, no teacher can afford to be without representation. Therefore, if this slight increase is going to put an undue burden on your family, please contact the MACE Office.*



MACE warned the Clayton County School Board before it hired Edmond Heatley as superintendent.



When you teach in a "jungle," have the Lion as your friend and defender.

Four Horsemen of Real School "Reform"

Reform # 1: Restore classroom discipline. Make sure that teachers are supported when it comes to classroom discipline. Order is the first law of the Universe.

Reform # 2: Realize that you cannot have good learning conditions until you first have good teaching conditions. All of the top-down, heavy-handed snooepervision is counter-productive to establishing good teaching conditions.

Reform # 3: Put the onus for learning on the students and their parents. This is the *modus operandus* of the private schools, and it works. Pampering the spoiled students and indulging their irresponsible parents do not work.

Reform # 4: Realize that the motivation to learn is a social/cultural phenomenon. Teachers teach the students, not learn the students. If a student refuses to learn, then U. S. Secretary of Education Arne Duncan himself cannot make this student learn and therefore should not be held accountable for the student's refusal to learn. (c) MACE, September 9, 2010.

Interesting Acronyms...

PAGE.

Pitiful, Awful, Groveling Educators.
Sleeping with the enemy, so to speak.

GAE.

Great At Equivocating.
Representing teachers or administrators?

AFT.

Always Fooling Teachers.
Perpetrating power but woefully weak.

MACE.

Mad Advocates Creating Empowerment.
Miffed at how teachers are treated.



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.

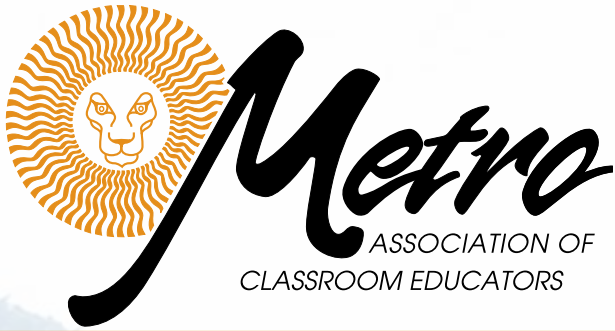


This dog is pretty and has fluffy hair. She is considered a "toy." She yelps from time to time but cannot be depended on for defense. It's just not her nature to defend. She is called GAE.



This dog is strong, smart, and savvy. He is "preferred by the armed forces for guard and patrol work." He is a no non-sense 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.

"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

**JOIN
TODAY!**

Metro Association of Classroom Educators

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.

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?

Photocopy or cut along dotted line.