

MACE. Don't Teach Without It!



MACE. ***The South's Toughest Teachers Union!***

By John Rhodes Alston Trotter BA, MA, EdD, JD, MACE Chairman

They say that imitation is the greatest form of flattery. I have seen two or three groups being formed, trying to imitate **MACE**. They apparently tried to steal **MACE**'s concepts, terminology, and even sayings but they couldn't steal **MACE**'s heart, its history, its grit, nor its mettle. **MACE** doesn't just talk about metaphorically devouring angry and petty administrators who abuse teachers; **MACE** actually does it. **MACE** has richly earned its reputation since 1995, protecting and empowering classroom educators...one member at a time. No, the new groups can't mimic **MACE**. They can't ape **MACE**. They talk the talk but they cannot walk the walk. They are a sham and a farce. **MACE** is the real



MACE Associates speak at school board meetings and with the media about teacher issues on a regular basis.

McCoy, the real deal. The **MACE Mantra** since 1995 is this simple and irrefutable statement:
"You cannot have good learning conditions until you first have good teaching conditions"
© MACE, 1995.

*The **MACE Picket Squad** descended upon North Cobb High School in two pickets against Principal Bucky Horton. He is no longer there. **MACE** stalwart, Darryl Plenty, is pictured in this photo.*



MACE does not shrink from confrontation. It brooks no contention. It is impervious to pain, and an administrator who tries to take on **MACE** does so at his or her administrative peril. Unlike these other hollow and soulless organizations, **MACE** doesn't leave its members hanging. Without a doubt, **MACE** is the South's toughest, the most aggressive, and the most effective teachers union. One DeKalb County administrator once famously quipped, "Once **MACE** gets hold of you, they don't ever let up!" A Clayton County school board attorney once told the board members, "**MACE** terrorizes the principals."



MACE leaders, Dr. John Trotter (Chairman) and Mr. Ben Barnes (CEO), meeting with Cobb County teachers and plotting and planning with these MACE teachers.

MACE truly does devour administrators who abuse teachers, and there are a lot of abusive administrators out there. Almost from the very beginning, we at the **MACE** Office have been receiving letters, emails and calls (and now messages on social media), essentially begging **MACE** to branch out into California, Florida, Mississippi, New York, Tennessee, Oklahoma, Pennsylvania,



*Mr. Ben Barnes started off as a very young man working for **MACE**. Now he is our CEO and doing a heck of a job! The teachers love him!*

MACE. The South's Toughest Teacher's Union!

(continued)

Alabama, South Carolina, and other states. I remember one South Carolina teacher who had a husband who owned an Italian restaurant in Columbia, South Carolina. This husband promised me that I could always eat free



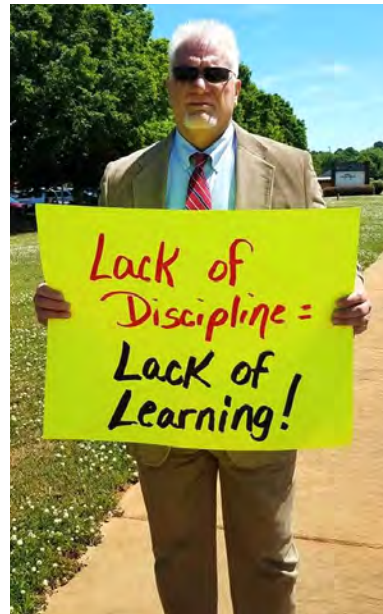
MACE picketed Superintendent Romain Dallemand on two occasions, garnering much publicity, including TV news, on both occasions. The Bibb County Board of Education finally fired Mr. Dallemand and even sued him! Pictured here is Dr. Trotter with a local attorney.

if MACE would branch out into the Palmetto State. In 2006, MACE considered the possibility of branching out into Miami, Florida. I think that a Miami MACE would have done well but it would have stretched MACE's supply lines. The teachers wanted MACE to head down to the Sunshine State. We visited some Miami schools (including the famed Northwest Miami High School which graduates more Division-1 football players than any other high school in the country), but we finally decided to just focus on Georgia. The siren calls are tempting, but one of the things that makes MACE so effective is its ability to metaphorically gut a petty and vindictive administrator who even attempts to abuse a MACE teacher...and do it with all due alacrity. Lightning speed.

Why do you join a teachers union? For a tote bag or a key chain? For some alleged discount on car insurance? For a spelling bee contest for students? Or for protection and empowerment to do your job without undue snoopervision and with full support from the administration when your students are defiant and disruptive? If you want protection and empowerment, then you had better join MACE. MACE knows that there are essentially four issues in public education with which teachers



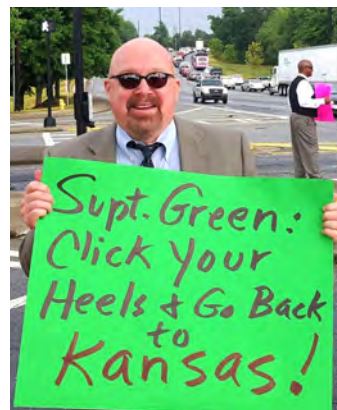
Dr. John Trotter, MACE Chairman



Big David Cochran's sign is correct. Since MACE's founding in 1995, MACE has never backed off the contention that you first have to establish discipline in a school before learning can take place. Order is the first law of the Universe. If an administrator emphasizes academic achievement without giving a rip about the behavior of the students, neither academic achievement nor discipline will be present in his or her school. But, if the administrator first establishes discipline in the school, there is at least a good probability that academic success can be achieved.

GAE and PAGE, MACE represents only teachers, not administrators. MACE. The choice is clear.

**The choice is clear...
MACE!**



have to contend: (1) Defiant, Disruptive, and Unmotivated Students; (2) Irate and Irresponsible Parents; (3) Angry, Abusive, and Incompetent Administrators; and (4) Systematic Cheating – and we're not just talking about standardized tests but being forced to give the students grades on their daily assignments and end of the semester grades that they did not earn.

Join the MACE Family and enjoy peace of mind. MACE membership is strictly confidential. With MACE, you have aggressive and effective representation when you need it. Unlike



The MACE Office is a child-friendly office.

MACE takes the pressure to the superintendent when he or she does not address an abusive administrator. This was actually a picket against a DeKalb high school principal. MACE had already picketed the principal at his school. MACE did not invent the picket; MACE invented the D-Quad-A picket. Direct Action Against Abusive Administrators.

Discipline. The Way It Was In The Old Days.

By John Rhodes Alston Trotter BA, MA, EdD, JD, MACE Chairman



Fall of 1981. I was a 27 year old assistant principal of a large public high school and in charge of all student discipline. You could hear a pin drop in the halls. The teachers told me that all they had to do was to threaten a student with sending him or her to my office and the student would straighten up immediately. I learned from the best, Daniel D. Trotter, Sr., that discipline did not have to be severe but it had to be sure. And, it had to be fair and consistent.

The bozos who run our public schools these days simply don't get it. I call them EDAs (educational dumb asses).

They think that they should indulge the students, coddle them, and listen to their "side" as to what happened in the classroom. They even take the student's word over the teacher's. This is unconscionable, unfathomable, and outright stupid and idiotic. The students who were sent to my office knew that they were going to get something for being sent there -- a paddling, detention after school, suspension, etc. There was never a free trip to my office. Never. The teachers knew this but more importantly the students knew this.

When the school year first started, students would say, "Let me tell you what really happened." I would stop them in mid-track, stating: "You don't have to tell me what happened. Mrs. Smith already wrote it down." [At the beginning of the school year, I asked the teachers to do two things: (1) when they sent a student to see me for a disciplinary infraction, to please write me on paper at least one complete sentence telling me about the infraction and (2) close their classroom door when the bell rung and not let any student into the classroom without a note signed by me.] I would ask the student, "Do I have on a black robe?" The student would respond, "No, sir." I then stated: "I'm not here to judge. I'm here to execute." (These days, the nitwit administrators conduct a mini trial on each incident, ignore the write-up entirely, or just blame the teacher.) They occasionally would respond in a bewildered fashion, "You always believe the teacher." I would casually respond: "You are exactly right. Now put that on the streets." The word spread very quickly: "Don't get sent to the office. You gonna get something!"

Did any teacher ever get it wrong? Of course. Very occasionally. But, I met quietly with the teacher and behind closed doors. I NEVER chewed out a teacher. [Again, I learned this from my father. Always generously and publicly

praise the the teachers but gently and softly criticize them in private.] The teachers diligently work their tails off when they are treated professionally. When, as an administrator, you respect the knowledge, discretion, judgment, and wisdom of the teacher, the teacher wants to work untiringly because the teacher does not want to disappoint you. If the teacher screws up, let the teacher save face by personally admitting to his or her class or privately to an individual student that he or she made an honest mistake. The students respect this honesty.

Today, the teacher's dignity is assaulted. In disciplinary actions, the teachers are abandoned by administrators or even blamed by the administrators for the malevolent actions by the students. It is truly unconscionable the way these petty, ignorant, insecure, angry, and abusive administrators treat teachers. This is why our public schools are out of control. This is why they are war zones. The students and their parents are essentially in control. The teachers have been disemboweled. They have no authority. They have no power over the students in the classroom. The administrators will not support them. In fact, if the teacher writes up a student and sends the student to the administrator, the administrator takes umbrage at what the teacher just did and starts writing up the teacher.

The administrator will put the teacher on some kind of numbskull self-improvement plan. Finally, the administration will begin the corporate execution of the teacher. This is pure evil.

This kind of outrageous assault on teachers resulted in the foundation of the Metro Association of Classroom Educators (**MACE**) in 1995. **MACE** doesn't play, and administrators know this. Quite frankly, **MACE** scares the hell out of administrators. **MACE's** mantra has always been this: "You cannot have good learning conditions until you first have good teaching conditions." **MACE** protects and empowers classroom educators...one member at a time.



MACE is the most aggressive and most effective teachers union in the South. **MACE** is for teachers teaching in tough situations. **MACE**. Don't Teach Without It! Don't wait too late to join. **MACE. Mad Advocates Creating Empowerment (MACE).**



Teachers, why do you join a union? For spelling bees? For tote bags? For protection? If for protection, you had better join MACE.



MACE's Effective Education Explained (E3): "Make the kids behave, and let the teachers teach. Period. You cannot have good learning conditions until you first have good teaching conditions. Period."



"You cannot have good learning conditions until you first have good teaching conditions."

– Dr. John Trotter, MACE Chairman, ©1995.



Ask yourself this: Is my job so secure that I don't need MACE?

Other teacher organizations tell their members to take good notes; MACE tells MACE Members to sit back and enjoy the fireworks.

MACE. Making Things Happen. Direct action against abusive administrators. Representing and defending teachers. Addressing school boards and the media. Teaching teachers their rights under the law. MACE. Don't Teach Without It!





Unlike GAE & PAGE, MACE Represents ONLY Teachers! Not Administrators!

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!



Men of MACE enjoying a lighter moment on the road.



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



This Cobb County picket caused a lot of uproar. Mr. Ward was transferred at end of year.



Dr. Trotter addresses the Atlanta Board of Education about the school system's flagrant and egregious violations of the Georgia State Statutes. Dr. Trotter looks back to the cheering crowd.



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

"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

"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



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



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



This Atlanta teacher was thrilled with the representation of MACE.



The week after this picket, North Clayton H.S. principal Jo Croom abruptly retired. WSB's Neil Boortz rallied against MACE to no avail.



How to significantly improve public education in less than ten words:
Stop snoopervising teachers and make the students behave.



770.716.2727

What Teachers Say About MACE...

“Mr. Barnes, I wanted to let you know how thankful I am that you worked everything out for me. Not only did you send a letter for me (thanks Mr. Haynes and Dr. Trotter), but you helped me get a contract, and on top of that negotiated with central office to get my transfer approved. Words cannot express how thankful I am! Every dime that I have spent for my membership is well worth it!”

– **Jackie Warren**, Henry County Teacher.

“To my dearest MACE, I have been a MACE member since very near the beginning. If Dr. Trotter was going to leave GAE to develop a better organization, I was going to follow. Over the many years since, I have been involved in only one grievance (as a witness) and was astounded at the brilliance of Dr. Trotter and his team to reduce opponents to whimpering, stuttering, dumbfounded fools. ZAP! ZING! WHAMMO! It would come hard, fast, and with unquestionable clarity.... MACE has a reputation for not just having a teacher’s back, but their front and flanks as well. It’s like having a kind of Justice League for the classroom educator – or as one colleague phrased it, “Psycho lawyers from hell.” Either way, thank you for being there...”

– **Kathryn P. Johnston**, Douglas County Teacher.

“I have been with both – AFT and AAE [GAE]. Neither will do anything for you. But, if you want action, MACE is the one”

– **James Whitehead**, Atlanta City Teacher.

“Dear MACE: Thank you for enduring the summer heat while recently picketing on my behalf. I look forward to the new school year at my new school, Douglass High. Thanks again”

– **Felecia Williams**, Atlanta City Teacher.

“At one time or another, I have been a member of GAE, PAGE, and AFT, and I served as Fulton’s AFT Vice President. But, I have always felt a profound sense of disappointment in their lack of effective representation for teachers who are victims of administrative or parent abuse. Then, like manna from heaven, MACE appeared – the only teacher advocate organization that is a true “thorn in the side” of the administration. When a MACE member is abused, MACE truly cranks into the action and gets results!”

– **Lenny Berger**, Fulton County Teacher.

“Joining MACE has kept me from losing any more of my hair and from drinking Pepto-Bismol. Now I can go home after teaching all day and relax. If you

are not a member of MACE now, you NEED to join immediately!”

– **Vera Culpepper**, Cobb County Teacher.

“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 County Teacher.

“MACE never left my side. MACE was the only group that consistently supported me and my family during this horrendous ordeal. I couldn’t have asked for a better attorney”

– **Doris Walker**, Clayton County Teacher.

“Mr. Ramay [MACE attorney, J. Anderson Ramay] did a phenomenal, phenomenal, phenomenal job in my hearing. I would definitely recommend Mr. Ramay for any educational law issue”

– **Craig Simmons**, Fulton County Teacher.



The Lion is dignified, intelligent, patient, and stealth. It sneaks up on its prey. He doesn’t hoot and holler and beat its chest like a loud baboon or ape. It surprises its prey, pounces upon them, and does this often in the night. Undoubtedly, the Lion is the King of the Jungle.

“MACE Never Left My Side” – Doris Walker

“When several teachers and I at our school joined MACE in 1996, it was one of the best decisions that we made. MACE affords the classroom educators the opportunity to teach in a non-threatening environment. MACE is like the Marines, the Rangers, and the Navy Seals – they will come to your rescue when you are in harm’s way”

– **Wayne Thompson**, *DeKalb (later Fulton) Teacher*.

“I have been a member of MACE for years in Atlanta, and when I needed MACE in a particular situation, MACE did not let me down. MACE is guaranteed results”

– **Leroy Walker**, *Atlanta City Teacher*.

“Teachers, as a GAE rep for years, I finally switched to MACE. MACE can and will support you. Other organizations tell you to take good notes. MACE tells you to sit back and enjoy the fireworks. There is a difference!”

– **Will Schmidt**, *Newton County Teacher*.

“People say in the South that there is no teachers union, but they have not discovered MACE. MACE is aggressive and effective, and I would not teach without MACE”

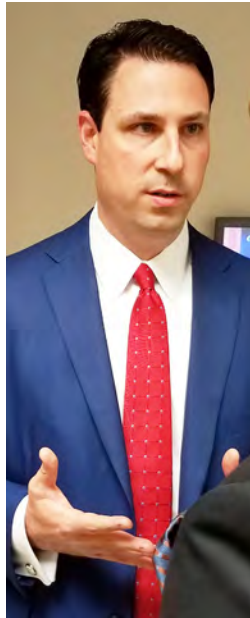
– **Juan Serrato**, *Cobb County Teacher*.

“MACE provides you aggressive representation if you ever need it. MACE may not be the biggest union, but it is the best. Don’t wait too late to join MACE”

– **Melvin Norris**, *JD, Clayton County Teacher*.

“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.



*Thomas Florio, Esq.
MACE General
Counsel*

“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**, *Douglas County Teacher*.

“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**, *Atlanta (later Henry) Teacher*.

You may read many more teacher testimonials about MACE’s effectiveness elsewhere within this magazine or by going to the TheTeachersAdvocate.com.

MACE Knows The Issues...

We don't need to engage in analysis paralysis relative to pedagogy. We don't need to snoopervise teachers as if they are the problems in American Public Education (APE). APE's critical problem is a derth of leadership at both the system level and the school level. We have too many grizzleback administrators. They lack backbone; they just have grizzle in their backs. They'll bend with the political wind like a fresh piece of beef jerky. They wouldn't know integrity if it slapped them in the face. The kids walk over them. The parents walk over them. They take out all of their frustrations on the disheartened and disemboweled teachers. They control them with dumb-ass fill-in the bubbles "evaluation" forms, often

ruining these teachers' careers simply because the teachers deigned to question the disastrous lack of discipline in the school. In the old days, we had real leaders in our schools. They made the kids behave. They stood up to the parents and defended the teachers.



They praised the teachers in public and criticized the teachers in private. They ran the schools, and everyone knew it. They were leaders. The schools ran like a top. If they couldn't cut the mustard, the superintendent didn't sweep the problem under the proverbial rug. He simply relieved them. Leadership was paramount. Now ass-kissing is paramount, and what we now have are schools which are out of order. Chaos reigns because current superintendents don't put a premium on leadership. But, in schools, leadership matters.

MACE. Fired up against Teacher Abuse. This condition is widespread and out-of-control. Little small-minded, insecure, petty, and vindictive administrators are provided lethal weapons — dumb-ass, circle-the-bubbles "evaluation" forms which are used in a manipulative, retributive, and punitive manner against any teacher who displays gumption, integrity, backbone, and character. These angry and abusive administrators become more dangerous than monkeys dancing on powder kegs with a handful of Bic lighters. But, there is one union that gives them much pause. When you say "MACE," they listen. **MACE.** Don't teach without it.



*These days, school principals think that they need to be mean and nasty toward teachers. They ignorantly think that they can increase learning by pulverizing the teachers. And, of course, these angry and abusive administrators think that they are above the law... until they run into **MACE**. They quickly*

*learn that **MACE** is not like GAE, PAGE, or other weak and feckless teacher associations. **MACE.** Don't Teach Without It!*

You abusive school administrators had better not get **MACE** fired up. **MACE** didn't invent the picket; **MACE** invented DquadA. Direct Action Against Abusive Administrators. No other teacher organization in Georgia has DAAAA, and each is feckless in their feeble attempt to help teachers. The **MACE** Members, however, expect and are provided aggressive and effective advocacy. When you say "**MACE**," administrators listen. This is a fact, Jack.



Unlike GAE and PAGE, MACE Represents Only Teachers, Not Administrators. The Choice is Clear!



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



The **MACE** Team returning from a school visit with teachers.



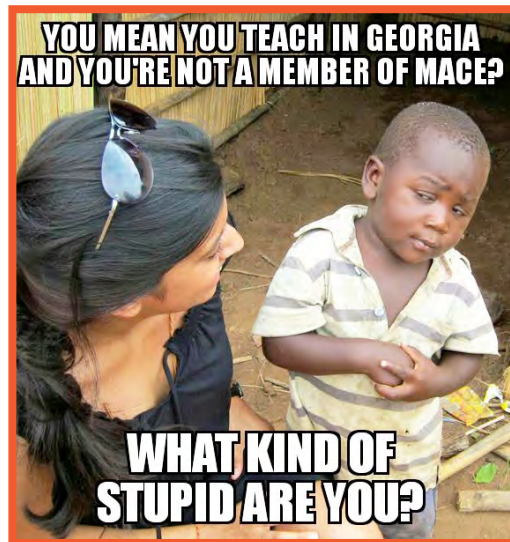
Dr. John Trotter expressing **MACE** views in an interview with Channel 5.



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**!



Dr. John Trotter in picket mode.



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



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).

"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

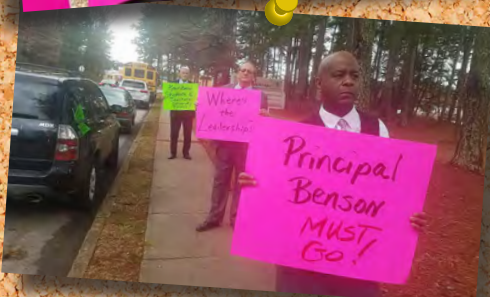
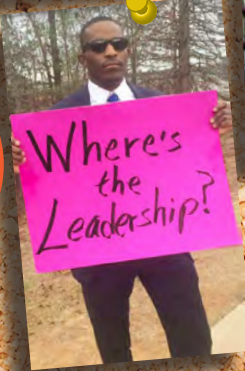
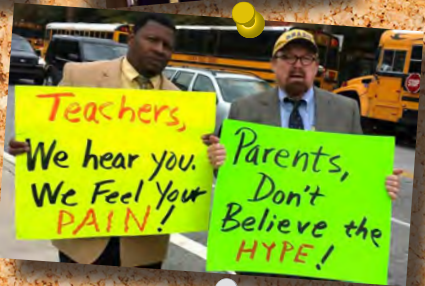
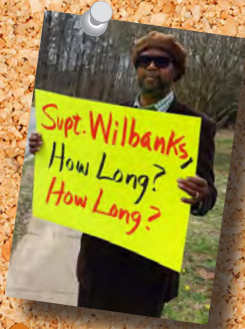


MACE staff members, William Woods, Esq., Lenny Berger, and Dennis Yarbrough enjoy a moment with teachers at Douglas County H.S.



Another teacher happy with **MACE**'s representation. Macon, GA.

"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 Rhodes Alston Trotter, BA, MA, EdD, JD



MACE...On Discipline And Safety

School safety is almost always directly linked to school discipline. American public schools -- regardless of income -- are so lax in discipline. Students talk back to teachers with impunity. In fact, the weak and feckless administrators even allow students to get by with cursing out teachers and other students. This leads to bullying weaker and "weird" students. Students roam up and down the halls, even when classes are in session. Again, this is done with virtual impunity. Students wear the worst attire. There are no standards in this regard. If students want to wear oversized garb and trench coats, they can. Chaos reigns in our schools. The discipline is out of control. Over 30 years ago, our politicians and educrats decided that the "problem" in American Public Education (APE) was the teachers. Hence,



the school administration started operating from a new paradigm. They started snoopervising and riding herd over teachers instead of focusing on students and making them behave. Nancy Pelosi type school principals began to replace Benjamin Netanyahu type principals.

These ridiculous "instructional leaders of the school" began rapidly replacing the "school disciplinarians." Ergo, we now have public schools wherein the discipline is out of control. Structure is missing. There is no order, and order is the first law of the Universe. Without order, chaos reigns. The chickens are truly coming home to roost. Our politicians and educrats decided over 30 years ago that student discipline was not that important in our public schools. It was all about the "curriculum" (and even it was watered down, and any student failure to learn the curriculum was immediately blamed on the teacher). But, what we can easily see is that when there is no discipline in the school, it doesn't matter what the curriculum is. If the public wants to significantly reduce mass murders carried out by students in our public schools, then the public needs to demand discipline being restored to our public schools.



We have metal detectors and screenings at airports, county, state, and federal courthouses, etc., and we protect with guns politicians, the Hollywood elite, and use them at sporting events. But our

schools are wide open with pitiful, anemic, and stupid "Gun Free Zone" signs. I advocated in a book in 2014 for schools to have armed personnel and to do away with the stupid "Gun Free Zone" signs. We should have an armed guard for every 300 students in the public schools. Right now most large high schools have four or five assistant principals. Most are useless. They just paper-push and snoopervise teachers. They are not worth a plugged nickel in supporting teachers in disciplinary matters. A school that has taut discipline will obviously have less violence. Bullying leads to this kind of violence. Re-establish dress codes in school. Buttoned-down shirts with shirt tails tucked in. Obviously no trench coats. Perhaps blazers like worn in some private schools. Only clear book bags. Replace at least one-half of these usually useless administrators with armed guards, and, like I said, add one armed guard per additional 300 students. For example, a very large high school of 3,000 students should have at least 10 armed guards. Just see Security Personnel as another department in the school like the Math Department or the Science Department. A school with lax discipline and replete with bullying and with no dress code is more likely to have outbreaks of mass violence. Schools in the 1950s and 1960s did not have these outbreaks of mass killings. Students were not filling their minds with violent images from videos, etc. And the school administrators ran taut ships. Today, the schools are so lax, with students roaming up and down the halls, even when classes are in session. Order is the first law of the Universe, and our schools are out of order. — JRAT. © MACE, 2018.

Educational Dumb Asses...

How did our politicians and EDAs (Educational Dumb Asses) ever come up with the idiotic and most destructive notion that teachers are the ones whom they need to ride herd on and not the students? This malevolent paradigm shift took place in the mid-1980s after the publication of *A Nation at Risk* in 1983. Immediately, administrators were put in charge of snoopervising teachers and essentially ignoring school discipline. The teachers were no longer supported in their attempts to discipline the defiant and disruptive students in their classrooms; the teachers were simply blamed for whatever went wrong in their classrooms. If the students didn't learn enough, then it was the teachers' fault. If the students acted like fools, then it

was the teachers' fault. The teachers became the scapegoats for everything. The administrators never again cared one rat's ass about student discipline. The students were allowed to stay in the classrooms, disrupting any attempts by the teachers to establish orderly instructional environments. These feckless and weak-ass administrators are worthless. This pernicious and egregious paradigm must be jettisoned and sent to the pit of hell. Students are now allowed to curse out teachers in front of the entire class with impunity. This is no exaggeration. This is hardnose reality. American Public Education (APE) will NEVER improve until this maggot-filled educational paradigm is kicked to the curb and thrown into the ash heap of history. — JRAT. © MACE, 2018.



MACE Devours Administrators Who Abuse Teachers!

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!

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 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**.

WANT TO STOP PAYROLL DEDUCTION?

(Sample Letter)

(Date)

Dear Payroll Department:

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

I no longer wish to be a member.

Thank you.

Sincerely,

Name: _____

Signature: _____

Soc. Sec.#: _____



Metro
ASSOCIATION OF
CLASSROOM EDUCATORS

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.

"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 _____

Cell Phone Number _____ 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 be 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 1st or 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 _____

Routing No. _____ Checking Account No. _____

Date _____ Monthly Payment Amount \$ **44.00** Draft Starting Date _____ / 1st or 8th /

CIRCLE ONE

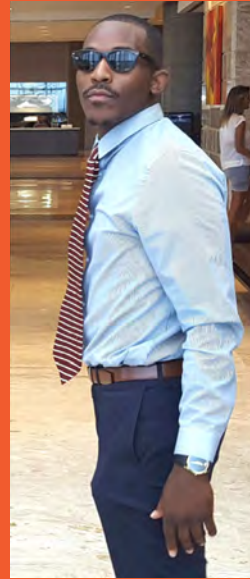
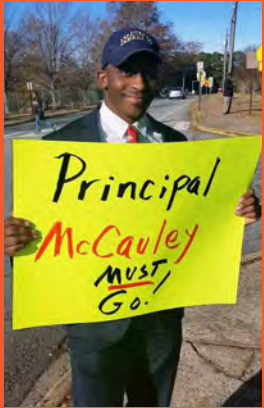
(Attach a check for \$44.00 to this form. The application must be accompanied with a bank draft authorization. Or, you can pay \$528.00 for an annual membership. Membership fees are non-refundable.)

Can You Really Afford To Teach Without MACE?

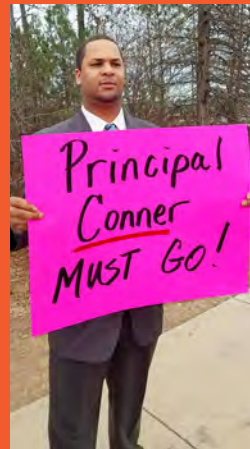
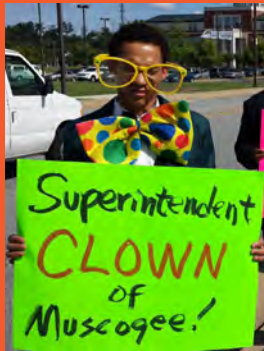


Photocopy or cut along dotted line.

MACE. For Teachers Teaching In Tough Situations!



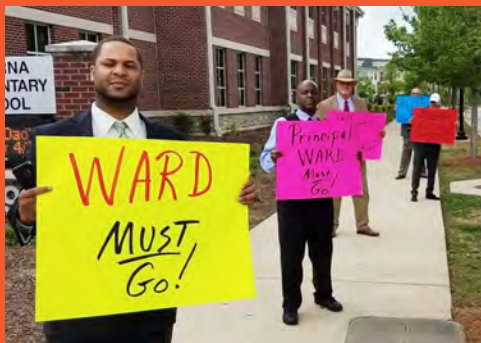
When a school administrator, because of his or her positional power, picks on a teacher, this makes my blood curdle. And when that administrator learns dumber, he or she deserves a public picket. I still get fired up when I'm organizing a picket and we're getting ready to kick that administrator in the metaphorical ass! Then the administrator knows how it feels to be embarrassed and humiliated...and he or she quickly learns that he or she had better treat the teacher with respect and dignity. **MACE. Don't Teach Without It! – JRAT.**



"MACE knows the issues in public education. There are essentially four issues: (1) Defiant & Disruption Students; (2) Irate & Irresponsible Parents; (3) Angry & Abusive Administrators; and (4) Systematic Cheating -- not just on standardized tests but also when administrators force teachers to give students grades that they did not earn. Educators try to treat a lack of learning as mechanical/technical breakdowns when they are really motivational breakdowns. The students just refuse to learn. They lack motivation, and the motivation to learn is a cultural phenomenon"
— John Trotter, BA, MA, EdD, JD



"Are you telling me that you are going to focus on academic achievement and presume that the discipline will fall in place? This may offend you...but you are a complete nitwit. An educational dumbass. If you focus first on academic achievement, you will have neither academic achievement nor discipline and order in your school. But if you first establish discipline and order in your school, then you might also get academic achievement, depending on the motivation and capabilities of your students. I can



The Teacher Blame Syndrome (TBS) is a degenerative and degrading disease. It is epidemic. The Students-Administrators-Parents (SAP) Axis attacks teachers on a non-stop basis. Teachers have just one friend and advocate. That friend is **MACE**, the most feared and effective teachers union in the South. When you say, "**MACE**," administrators listen. Unlike GAE and PAGE, **MACE** represents and defends only teachers, not administrators. The choice is clear. **MACE. Don't Teach Without It!** Note: **MACE** membership is completely confidential. — JRAT.



assure you that order is the first law of the universe. In order to have any chance of establishing academic achievement at your school, you must first establish discipline and order."
— John Trotter, BA, MA, EdD, JD