

MEMBER SERVICE REPORT

Christian
Educators

*"Those who live in the shelter of the Most High
will find rest in the shadow of the Almighty.
This I declare about the Lord: He alone is my refuge,
my place of safety; he is my God, and I trust him."*

Psalm 91:1-2, NLT

2022 - 2023

From the Executive Director

What a privilege it is to serve our amazing members!

Across the country, Christian Educators members are on the front lines of the complex issues facing our schools and culture. As you read the accounts in this report, you will be encouraged by how these members faced challenges including gender ideology, union aggression, false abuse allegations, threats of violence, and even simple misunderstandings.

Why will you be encouraged? Because these members responded with biblical wisdom and Spirit-led grace—and saw God move in response.

One of my favorite aspects of this ministry is the opportunity to talk and pray with educators who are facing a crisis, and invite the Holy Spirit to intervene. We often get a front-row seat to watch God flip the script and turn what the enemy intends for evil into good. While every situation does not resolve according to the scripts we would write—God is smarter than we are—we know that every situation is an opportunity for God to be glorified and for His kingdom to be manifested.

Isn't it always better to respond to an unjust situation with prayer, love, and grace, rather than anger and retribution? When we respond this way, we invite God to intervene with His power, and He is faithful. Rather, when we act out of anger, my sense is that God often steps back and allows us to try to resolve it without Him—exactly where we do not want to be.

Thank you for trusting us and our amazing educational and legal consultants to walk you through any challenge you face with prayer and from a biblical perspective. We know that even when you respond to challenges with prayer, love, and grace, there are still times when legal defense is necessary. Thank you for trusting us to support, connect, and protect you so that you can continue serving as thriving ambassadors for Christ in our schools.



CEAI Executive Director
David Schmus

A handwritten signature in black ink, appearing to read 'D. Schmus'.

Member Service Cases 2022-2023

A service case occurs when a member reaches out to Christian Educators for help from one of our legal or educational consultants. We group these cases into the following ten categories.

718 Total Cases
July 2022 - June 2023

Contract/Employment (239)	33%
Faith Challenges (91)	13%
Student/Parent Conflicts (75)	10%
Educational Practice (69)	9%
Religious Freedoms (56)	8%
Professional Association (55)	8%
Supervisor Conflicts (50)	7%
Allegations (32)	4%
Other (29)	4%
Peer Conflicts (22)	3%

The following stories are snapshots of some of the ways we served our members from July 2022–June 2023. Some details have been altered to ensure the privacy of our members.

- To learn more about our
- Educational Consultants
- and Legal Services, please
- see pages 11 and 12!
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Faith Challenges

*Issues and challenges a member may face
when walking out their faith in a public school*

One of our members, a middle school guidance counselor, attended a professional development training just prior to the start of the school year that was led by the state's most influential LGBTQ+ activist organization. During the training, the district's school counselors were instructed to start implementing Transgender Support Plans for students upon their request. These plans outlined policies regarding preferred names, pronouns, and facility usage. They also did not require parental knowledge or approval because parents were assumed "unsafe" until proven otherwise. Although concerning, given the particular community served by his school, our member thought it was unlikely to affect him.

However, within the first week of school, he was approached by a student who requested a Transgender Support Plan. She wanted to be called a different name and by male pronouns while at school but insisted her parents be kept in the dark. Our member was conflicted. He believed it was both wrong and harmful to affirm this child's gender confusion and to hide it from the child's parents. But how would he remain true to his values, minister to this student, and keep his job?

He reached out to Christian Educators for prayer and wise counsel. Our consultant advised him to first research his district's policies because directly violating a board-adopted policy can result in discipline and potential termination. In the meantime, he suggested prayerfully seeking the Lord for creative ways to navigate this delicate situation—not unlike Daniel in the Bible.

After much prayer, our member took his concerns about withholding information from the parents to his administration. In response, the district administration decided to fill out a new Transgender Support Plan with the student, requiring our member as the school counselor to implement the plan. In response, he did the best he could to balance his own convictions while avoiding insubordination in order to maintain a relationship with this student that God could use.

Subsequently, the student's mental health and behavior worsened and it became evident that the student's parents needed to be involved in supporting their child. After praying about it, our member felt led to encourage the student to share her struggles and all that had transpired with her parents. Thankfully, the student agreed.

**How would he remain
true to his values,
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job?**

At first, the parents were understandably upset that vital information about their child had been kept from them. However, they were ultimately thankful to have a better understanding of what their child was going through so they could help. In the following weeks, the student's mental health improved and she began to excel academically. She also decided that she no longer wanted to identify as transgender and therefore did not need the Transgender Support Plan.

Our member eventually learned that the implementation of Transgender Support Plans was never approved by his school board despite the fact that it was presented to the staff and upheld by the administration as if it were. This is why we always encourage our members to read their district policies and are available to assist them in finding and interpreting them. While directives from administrators unsupported by a specific board policy cannot simply be ignored, this does provide members with an opportunity to make respectful appeals to supervisors based on actual board policy.

Our member was thankful for the support and guidance from Christian Educators throughout this unsettling ordeal. Without this help and godly wisdom in an extremely challenging situation like this, the story could have ended a lot differently.



This [member's story](#) was originally published in Christian Educators' 2023 Winter issue of *Teachers of Vision* magazine. Unbeknownst to the member, the article made it all the way to the Governor's Secretary of Education! In response, the Secretary of Education requested to speak with him. During their conversation, she asked if he would serve as an advocate for pro-parental rights on behalf of educators as they develop future state policies. He is honored and excited to get involved! "God really used my story in ways I didn't expect," he says in awe of God's faithfulness.

If you would like to learn more about your district's policies, [here](#) is a list of school districts by state that have Transgender/Gender Nonconforming Policies that openly state that district personnel can or should keep a student's transgender status hidden from parents.

Religious Freedoms

Issues and challenges a member may face when exercising their freedom of religion

After receiving job offers from a public school and a private school, a California member felt conflicted and asked Christian Educators for advice. Our member said that she felt led to serve in the public school. However, when she was invited back to the public school for a second interview, she listened to a teacher read a story to six-year-olds that promoted LGBTQ+ lifestyles during a scheduled observation. As a result, she questioned her ability to work in a public school with curriculums and colleagues who promote these agendas.

Our Christian Educators representative prayed with her and promised to continue upholding her in prayer in the days to follow as she made her decision. She also recommended making an appointment with the principal to discuss the two job offers, and as the Lord leads, share her feelings. She advised her to be open and transparent about her Christian faith and the conflicts that she is concerned about facing if she accepts the job.

When our member met with the principal a few days later, she was pleasantly surprised that the principal graciously heard what she had to say, respected it, and said she still wanted to hire her. Not only that, but the principal went on to tell her that the teacher who she had observed reading the LGBTQ+ book was moving on to a different school, and she was happy to have her as a replacement! The teacher praised the Lord, signed the contract, and has continued to enjoy teaching first grade in that public school setting to this day.

Peer Conflicts

Conflicts between coworkers and colleagues.

While working as a school nurse in Pennsylvania, one of our members was struggling to deal with a challenging fellow school nurse. This difficult coworker often yelled and talked down to students and other staff members, frequently bringing them to tears. She also blamed others for her mistakes, pushed her work onto her colleagues, and failed to maintain proper documentation and required health codes for the office. Our member notified the human resources department and submitted significant documentation of the inappropriate behavior and incompetence. But, despite all of this, the union representative continued to defend the difficult coworker.

Member Service Stories

When this member reached out to Christian Educators for more advice, our consultant advised her first to pray for the challenging co-worker. Then, consistent with the biblical approach outlined in Matthew 18:15-17, approach her privately with concerns in a loving manner. If her behavior continues, we advised meeting again with another peer present and/or with the principal. If there is still no improvement, Christian Educators offered to help this member file a grievance in response to the hostile work environment.

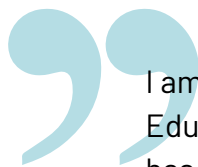
Contract/Employment

Issues or questions about pay, benefits, contracts, required duties, etc.

A member in California called for advice when the public elementary school where she had been teaching for the last ten years announced they would be closing at the end of the school year and consolidating with another nearby school. To discuss staffing for the following year, her school's union began to hold meetings. However, because she left the union to join Christian Educators, she had not been permitted by the union to attend the meetings. Furthermore, other teachers were instructed by her building union representative not to share information with her. When she asked her district union president why she was not allowed to attend, she was told that the meetings were for members to discuss bargaining issues. In addition, she was told she could rejoin the union if she wanted to attend future meetings, or she could make an appointment at the district office to discuss staffing.

Christian Educators advised her to not be troubled by this resistance from the union. We encouraged her to communicate and work through her principal since he will ultimately make the decisions regarding future placements. She was thankful for the prayerful support she received during this stressful time!

Note: At Christian Educators, we are intentionally creating a culture of openness to others, rather than the exclusionary, closed approach practiced by unions and demonstrated in this story. Nearly 100% of our resources are free to anyone, and our events are open to all. We believe God honors open hands that seek to bless and welcome others.



I am very thankful that I have been a member of Christian Educators for almost 10 years. Being a part of this community has been a pleasure and I was thankful to have had the support several years ago when I had an issue with my district's Master's Degree salary schedule. – Vicki

Professional Association

Questions about Christian Educators membership, unions, liability insurance, and benefits.

One of our California members sent certified letters to her local union president and district office resigning her union membership. In response, her union president indicated that the California Teachers Association requires that they meet to complete the form in person. Though an in-person meeting is not legally required, Christian Educators advised this member to go ahead and meet with the local union president, seeing it as an opportunity to share that while she was happy to continue supporting the local union, she could no longer support the state and national union agendas with her membership and dues. She was thankful for the quick reply and counsel from Christian Educators and the opportunity to join an organization that supports her values.

**Many educators have offered to continue supporting their local unions with financial contributions equivalent to their local membership dues—in this case about \$200. However, most local unions refuse these contributions, because if they accepted partial payment of dues for local services, it would be equivalent to allowing local membership only, which they will not do.*

Supervisor Conflicts

Conflicts with supervisors, administrators, superintendents, etc.

While working in her role as a special education teacher, a member from Colorado was advised by her director to take actions that she believed to be illegal. She was even threatened with a write-up if she didn't comply. She met with a supervisor who told her that all concerns must be handled with her director.

Concerned about what to do next, she asked Christian Educators for advice. Our consultants advised her to keep a detailed log of the illegal directives, including dates. We also advised her to clarify in writing with the director any concerns she has about directives she is given that she knows to be illegal through the district email system. In addition, we told her it would also be wise to print hard copies of all correspondence with her and keep them in a safe place at home, given that school districts, though unethical, can delete messages from their email systems.

We assured her that if her director writes her up, Christian Educators will help her respond with a rebuttal using the records she compiled. Our consultants also joined her in prayer for a positive resolution...one that is legal and honors God.

Student/Parent Conflicts

Conflicts between educators and students and/or parents

A member reached out to us after a very concerning situation unfolded at her school. At the end of the day on a Friday, one of her students reported to her that another student had threatened to bring a gun to campus. When further questioned by his peers, he laughed and said he was kidding. However, the student who approached our member with this information still felt concerned enough to report it.

Our member immediately took this information to the administration. But the administration said they wanted to wait until the following Monday to call the student in to explain. Concerned that this was not an appropriate response, she immediately called the sheriff's office and reported the gun threat. In response, her principal requested a non-disciplinary meeting with her for the following Monday and suggested that she bring a union representative.

Our consultant promptly responded to this member's request for advice prior to the meeting. He affirmed that she did not overreact by calling the sheriff because any mention of a weapon should be taken seriously regardless of the motive. Furthermore, students need to understand that any threat of violence will warrant involvement with law enforcement. Our consultant then coached her through the process by suggesting she bring a witness to the meeting with the principal and keep an open mind, listening to the principal's questions and concerns while trying her best to not get defensive.

She was thankful for the peace of mind and confidence going into the meeting. She reported that her principal did start the meeting by defending the inaction. But she listened and then calmly explained her position. No disciplinary action was taken against her, and the student who made the threats was disciplined. Thankfully, the police investigation determined that the threat by the student was not credible.



Thank you so much for reaching out to me. The case was deemed unfounded so no legal action was needed. You all were extremely helpful and kind. There isn't anything more I could have asked for. Thank you again! – Leslie



Educational Practice

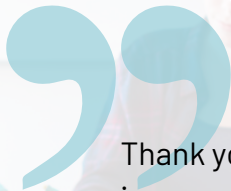
Issues educators may face while teaching in the classroom such as evaluations, IEPs, curriculum, etc.

An Arizona member was surprised when he received a Teacher Improvement Plan (TIP) from his principal who had never observed his teaching or even been in his classroom. Additionally, he was frustrated because there was no conversation, follow-up, notification, or warning that he would be placed on a TIP.

When he reached out to Christian Educators for help, our consultant assured him that this action by his principal was clearly unprofessional, but not illegal. He was advised to be open to the suggestions in the TIP, following it as closely as possible while also keeping detailed records of his compliance. Meanwhile, Christian Educators covered him in prayer and believed with him that God was working through this stressful situation on his behalf.

Weeks later, when he eventually met with his principal in person, he sensed a breakthrough in the misunderstanding and miscommunication of observation procedures that had been occurring. His principal was very open to listening and working with him on issues that were affecting the staff's confidence and trust. By the end of the meeting, the principal even suggested forming a teacher advocacy group in their building.

This member expressed his thankfulness for the advice and prayerful support from Christian Educators, "Overall, I believe this matter, through the power of the Holy Spirit, turned out to be beneficial in gaining an understanding of what appears to be miscommunication and misunderstanding of the observation and evaluation process on campus. I would recommend joining Christian Educators to any of my colleagues!"



Thank you for your emails. I can't put into words how impressed I am with Christian Educators and Liberty Counsel. I received an email within hours of my request and a phone call from someone representing Christian Educators. That never happened when I was part of the union! Christian Educators has been a God send. I'm so glad my husband and I found Christian Educators and left the union almost a year ago. Thank you so very much. – Katie

Allegations

A claim brought against a member often resulting in disciplinary action.

A Florida member contacted Christian Educators after she was removed from her classroom by her principal due to allegations that she had shoved a student. The member shared with us that a student was being defiant and refusing to follow her instructions. She escorted the student out of the classroom and down a hallway to a multipurpose room. The student again attempted to defy her instructions and leave the room. When the student reached for the doorknob, she brushed his hand away and then went back to the classroom to get her cell phone to call security. In response, the student said he was going to get the teacher fired. The student also later claimed that the teacher called him a derogatory name. In addition, other students who did not have an adequate vantage point gave statements that the teacher had pushed him against a wall and smacked his hand in what seemed to be a contrived effort to accuse this teacher.

This member spoke with the district investigator from the central office and local law enforcement. Christian Educators helped her file a job action claim and get a local attorney. We also helped her write a response to submit to the state board. Throughout the process, we encouraged her to not be fearful of police involvement. Due to their experience and perspective, police are typically better equipped to investigate than school administrators. Police are adept at quickly discerning the truth and are not afraid of offending parents or anyone else with their conclusions, allowing them to quickly reach an unbiased conclusion and greatly reducing the likelihood of investigatory suspension for the teacher.

Thankfully, after a few weeks, our member learned that the Children's Services and sheriff's investigations concluded that the allegations were unfounded. She was thankful to have Christian Educators' prayerful support and expert advice on her side throughout this daunting ordeal.



Educational Consultants

Christian Educators has five experienced Educational Consultants available to advise members with their education-related issues and questions.

Finn Laursen was a public school educator in Ohio for 32 years, serving as a teacher, counselor, principal, and superintendent for the last 11 years of his career. He then served for 14 years as the Executive Director of Christian Educators. Since his retirement, he has continued to bless Christian Educators as an Educational Consultant. In addition, over the past 20 years, Finn has given speeches and offered training about legal freedoms in our public schools for many ministry leaders and at venues such as the National School Boards Association Conference and the Ohio Association of Administrators Conference. Finn has also testified as an expert witness for educators in local and federal court.

Dr. David M. Piccolo currently serves as an Educational Consultant for Christian Educators as well as a Faculty Supervisor and Mentor to aspiring administrators at Grand Canyon University. His 43-year career in education has included roles as a teacher, coach, head of school, principal, and superintendent at several public and private schools and colleges. In 2016, he was ordained as a minister of the Gospel and actively preaches and works in ministry at local churches.

Derald Glover has served in public education in Oklahoma for 38 years as a teacher, coach, assistant principal, and superintendent. In 2014, Derald worked with other school leaders to start the Association of Christian Administrators (ACA) which provides encouragement and support for Christian leaders in schools and has affiliates in seven states. After retiring from public education in 2018, he became the Assistant Executive Director for the Oklahoma Association of School Administrators, offering training and guidance for superintendents and central office staff across the state. Derald has been an Educational Consultant for Christian Educators for the past two years.

Dr. Craig Scott is a lifelong educator, including 10 years as a teacher, 4 years as a secondary language arts chair, 2 years as a secondary building principal, 26 years as a superintendent of schools, and 10 years as a school board member (5 as the school board president). He has also held various state-wide elected positions and appointments, including president of the Iowa High School Athletic Association, President-elect of the Iowa School Board Association, and numerous Governor appointments.

Prior to his retirement in 2021, [Tim Johnson](#) worked in public education in Minnesota and Montana for 24 years as a middle school math and science teacher, administrator, and superintendent. From 2017–2022, he served as a Ravalli County Sheriff’s Reserve Deputy. In 2019, he ran for Montana’s lone US congressional seat. But after withdrawing from the race, he was subsequently hired as a Deputy Superintendent for the state of Montana’s Office of Public Instruction. He has spoken at numerous conferences and testified before legislative committees and various school boards regarding the 4-day school week and safety planning. Tim has been an Educational Consultant for Christian Educators for 2 years.

Legal Services

Christian Educators’ Director of Legal Services, Jean Lamfers, is available to advise our Members with Coverage in the case of job actions, lawsuits, or other legal actions.

[Jean Lamfers](#) counsels Christian Educators members on their rights and potential liabilities on topics as far-reaching as Title IX claims, challenges to a teacher’s credentials, allegations of inappropriate discipline, or questions about under what circumstances can a teacher affirm their faith. In addition, she is our resource for local counsel referrals when formal actions are taken against our members. When necessary, Lamfers makes every effort to connect members with local counsel in their state to represent members in protecting their jobs, while continuing to coordinate benefits and serve as a sounding board for legal issues.

Lamfers and Christian Educators are constantly working to build a network of attorneys who are keenly attuned to the challenges our members are seeing in their classrooms and facing in their professions. Our outreach also includes partnering or associating with other faith-based legal organizations to broaden our assistance when possible.

As of December 1, 2022, job protection benefits increased by 60% for [Members with Coverage](#).

Benefits

Christian Educators Member with Coverage benefits:

- Up to \$2 million in liability insurance coverage in case you are sued
- In the case of a job action against you, such as suspension, termination of employment, or involuntary transfer, you will be provided with a local attorney to represent you, up to the limits of coverage
- Unlimited access to educational consultants for advice, counsel, and prayer support
- \$60,000 Term life insurance (first year at no cost-subject to all eligibility guidelines and carrier approval)
- *Teachers of Vision* magazine
- Daily devotionals
- A host of online resources at christianeducators.org
- Affordable insurance products for you and your family: quality, comprehensive coverage at group rates
- 40% discount on all Teach 4 the Heart courses
- College scholarship and educator grant opportunities
- An annual membership fee that is one-half to one-fifth of the cost of the average union dues

Thank you for your continued support!

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