



Member Service Report

In everything set them an example by doing what is good. In your teaching show integrity, seriousness and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us."

TITUS 2:7-8 NIV

a year's overview

Letter from the Executive Director

What a year it has been! Sparked largely by the response to the pandemic, we experienced a 72% increase in member service cases in the last year. But this wasn't just the pandemic. Other factors contributed, like:

- Our overall membership grew by about 20%.
- We saw a significant increase in questions about controversial issues like gender identity and critical race theory/DEI programs.
- More and more educators are being confronted by unbiblical curriculum recommendations or mandates.

To better serve the increased needs of our members, we have expanded our team of consultants, have hired new office staff, and have streamlined and improved our operations.

Should you ever have the need to contact us, I am confident that you will reach us quickly and easily, be supported and encouraged in your faith, and will see God move in your situation.

I would recommend that you read our feature story on page 5 about a teacher who was angry about a principal's decision impacting religious liberty. Rather than responding in anger, he humbly submitted to wise counsel. As a result, he not only saw liberties restored, but relationships strengthened and God honored.

May we continue to support each other and prayerfully contend for God's presence and purpose in our schools in 2022-23!

Thank you for your membership.



CEAI Executive Director
David Schmus



Christian Educators 2021 - 2022

Year in Review

Throughout the past two years our teachers have endured the long haul of educating our children with ever-changing COVID protocols. Largely due to the pandemic, Christian Educators has seen the number of cases grow by 60% in the last year. Additionally, questions from our members about curriculum, critical race theory and gender identity have significantly increased.



60%

**Increase in cases
since last year**

<i>Contract/Employment</i>	43%
<i>Faith Challenges</i>	9%
<i>Religious Freedoms</i>	9%
<i>Professional Association</i>	8%
<i>Educational Practice</i>	8%
<i>Allegations</i>	5%
<i>Student/Parent Conflicts</i>	5%
<i>Supervisor Conflicts</i>	4%
<i>Peer Conflicts</i>	2%

Member Service Stories

Following are snapshots of how we served our members from July 2021 - June 2022.

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



The mindset shift you gave us to stop seeing ourselves as victims whose rights are being infringed upon, to instead, being cheerful missionaries in a foreign culture was life-giving and life-changing.

- Kristi S.

**FEATURE**

Religious Freedoms

This relates to issues and challenges a member may have walking out their faith in the classroom.

A member in Pennsylvania, who is the advisor of the FCA club at his local school, was frustrated when his principal requested he remove a Christmas display. During the Christmas season, all school clubs were invited to decorate their doors on campus. The FCA club's decorated door included a nativity scene as well as a powerful presentation of creation, the fall, and the gospel. Fearing that it was a violation of separation of church and state, the principal asked our member to remove the display.

Believing this to be an infringement of his religious liberty, our member wanted to know if he had to comply. Our consultant advised him that this was actually a violation not of his own rights but those of his students, and that his role as the club advisor was to comply with the principal's request, while alerting him to the potential of placing himself and the district in legal jeopardy. The Christian Educators consultant also advised the member to direct the students and their parents to legal resources that could help them take their complaint to the school board.

The results of this consultation with Christian Educators were that the advisor removed the display, the parents and students found their voices as they took the matter before the school board, and the school board sided with them. Due to the school board's understanding of open forum laws and freedom of religious expression, the administration allowed the club to reinstall the display.

While our member knew he was in the right, the advice he received from our consultant produced a far greater impact on the community than insisting on the right to keep the display up. In the end, everyone in the school witnessed his humble compliance with authority in taking the display down and gained a valuable education on student religious freedoms when the school board directed the display to be reinstalled.

In following solid, biblical counsel, the club advisor honored authority, protected his principal from potential legal action, and encouraged his students to trust in God's sovereignty as they pursued their religious liberty in a respectful manner. This ultimately gave greater glory to the Lord, which was the ultimate purpose of the display in the first place!

Faith Challenges

Members facing challenges walking out their faith in the classroom

As a third grade teacher at a local elementary school in Missouri, our member was not comfortable sharing LGBTQ+ books with her students. As a third grade team, her fellow teachers had agreed to share content like this in their classes. She reached out to Christian Educators for advice. Our consultants responded immediately saying, "As far as your legal right to not support the books 3rd grade teachers chose to read...since they are not your supervisor, you clearly are not obligated to use the material they select. Obviously they may be upset by such, but you are an employee of the district...not their employee....so you can simply and politely opt out of the project." This gave our member peace of mind when she decided to opt out of reading books with LGBTQ content to her students.

Professional Association

Questions about CEAI, unions, liability insurance and benefits

One of our members was considering switching from their teachers union in Nebraska to Christian Educators. Christian Educators was more than happy to help and provided him with step-by-step instructions on what was the best way to leave his teachers union. After prayerfully considering his decision, he ended up joining Christian Educators. He was thrilled to be a part of the organization stating, "It's awesome to know that I am part of an educational organization that brings God into the picture. I really can't think of how you can improve your service. The personal touch and communication is really appreciated. Thank you and I look forward to this school year and being able to be a part of CEAI!"

God is always good and He proved it yet again. He went before me and fought this battle on my behalf. Thank you for the prayers and for the quick response this morning. It's so reassuring to know that I can count on CEAI and your team!

- Jayme M.

Educational Practice

This relates to the practice of teaching in the classroom in regards to evaluations, IEPs, curriculum etc.

A kindergarten teacher in Maryland had an issue with a student who was being physically abusive with her and with the other students. With 22 students, she was finding it hard to protect the other students without help. Parents had started to complain, and her admin was not offering any assistance or guidance. Christian Educators advised her to document the incident in writing, and share her notes with her administration. After the meeting, the administration started to understand the magnitude of the issue, and our Christian Educators consultant suggested keeping communication lines open with them no matter what. The member was thankful for our help and counsel.

Allegations

Allegations against teachers may involve a reprimand or discipline case against them.

One of our members in California was accused of leaving a mark on a child. The allegation came within a week of the member bringing in six pastors to a school board meeting to expose the horrific books flooding into the local elementary school libraries. Our member felt it was clear retaliation for her activism in exposing the sexualization of children in her district. Local authorities were brought in to investigate and the member immediately sought out legal counsel through Christian Educators. The situation was resolved without consequences to our member and she continues to be a strong voice for children in her district and beyond.

Supervisor Conflicts

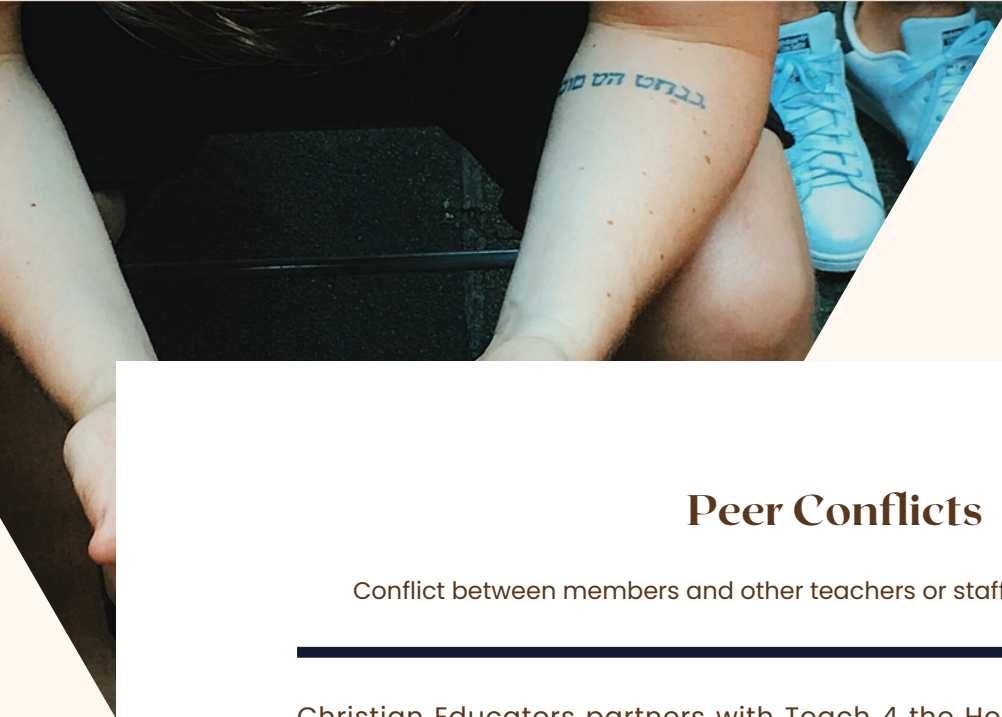
Conflicts with teachers and supervisors, administrators, superintendents etc.

In Minnesota, one of our members received a subpoena about her district being sued due to the actions of her former principal. Parents were upset that the principal had posted gay pride flags around the school. While not named as a defendant in the suit, facts about the member (her name and some information that she possessed) were mentioned. The district advised her to obtain legal counsel on short notice, while denying her financial support for this representation. On the surface, this situation seemed to fall between the cracks of insurance coverage because it was neither a liability nor a job action claim, yet was still a legal expense. Our consultant coordinated covered representation with our insurance carrier through a seldom-used section of our policy that ended up reimbursing the member for most of her legal fees. This story is an example of how the Lord used our legal and insurance resources to support His daughter when her district put her in a difficult position.

Student/Parent Conflicts

Conflict issues between students and/or parents and educators

One of our members had a student join her class late in the school year. When the student joined her class, he brought a USB flash drive to school. The flash drive broke off in one of the school's laptops, leaving the computer unusable. When the issue was addressed with the student, his parent became angry and started threatening our member with legal action if she didn't provide photographic proof of the student's actions. She reached out to Christian Educators after finding her principal unsupportive. We assured her that she would be protected in the case of a lawsuit through her coverage with Christian Educators, and advised that if there was any further contact with said parent, to require that an administrator be present. The situation was resolved by the principal handing the laptop over to the parent to be fixed. Our member was thankful for our counsel and support.



Peer Conflicts

Conflict between members and other teachers or staff that may work with them.

Christian Educators partners with Teach 4 the Heart to provide trainings to benefit our members. One of our members sent the materials in a staff-wide email and was met with hostility—a fellow teacher commented that the message was inappropriate. Christian Educators provided coaching and prayer support before her meeting with her administration, and the meeting went well! The member responded with rave reviews: "To summarize, everything turned out really great! I definitely felt the Holy Spirit's presence with me and I think everything will eventually blow over. But even if it doesn't I will continue to serve and honor God like I always have. I sure appreciate the prayers and the quick response from your team this morning. It feels really good to know that I can count on Christian Educators for support. May God continue to bless you and what you do!"

Contract/Employment

Issues or questions with pay/benefits, contracts and other required duties, etc.

Summer school had started and our member was hired to teach online at home with 29 students. She was told someone from the district would call and give her more details. She then ended up teaching 67 students with another 40 plus to follow at a variety of grade levels. Understandably the member was overwhelmed. She contacted Christian Educators, and was advised to inform her supervisor that she would need to take previously approved leave under the Family Medical Leave Act (FMLA) as the online assignment had gotten out of control. After doing so, the member thanked us for the help and let us know that the district decided to hire another teacher to split the 110 independent studies students.

Summary of Member Benefits

- Up to \$2 million in liability insurance coverage in case you are sued
- In 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
- Annual membership fee is one half to one fifth of the cost of union dues.
- Affordable insurance products for you and your family: quality, comprehensive coverage at group rates
- 40% discount on all Teach 4 the Heart courses
- Online degree and tuition discounts
- College scholarship and educator grant opportunities