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Sent Date: Fri, 26 Jan 2018 20:47:11 -0700 (MST)  
Subject: ABDO BY SERIES  
To: "Darlene Shelton" <Darlene.Shelton@CarlsbadSchools.net>

Attachments:CARLSBAD DESERT WILLOW ABDO GO BOND JAN 18 BY SERIES.xlsm (9.91 MB)

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Darlene  
Please note some are not AR

**Coye**

Coye Duncan  
OPAL BOOZ & ASSOCIATES  
[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)  
1 888 293 8795 cell  
1 877 299 3744

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From: "Coye Duncan" <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
Sent Date: Mon, 29 Jan 2018 05:58:39 -0700 (MST)  
Subject: abdo free books  
To: "Juhree Cope" <[Juhree.Cope@CarlsbadSchools.net](mailto:Juhree.Cope@CarlsbadSchools.net)>

Attachments:CARLSBAD MONTERRERY ABDO SPRING 18 FREE BOOKS FOR PO.xlsm (9.68 MB)

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**From:** Coye Duncan [<mailto:abookworm@suddenlink.net>]  
**Sent:** Sunday, January 28, 2018 10:18 PM  
**To:** 'Juhree Cope' <[Juhree.Cope@CarlsbadSchools.net](mailto:Juhree.Cope@CarlsbadSchools.net)>  
**Subject:** TOTALS AND ABDO WITH FREE BOOKS

THANK YOU.. if you need any changes just let me know  
Coye

---

**From:** Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]  
**Sent:** Sunday, January 28, 2018 6:11 PM  
**To:** Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** Re: TOTALS

Please take off any of the other Where's Waldo books. It does not matter which one.  
Thanks,  
Juhree

Sent from my iPad

On Jan 26, 2018, at 9:04 PM, Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)> wrote:

Juhree

I am so sorry.. I put the wrong amount for Jappleseed.. I have taken off The Great Picture Hunt..but need one more book..I am still over  
Coye

---

**From:** Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]  
**Sent:** Friday, January 26, 2018 3:49 PM  
**To:** Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** RE: totals and Jappleseed

Thank you!!!  
Please take off Where's Waldo: The Great Picture Hunt.

---

**From:** Coye Duncan [<mailto:abookworm@suddenlink.net>]  
**Sent:** Friday, January 26, 2018 1:43 PM  
**To:** Juhree Cope <[Juhree.Cope@CarlsbadSchools.net](mailto:Juhree.Cope@CarlsbadSchools.net)>  
**Subject:** totals and Jappleseed

THANK YOU I will send these in alphabetical order after we make a little adjustment.. it is just easier for you to see what you have.

I am over by \$18.05  
One reason on  
Abdo Black Lagoon set 4 has 10 books instead of 6

Just tell me what book to take off and I will..can be from any list.. just close to \$18..

---

**From:** Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]  
**Sent:** Thursday, January 25, 2018 10:08 AM  
**To:** Coye DUNCAN <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

Cathey is requesting that the quotes list the books in **alphabetical order by title with the ISBN number. And your company order number.**  
There is not a big rush. The orders are due to her by **Feb. 23** and we have to receive them by **April 6.**

My total budget is **\$2636.**

Thanks,

Juhree

<CARLSBAD MONTERREY TOTALS JAN 18 (002).xlsx>

From: "Linda Schinnerer" <Linda.schinnerer@CarlsbadSchools.net>  
Sent Date: Fri, 26 Jan 2018 14:22:34 -0700 (MST)  
Subject: ABDO GO BOND ORDER  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:ABDO GO BOND SPRING 2018.xlsm (4.88 MB) ABDO GO BOND SPRING 2018 PURCHASE ORDER REQUEST.xlsx (19.03k)

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Ok, let's try this and see if this is correct and if so, I'll send the other two Monday.

Thanks

Linda

From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Fri, 26 Jan 2018 14:28:01 -0700 (MST)  
Subject: ABDO  
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY ENSLOW JAN 18.xlsm (1,006.21k)

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THIS CAME BACK..TOO BIG THIS IS JUST ABDO

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**From:** Coye Duncan [mailto:abookworm@suddenlink.net]  
**Sent:** Friday, January 26, 2018 2:43 PM  
**To:** 'Juhree Cope' <Juhree.Cope@CarlsbadSchools.net>  
**Subject:** ENSLOW AND ABDO

---

**From:** Juhree Cope [mailto:Juhree.Cope@CarlsbadSchools.net]  
**Sent:** Thursday, January 25, 2018 10:08 AM  
**To:** Coye DUNCAN <abookworm@suddenlink.net>  
**Subject:** Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

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Thanks,

Juhree

From: "Coye Duncan" <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
Sent Date: Thu, 25 Jan 2018 21:00:23 -0700 (MST)  
Subject: ABDO  
To: "Linda Schinnerer" <[Linda.schinnerer@CarlsbadSchools.net](mailto:Linda.schinnerer@CarlsbadSchools.net)>

Attachments:CARLSBAD ECEC ABDO FALL 2017 FOR GO BOND.xlsm (4.89 MB)

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Linda  
Enjoyed visiting with you today.. attached is your Abdo order with free books as 00.00  
Let me know if you need anything else  
Thanks

**Coye**

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## TOP NEWS

### Florida Senate panel backs scholarships for bullied students

News Service of Florida

Students who are victims of bullying or sexual harassment would be eligible for voucher-like scholarships to attend private schools under a bill approved by the Senate Education Committee. [Read more>>](#)



From DA Magazine

### Why K12 is stuffing lunch waste

Kelley R. Taylor

Many schools are devising successful strategies and programs to redistribute, recycle and conserve cafeteria food and other, non-organic waste. [Read more>>](#)

### School shooting in Kentucky is nation's 11th of year and it's only January

The New York Times

On Tuesday, it was a high school in small-town Kentucky. On Monday, a school cafeteria outside Dallas and a charter school parking lot in New Orleans. Gunfire ringing out in schools seems to happen all the time. Researchers and gun control advocates say that since 2013, they have logged school shootings at a rate of about one a week. [Read more>>](#)

### New Baltimore student funding plan approved

The Baltimore Sun

The Baltimore school board approved broad changes to the way city schools are

funded, allowing money to be allotted based largely on student poverty levels rather than standardized test scores. The new formula will send more money to many schools in high-poverty neighborhoods. [Read more>>](#)



### Online Ohio school appeals in fight to stay open

Dayton Daily News

The Electronic Classroom of Tomorrow is appealing the decision of its sponsor, the Educational Service Center of Lake Erie West, to close the embattled online school. School officials are hoping to keep the doors open through the end of the school year. [Read more>>](#)

### Indiana school's work partnership concept could go statewide

The Herald Bulletin

A proposed House bill would allow the State Board of Education to approve a coalition of between four and eight districts to form partnerships with businesses, industry, higher education institutions or community members. The legislation is intended to provide flexibility in setting up work-based programs. [Read more>>](#)

### Maine bill would allow guns to be carried in cars on school grounds

Portland Press Herald

Maine lawmakers will consider a bill that would allow people picking up or dropping off students at schools to have unloaded guns in the car. A similar bill was defeated last year, but supporters are making another effort to pass a measure that would also require the guns to be in a locked container or rack. [Read more>>](#)



### OPINION

### Don't scrap competency-based graduation requirements

Union-Bulletin

If one of Washington's assessment-based requirement bills passes, the state would return to a system whereby students receive high school diplomas even if they are unable to demonstrate minimum 10th grade standards in reading, writing, and math—standards that were intentionally set well below career and college ready standards. [Read more>>](#)

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## Increasing access for low-income students at top schools

The Hill

Americans share a belief in the promise of equal opportunity and upward mobility. Education has long helped lift generations of young people, helping them achieve more than their parents could have ever imagined. By removing obstacles in the paths of low-income students, we can do our part to keep that promise alive. [Read more>>](#)



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## Funding plan eases problems for lawmakers, not schools

Clarion Ledger

A modified method of distributing state revenue to local public school districts will have little impact on school quality. Indeed, the Mississippi Uniform Per Student Funding Formula Act of 2018 seems designed to benefit the image of the Legislature. It has very little to do with student achievement. [Read more>>](#)

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## INDUSTRY NEWS

### Oral reading assessment tool launched

NWEA

MAP Reading Fluency, developed in partnership with LanguaMetrics, Inc., is a computer adaptive, automatically scored K3 oral reading assessment that eliminates the need for one-on-one, teacher-student administration. The 20-minute assessment of oral reading fluency, comprehension and foundational reading skills is delivered online. [Read more>>](#)

## Expanding school bus connectivity

Kajeet

The new Kajeet SmartBus with Dual Connect configuration, which supports two national 4G LTE cellular networks at one time, currently partners with all four major U.S. 4G LTE wireless networks, providing school districts the option to choose up to two of those carriers for their school bus managed Wi-Fi solution.

[Read more>>](#)

## Online education management system added to platform

ASSIST, LLC

ASSIST, LLC is acquiring Advantages School International, a fully accredited online school that offers more than 400 courses, including core, honors, advanced placement, and foundation courses for students who need extra support. [Read](#)

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## TOP NEWS

### Florida Senate panel backs scholarships for bullied students

News Service of Florida

Students who are victims of bullying or sexual harassment would be eligible for voucher-like scholarships to attend private schools under a bill approved by the Senate Education Committee. [Read more>>](#)



From DA Magazine

### Why K12 is stuffing lunch waste

Kelley R. Taylor

Many schools are devising successful strategies and programs to redistribute, recycle and conserve cafeteria food and other, non-organic waste. [Read more>>](#)

### School shooting in Kentucky is nation's 11th of year and it's only January

The New York Times

On Tuesday, it was a high school in small-town Kentucky. On Monday, a school cafeteria outside Dallas and a charter school parking lot in New Orleans. Gunfire ringing out in schools seems to happen all the time. Researchers and gun control advocates say that since 2013, they have logged school shootings at a rate of about one a week. [Read more>>](#)

### New Baltimore student funding plan approved

The Baltimore Sun

The Baltimore school board approved broad changes to the way city schools are

funded, allowing money to be allotted based largely on student poverty levels rather than standardized test scores. The new formula will send more money to many schools in high-poverty neighborhoods. [Read more>>](#)



### Online Ohio school appeals in fight to stay open

Dayton Daily News

The Electronic Classroom of Tomorrow is appealing the decision of its sponsor, the Educational Service Center of Lake Erie West, to close the embattled online school. School officials are hoping to keep the doors open through the end of the school year. [Read more>>](#)

### Indiana school's work partnership concept could go statewide

The Herald Bulletin

A proposed House bill would allow the State Board of Education to approve a coalition of between four and eight districts to form partnerships with businesses, industry, higher education institutions or community members. The legislation is intended to provide flexibility in setting up work-based programs. [Read more>>](#)

### Maine bill would allow guns to be carried in cars on school grounds

Portland Press Herald

Maine lawmakers will consider a bill that would allow people picking up or dropping off students at schools to have unloaded guns in the car. A similar bill was defeated last year, but supporters are making another effort to pass a measure that would also require the guns to be in a locked container or rack. [Read more>>](#)



### OPINION

### Don't scrap competency-based graduation requirements

Union-Bulletin

If one of Washington's assessment-based requirement bills passes, the state would return to a system whereby students receive high school diplomas even if they are unable to demonstrate minimum 10th grade standards in reading, writing, and math—standards that were intentionally set well below career and college ready standards. [Read more>>](#)

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## Increasing access for low-income students at top schools

The Hill

Americans share a belief in the promise of equal opportunity and upward mobility. Education has long helped lift generations of young people, helping them achieve more than their parents could have ever imagined. By removing obstacles in the paths of low-income students, we can do our part to keep that promise alive. [Read more>>](#)



---

## Funding plan eases problems for lawmakers, not schools

Clarion Ledger

A modified method of distributing state revenue to local public school districts will have little impact on school quality. Indeed, the Mississippi Uniform Per Student Funding Formula Act of 2018 seems designed to benefit the image of the Legislature. It has very little to do with student achievement. [Read more>>](#)

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## INDUSTRY NEWS

### Oral reading assessment tool launched

NWEA

MAP Reading Fluency, developed in partnership with LanguaMetrics, Inc., is a computer adaptive, automatically scored K3 oral reading assessment that eliminates the need for one-on-one, teacher-student administration. The 20-minute assessment of oral reading fluency, comprehension and foundational reading skills is delivered online. [Read more>>](#)

## Expanding school bus connectivity

Kajeet

The new Kajeet SmartBus with Dual Connect configuration, which supports two national 4G LTE cellular networks at one time, currently partners with all four major U.S. 4G LTE wireless networks, providing school districts the option to choose up to two of those carriers for their school bus managed Wi-Fi solution.

[Read more>>](#)

## Online education management system added to platform

ASSIST, LLC

ASSIST, LLC is acquiring Advantages School International, a fully accredited online school that offers more than 400 courses, including core, honors, advanced placement, and foundation courses for students who need extra support. [Read](#)

[more>>](#)

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**REGISTER NOW!**

## Look Who Is Speaking at the National Anti-Hunger Policy Conference

The 2018 National Anti-Hunger Policy Conference is just a few weeks away - **register today!** Check out our distinguished lineup of speakers:

### **Sunday, February 25, Lunch Plenary — Race, Hunger, and Poverty**



**Charles M. Blow** is an Op-Ed columnist at The New York Times where his column appears on Thursdays and Mondays. Mr. Blow's columns tackle hot-button issues, such as social justices, racial equality, presidential politics, police violence, gun control, and the Black Lives Matter Movement. He is a CNN commentator, and the author of The New York Times bestselling memoir, *Fire Shut Up in My Bones*.

**Fatima Goss Graves** (moderator) is President and CEO of the National Women's Law Center, and is widely recognized for her effectiveness in the public policy arena at both the state and federal levels. She regularly testifies before Congress and federal agencies, and appears often in print and on air as a legal expert on issues core to women's lives.



### **Monday, February 26, Breakfast Plenary — Key Updates from USDA**

**Brandon Lipps** is Acting Deputy Under Secretary, Food, Nutrition and Consumer Services, Administrator, Food and Nutrition Service, USDA. Prior to his work at USDA, he worked for the Texas Tech University System as the Chief of Staff and Director of Federal Affairs in the Office of Chancellor. He also served as Counsel and Senior Professional Staff to the U.S.



House Committee on Agriculture, and is a former Texas State Senator.

**Monday, February 26, Lunch Plenary Panel Discussion — Legislative Threats to Anti-Poverty Programs**

This plenary session will focus on legislative threats to SNAP and other nutrition programs. It will emphasize strategies for strengthening the federal safety net, alleviating poverty, and addressing issues of economic exclusion — especially in the current political climate. Featured speakers and panelists will include:

**Rep. Jim McGovern (D-MA)** was elected to the House of Representatives in 1996, and through his work in Washington, D.C., and at home in Massachusetts, he has been a voice for the most vulnerable and a strong advocate for working families. He is the founder and co-chair of the House Hunger Caucus, and Ranking Member on the House Subcommittee on Nutrition, where he advocates for funding programs



that help working families, children, and the elderly put food on the table when times are tough.

**Jared Bernstein** is a Senior Fellow at the Center on Budget and Policy Priorities.



From 2009 to 2011, he was the Chief Economist and Economic Adviser to Vice President Joe Biden, Executive Director of the White House Task Force on the Middle Class, and a member of President Obama's economic team. He has published in The New York Times and The Washington Post, is an on-air commentator for CNBC and MSNBC, and hosts On The Economy at [jaredbernsteinblog.com](http://jaredbernsteinblog.com).

**Denise Forte** is a Senior Fellow at The Century Foundation, focused on issues related to K–12 and higher education, including efforts to increase the diversity, quality, and accountability of schools. She was formerly the Staff Director of the House Education and the Workforce Committee (Minority), where she shepherded major child nutrition reauthorization legislation. She has been recognized for her leadership on education



and family policy and has consistently delivered bipartisan achievements on significant reauthorizations including the Elementary and Secondary Elementary Act, juvenile justice, child nutrition, and national service.

**Eric Rodriguez** is Vice President, Office of Research, Advocacy, and Legislation, UnidosUS. In this role, he has oversight of UnidosUS's public policy department, including departments covering legislative affairs, public policy research, policy analysis, and field advocacy work. His expertise includes policy issues affecting Latino families, workers, and children; and expertise on economic and labor issues, including poverty, federal



budget, tax, pension, banking, homeownership, welfare reform, and employment/unemployment.



## Make Appointments With Your Members of Congress Now

*Special note: We are pleased to announce that Rep. Alma Adams (D-NC) is our first confirmed Breakfast on the Hill speaker. More to come!*

Your Members of Congress will be in town during the conference and you should set up appointments with your delegation before you leave home. There are other conferences occurring at the same time as ours, so make your appointments now with your Members and their staff to secure your spot on their calendars. Note that our Breakfast on Capitol Hill will take place Tuesday, February 27, from 8:00 a.m. – 10:00 a.m. at the Washington Court Hotel on Capitol Hill. Please plan your Senate visits first but no earlier than 10:15 a.m.

To access contact information for your Members, go to [www.senate.gov](http://www.senate.gov) (Senate) and [www.house.gov](http://www.house.gov) (House). Capitol Switchboard: 202-225-3121.

For specific staff contact information or to find out who from your state will be attending the conference, contact Yosan Kubrom ([ykubrom@frac.org](mailto:ykubrom@frac.org)) or Carrie Calvert ([ccalvert@feedingamerica.org](mailto:ccalvert@feedingamerica.org)). Requesting a meeting with others from your state will help secure a meeting with your Member, so we encourage you to coordinate visits with other conference attendees.

Check out FRAC's [Tips for Capitol Hill Visits](#) (pdf) before scheduling appointments with your Members of Congress. And, if you missed our Lobbying 101 webinar, you can still [view the recording and slides](#).

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## Workshop Descriptions Posted Soon

We'll be posting the list of workshops, descriptions, and presenters on the [Workshops and Tracks page](#) of the conference website later this week to help you begin planning your best conference experience. The workshop list is still growing, and we will make updates as the conference dates approach.

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## Click to Tweet

**Tweet: I'm looking forward to seeing my fellow anti-hunger advocates from across the country at #hungerpc18! Will you join me? @fractweets**  
**<http://bit.ly/2kM7pmf>**

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## 10 Things To Do at the 2018 Conference

*Watch the video below...*



The 2018 National Anti-Hunger Policy Conference will feature two days of interactive and thought-provoking sessions designed to help you become an even stronger, more effective anti-hunger advocate. On the third day of the conference, we'll head to Capitol Hill, armed with our advocacy tools, to urge Congress to strengthen the programs that help to combat hunger and poverty in America.

Join the conversation on Twitter: [#hungerpc18](https://twitter.com/hungerpc18)

**"I've been attending for a decade, and I'm still learning something new every time. It's easy to develop tunnel vision in our work; the policy conference opens up my thinking, and reminds me that I am part of a national movement. It can be frustrating building progress in what feel like regressive times."**

*JC Dwyer, Chief Strategy Officer, Feeding Texas*



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## SUICIDE PREVENTION RESOURCE CENTER



SPRC

# The Weekly Spark

February 9, 2018

[Preventing Suicide in Primary Care](#) | [Drug Overdose Suicides](#) | [California Gun Club](#) |  
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## DIRECTOR'S CORNER

### SUICIDE PREVENTION TOOLKIT for PRIMARY CARE PRACTICES

A GUIDE FOR PRIMARY CARE PROVIDERS AND MEDICAL PRACTICE MANAGERS



Preventing Suicide in Primary Care: A Newly Updated Toolkit

Elizabeth Tupa, PhD; Adam Chu, MPH

Primary care is a key setting for suicide prevention. Research has shown that individuals who die by suicide are more likely to have seen a primary care provider (PCP) than a mental health care professional shortly before their death. People often feel more comfortable accessing mental health care in primary care settings, so PCPs may have more frequent contact with individuals at risk for suicide, presenting more opportunities for intervention. This is especially important for middle-aged and older men, who are vulnerable to suicide risk and less likely to seek mental health care. In rural areas, PCPs have an even more critical role in suicide prevention as they may be the only health care provider accessible to those at risk. However, PCPs may not have the training or resources to treat patients at risk, so providing them with the relevant information and support is critical.

[➔ READ MORE](#)



## NATIONAL NEWS

### Drug Overdose Suicides May Be Going Undetected

[Reuters](#)

According to a recent study, suicide deaths by drug overdose may be underreported. Using data from the National Violent Death Reporting System, researchers examined suicide and undetermined deaths among people 15 and older between 2011 and 2013. They found that drug overdose deaths were more likely to be classified as accidental or undetermined compared to gunshot or hanging deaths. Supporting evidence, such as a suicide note, prior attempt, or mood disorder diagnosis, had a greater impact on drug overdose suicide death classification compared to gunshot or hanging deaths. Inconsistencies in death determination methods suggest that some drug overdose deaths may be misreported as accidents. Lead author Ian Rockett, an epidemiology professor at the West Virginia University School of Public Health, cautioned that these findings could have negative implications for prevention efforts. "The problem with inaccurate suicide accounting is that it impedes our understanding and prevention of suicide and drug deaths," he said.

Spark Extra

Read the [research article](#).



## STATE & COMMUNITY NEWS

### CALIFORNIA: Suicide Prevention Group Chief Calls Gun Club's Ideas "A Game Changer"

[The Signal](#)

A gun club in Southern California has announced plans to train its staff in suicide prevention and awareness. The Oak Tree Gun Club will also include suicide prevention information with all of its firearms sales. "They have agreed to put suicide prevention material into every single firearm they sell. To me, that was a game changer," said Larry Schallert, chair of the Santa Clarita Valley Suicide Prevention, Postvention, and Wellness Committee. The gun club and suicide prevention committee are discussing a possible program that would facilitate the temporary transfer of firearms outside of the home for those at risk of suicide. "It's not a gun control issue, it's a firearms means reduction issue," Schallert said. "Those of us that are on the left and those of us that are on the right of this issue, it's not a right or a left, it's a means thing."

#### Spark Extra

Learn more about [reducing access to means of suicide](#).

### COLORADO: Colo. Sheriff's Office to Pair Mental Health Specialists with Deputies

#### PoliceOne

The El Paso County Sheriff's Office is launching a new program to support people with mental health issues. With funding from the Colorado Department of Human Services, the sheriff's office will establish a five-year co-responder program that will pair mental health specialists with police deputies. Co-responder teams will answer mental health-related calls and connect people with treatment and support services in the community. The program is hoped to improve responses to people with mental health needs and also help reduce unnecessary contact with the justice system. In 2014, the Colorado Springs Police Department started a similar program that has helped provide more mental health care to people in their home and reduce their dependence on emergency services. Since then, it has reduced the proportion of mental health-related emergencies sent to the emergency department from 90 to 10 percent.

#### Spark Extra

Learn how [law enforcement](#) can help prevent suicide.



## ANNOUNCEMENTS

### Archived Webinar: Improving Care for Homeless Patients at Risk for Suicide

SPRC's Zero Suicide webinar on improving care for homeless patients at risk for suicide is now archived [online](#). In this webinar, presenters share the innovative ways they have improved patient engagement and optimized safe care transitions for homeless individuals through their organizational policies and practices.

### **National Strategy for Suicide Prevention Implementation Assessment Report**

The Substance Abuse and Mental Health Services Administration ([SAMHSA](#)) has released the [National Strategy for Suicide Prevention Implementation Assessment Report](#). This report provides a snapshot of recent efforts to implement the goals and objectives of the National Strategy for Suicide Prevention and suggests ways to increase the effectiveness of these implementation efforts.

### **Clinical Support System for Serious Mental Illness Funding Opportunity**

The Substance Abuse and Mental Health Services Administration ([SAMHSA](#)) is accepting [applications](#) for fiscal year 2018 Clinical Support System for Serious Mental Illness grants. The purpose of this program is to provide technical assistance for the implementation and provision of evidence-based treatment and recovery support programs for individuals living with serious mental illness. Applications are due March 19.

### **WISQARS Fatal Injury Data Visualization Tool**

The Centers for Disease Control and Prevention ([CDC](#)) has launched a [data visualization tool](#) for fatal injury data from the Web-based Injury Statistics Query and Reporting System ([WISQARS](#)).

### **Yup'ik Communities Turn to Indigenous Knowledge to Prevent Youth Suicide and Alcohol Abuse**

The National Institute on Minority Health and Health Disparities ([NIMHD](#)) has published a [blog post](#) about collaboration between the Center for Alaska Native Health Research and Yup'ik communities to prevent youth suicide.

### **Stay Connected**



[About Suicide](#) | [Finding Programs and Practices](#) | [Training and Events](#) | [SPRC Resources](#) | [SPARK Talks](#)



The Suicide Prevention Resource Center at EDC is supported by a grant from the U.S. Department of Health and Human Services (HHS), Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Mental Health Services (CMHS), under Grant No. 5U79SM062297. The views, opinions, and content expressed in this product do not necessarily reflect the views, opinions, or policies of CMHS, SAMHSA, or HHS.

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MARCH 1, 2018

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## QUOTE OF THE DAY

"Inside was a massive ostrich egg" - [Apparently some Australians](#) are having a shopping problem. The drunk kind.

## THINGS FEELING THE HEAT

---

### CEOs

#### The Story

Corporate execs are [under pressure](#) to choose sides in the gun control debate.

#### Remind me.

In the two weeks since the Parkland, FL school shooting, the surviving students have seized control of the national gun policy debate. They are calling for tighter background checks, and a ban of high-capacity magazines and [semiautomatic weapons](#). In response, companies like Delta and MetLife have [cut ties](#) with the NRA. And now others are making moves.

#### Like who?

[Dick's Sporting Goods](#). Yesterday, the sporting retailer said it's done selling assault-style rifles. And won't sell guns to anyone under 21 years old. [Walmart](#) said 'we'll set an age limit too.' But the companies could [face backlash](#) for taking a stand. Meanwhile, there are plans to [boycott Apple and Amazon](#) for continuing their ties to the NRA.

#### theSkimm

Younger generations of consumers are starting to show that if companies want their dollars, they also have to share their values. Tough, since everyone has different values.

---

### Jared Kushner

#### The Story

page 2 of 6

People are [taking a closer look](#) at bank statements for Jared Kushner's family business.

### **What are you talking about?**

Yesterday, it came out that Kushner - President Trump's senior adviser and son-in-law - reportedly met with some finance execs while he's been in the White House. And that his family business got hundreds of millions of dollars in loans from these companies after the meetings.

### **Why should I care?**

Because it could be a possible conflict of interest. A rep for Kushner Companies says 'no way' did his job affect these deals. Add this to the list of 'why Kushner is having a bad week.' Earlier this week, it came out that he - and dozens of other White House staffers - got [downgraded](#) from top secret security clearance.

### **Anything else?**

Yesterday, one of Trump's longest-serving staffers Hope Hicks - the White House Communications Director - [called it quits](#). It comes a day after she told the House Intelligence Committee that she sometimes tells "[white lies](#)" for Trump. But only the small kind...not the Russia investigation kind.

### **theSkimm**

This is pretty much the case in point for why people usually cut their business ties before accepting a job at the White House.

## **REPEAT AFTER ME...**

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### **What to say when you hear [Exxon Mobil left some projects with a Russian oil company](#)...**

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From: "theSkimm" <dailyskimm@morning7.theskimm.com>  
Sent Date: Thu, 1 Mar 2018 04:22:08 -0700 (MST)  
Subject: Daily Skimm: Eyebrows, there should be two  
To: <denice.peterson@carlsbad.k12.nm.us>

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MARCH 1, 2018

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Sent Date: Thu, 1 Mar 2018 04:41:40 -0700 (MST)  
Subject: Daily Skimm: Eyebrows, there should be two  
To: <lisa.clouthier@carlsbadschools.net>

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To: <wendy.christiansen@carlsbadschools.net>

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MARCH 1, 2018

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## QUOTE OF THE DAY

"Inside was a massive ostrich egg" - [Apparently some Australians](#) are having a shopping problem. The drunk kind.

## THINGS FEELING THE HEAT

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### CEOs

#### The Story

Corporate execs are [under pressure](#) to choose sides in the gun control debate.

#### Remind me.

In the two weeks since the Parkland, FL school shooting, the surviving students have seized control of the national gun policy debate. They are calling for tighter background checks, and a ban of high-capacity magazines and [semiautomatic weapons](#). In response, companies like Delta and MetLife have [cut ties](#) with the NRA. And now others are making moves.

#### Like who?

[Dick's Sporting Goods](#). Yesterday, the sporting retailer said it's done selling assault-style rifles. And won't sell guns to anyone under 21 years old. [Walmart](#) said 'we'll set an age limit too.' But the companies could [face backlash](#) for taking a stand. Meanwhile, there are plans to [boycott Apple and Amazon](#) for continuing their ties to the NRA.

#### theSkimm

Younger generations of consumers are starting to show that if companies want their dollars, they also have to share their values. Tough, since everyone has different values.

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### Jared Kushner

#### The Story

page 2 of 6

People are [taking a closer look](#) at bank statements for Jared Kushner's family business.

### **What are you talking about?**

Yesterday, it came out that Kushner - President Trump's senior adviser and son-in-law - reportedly met with some finance execs while he's been in the White House. And that his family business got hundreds of millions of dollars in loans from these companies after the meetings.

### **Why should I care?**

Because it could be a possible conflict of interest. A rep for Kushner Companies says 'no way' did his job affect these deals. Add this to the list of 'why Kushner is having a bad week.' Earlier this week, it came out that he - and dozens of other White House staffers - got [downgraded](#) from top secret security clearance.

### **Anything else?**

Yesterday, one of Trump's longest-serving staffers Hope Hicks - the White House Communications Director - [called it quits](#). It comes a day after she told the House Intelligence Committee that she sometimes tells "[white lies](#)" for Trump. But only the small kind...not the Russia investigation kind.

### **theSkimm**

This is pretty much the case in point for why people usually cut their business ties before accepting a job at the White House.

## **REPEAT AFTER ME...**

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### **What to say when you hear [Exxon Mobil left some projects with a Russian oil company](#)...**

Not good for business. [A new report](#) says the US is losing a key ally - Kurdish fighters - in the fight against ISIS. Reminder: the Kurds are an ethnic minority group and one of the US's most dependable allies in the region. But Turkey - another US ally - sees Syrian Kurds as a terrorist group, and has been [attacking some of them](#) in northern Syria. Now, Kurds from across Syria are heading in as backup. Meaning: the US is losing support in its fight to hold off ISIS. Meanwhile, Syria's gov started a [ground offensive](#) in eastern Ghouta. It's a different tactic for the Syrian gov - which is trying to take back one of the [last rebel-held regions](#) in the country.

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### **What to say when you change your Insta settings...**

Making it public. Yesterday, Spotify [filed to go public](#). Except they're doing it a little differently. Usually, when a company [makes it stock market debut](#), it hires an investment bank to handle the nitty-gritty. But Spotify's flying solo with a direct listing - which will save it some serious cash. The NYSE only recently changed the rules to let bigger companies go public this way. And Spotify is taking advantage. Other companies - like Uber and Airbnb - are watching on the sidelines to see if they should jump on the direct train. In other business news, yesterday Facebook said it's letting [dozens of countries](#) in on its job posting tool. Last year, it rolled out the feature in the US and Canada. It's basically Facebook's version of LinkedIn, and now it's going global.



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### What to say to your aunt who loves "The Big Bang Theory"...

Hear about the [cosmic dawn](#)? Scientists are really psyched because they got signals from some of the universe's first stars. In short: stars started lighting up the universe a cool couple hundreds of millions of years earlier than people thought. Far out.

## THING TO KNOW

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### Freeclimbing

When you match with someone, and then go on a dangerous expedition to find info on them. Think: Insta vacation pics from 2014. Proceed with caution.

## SKIMM LIFE

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### SKIMM FAVES

#### For when you and your SO start planning your first vacation together...

Go big. Like out of this country big. [T-Mobile ONE](#) lets you text and get online while abroad. Plus free texting and Wi-Fi on the plane ride with Gogo. Meaning you can post all your vacation pics on Insta while you're up and away. Done and done. [Get in on it here](#).

*\*PS This is a sponsored section*

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### SKIMM TO GO

#### For when you're on a gym streak...

Working on that fitness. Keep it up with gift cards to buy yourself some fancy new workout gear and juices. Oh, and a gift card to hit up the spa after your workout. They're worth more than \$3,000 combined. Do it to it. [Enter here](#).

#### For when you've had too many late nights at the office...

Need coffee. [This](#) is Skimm HQ's fave way to get caffeinated. Psst...Skimm'rs get a little something off the price tag too. [Get on that coffee grind here](#).\*

*\*PS This is an affiliate partner, which means if you purchase or sign up theSkimm may get something in return. Thanks.*

## SKIMM QUESTION

You can see the finish line. You know the rules: Guess the movie our subject line is from. If you get 4 out of 5 correct at the end of this week, you could win \$1,000. And who doesn't want that. One answer per day please. To those who guessed Julie & Julia yesterday, the money's practically in your pocket. Questions? [We've got answers.](#)

Which Cinderella story is our subject line from?

- Clueless
- The Princess Diaries
- The Devil Wears Prada
- Miss Congeniality

## SKIMM SHARE

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[skimmthis@theSkimm.com](mailto:skimmthis@theSkimm.com)

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New York, NY, 10010, United States

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From: "theSkimm" <dailyskimm@morning7.theskimm.com>  
Sent Date: Tue, 6 Mar 2018 04:19:46 -0700 (MST)  
Subject: Daily Skimm: I knew it. I knew it, Phyllis  
To: <denice.peterson@carlsbad.k12.nm.us>

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MARCH 6, 2018

[READ IN BROWSER](#)



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## QUOTE OF THE DAY

"I walked into a glass door" - [A caller](#) to a 911 dispatcher after walking into one of the many glass doors at Apple's new HQ. Geniuses, they're just like us.

## NEW TARIFFS IN TOWN

---

### The Story

Republicans are not on board with President Trump's new tariffs.

### Remind me.

Trump campaigned on economic policies that he says would protect US workers from foreign competition. One of those policies was [tariffs on imports](#). Last week, he moved [to make it happen](#), announcing massive tariffs on steel and aluminum.

### What are supporters saying?

Supporters - like US steel and aluminum companies - say the tariffs will [bring jobs](#) back to America. And that China is being put in its place for [flooding the US](#) with cheap steel imports.

### What are critics saying?

Critics - like the [stock market](#) and [US allies](#) - say this is a really good way to start a trade war. And [many Republicans](#) said 'agreed.'

### What do the Republicans think?

Yesterday, House Speaker Paul Ryan (R-WI) [criticized the proposed tariffs](#). He said "the new tax reform law has boosted the economy and we certainly don't want to jeopardize those gains." Trump said "[we're not backing down](#)." But that he might make exceptions for Canada and Mexico if they [negotiate better terms for NAFTA](#).

### theSkimm

This tariff plan isn't going over well around the world. And it's not good news for Republicans in an election year where they [really want to be talking](#) about their big successful tax law.

## REPEAT AFTER ME...

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### What to say when your coworker friend says she's going to quit...

Time to tell everyone off. [This guy did](#). Former Trump aide Sam Nunberg said he's been subpoenaed for special counsel Robert Mueller's investigation - but "screw that," he's not going. The aide worked for the Trump campaign but was fired in '15 for apparently [posting racist stuff](#) on Facebook. Now, he says that Mueller may have incriminating evidence against President Trump. The White House said he has a "lack of knowledge." He's apparently supposed to show up in front of a grand jury on Friday. And yesterday, he made it very well known he's not interested. But now he's reportedly saying '[ehhhh maybe I'll cooperate after all](#).' In other yes-there's-more-Russia news, a [former Russian spy](#) who defected to the UK was exposed to an unknown substance and is now in critical condition. Don't drink the vodka.

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New York, NY, 10010, United States

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From: "theSkimm" <dailyskimm@morning7.theskimm.com>  
Sent Date: Mon, 26 Mar 2018 04:30:32 -0600 (MDT)  
Subject: Daily Skimm: Legen...wait for it...dary  
To: <wendy.christiansen@carlsbadschools.net>

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MARCH 26, 2018

[READ IN BROWSER](#)





Skimm'd while [turning off notifications](#)

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"A guy walked up on me and said to me, 'Leave Trump alone. Forget the story'" - [Stormy Daniels](#) during her "60 Minutes" interview about her alleged affair with the President.

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From: "theSkimm" <dailyskimm@morning7.theskimm.com>  
Sent Date: Mon, 26 Mar 2018 04:44:57 -0600 (MDT)  
Subject: Daily Skimm: Legen...wait for it...dary  
To: <lisa.clouthier@carlsbadschools.net>

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MARCH 26, 2018

[READ IN BROWSER](#)



Skimm'd while [turning off notifications](#)

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## QUOTE OF THE DAY

"A guy walked up on me and said to me, 'Leave Trump alone. Forget the story'" - [Stormy Daniels](#) during her "60 Minutes" interview about her alleged affair with the President.

## ON THE MARCH

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### The Story

On Saturday, [hundreds of thousands](#) of people rallied for gun control.

### Give me the numbers.

[At least 200,000](#) people are estimated to have attended the March for Our Lives rally in DC. And there were [over 800](#) other marches around the world.

### What else should I know?

[Emma González](#) knows the power of silence. [11-year-old Naomi Wadler](#) urged everyone to remember black women who've died from gun violence. And the granddaughter of MLK Jr dreams of "a gun-free world." Next week, [marks 50 years](#) since he was killed by gun violence.

### What's next?

The midterm elections. Organizers reportedly [registered](#) at least 4,000 people to vote. They're calling for things like a ban on assault-style rifles and universal background checks. And electing politicians who want the same. Opponents say 'what about [Second Amendment rights](#)?'

### Anything else?

Last night, it came out that Remington - one of the largest and oldest gun manufacturers in the US - [filed for bankruptcy](#). The company says it's because of a drop in sales last year.

### theSkimm

In just a few weeks, [a group of 17- and 18-year-olds](#) mobilized one of the biggest student-led protests in DC since the Vietnam War.

## REPEAT AFTER ME...

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### What to say when you finally deep clean your apartment...

Just call me Cinderella. This weekend, 11th seed [Loyola-Chicago](#) beat Kansas State to go to the Final Four. They've tied for the record for the lowest seed to ever make it that far. Also, Kansas [knocked out Duke](#) in OT. And [Michigan](#) and ['Nova](#) are still in it to win it. Meanwhile, the [women's Elite Eight wraps today](#). All eyes are on which teams join Louisville and Mississippi State in the Final Four.

*PS: Our [App](#) lets you know when and how to watch all the March Madness games. Slam dunk.*

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### What to say when you wear white before Memorial Day...

Feeling rebellious. Just like [Catalonia](#). That's the semi-autonomous region in Spain that includes Barcelona. Last fall, it voted to break up with Spain. Spain said 'no you don't.' It [fired the regional government](#) and told Catalans to vote in a new one. They did...but voted in more separatist representatives. Not what Spain was hoping for. Since then, many separatist leaders have been arrested for rebellion. And Catalonia's separatist former prez - Carles Puigdemont - went into exile. Last week, Spain's Supreme Court said more than two dozen Catalan leaders should be [put on trial](#). They issued arrest warrants, including for Puigdemont. Yesterday, he was [arrested in Germany](#). Thousands of people in Catalonia protested - and more than 50 people have reportedly been injured in clashes. Puigdemont is expected in a German court today. Meanwhile, [Egypt](#) is heading to the polls. They're expected to vote in sitting prez Abdel Fattah el-Sisi by a landslide.

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### What to say when you're navigating and your phone dies...

I can hack this. On Friday, the Justice Department [charged nine Iranians](#) for allegedly hacking and stealing data from almost 200 US universities, companies, and government agencies. The nine men worked for a company called Mabna Institute, which the US claims worked to help Iranians steal scientific research. The stolen US research - which the DOJ says is worth more than \$3 billion - was then allegedly passed on to Iran's army or sold for profit. The DOJ says this is one of the biggest state-sponsored hacking attacks they've ever prosecuted. The alleged hackers are based in Iran and probably won't face trial. But it'll be tough for them to travel.

---

### What to say when your coworker finds a new lunch buddy...

Am I on the outs? On Friday, President Trump announced [new policies](#) for transgender troops. Last summer, a ban on trans people serving openly in the military was

supposed to be lifted. But the Trump administration hit the brakes. Instead, it banned trans troops from serving AND said the US would no longer fund sex reassignment surgeries for troops. Cue lawsuits. Courts [ruled](#) that the ban was probably unconstitutional, and that the military had to start accepting trans recruits earlier this year. So the Trump admin went with a different tactic. This new ban's on transgender troops who require surgery or other major medical treatments. And the thousands of estimated trans people currently serving could be required to serve according to their gender assigned at birth. TBD how the courts will treat this latest announcement.

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**What to say when you see [those Facebook apology ads...](#)**

[Sending to voicemail.](#)

## THING TO KNOW

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### Ringxiety

When you think your phone is ringing or vibrating. And it's not. Turns out this means you shouldn't be left to your own (mobile) devices. Ringxiety is bad news for your sleep and ability to get sh\*t done. The cure? Start by turning off your notifications. [Here's how](#) to ease ringxiety and other stress issues.

## SKIMM LIFE

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### For your friend who wants to go out on a Tuesday...

Or you can just go wild with [this plan](#). If you join T-Mobile, Tuesday is a new reason to celebrate. Think: things like free streaming movies, restaurant discounts, gift cards, and more. Going up on a Tuesday. [Get into it here](#).\*

### For when you want to talk to lawmakers...

[Resistbot](#)'s got your back.

\*PS This is a sponsored section

## SKIMM SHARE

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Surprise: Skimm HQ is very competitive. And right now, we're all about the Madness. This week, we're giving you gifts - just for getting someone to sign up for the Daily Skimm. Every signup is an entry to win. Today's winner gets an **Apple TV to stream the games and a 65" Samsung TV to go with it.** Hoop, there it is. Questions? [Answers.](#)

Or use this referral link [theskimm.com/?r=440af4a5](https://theskimm.com/?r=440af4a5)

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Sent Date: Mon, 12 Mar 2018 04:39:49 -0600 (MDT)  
Subject: Daily Skimm: Swish  
To: <lisa.clouthier@carlsbadschools.net>

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MARCH 12, 2018

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---

### The Story

Your office, group chats, and favorite bar are about to get real heated. Welcome to [March Madness](#).

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The [million-dollar question](#). But heads up: the only predictable thing about March Madness is that it's unpredictable. That's what makes it so Maddening.

### Which teams should I watch?

**Virginia (no. 1 seed)**...the Cavaliers haven't won the championship before but their [defense](#) is. On. Point. Thanks to players like Isaiah Wilkins, who's up for National Defensive Player of the Year.

**Villanova (no. 1 seed)**...the Wildcats have only lost [a few games](#) this season. And with two titles under their belt, this could be the season they take it back.

**Duke (no. 2 seed)**...the one with the star players. Power forward Marvin Bagley III is the name everyone's talking about. Other players like Grayson Allen and Wendell



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***PS:** [Here's your Skimm](#) on the controversy over whether college athletes should get paid. We have episodes like this in our app every week. [Get it here](#).*

## **REPEAT AFTER ME...**

---

### **What to say when your coworker throws some shade...**

Excuse me? An interview released this weekend showed Russian President Vladimir Putin suggesting that [Jews, Ukrainians, or Tatars](#) - a Turkic ethnic group - might be to blame for interference in the 2016 US election. The US intelligence community agrees that Russia attacked the election. Putin's [denied](#) it. Last month, special counsel Robert Mueller - who's investigating all of this - [indicted 13 Russians](#) for allegedly using social media to troll voters and help President Trump's campaign. US agencies believe that Putin was the one who authorized the whole thing. In an interview released this weekend, Putin denied involvement. Again. And said he "couldn't care less" about the interference. He suggested the 13 people Mueller indicted may have Russian citizenship but may not be ethnically Russian. And that Jews - and other minorities that Russia has historically persecuted - could be behind it. Classy.

---

### **What people are talking about...**

Gun control. The National Rifle Association (NRA) is [suing Florida](#). The gun control debate has been top of mind ever since [last month's school shooting](#) in Parkland, FL. This is thanks largely to the student survivors, who've been [protesting for stricter gun-control laws](#) ever since. Last week, the state [passed a law](#) that included gun-control measures like raising the minimum age to buy guns and banning bump stocks. Big deal since [the Sunshine State](#) is one of the most pro-gun states in the country. And Governor Rick Scott (R-FL) has been pro-NRA. Now, the NRA is saying 'not into this.' In other news, President Trump [proposed some school safety ideas](#). Yesterday, the Trump administration suggested arming school staff and focusing on the mental health system. The prez also backed a bipartisan Senate bill to improve background checks.

### What to say when you come across your old calculus books...

The limit does not exist. [Same for China's presidential terms](#). Yesterday, China's legislature voted to get rid of presidential term limits. The limit was created to prevent another decades-long and bloody rule like that of [former Chinese dictator Mao Zedong](#). Now the country is opening the door for President Xi Jinping to stay on as prez indefinitely. Supporters say this will help Xi [with his mission](#) to make China a key player on the world stage. Critics say 'no power, no problems.'

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### What to say when you hear "frost yourselves" can be taken literally...

Do we still need to go to [Mars next year](#), Elon?

## THING TO KNOW

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### Cinderella

Not that kind. It's when a low-ranked team in the NCAA beats a top team. They make it farther than anyone imagined...and maybe - but probably not - live happily ever after.

*PS: Don't miss any of the Cinderella teams this year. [Our sports calendar](#) will keep you posted on when to push record.*

## SKIMM LIFE

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### For when you're groggy in the AM meeting...

Thanks, Daylight Saving Time. You lost an hour of sleep yesterday. Make every hour worth it with [this Casper mattress](#). Its fancy memory foam will help you get a good night's sleep so you feel ready to get sh\*t done the next day. Sans grogginess. Psst...for today only, Skimm'rs get something special off the price tag. [Get into it here](#).\*

### For when you're almost already sick of basketball...

Brack up. [Watch this](#) to get excited about the tourney and all the bracket talk in the office. [It's ballsy](#).

\*PS This is an affiliate partner, which means if you purchase or sign up theSkimm may get something in return. Thanks.

## SKIMM SHARE

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It's going to be madness all month. And we're celebrating by giving you presents. All you have to do is [download the sports calendar in theSkimm App](#). That way you stay on top of all the March Madness games. The bonus: today's winner will get a 65" Samsung TV. Final Four in HD? Yes, please.

*\* All you have to do is [download theSkimm app](#) to your iPhone (Android, we're coming for you soon), OR get someone else to try it by using your referral link. That's it.*

*\* Already have the app? Already entered to win  
Here's your referral [link](#).*

*\* Questions? [Answers](#).*

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Sent Date: Mon, 12 Mar 2018 04:28:21 -0600 (MDT)  
Subject: Daily Skimm: Swish  
To: <wendy.christiansen@carlsbadschools.net>

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MARCH 12, 2018

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Gun control. The National Rifle Association (NRA) is [suing Florida](#). The gun control debate has been top of mind ever since [last month's school shooting](#) in Parkland, FL. This is thanks largely to the student survivors, who've been [protesting for stricter gun-control laws](#) ever since. Last week, the state [passed a law](#) that included gun-control measures like raising the minimum age to buy guns and banning bump stocks. Big deal since [the Sunshine State](#) is one of the most pro-gun states in the country. And Governor Rick Scott (R-FL) has been pro-NRA. Now, the NRA is saying 'not into this.' In other news, President Trump [proposed some school safety ideas](#). Yesterday, the Trump administration suggested arming school staff and focusing on the mental health system. The prez also backed a bipartisan Senate bill to improve background checks.

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## THING TO KNOW

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## SKIMM LIFE

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MARCH 12, 2018

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## QUOTE OF THE DAY

"Thanks, mom" - [Sally Field's son](#), who finally met Adam Rippon after she tried setting them up. Dating is like a box of chocolates...

## PLAY HARD, PLAY HARD

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### The Story

Your office, group chats, and favorite bar are about to get real heated. Welcome to [March Madness](#).

### What's happening?

The college basketball tournament. Yesterday was [Selection Sunday](#). It decided which men's teams get to compete, who plays who, and who's a top seed. Tonight, the women's teams find out. The men's games kick off tomorrow.

### How do I watch?

Here's the [men's games schedule](#) and here's the [women's](#). If you're watching at work, stream the games [here](#). We won't tell.

### But I don't follow college sports...

You're not alone. But for the next few weeks, you might feel like you are. Last year, more than [20 million people](#) tuned in for the men's champ game. Which the NCAA doesn't hate, considering it's making [billions](#). This means every year, there's debate about whether the athletes should get a cut of the profits. We Skimm'd that for you [here](#). PS: NCAA teams also have some questionable recruiting tactics, which the FBI noticed. And has been [investigating](#). TBD if that has anything to do with USC and Louisville getting [snubbed](#).

### How should I fill out my bracket?

The [million-dollar question](#). But heads up: the only predictable thing about March Madness is that it's unpredictable. That's what makes it so Maddening.

### Which teams should I watch?

**Virginia (no. 1 seed)**...the Cavaliers haven't won the championship before but their [defense](#) is. On. Point. Thanks to players like Isaiah Wilkins, who's up for National Defensive Player of the Year.

**Villanova (no. 1 seed)**...the Wildcats have only lost [a few games](#) this season. And with two titles under their belt, this could be the season they take it back.

**Duke (no. 2 seed)**...the one with the star players. Power forward Marvin Bagley III is the name everyone's talking about. Other players like Grayson Allen and Wendell

Carter Jr have also been [stepping it up](#). Everyone's watching to see if Allen will go for another [booty bump](#).

**UConn**...the women's team that's been [undefeated this season](#). No surprise to anyone since they once went a record [111 games](#) before somebody beat them. Aaaand the first women's team to win four NCAA championships [in a row](#). UConn't touch this.

**Mississippi State**...last year's women's runner-up is back in it to win it. They've won [32 games in a row](#) since the beginning of the year.

### **theSkimm**

March Madness is a money-making machine. But it's also the time of year for brackets, trash-talking, and people wearing jerseys to work. Get ready.

***PS:** [Here's your Skimm](#) on the controversy over whether college athletes should get paid. We have episodes like this in our app every week. [Get it here](#).*

## **REPEAT AFTER ME...**

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### **What to say when your coworker throws some shade...**

Excuse me? An interview released this weekend showed Russian President Vladimir Putin suggesting that [Jews, Ukrainians, or Tatars](#) - a Turkic ethnic group - might be to blame for interference in the 2016 US election. The US intelligence community agrees that Russia attacked the election. Putin's [denied](#) it. Last month, special counsel Robert Mueller - who's investigating all of this - [indicted 13 Russians](#) for allegedly using social media to troll voters and help President Trump's campaign. US agencies believe that Putin was the one who authorized the whole thing. In an interview released this weekend, Putin denied involvement. Again. And said he "couldn't care less" about the interference. He suggested the 13 people Mueller indicted may have Russian citizenship but may not be ethnically Russian. And that Jews - and other minorities that Russia has historically persecuted - could be behind it. Classy.

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MARCH 23, 2018

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## QUOTE OF THE DAY

"It's part of the drama" - A [CBS producer](#) on why the network shows kids crying during March Madness. Reeveal nice.

## THINGS RAISING THE STAKES

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### National Security Adviser

#### The Story

President Trump is making some [staffing changes](#). Again.

#### What's going on?

Last night, he said he's swapping out National Security Adviser HR McMaster for John Bolton. McMaster - a three-star general - was seen as a moderating force over Trump's national security team. But they didn't always click on things - like the [Iran nuclear deal](#) or what to do in [Afghanistan](#). This comes weeks after [rumors started](#) he was next in the Trump admin to get the boot. And days after it was leaked Trump ignored the national security memo that read "[DO NOT CONGRATULATE](#)" Russian President Putin on his re-election win. Details.

#### So...who is John Bolton?

He's a Fox News contributor known for some pretty aggressive [foreign policy opinions](#). Like that the US should help overthrow the Iranian regime. And preemptively attack North Korea. He also had a short run as UN ambassador under George W Bush. But resigned after a year because the Senate refused to confirm his appointment.

#### theSkimm

These are just some of the people that have either been fired or resigned in recent weeks: [FBI deputy director](#), [communications director](#), [top economic adviser](#), [secretary of state](#), [Trump's top attorney](#)...and now, national security adviser.

## China

### The Story

China is threatening to hit back at the US - hard - with [some new tariffs](#).

### What's going on?

Yesterday, Trump said he's ready to [impose tariffs](#) on up to \$60 billion in Chinese products coming to the US. Everything from your shoes to your electronics could get more expensive as a result. Trump's also planning to block Chinese companies from investing in American technology.

### Why now?

This is all in response to a government investigation that found that China stole US technology and trade secrets.

### What are people saying?

Supporters say it's time for America to defend itself against unfair trade deals. Critics say this could start a trade war. The Dow said '[I'm scared](#).' And China says 'we'll raise you one.' It's now threatening to retaliate with tariffs on 128 US products. The biggest potential target...[soybeans](#).

### theSkimm

If a US-China trade war kicks off, workers in all areas from farming to tech could feel the effects of it. And chances are you might feel it in your wallet too.

## REPEAT AFTER ME...

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### What to say when you finish a project right before the deadline...

We did it. Congress just passed a [\\$1.3 trillion spending bill](#), working to avoid a government shutdown. For months, lawmakers have been passing short-term bills to put a band-aid on the issue. But now they finally have a bill to [keep the gov going](#) through the end of September - when they have to do this song and dance all over again. The bill is more than 2,000 pages long. And includes billions of dollars for the Pentagon, the opioid crisis, and infrastructure projects. It lets the [CDC study gun violence](#)...something Congress hasn't give the thumbs up to in decades. What's not included: a [DACA fix](#). And the billions of dollars President Trump wanted for his border wall - though he still more than \$1 billion to get the wall started. Now, it's on to President Trump's desk, who's expected to sign it.

### What to say when your co-worker asks what you're up to this weekend...

This may be on your radar. Tomorrow is [March for Our Lives](#), where people in DC and around the world are rallying for stricter gun control legislation. The protest was planned by surviving students from last month's high school shooting in Parkland, FL. As many as 500,000 people could attend the rally in DC. And there more than 800 events happening worldwide. We talked to Emma González and David Hogg - two students behind the movement - ahead of the march. [Watch some of our interview](#)

here.

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### **Who people are talking about...**

Stephon Clark. Earlier this week, the 22-year-old black man was [killed when police fired about 20 shots](#) at him while he was in his grandparents' backyard. Police in Sacramento, CA were responding to a 911 call reporting a man in a hoodie breaking car windows. They spotted Clark and moved in on him. The officers say they shot him because they thought he had a gun. It was an iPhone. A couple days later, body camera and helicopter footage were released. Before the body camera footage ends, one of the officers says "Hey mute" and then there's silence. The incident is under investigation and the officers involved are on paid administrative leave.

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### **What to say when you're in a spring cleaning mood...**

So is Best Buy. The nation's largest consumer electronics retailer [will stop selling Huawei](#) products over the next few weeks. The Chinese company is the world's third-largest smartphone maker. Earlier this year, US intelligence agencies warned that the [Chinese gov could use](#) Huawei products to spy on Americans. Not good since Huawei was trying to make it in the US market. Now, Best Buy is keeping them on the struggle bus. BTW, Amazon has a patent for a drone that [understands screaming and flailing arms](#). So, yeah.

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### **What to say to your friend who hasn't broken Lent yet...**

Crushing it. Just like [Loyola-Chicago](#).

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### **What to say when you can't figure something out...**

Don't worry, [Clarissa is back to explain it all again](#).

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## SKIMM LIFE

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### For when your parents say they're bored in the suburbs...

Not all suburbs are a snooze. Meet "[Santa Clarita Diet](#)." Season 2 is baaack today. Sheila Hammond (aka Drew Barrymore) still has some v questionable habits. And her hubby Joel is still by her side. [You can watch here on Netflix](#), or add it to your queue for later.\*

### For when you wake up before the alarm...

It's a miracle. But this really is. "[Anatomy of a Miracle](#)" by [Jonathan Miles](#) is a novel that reads like a true story. It's about a US veteran whose paralysis from the War in Afghanistan is miraculously cured. Cue a media frenzy and you finishing this story in days. [Get into it here](#).

Want more reads to stay inside with until it gets warmer? Here are our [favorite Skimm Reads of the year](#) (so far).

*\*PS This is a sponsored section*

## SKIMM SHARE

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Skimm HQ is here for National Puppy Day. Share theSkimm with your friend who has the cutest pup.

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MARCH 23, 2018

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MARCH 23, 2018

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## QUOTE OF THE DAY

"It's part of the drama" - A [CBS producer](#) on why the network shows kids crying during March Madness. Reeveeal nice.

## THINGS RAISING THE STAKES

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### National Security Adviser

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MARCH 8, 2018

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Skimm'd while getting behind [The Girl Generation](#). Happy International Women's Day

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## QUOTE OF THE DAY

"We're aware of this and working to fix it" - [Amazon](#), confirming that Alexa is randomly laughing at people. Don't worry, they said. Robots can't take over the world, they said.

## GET YOUR AFFAIRS IN ORDER

---

### The Story

The Department of Veterans Affairs [is in the hot seat](#).

### What's happening?

Yesterday, the department's watchdog [issued a report](#) that - for years - leadership failings have put patients at risk at a major medical center. Think: things like a lack of medical supplies, unsterile conditions, and canceled surgeries after patients were already under anesthesia. VA Secretary David Shulkin says he's overhauling senior leadership around the country. Good idea.

### This sounds familiar...

Because you've been hearing reports about issues at VA hospitals for years. Like this [waitlist scandal](#) from a few years ago. And it comes at a bad time for Shulkin, who's been under fire [after using taxpayer dollars](#) for his wife to join him on a 10-day European trip last summer.

### theSkimm

There are [millions of vets](#) in the US who rely on VA healthcare. And for years, they haven't been getting the treatment they deserve.

## REPEAT AFTER ME...

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What to say when you hear Florida is trying to make [Daylight Saving Time a year-long thing...](#)

It's also trying to make this happen. Yesterday, Florida's lawmakers passed a rare [gun-control bill](#) and sent it to the governor to sign. Last month, a gunman stormed a school in Parkland, FL, killing 17 people. Survivors quickly launched a major national campaign to end gun violence. But some local lawmakers have been under pressure from the National Rifle Association to resist gun-control efforts. Days after the attack, lawmakers [refused to consider a bill](#) that would ban assault rifles. But yesterday, they passed a bill that would do some other things the NRA hasn't signed off on. Like raise the age to buy guns from 18 to 21 and ban bump stocks - which make guns fire faster. It's now up to the governor - who's been pro-NRA - to sign off.

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### **What to say when your friend judges you for using Splenda...**

It's not poison. But [this is](#). Yesterday, British police said that an Russian ex-spy was poisoned. Years ago, the spy defected to the UK - and got caught. He was imprisoned in Russia, but later freed and sent to the UK as part of a swap. This week, he and his daughter were found unconscious on a bench and sent to the hospital. They're in critical condition. The UK is still investigating what went down, and won't say exactly what the poison was. But they're calling it attempted murder. And giving Russia a dirty look. This [isn't the first time](#) a former Russian spy was poisoned in the UK.

---

### **What to say when you're feeling like a chocolate croissant...**

Oh, bonjour. Yesterday, France told companies they have to [close the gender pay gap](#) or face fines. Fun reminder: women on average make less money than men [all over the world](#). And in France, women get nine percent less. Now, the country's saying 'enough.' Over the next few years, companies with more than 50 employees have to install software that monitors any employee pay gaps. If a gap isn't justified, the company has three years to get its bureaucratic sh\*t together or pay the price. Oui, oui.

---

### **What to say when your coworker still has your iPhone charger...**

Cough it up. Yesterday, the US Holocaust Museum [took back an award](#) it had given Myanmar leader Aung San Suu Kyi. For years, Suu Kyi took on the country's military dictatorship and became a symbol of resistance. She got a bunch of awards, including the Nobel Peace Prize and the Holocaust Museum's Elie Wiesel Award. But last summer, Myanmar's military cracked down on Rohingya, a Muslim minority group. They [destroyed villages](#) and brutally killed thousands of people. Hundreds of thousands were forced to flee to neighboring Bangladesh, where they are living in makeshift homes that are [threatened by monsoon season](#). As the country's leader, Suu Kyi did nothing. Instead, she's been accused of spreading hate against Rohingya and refusing to let the UN and journalists investigate. Now, the Holocaust Museum's telling her 'you don't deserve nice things.'

---

What to say when you hear "[Cat Person](#)" wants to give you goosebumps...

So spooky. The author of this NYT article has [other reasons to freak](#).

---

What to say to your friend who uses the upside-down smiley emoji...

McDonald's is also [flipping the script](#).

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## SKIMM MD: REPRODUCTIVE HEALTH

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Today is International Women's Day. Part of our goal this week has been to help millennial women feel smarter about some areas of their reproductive health. We've talked [birth control](#), [fertility options and struggles](#), and now we're talking [birth](#). Whether you want to be a party of one or a table for ten, here are some things to know...

**Pitocin:** It's a man-made version of a hormone that can help speed up labor. Some (like the WHO) think healthcare providers are too quick to reach for this.

**Epidural:** We see your labor pains and we raise you the epidural. It's an injection that delivers anesthetics into your spine so you don't have to feel the feels. Some swear by it, others swear against it.

**Placenta:** The organ attached to your uterus that nourishes the baby and more. After you push out a person, surprise: you're not done. Still gotta deliver the placenta.

**PS:** *There are a number of ways to electively have a child. You could adopt, have a surrogate, foster, etc. Do you.*

**There's more Skimm...**

\* [Hear](#) from women who've been through some of the above

\* [Read](#) more on all of the above

## SKIMM LIFE

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**For when your BFF gets a promotion...**

Like a boss. Skimm HQ is all about women doing big things in the workplace. Say hi to Stitch Fix founder Katrina Lake. She's making your life a looot easier by sending you clothes based on your fit, budget, and style. Plus you get a personal stylist. Casual...or fancy, if that's more your thing. Bonus: Skimm'rs get a little something off the price tag. [Get in on it here](#).\*

### For your friend who says 'my body is a temple'...

Treat your temple to some vitamins. [This](#) will do the trick. It sends you specific vitamins and supplements you need in Insta-worthy packaging. Answer a few Qs about your lifestyle and it'll deliver. In more ways than one. Plus prenatal ones for all the soon-to-be mamas. Bonus: Skimm'rs get a discount off their first order. [Take the quiz and get started here.](#)\*

### For when you want to help on International Women's Day...

**Skimm'r of the Week Lyndsey Jefferson (Indianapolis, IN)** has an idea. She works at The Girl Generation, a global non-profit fighting to end female genital mutilation. Half a million women in the US are affected by it. Plus 200 million worldwide. [Learn more here.](#)

*\*PS This is an affiliate partner, which means if you purchase or sign up theSkimm may get something in return. Thanks.*

## SKIMM SHARE

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Skimm HQ watched too much live TV this week. Share theSkimm with your friend who did, too.

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From: "theSkimm" <dailyskimm@morning7.theskimm.com>  
Sent Date: Thu, 8 Mar 2018 04:22:02 -0700 (MST)  
Subject: Daily Skimm: Who run the world  
To: <denice.peterson@carlsbad.k12.nm.us>

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MARCH 8, 2018

[READ IN BROWSER](#)



Skimm'd while getting behind [The Girl Generation](#). Happy International Women's Day

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From: "Chancy Allen" <Chancy.Allen@CarlsbadSchools.net>  
Sent Date: Mon, 5 Mar 2018 10:41:13 -0700 (MST)  
Subject: DC projects  
To: "Annette Hardin" <Annette.Hardin@CarlsbadSchools.net>, "Christina Byers" <Christina.Byers@CarlsbadSchools.net>

Attachments:DC Sr porject 2018.docx (18.97k)

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Here is my too easy project.

From: "Chancy Allen" <Chancy.Allen@CarlsbadSchools.net>  
Sent Date: Thu, 1 Mar 2018 10:16:04 -0700 (MST)  
Subject: DC Sr project 2018  
To: "Elizabeth Burke" <Elizabeth.Burke@CarlsbadSchools.net>

Attachments:DC Sr porject 2018.docx (18.97k)

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There may be some mistakes because I was hauling it-lol But this is what I am doing for my DC. I am starting early this year. I don't want to get to the end of the year and have it weighing on me. I just thought you might want to look at it and see if there is anything they might can do for you too.

C

From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 12 Mar 2018 05:36:05 -0600 (MDT)  
Subject: DeVos To Chair School Safety Panel As Trump Releases School Safety Plan  
To: <ron.singleton@carlsbad.k12.nm.us>

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Good morning Ron Singleton

March 12, 2018

## LEADING THE NEWS

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### DeVos To Chair School Safety Panel As Trump Releases School Safety Plan.

NBC Nightly News (3/11, story 2, 0:50, O'Donnell) reported last night that the White House was "beginning to roll out a range of school safety ideas," with "aides" saying "the President will support states and lawmakers who will begin to improve law enforcement information sharing for the background check system – but that does not mean expanding those who are included in the checks." NBC added that plan would also include asking "states to raise gun purchase age requirements for certain weapons," but the [Washington Post](#) (3/11, Rucker) later reported the White House "vowed to help provide 'rigorous firearms training' to some schoolteachers and formally endorsed a bill to tighten the federal background checks system, but it backed

off...Trump's earlier call to raise the minimum age to purchase some guns." Instead, "officials" said "the president is establishing a Federal Commission on School Safety, to be chaired by Education Secretary Betsy DeVos, that will explore possible solutions, such as the age requirement for purchases." DeVos "characterized the administration's efforts as 'a pragmatic plan to dramatically increase school safety,'" while "pressed by reporters about the apparent backtracking" of raising the minimum age to purchase rifles, "a senior administration official said the age issue was 'a state-based discussion right now' and would be explored by DeVos's commission."

The [AP](#) (3/11, Colvin) reports DeVos' commission will study raising the age to purchase assault weapons "as well as a long list of others topics, as part of a longer-term look at school safety and violence." The piece quotes DeVos saying, "Today we are announcing meaningful actions, steps that can be taken right away to help protect students." The AP adds DeVos "said that 'far too often, the focus' after such tragedies 'has been only on the most contentious fights, the things that have divided people and sent them into their entrenched corners.'" She described the plan as 'pragmatic.'"

The [Washington Times](#) (3/11, Boyer) reports that while the provision is not part of the plan, “Trump still supports raising the age limit for purchasing long guns from 18 to 21.”

**DeVos: Armed School Staff Should Be Option For States, Districts.** In a segment on [CBS’ 60 Minutes](#) (3/11), DeVos was asked if teachers should have guns in the classroom. DeVos said, “That should be an option for states and communities to consider. And I hesitate to think of, like, my first-grade teacher, Mrs. Zorhoff. I couldn’t ever imagine her having a gun and being trained in that way. But for those who are capable, this is one solution that can and should be considered. But, no one size fits all. Every state and every community is going to address this issue in a different way.”

[The Hill](#) (3/9, Greenwood) reports Education Secretary DeVos in an interview with CBS’s “60 Minutes” that is set to air on Sunday “said that states should consider arming teachers as a way to protect school campuses from shooters.” DeVos asserted “that not all teachers should carry firearms, but ‘for those who are capable this is one solution that can and should be considered.’” DeVos added, “Every state and every community is going to address this issue in a different way.” The [Washington Times](#) (3/11, Richardson) runs a story noting DeVos’ comments.

## **POLITICS & POLICY**

### **DeVos Makes Case For School Choice.**

[CBS’ 60 Minutes](#) (3/11) reported that Education Secretary Betsy DeVos wanted the job “so she could promote school choice, offering parents options other than traditional public schools, where 90 percent of kids go.” DeVos “has proposed massive cuts in public education funding, and wants to shift billions to alternative players like private, parochial and charter schools.” DeVos: “We have invested billions and billions and billions of dollars from the federal level, and we have seen zero results.” Reminded that “test scores have gone up over the last 25 years,” DeVos said, “Well actually, test scores vis-à-vis the rest of the world have not gone up. And we have continued to be middle of the pack at best.” DeVos added, “Any family that has the economic means and the power to make choices is doing so for their children. ... I am fighting for the parents who don’t have those choices. We need all parents to have those choices.”

The [Washington Examiner](#) (3/11, Lim) says DeVos “struggled to answer questions regarding school choice, her signature policy and admitted she had not ‘intentionally’ toured ‘underperforming’ schools during her tenure.” DeVos said, “Well, in places where there have been, where there is, a lot of choice that’s been introduced – Florida, for example – the studies show that when there’s a large number of students that opt to go to a different school or different schools, the traditional public schools actually, the results get better as well.” The Examiner adds that DeVos “could not explain why public schools in her home state of Michigan had not improved when funding had been diverted elsewhere.” DeVos said, “I don’t know. Overall, I can’t say overall that they have all gotten better. ... I hesitate to talk about all schools in general because schools are made up of individual students attending them.” She added that she had “not intentionally visited schools that are underperforming.”

### **West Virginia Lawmakers Pass Bill To Eliminate Department Of Education And Arts.**

[The Hill](#) (3/10, Bowden) reports West Virginia lawmakers on Saturday voted along partisan lines “to dismantle the state’s Department of Education and the Arts just days after the longest teachers’ strike in the state’s history ended.” The Hill says Democrats opposed the bill, which “they say will destroy public funding for the arts in the state.” The Hill adds that “among other provisions, the bill would eliminate the position of state Secretary of Education and the Arts, which is currently held by Gayle Manchin, wife of Sen. Joe Manchin.”



## TEACHING & LEARNING

### Oklahoma Braces For Possible State-Wide Teacher Walkout.

The [Oklahoman](#) (3/11) recalls a teacher strike “over low school funding and teacher pay” that was organized by the Oklahoma Education Association in 1990, and says after a “four-day showdown,” the state Legislature approved “a series of tax increases that sent new money to teacher salaries and school budgets, along with establishing a variety of education reforms.” Nearly three decades later, “Oklahoma educators again face funding and pay challenges that have teachers threatening an April 2 walkout if lawmakers fail to provide more than \$800 million in new funding for public schools and state employees next fiscal year.” The Oklahoman outlines “key differences” in the strike teachers are preparing for this April and the one in 1990, and examines the “unique challenges, along with unique opportunities,” presented by the latest walkout.

In a separate piece, the [Oklahoman](#) (3/11, Willert) reports Oklahoma City Public Schools spokeswoman Beth Harrison said if state lawmakers do not approve the new funding and at least 520 of the 2,600 teachers in the district walk out, then OCPS would be compelled to close its doors to students. Harrison explained that “we don’t have enough substitutes to ensure there are enough adults in the building to be sure that we have a safe environment for students.” That outcome “could mean hardship for parents who work and can’t afford day care or rely on nutrition provided by schools.” In the meantime, OCPS “and other metro-area districts are working on contingency plans in the event of a walkout.” Oklahoma Institute for Child Advocacy also “announced Friday that it is working with community leaders from across the state to compile a list of organizations that will provide child care and meals during the planned walkout.”

### Massachusetts High School Awarded STEM Grant.

The [Lowell \(MA\) Sun](#) (3/11) reports Nashoba Valley Technical High School was awarded a \$20,000 Project Lead the Way grant “to offer high-quality science, technology, engineering and math programs.” It is one of 73 schools in Massachusetts to receive the grant, “which is supported by the administration of Gov. Charlie Baker and Lt. Gov. Karyn Polito, as well as the One8 Foundation and Mass STEM Hub.” Nashoba Tech is planning to “use the grant to strengthen its existing Programming and Web technical programming by incorporating Project Lead the Way Computer Science.” It will also use the funds to “support teacher professional development and the purchase of materials and equipment that will be used in the hands-on, activity-, project- and problem-based courses.”

### “Robo Moms” Discuss Involvement In Students’ After-School Robotics Activities.

The [AP](#) (3/11, Hammerschlag) reports after-school robotics activities have “been credited with drawing children to science and technology fields; mothers tell of little ones staying up into the early morning hours programming and building robots.” VEX Robotics and other companies “have cashed in on the trend, selling assembly kits and organizing regional competitions.” The AP interviews several mothers of robotics students, with one mother saying she is like a soccer mom, but with more demanding duties. Other so-called “robo moms” told the AP “that in addition to encouraging their children to pursue careers in science and technology, robotics has taught them time management skills and how to solve problems under pressure; they have learned how to be leaders but also how to work as a team.”

### Nebraska To Implement Computer-Adaptive Assessments This Spring.

The [Omaha \(NE\) World-Herald](#) (3/11) reports the Nebraska state Department of Education is replacing the Nebraska State Accountability (NeSA) assessments with the new, computer-adaptive Nebraska Student-Centered Assessment

System (NSCAS) tests during the spring testing season, which begins on March 19. The use of computer-adaptive math and English language arts questions is a first for Nebraska, and it constitutes the “latest attempt to find a testing system” that “complies with state and federal testing mandates without burdening students and teachers with excessive testing.” State assessment director Valorie Foy said the new format may challenge high-performing students, but “engages our struggling learners, who may have more trouble encountering those very, very difficult test items and may be more frustrated and thus engage in the test less.” The test results, which may not be released until this fall, “will still be used for accountability, including the identification of low-performing schools for assistance and intervention.”

## OPERATIONS

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### **WPost A1: DC School Scandals Show Focus On Data Sidelines Education.**

In a front-page article, the [Washington Post](#) (3/10, A1, Brown, Strauss, Stein) reports that “in the decade after the city dissolved its elected local school board and turned management of the schools over to the mayor, [Michelle] Rhee and her successor, Kaya Henderson, created a system that demanded ever-higher accomplishments,” but “with only weak oversight from the D.C. Council and other city education agencies...there was no strong check on any impulse to gloss over shortcomings and pump up numbers.” According to the Post, while Rhee had promised to focus on data to determine accountability, “a cascade of D.C. school scandals in recent months has shown that data can sometimes mislead.” The Post adds “the revelations – coupled with the resignation of the chancellor after his own personal scandal and, separately, allegations of enrollment fraud at one of the city’s most sought-after selective high schools – have shattered the simple narrative of success.”

### **Virginia District Overhauls Curriculum To Close Racial Barriers To Gifted Classes.**

The [Richmond \(VA\) Times-Dispatch](#) (3/10) reported Chesterfield County Public Schools introduced a curriculum across 39 schools designed to “break down barriers that have prevented students of color from enrolling in gifted classes.” During the 2016-17 school year, white students accounted for about 54 percent of the district’s student population, but 82 percent of gifted class enrollment, according to a report prepared by a district equity committee. That same year, “African-American students were 27 percent of the total population, but represented 8 percent of gifted enrollment,” and “Latino students were 15 percent of the student population, but 4 percent of the gifted enrollment.” ED’s Office of Civil Rights found that in 2013, the gaps “existed in nearly the same form” in Chesterfield and many neighborhood districts. The equity report, meanwhile, cited another study that attributed the issue to “many advantages that white students have due to the material advantages available to them.”

### **North Dakota District Classrooms Face Anticipated Overcapacity.**

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## DIGITAL LEARNING

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## **SAFETY & SECURITY**

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The [Washington Post](#) (3/8, Berman) reports, “there are many unanswered questions about how law enforcement officials handled warnings about the suspected attacker and the way they responded to the Feb. 14 massacre” at Marjory Stoneman Douglas High School in Parkland, Florida. There are also “numerous ongoing inquiries from local, state and federal officials.” The Post adds, “authorities have acknowledged receiving multiple warnings about Nikolas Cruz,” 19, and that has “prompted intense scrutiny of how law enforcement officials handled the red flags.” FBI acting deputy director David Bowdich, has “acknowledge[d] that the bureau made a mistake by not investigating a January warning that Cruz could ‘get into a school and just shoot the place up.’” The Post adds, “The FBI is still reviewing its handling of” two tips related to Cruz. [Fox News](#) (3/9, Diaz) reports on the question of “how the FBI unit that received a tip about the potential shooter in early January failed to pass it along.” Fox adds, “Bowdich admitted in a March 6 briefing that ‘the caller provided sufficient information to the tip line for the FBI to launch a probe.’”

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back to Florida and the FBI Field Office in Miami.”

### **NRA Files Lawsuit After Scott Signs Florida Gun Control Law.**

The [New York Times](#) (3/9, A1, Mazzei, Subscription Publication) in a front-page article reports that Florida Gov. Rick Scott on Friday signed into law “requirements to raise the minimum age and waiting period to purchase a gun.” The Times calls the law “the most aggressive action on gun control taken in the state in many years.” Scott also spoke to a group of families “who had traveled to the State Capitol” from Parkland, Florida, and “called parents and classmates of the slain students his inspiration.” He also “praised them for helping persuade lawmakers to pass legislation, even if neither they nor him agreed with all of its provisions.”

The [Wall Street Journal](#) (3/9, Campo-Flores, Subscription Publication) reports that Scott said he weighed in his decision whether the legislation would improve school safety, whether it would provide more funding for mental-health treatment, and whether it would keep guns away from individuals who should not have access to them. Scott said, “The answer to all three is yes,” adding, “That is why I’m signing the legislation today.” The [Washington Post](#) (3/9, Scherer) reports that Scott also said after the signing, “I am going to do what I think are common sense solutions...I think this is the beginning. There is now going to be a real conversation about how we make our schools safe.” The Post adds that Scott, “who is moving toward a U.S. Senate bid against Democratic incumbent Bill Nelson, was critical of the inaction in Washington.” However, the Post states that “shortly after Scott signed the law, the NRA filed suit in federal court to block raising the minimum age for purchasing long guns, arguing that the change violates the constitutional rights of 18-, 19- and 20-year-olds.”

In an analysis, the [Washington Post](#) (3/10, Phillips) also examines whether Scott’s “new views on gun control [will] be a political pro or con” as he prepares to run for Senate.

The CBS Evening News (3/9, story 5, 0:25, Glor) and [NBC Nightly News](#) (3/9, story 7, 0:25, Holt) broadcasts provided similar coverage in brief reports.

### **Students Planning New Walkouts Over Gun Violence.**

The [Washington Post](#) (3/10, Heim, Truong, George) reports that “for the second time in a month, students and school leaders in the Washington region are preparing for a school walkout to protest gun violence.” In addition, “many more” students “are expected to join actions on their campuses coordinated with school administrators.” The Post says school districts in the area “are seeking a middle ground that acknowledges and supports students engaged in protests while ensuring rules are followed and students remain safe.”

The [AP](#) (3/11) reports administrators at schools across the country are “scrambling to perform a delicate balancing act: How to let thousands of students exercise their First Amendment rights while not disrupting school and not pulling administrators into the raging debate over gun control. ... Some have taken a hard line, promising to suspend students who walk out, while others are using a softer approach, working with students to set up places on campus where they can remember the victims of the Florida shooting and express their views about school safety and gun control.”

**Elementary Schools Plan Student Walkout.** The [Wall Street Journal](#) (3/10, Brody, Subscription Publication) reports elementary schools are planning a nationwide student walkout on March 14 in the name of student safety, to last 17 minutes in honor of each victim of the Parkland, Florida shooting last month. The Journal says schools are struggling to find ways to address the event with such young children.

### **Brady Campaign Releases Curriculum To Facilitate Student Protests.**

[USA Today](#) (3/10, Gaudiano) reports the Brady Campaign to Prevent Gun Violence is “offering a school curriculum” to address next week’s planned student walkouts. “The gun-control group’s 10-page guide is written to help school

officials address gun violence as students across the country plan to participate in protests on Wednesday, the one-month anniversary of the mass shooting at Marjory Stoneman Douglas High School in Parkland, Fla.” Brady officials “describe the guide as ‘neutral and nonpartisan’ in a letter to principals, teachers or school administrators, noting that it proposes no particular policy solutions.” However, National Rifle Association spokesman Andrew Arulanandam “called it a ‘political white paper on gun control’ that he said does nothing to keep students safe.”

### **Stoneman Douglas Junior Visited White House During Washington, DC Tour.**

The [Washington Post](#) (3/9, Zak) reports on Stoneman Douglas junior Kyle Kashuv’s trip to Washington, DC this week, where had meetings with “five senators, the Speaker of the House, the counselor to the president, and then a special surprise at the White House.” The Post says Kashuv is “fiercely fixated on the middle ground” on the issue of gun control. During his meeting with President Trump, which was “over in five minutes,” Trump “asked about his classmates” and Kashuv “talked about his app idea.”

### **Indiana Governor Requests Funds For School Security Grants.**

The [Indianapolis Star](#) (3/9, Herron, Cook) reports that Indiana Gov. Eric Holcomb “is asking the Indiana legislature for an extra \$5 million for school security grants.” Holcomb “requested the additional money for the Indiana Secured School Safety Fund, which provides matching grants to schools to hire school resource officers and purchase equipment to bolster school security.” The Star says the request is “the first major move the state has taken toward bolstering safety in schools since” the shooting in Parkland, Florida.

### **AP Analysis Finds NRA Has Increased Grants To Schools.**

An [AP](#) (3/9, Binkley, Hoyer) analysis of the National Rifle Association’s public tax records shows that the NRA “has dramatically increased its funding to schools in recent years amid a national debate over guns and school violence.” The article provides further detail on the analysis, and says that few schools “say they plan to give up the money in the aftermath of the latest mass shooting.”

### **Parkland Students Turn Grief Into Song.**

The [AP](#) (3/10) reports that a few days after the Parkland massacre, Marjory Stoneman Douglas High School students Sawyer Garrity and Andrea Peña began collaborating on a song they called “Shine” as a method of expressing their grief. Soon after, “Sawyer and Andrea were standing on a stage at the BB&T Center performing the song live in front of 7,000 people. They were the closing act for CNN’s Town Hall Meeting on the shooting. Millions of viewers were tuned in.”

### **Kansas Republicans’ School Safety Plan Draws Criticism.**

The [AP](#) (3/10, Hanna, Writer) reports a bill “to mandate safety standards for schools and provide state funds to school districts for training and security upgrades” floated by Republicans in the Kansas legislature is facing criticism from “educators and other legislators” who “say the new spending is not enough and argue that the House GOP leaders who drafted the plan are ducking a core issue by not proposing gun control measures.”

### **Florida Governor Signs Bill Giving Vouchers To Bullied Students.**

The [AP](#) (3/11, Fineout) reports Florida Gov. Rick Scott (R) on Sunday signed a bill to “create the nation’s first ever private school voucher program for bullied students.” The sweeping legislation also “requires all Florida schools to display the words ‘In God We Trust’ on school grounds and that Florida teacher union must go through a

recertification process if membership levels fall beneath a certain threshold.”

### **Study: Many Teachers Fail To Report Student Attacks.**

The [Columbus \(OH\) Dispatch](#) (3/11) reports Ohio State University Department of Educational Studies chairman Eric Anderman led a nationwide study that found nearly one in five teachers who were physically or verbally attacked by students declined to notify school administrators, and one in four said “they didn’t even tell family members.” The study, published online by the journal Social Psychology of Education on Tuesday, specifically examined “how teachers react to attacks: whether their emotional response and what they feel is to blame for the violence influences the way the attack is ultimately handled.” The National Education Association and American Federation of Teachers urged their members to respond. Of the nearly 3,500 teachers who did, 2,505 from 48 states reported incidents. Since student attacks and how they are handled can influence whether teachers “ultimately stay in the profession,” school leaders “might reflect on whether they create the conditions and policies under which teachers aren’t coming forward with information, the study said.”

## **SPECIAL NEEDS**

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### **Ohio Parents Compel District To Change Reading Instruction Methods.**

[NPR](#)’s (3/11) “NPR Ed” reports that parents were frustrated with Upper Arlington Schools’ failure to address the needs of their children with dyslexia, so they filed a complaint with the Ohio state Department of Education in 2011. The state DOE “found the Upper Arlington Schools in violation of the law when it came to promptly and properly identifying students with learning disabilities and finding them eligible for special education services,” and ordered the district “to train teachers and staff on how to identify and evaluate students with learning disabilities.” Upper Arlington also changed the way it taught reading. It was using a “whole language” approach, which erroneously assumes that reading “is a natural process” and is particularly difficult for children with dyslexia. In its transition to “a phonics-based approach that explicitly and systematically teaches them how letters represent sounds to form words on the page,” Upper Arlington had to retrain teachers who “learned whole language-based methods in their teacher-preparation programs.”

## **FRIDAY’S LEAD STORIES**

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- [Former Baltimore County Superintendent Pleads Guilty To Perjury.](#)
- [California Officials Say They’re Nearing Compromise With ED Over ESSA Plan.](#)
- [Experts: West Virginia Teacher Strike Demonstrates Women’s Power.](#)
- [After Years Of Apparent Success, DC Schools Beset By Multiple Scandals.](#)
- [IL House Approves School Funding Bill.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 12 Mar 2018 05:36:05 -0600 (MDT)  
Subject: DeVos To Chair School Safety Panel As Trump Releases School Safety Plan  
To: <david.shoup@carlsbad.k12.nm.us>

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Good morning David Shoup

March 12, 2018

## LEADING THE NEWS

Advertisement



### DeVos To Chair School Safety Panel As Trump Releases School Safety Plan.

NBC Nightly News (3/11, story 2, 0:50, O'Donnell) reported last night that the White House was "beginning to roll out a range of school safety ideas," with "aides" saying "the President will support states and lawmakers who will begin to improve law enforcement information sharing for the background check system – but that does not mean expanding those who are included in the checks." NBC added that plan would also include asking "states to raise gun purchase age requirements for certain weapons," but the [Washington Post](#) (3/11, Rucker) later reported the White House "vowed to help provide 'rigorous firearms training' to some schoolteachers and formally endorsed a bill to tighten the federal background checks system, but it backed

off...Trump's earlier call to raise the minimum age to purchase some guns." Instead, "officials" said "the president is establishing a Federal Commission on School Safety, to be chaired by Education Secretary Betsy DeVos, that will explore possible solutions, such as the age requirement for purchases." DeVos "characterized the administration's efforts as 'a pragmatic plan to dramatically increase school safety,'" while "pressed by reporters about the apparent backtracking" of raising the minimum age to purchase rifles, "a senior administration official said the age issue was 'a state-based discussion right now' and would be explored by DeVos's commission."

The [AP](#) (3/11, Colvin) reports DeVos' commission will study raising the age to purchase assault weapons "as well as a long list of others topics, as part of a longer-term look at school safety and violence." The piece quotes DeVos saying, "Today we are announcing meaningful actions, steps that can be taken right away to help protect students." The AP adds DeVos "said that 'far too often, the focus' after such tragedies 'has been only on the most contentious fights, the things that have divided people and sent them into their entrenched corners.'" She described the plan as 'pragmatic.'"



The [Washington Times](#) (3/11, Boyer) reports that while the provision is not part of the plan, “Trump still supports raising the age limit for purchasing long guns from 18 to 21.”

**DeVos: Armed School Staff Should Be Option For States, Districts.** In a segment on [CBS’ 60 Minutes](#) (3/11), DeVos was asked if teachers should have guns in the classroom. DeVos said, “That should be an option for states and communities to consider. And I hesitate to think of, like, my first-grade teacher, Mrs. Zorhoff. I couldn’t ever imagine her having a gun and being trained in that way. But for those who are capable, this is one solution that can and should be considered. But, no one size fits all. Every state and every community is going to address this issue in a different way.”

[The Hill](#) (3/9, Greenwood) reports Education Secretary DeVos in an interview with CBS’s “60 Minutes” that is set to air on Sunday “said that states should consider arming teachers as a way to protect school campuses from shooters.” DeVos asserted “that not all teachers should carry firearms, but ‘for those who are capable this is one solution that can and should be considered.’” DeVos added, “Every state and every community is going to address this issue in a different way.” The [Washington Times](#) (3/11, Richardson) runs a story noting DeVos’ comments.

## **POLITICS & POLICY**

### **DeVos Makes Case For School Choice.**

[CBS’ 60 Minutes](#) (3/11) reported that Education Secretary Betsy DeVos wanted the job “so she could promote school choice, offering parents options other than traditional public schools, where 90 percent of kids go.” DeVos “has proposed massive cuts in public education funding, and wants to shift billions to alternative players like private, parochial and charter schools.” DeVos: “We have invested billions and billions and billions of dollars from the federal level, and we have seen zero results.” Reminded that “test scores have gone up over the last 25 years,” DeVos said, “Well actually, test scores vis-à-vis the rest of the world have not gone up. And we have continued to be middle of the pack at best.” DeVos added, “Any family that has the economic means and the power to make choices is doing so for their children. ... I am fighting for the parents who don’t have those choices. We need all parents to have those choices.”

The [Washington Examiner](#) (3/11, Lim) says DeVos “struggled to answer questions regarding school choice, her signature policy and admitted she had not ‘intentionally’ toured ‘underperforming’ schools during her tenure.” DeVos said, “Well, in places where there have been, where there is, a lot of choice that’s been introduced – Florida, for example – the studies show that when there’s a large number of students that opt to go to a different school or different schools, the traditional public schools actually, the results get better as well.” The Examiner adds that DeVos “could not explain why public schools in her home state of Michigan had not improved when funding had been diverted elsewhere.” DeVos said, “I don’t know. Overall, I can’t say overall that they have all gotten better. ... I hesitate to talk about all schools in general because schools are made up of individual students attending them.” She added that she had “not intentionally visited schools that are underperforming.”

### **West Virginia Lawmakers Pass Bill To Eliminate Department Of Education And Arts.**

[The Hill](#) (3/10, Bowden) reports West Virginia lawmakers on Saturday voted along partisan lines “to dismantle the state’s Department of Education and the Arts just days after the longest teachers’ strike in the state’s history ended.” The Hill says Democrats opposed the bill, which “they say will destroy public funding for the arts in the state.” The Hill adds that “among other provisions, the bill would eliminate the position of state Secretary of Education and the Arts, which is currently held by Gayle Manchin, wife of Sen. Joe Manchin.”

## TEACHING & LEARNING

### Oklahoma Braces For Possible State-Wide Teacher Walkout.

The [Oklahoman](#) (3/11) recalls a teacher strike “over low school funding and teacher pay” that was organized by the Oklahoma Education Association in 1990, and says after a “four-day showdown,” the state Legislature approved “a series of tax increases that sent new money to teacher salaries and school budgets, along with establishing a variety of education reforms.” Nearly three decades later, “Oklahoma educators again face funding and pay challenges that have teachers threatening an April 2 walkout if lawmakers fail to provide more than \$800 million in new funding for public schools and state employees next fiscal year.” The Oklahoman outlines “key differences” in the strike teachers are preparing for this April and the one in 1990, and examines the “unique challenges, along with unique opportunities,” presented by the latest walkout.

In a separate piece, the [Oklahoman](#) (3/11, Willert) reports Oklahoma City Public Schools spokeswoman Beth Harrison said if state lawmakers do not approve the new funding and at least 520 of the 2,600 teachers in the district walk out, then OCPS would be compelled to close its doors to students. Harrison explained that “we don’t have enough substitutes to ensure there are enough adults in the building to be sure that we have a safe environment for students.” That outcome “could mean hardship for parents who work and can’t afford day care or rely on nutrition provided by schools.” In the meantime, OCPS “and other metro-area districts are working on contingency plans in the event of a walkout.” Oklahoma Institute for Child Advocacy also “announced Friday that it is working with community leaders from across the state to compile a list of organizations that will provide child care and meals during the planned walkout.”

### Massachusetts High School Awarded STEM Grant.

The [Lowell \(MA\) Sun](#) (3/11) reports Nashoba Valley Technical High School was awarded a \$20,000 Project Lead the Way grant “to offer high-quality science, technology, engineering and math programs.” It is one of 73 schools in Massachusetts to receive the grant, “which is supported by the administration of Gov. Charlie Baker and Lt. Gov. Karyn Polito, as well as the One8 Foundation and Mass STEM Hub.” Nashoba Tech is planning to “use the grant to strengthen its existing Programming and Web technical programming by incorporating Project Lead the Way Computer Science.” It will also use the funds to “support teacher professional development and the purchase of materials and equipment that will be used in the hands-on, activity-, project- and problem-based courses.”

### “Robo Moms” Discuss Involvement In Students’ After-School Robotics Activities.

The [AP](#) (3/11, Hammerschlag) reports after-school robotics activities have “been credited with drawing children to science and technology fields; mothers tell of little ones staying up into the early morning hours programming and building robots.” VEX Robotics and other companies “have cashed in on the trend, selling assembly kits and organizing regional competitions.” The AP interviews several mothers of robotics students, with one mother saying she is like a soccer mom, but with more demanding duties. Other so-called “robo moms” told the AP “that in addition to encouraging their children to pursue careers in science and technology, robotics has taught them time management skills and how to solve problems under pressure; they have learned how to be leaders but also how to work as a team.”

### Nebraska To Implement Computer-Adaptive Assessments This Spring.

The [Omaha \(NE\) World-Herald](#) (3/11) reports the Nebraska state Department of Education is replacing the Nebraska State Accountability (NeSA) assessments with the new, computer-adaptive Nebraska Student-Centered Assessment

System (NSCAS) tests during the spring testing season, which begins on March 19. The use of computer-adaptive math and English language arts questions is a first for Nebraska, and it constitutes the “latest attempt to find a testing system” that “complies with state and federal testing mandates without burdening students and teachers with excessive testing.” State assessment director Valorie Foy said the new format may challenge high-performing students, but “engages our struggling learners, who may have more trouble encountering those very, very difficult test items and may be more frustrated and thus engage in the test less.” The test results, which may not be released until this fall, “will still be used for accountability, including the identification of low-performing schools for assistance and intervention.”

## OPERATIONS

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### **WPost A1: DC School Scandals Show Focus On Data Sidelined Education.**

In a front-page article, the [Washington Post](#) (3/10, A1, Brown, Strauss, Stein) reports that “in the decade after the city dissolved its elected local school board and turned management of the schools over to the mayor, [Michelle] Rhee and her successor, Kaya Henderson, created a system that demanded ever-higher accomplishments,” but “with only weak oversight from the D.C. Council and other city education agencies...there was no strong check on any impulse to gloss over shortcomings and pump up numbers.” According to the Post, while Rhee had promised to focus on data to determine accountability, “a cascade of D.C. school scandals in recent months has shown that data can sometimes mislead.” The Post adds “the revelations – coupled with the resignation of the chancellor after his own personal scandal and, separately, allegations of enrollment fraud at one of the city’s most sought-after selective high schools – have shattered the simple narrative of success.”

### **Virginia District Overhauls Curriculum To Close Racial Barriers To Gifted Classes.**

The [Richmond \(VA\) Times-Dispatch](#) (3/10) reported Chesterfield County Public Schools introduced a curriculum across 39 schools designed to “break down barriers that have prevented students of color from enrolling in gifted classes.” During the 2016-17 school year, white students accounted for about 54 percent of the district’s student population, but 82 percent of gifted class enrollment, according to a report prepared by a district equity committee. That same year, “African-American students were 27 percent of the total population, but represented 8 percent of gifted enrollment,” and “Latino students were 15 percent of the student population, but 4 percent of the gifted enrollment.” ED’s Office of Civil Rights found that in 2013, the gaps “existed in nearly the same form” in Chesterfield and many neighborhood districts. The equity report, meanwhile, cited another study that attributed the issue to “many advantages that white students have due to the material advantages available to them.”

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### **Parkland Students Turn Grief Into Song.**

The [AP](#) (3/10) reports that a few days after the Parkland massacre, Marjory Stoneman Douglas High School students Sawyer Garrity and Andrea Peña began collaborating on a song they called “Shine” as a method of expressing their grief. Soon after, “Sawyer and Andrea were standing on a stage at the BB&T Center performing the song live in front of 7,000 people. They were the closing act for CNN’s Town Hall Meeting on the shooting. Millions of viewers were tuned in.”

### **Kansas Republicans’ School Safety Plan Draws Criticism.**

The [AP](#) (3/10, Hanna, Writer) reports a bill “to mandate safety standards for schools and provide state funds to school districts for training and security upgrades” floated by Republicans in the Kansas legislature is facing criticism from “educators and other legislators” who “say the new spending is not enough and argue that the House GOP leaders who drafted the plan are ducking a core issue by not proposing gun control measures.”

### **Florida Governor Signs Bill Giving Vouchers To Bullied Students.**

The [AP](#) (3/11, Fineout) reports Florida Gov. Rick Scott (R) on Sunday signed a bill to “create the nation’s first ever private school voucher program for bullied students.” The sweeping legislation also “requires all Florida schools to display the words ‘In God We Trust’ on school grounds and that Florida teacher union must go through a



recertification process if membership levels fall beneath a certain threshold.”

### **Study: Many Teachers Fail To Report Student Attacks.**

The [Columbus \(OH\) Dispatch](#) (3/11) reports Ohio State University Department of Educational Studies chairman Eric Anderman led a nationwide study that found nearly one in five teachers who were physically or verbally attacked by students declined to notify school administrators, and one in four said “they didn’t even tell family members.” The study, published online by the journal Social Psychology of Education on Tuesday, specifically examined “how teachers react to attacks: whether their emotional response and what they feel is to blame for the violence influences the way the attack is ultimately handled.” The National Education Association and American Federation of Teachers urged their members to respond. Of the nearly 3,500 teachers who did, 2,505 from 48 states reported incidents. Since student attacks and how they are handled can influence whether teachers “ultimately stay in the profession,” school leaders “might reflect on whether they create the conditions and policies under which teachers aren’t coming forward with information, the study said.”

## **SPECIAL NEEDS**

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### **Ohio Parents Compel District To Change Reading Instruction Methods.**

[NPR](#)’s (3/11) “NPR Ed” reports that parents were frustrated with Upper Arlington Schools’ failure to address the needs of their children with dyslexia, so they filed a complaint with the Ohio state Department of Education in 2011. The state DOE “found the Upper Arlington Schools in violation of the law when it came to promptly and properly identifying students with learning disabilities and finding them eligible for special education services,” and ordered the district “to train teachers and staff on how to identify and evaluate students with learning disabilities.” Upper Arlington also changed the way it taught reading. It was using a “whole language” approach, which erroneously assumes that reading “is a natural process” and is particularly difficult for children with dyslexia. In its transition to “a phonics-based approach that explicitly and systematically teaches them how letters represent sounds to form words on the page,” Upper Arlington had to retrain teachers who “learned whole language-based methods in their teacher-preparation programs.”

## **FRIDAY’S LEAD STORIES**

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- [Former Baltimore County Superintendent Pleads Guilty To Perjury.](#)
- [California Officials Say They’re Nearing Compromise With ED Over ESSA Plan.](#)
- [Experts: West Virginia Teacher Strike Demonstrates Women’s Power.](#)
- [After Years Of Apparent Success, DC Schools Beset By Multiple Scandals.](#)
- [IL House Approves School Funding Bill.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 12 Mar 2018 05:36:05 -0600 (MDT)  
Subject: DeVos To Chair School Safety Panel As Trump Releases School Safety Plan  
To: <cindy.romero@carlsbad.k12.nm.us>

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Good morning Cindy Romero

March 12, 2018

## LEADING THE NEWS

Advertisement



### DeVos To Chair School Safety Panel As Trump Releases School Safety Plan.

NBC Nightly News (3/11, story 2, 0:50, O'Donnell) reported last night that the White House was "beginning to roll out a range of school safety ideas," with "aides" saying "the President will support states and lawmakers who will begin to improve law enforcement information sharing for the background check system – but that does not mean expanding those who are included in the checks." NBC added that plan would also include asking "states to raise gun purchase age requirements for certain weapons," but the [Washington Post](#) (3/11, Rucker) later reported the White House "vowed to help provide 'rigorous firearms training' to some schoolteachers and formally endorsed a bill to tighten the federal background checks system, but it backed

off...Trump's earlier call to raise the minimum age to purchase some guns." Instead, "officials" said "the president is establishing a Federal Commission on School Safety, to be chaired by Education Secretary Betsy DeVos, that will explore possible solutions, such as the age requirement for purchases." DeVos "characterized the administration's efforts as 'a pragmatic plan to dramatically increase school safety,'" while "pressed by reporters about the apparent backtracking" of raising the minimum age to purchase rifles, "a senior administration official said the age issue was 'a state-based discussion right now' and would be explored by DeVos's commission."

The [AP](#) (3/11, Colvin) reports DeVos' commission will study raising the age to purchase assault weapons "as well as a long list of others topics, as part of a longer-term look at school safety and violence." The piece quotes DeVos saying, "Today we are announcing meaningful actions, steps that can be taken right away to help protect students." The AP adds DeVos "said that 'far too often, the focus' after such tragedies 'has been only on the most contentious fights, the things that have divided people and sent them into their entrenched corners.'" She described the plan as 'pragmatic.'"

The [Washington Times](#) (3/11, Boyer) reports that while the provision is not part of the plan, “Trump still supports raising the age limit for purchasing long guns from 18 to 21.”

***DeVos: Armed School Staff Should Be Option For States, Districts.*** In a segment on [CBS’ 60 Minutes](#) (3/11), DeVos was asked if teachers should have guns in the classroom. DeVos said, “That should be an option for states and communities to consider. And I hesitate to think of, like, my first-grade teacher, Mrs. Zorhoff. I couldn’t ever imagine her having a gun and being trained in that way. But for those who are capable, this is one solution that can and should be considered. But, no one size fits all. Every state and every community is going to address this issue in a different way.”

[The Hill](#) (3/9, Greenwood) reports Education Secretary DeVos in an interview with CBS’s “60 Minutes” that is set to air on Sunday “said that states should consider arming teachers as a way to protect school campuses from shooters.” DeVos asserted “that not all teachers should carry firearms, but ‘for those who are capable this is one solution that can and should be considered.’” DeVos added, “Every state and every community is going to address this issue in a different way.” The [Washington Times](#) (3/11, Richardson) runs a story noting DeVos’ comments.

## **POLITICS & POLICY**

### **DeVos Makes Case For School Choice.**

[CBS’ 60 Minutes](#) (3/11) reported that Education Secretary Betsy DeVos wanted the job “so she could promote school choice, offering parents options other than traditional public schools, where 90 percent of kids go.” DeVos “has proposed massive cuts in public education funding, and wants to shift billions to alternative players like private, parochial and charter schools.” DeVos: “We have invested billions and billions and billions of dollars from the federal level, and we have seen zero results.” Reminded that “test scores have gone up over the last 25 years,” DeVos said, “Well actually, test scores vis-à-vis the rest of the world have not gone up. And we have continued to be middle of the pack at best.” DeVos added, “Any family that has the economic means and the power to make choices is doing so for their children. ... I am fighting for the parents who don’t have those choices. We need all parents to have those choices.”

The [Washington Examiner](#) (3/11, Lim) says DeVos “struggled to answer questions regarding school choice, her signature policy and admitted she had not ‘intentionally’ toured ‘underperforming’ schools during her tenure.” DeVos said, “Well, in places where there have been, where there is, a lot of choice that’s been introduced – Florida, for example – the studies show that when there’s a large number of students that opt to go to a different school or different schools, the traditional public schools actually, the results get better as well.” The Examiner adds that DeVos “could not explain why public schools in her home state of Michigan had not improved when funding had been diverted elsewhere.” DeVos said, “I don’t know. Overall, I can’t say overall that they have all gotten better. ... I hesitate to talk about all schools in general because schools are made up of individual students attending them.” She added that she had “not intentionally visited schools that are underperforming.”

### **West Virginia Lawmakers Pass Bill To Eliminate Department Of Education And Arts.**

[The Hill](#) (3/10, Bowden) reports West Virginia lawmakers on Saturday voted along partisan lines “to dismantle the state’s Department of Education and the Arts just days after the longest teachers’ strike in the state’s history ended.” The Hill says Democrats opposed the bill, which “they say will destroy public funding for the arts in the state.” The Hill adds that “among other provisions, the bill would eliminate the position of state Secretary of Education and the Arts, which is currently held by Gayle Manchin, wife of Sen. Joe Manchin.”

## TEACHING & LEARNING

### Oklahoma Braces For Possible State-Wide Teacher Walkout.

The [Oklahoman](#) (3/11) recalls a teacher strike “over low school funding and teacher pay” that was organized by the Oklahoma Education Association in 1990, and says after a “four-day showdown,” the state Legislature approved “a series of tax increases that sent new money to teacher salaries and school budgets, along with establishing a variety of education reforms.” Nearly three decades later, “Oklahoma educators again face funding and pay challenges that have teachers threatening an April 2 walkout if lawmakers fail to provide more than \$800 million in new funding for public schools and state employees next fiscal year.” The Oklahoman outlines “key differences” in the strike teachers are preparing for this April and the one in 1990, and examines the “unique challenges, along with unique opportunities,” presented by the latest walkout.

In a separate piece, the [Oklahoman](#) (3/11, Willert) reports Oklahoma City Public Schools spokeswoman Beth Harrison said if state lawmakers do not approve the new funding and at least 520 of the 2,600 teachers in the district walk out, then OCPS would be compelled to close its doors to students. Harrison explained that “we don’t have enough substitutes to ensure there are enough adults in the building to be sure that we have a safe environment for students.” That outcome “could mean hardship for parents who work and can’t afford day care or rely on nutrition provided by schools.” In the meantime, OCPS “and other metro-area districts are working on contingency plans in the event of a walkout.” Oklahoma Institute for Child Advocacy also “announced Friday that it is working with community leaders from across the state to compile a list of organizations that will provide child care and meals during the planned walkout.”

### Massachusetts High School Awarded STEM Grant.

The [Lowell \(MA\) Sun](#) (3/11) reports Nashoba Valley Technical High School was awarded a \$20,000 Project Lead the Way grant “to offer high-quality science, technology, engineering and math programs.” It is one of 73 schools in Massachusetts to receive the grant, “which is supported by the administration of Gov. Charlie Baker and Lt. Gov. Karyn Polito, as well as the One8 Foundation and Mass STEM Hub.” Nashoba Tech is planning to “use the grant to strengthen its existing Programming and Web technical programming by incorporating Project Lead the Way Computer Science.” It will also use the funds to “support teacher professional development and the purchase of materials and equipment that will be used in the hands-on, activity-, project- and problem-based courses.”

### “Robo Moms” Discuss Involvement In Students’ After-School Robotics Activities.

The [AP](#) (3/11, Hammerschlag) reports after-school robotics activities have “been credited with drawing children to science and technology fields; mothers tell of little ones staying up into the early morning hours programming and building robots.” VEX Robotics and other companies “have cashed in on the trend, selling assembly kits and organizing regional competitions.” The AP interviews several mothers of robotics students, with one mother saying she is like a soccer mom, but with more demanding duties. Other so-called “robo moms” told the AP “that in addition to encouraging their children to pursue careers in science and technology, robotics has taught them time management skills and how to solve problems under pressure; they have learned how to be leaders but also how to work as a team.”

### Nebraska To Implement Computer-Adaptive Assessments This Spring.

The [Omaha \(NE\) World-Herald](#) (3/11) reports the Nebraska state Department of Education is replacing the Nebraska State Accountability (NeSA) assessments with the new, computer-adaptive Nebraska Student-Centered Assessment

System (NSCAS) tests during the spring testing season, which begins on March 19. The use of computer-adaptive math and English language arts questions is a first for Nebraska, and it constitutes the “latest attempt to find a testing system” that “complies with state and federal testing mandates without burdening students and teachers with excessive testing.” State assessment director Valorie Foy said the new format may challenge high-performing students, but “engages our struggling learners, who may have more trouble encountering those very, very difficult test items and may be more frustrated and thus engage in the test less.” The test results, which may not be released until this fall, “will still be used for accountability, including the identification of low-performing schools for assistance and intervention.”

## **OPERATIONS**

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### **WPost A1: DC School Scandals Show Focus On Data Sidelines Education.**

In a front-page article, the [Washington Post](#) (3/10, A1, Brown, Strauss, Stein) reports that “in the decade after the city dissolved its elected local school board and turned management of the schools over to the mayor, [Michelle] Rhee and her successor, Kaya Henderson, created a system that demanded ever-higher accomplishments,” but “with only weak oversight from the D.C. Council and other city education agencies...there was no strong check on any impulse to gloss over shortcomings and pump up numbers.” According to the Post, while Rhee had promised to focus on data to determine accountability, “a cascade of D.C. school scandals in recent months has shown that data can sometimes mislead.” The Post adds “the revelations – coupled with the resignation of the chancellor after his own personal scandal and, separately, allegations of enrollment fraud at one of the city’s most sought-after selective high schools – have shattered the simple narrative of success.”

### **Virginia District Overhauls Curriculum To Close Racial Barriers To Gifted Classes.**

The [Richmond \(VA\) Times-Dispatch](#) (3/10) reported Chesterfield County Public Schools introduced a curriculum across 39 schools designed to “break down barriers that have prevented students of color from enrolling in gifted classes.” During the 2016-17 school year, white students accounted for about 54 percent of the district’s student population, but 82 percent of gifted class enrollment, according to a report prepared by a district equity committee. That same year, “African-American students were 27 percent of the total population, but represented 8 percent of gifted enrollment,” and “Latino students were 15 percent of the student population, but 4 percent of the gifted enrollment.” ED’s Office of Civil Rights found that in 2013, the gaps “existed in nearly the same form” in Chesterfield and many neighborhood districts. The equity report, meanwhile, cited another study that attributed the issue to “many advantages that white students have due to the material advantages available to them.”

### **North Dakota District Classrooms Face Anticipated Overcapacity.**

The [AP](#) (3/11) reports Madan Public Schools in central North Dakota is anticipating an enrollment increase by more than 500 students over the next five years. The “projections indicate student numbers could overwhelm classroom capacity,” something MPS superintendent Mike Bitz called “a big concern.” The school board is now reviewing options. Bitz said building an addition to the high school, which “is expected to be over capacity by 150 students,” may not be possible because of the existing building’s age. While another elementary school could be constructed, school board president Tim Rector “says officials want to be careful to avoid overbuilding.”

## **DIGITAL LEARNING**

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### Alaska Elementary School Experiments With “Screen-Free” Week.

The [AP](#) (3/10, Sorensen) reported Nikiski North Star Elementary School in Alaska conducted an experiment, dubbed “Nikiski North Star Unplugged,” in which students were “screen-free” for a week. Principal Margaret Gilman said the experiment was launched in hopes of granting students an opportunity to compare learning experiences with and without technology, and overall, it was well received by the students. Gilman also “said she was excited to see how behavior changed without screens, since students would have to be more hands-on and vocal about what they were learning.” In fact, many students “said that they found themselves learning more, getting more work done and remembering more of what they were taught in the classroom.”

## SAFETY & SECURITY

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### Investigations Seek Answers About Parkland, Florida School Shooting.

The [Washington Post](#) (3/8, Berman) reports, “there are many unanswered questions about how law enforcement officials handled warnings about the suspected attacker and the way they responded to the Feb. 14 massacre” at Marjory Stoneman Douglas High School in Parkland, Florida. There are also “numerous ongoing inquiries from local, state and federal officials.” The Post adds, “authorities have acknowledged receiving multiple warnings about Nikolas Cruz,” 19, and that has “prompted intense scrutiny of how law enforcement officials handled the red flags.” FBI acting deputy director David Bowdich, has “acknowledge[d] that the bureau made a mistake by not investigating a January warning that Cruz could ‘get into a school and just shoot the place up.’” The Post adds, “The FBI is still reviewing its handling of” two tips related to Cruz. [Fox News](#) (3/9, Diaz) reports on the question of “how the FBI unit that received a tip about the potential shooter in early January failed to pass it along.” Fox adds, “Bowdich admitted in a March 6 briefing that ‘the caller provided sufficient information to the tip line for the FBI to launch a probe.’”

**School Resource Officer Radioed Shots Coming From Inside Building.** The [AP](#) (3/9, Spencer, Pane) reports, “the school’s armed resource officer radioed that shots were coming from the freshman building, but he advised officers to stay back – a seeming failure to follow widely established guidelines to immediately confront the attacker in active shooter situations.” The AP adds that the radio message indicates “he almost immediately realized gunshots were being fired inside” the school. The AP also reports, “Broward County Sheriff’s Office mass shooting guidelines required him to enter the building and kill or stop the gunman.”

**Mother Of Student Calls FBI About Threats Posted On Facebook.** The [AP](#) (3/9) reports Rebecca Boldrick, mother of Marjory Stoneman Douglas High School student David Hogg, who “has been an outspoken advocate for stricter gun laws,” said that “she contacted the FBI this week because threats against her family have continued to appear on Facebook.” She said that “her husband is a former FBI agent and carries a gun at all times.”

**Lawyer Expects To File More Suits On Behalf Of Victims.** [USA Today](#) (3/11, Bacon) reports Lawyer Alex Arreaza “who filed notice of a lawsuit on behalf of a student shot five times” at the school, “says he expects to be filing legal papers for more families of victims soon.” Arreaza said that “evidence increasingly reveals mistakes by the Broward County Sheriff’s Office and school district leading up to the” attack. USA adds, “Arreaza pointed to dozens of incidents involving Cruz and law enforcement” and said that “more...should have been done.”

**Former Agent Faults FBI For Response To Warnings.** Kenneth Strange, Jr., who was with the FBI as a member of the Joint Terrorism Task Force in Newark, New Jersey and as Special Agent in Charge of the Department of Justice Office of Inspector General in Los Angeles, writes in [The Hill](#) (3/9, Strange, Jr.), that Nikolas Cruz “is the one who purchased the weapons” and “murdered 17 people and injured 14 others.” Strange also writes that “the community did its part” in reporting that Cruz “was a clear and present danger”, but “I give a failing grade to local law enforcement” and to the FBI, because someone “called the FBI to warn that Cruz was unraveling and posed an immediate threat” but that “message apparently sat on the Hotline queue in West Virginia instead of making its way

back to Florida and the FBI Field Office in Miami.”

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### **AP Analysis Finds NRA Has Increased Grants To Schools.**

An [AP](#) (3/9, Binkley, Hoyer) analysis of the National Rifle Association’s public tax records shows that the NRA “has dramatically increased its funding to schools in recent years amid a national debate over guns and school violence.” The article provides further detail on the analysis, and says that few schools “say they plan to give up the money in the aftermath of the latest mass shooting.”

### **Parkland Students Turn Grief Into Song.**

The [AP](#) (3/10) reports that a few days after the Parkland massacre, Marjory Stoneman Douglas High School students Sawyer Garrity and Andrea Peña began collaborating on a song they called “Shine” as a method of expressing their grief. Soon after, “Sawyer and Andrea were standing on a stage at the BB&T Center performing the song live in front of 7,000 people. They were the closing act for CNN’s Town Hall Meeting on the shooting. Millions of viewers were tuned in.”

### **Kansas Republicans’ School Safety Plan Draws Criticism.**

The [AP](#) (3/10, Hanna, Writer) reports a bill “to mandate safety standards for schools and provide state funds to school districts for training and security upgrades” floated by Republicans in the Kansas legislature is facing criticism from “educators and other legislators” who “say the new spending is not enough and argue that the House GOP leaders who drafted the plan are ducking a core issue by not proposing gun control measures.”

### **Florida Governor Signs Bill Giving Vouchers To Bullied Students.**

The [AP](#) (3/11, Fineout) reports Florida Gov. Rick Scott (R) on Sunday signed a bill to “create the nation’s first ever private school voucher program for bullied students.” The sweeping legislation also “requires all Florida schools to display the words ‘In God We Trust’ on school grounds and that Florida teacher union must go through a

recertification process if membership levels fall beneath a certain threshold.”

### **Study: Many Teachers Fail To Report Student Attacks.**

The [Columbus \(OH\) Dispatch](#) (3/11) reports Ohio State University Department of Educational Studies chairman Eric Anderman led a nationwide study that found nearly one in five teachers who were physically or verbally attacked by students declined to notify school administrators, and one in four said “they didn’t even tell family members.” The study, published online by the journal Social Psychology of Education on Tuesday, specifically examined “how teachers react to attacks: whether their emotional response and what they feel is to blame for the violence influences the way the attack is ultimately handled.” The National Education Association and American Federation of Teachers urged their members to respond. Of the nearly 3,500 teachers who did, 2,505 from 48 states reported incidents. Since student attacks and how they are handled can influence whether teachers “ultimately stay in the profession,” school leaders “might reflect on whether they create the conditions and policies under which teachers aren’t coming forward with information, the study said.”

## **SPECIAL NEEDS**

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### **Ohio Parents Compel District To Change Reading Instruction Methods.**

[NPR](#)’s (3/11) “NPR Ed” reports that parents were frustrated with Upper Arlington Schools’ failure to address the needs of their children with dyslexia, so they filed a complaint with the Ohio state Department of Education in 2011. The state DOE “found the Upper Arlington Schools in violation of the law when it came to promptly and properly identifying students with learning disabilities and finding them eligible for special education services,” and ordered the district “to train teachers and staff on how to identify and evaluate students with learning disabilities.” Upper Arlington also changed the way it taught reading. It was using a “whole language” approach, which erroneously assumes that reading “is a natural process” and is particularly difficult for children with dyslexia. In its transition to “a phonics-based approach that explicitly and systematically teaches them how letters represent sounds to form words on the page,” Upper Arlington had to retrain teachers who “learned whole language-based methods in their teacher-preparation programs.”

## **FRIDAY’S LEAD STORIES**

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- [Former Baltimore County Superintendent Pleads Guilty To Perjury.](#)
- [California Officials Say They’re Nearing Compromise With ED Over ESSA Plan.](#)
- [Experts: West Virginia Teacher Strike Demonstrates Women’s Power.](#)
- [After Years Of Apparent Success, DC Schools Beset By Multiple Scandals.](#)
- [IL House Approves School Funding Bill.](#)

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From: "eSchool News Today" <eSchool.News@updates.eschoolnews.com>  
Sent Date: Mon, 9 Apr 2018 08:19:30 -0600 (MDT)  
Subject: Districts turn to tech to prevent school violence  
To: <michael.stokum@carlsbad.k12.nm.us>

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April 09, 2018

**Good morning, Michael—check out these top stories online!**

### Districts turn to tech to prevent school violence

School violence regularly occupies news headlines, turning students into activists as they demand gun control and call on lawmakers and education stakeholders to drastically improve school safety. This disturbing trend, including the Feb. 14 shooting at Marjory Stoneman Douglas High School in Parkland, Fla., and the March 20 shooting at...



## How we built an ePortfolio platform for our district

As technology increasingly sweeps through classrooms, it is crucial that educators capitalize on digital tools that will allow them to effectively engage students and set those students up for future success. While teachers are finding more and more ways to use social media within the classroom, they still are unable...



Brought to you by:

## App of the Week: Albert

Ed. note: App of the Week picks are now being curated by the editors of Common Sense Education, which helps educators find the best ed-tech tools, learn best practices for teaching with tech, and equip students with the skills they need to use technology safely and responsibly. Click here to read the full...

## TRENDING THIS WEEK

## 8 TED-Ed Lessons to engage even the most uninterested students

Using digital media is a surefire way to grab students' attention, and using everyday topics students encounter in their personal lives is an even better way to engage them in learning. With a wealth of resources online, educators can find content that meets students where they're comfortable learning, with interactive...

## 18 powerful technology tools and trends for 2018

Technology changes so rapidly that the newest tablets, phones, and tools are often outdated within a couple years. Pair that fast pace with the education industry, which is notoriously slow to adopt new things, and it doesn't exactly sound like a recipe for innovation. But educators can take their classrooms...

## The New Librarian: How I created a makerspace

As an elementary educator for most of my career, I've had the privilege of working with a variety of learners—from inner-city students in North Carolina to university-level students in Chicago—but I found my true calling as the librarian at Hubbard Woods Elementary in Winnetka, Illinois. I've been called the "Willy..."

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From: "Heidi Hess, CREDO Action" <act@credoaction.com>  
Sent Date: Thu, 15 Feb 2018 14:37:21 -0700 (MST)  
Subject: Emergency petition: Ban assault weapons now  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

## [Tell Republicans in Congress: Thoughts and prayers are not enough](#)

*The petition to Republicans in Congress reads:*

**"Put your constituents before the National Rifle Association. Take immediate action to ban weapons of war, including assault weapons and large capacity magazines, which have no place in the hands of private citizens."**

Add your name:

[Sign the petition▶](#)

Dear Landreth,

Within hours of Wednesday's deadly mass shooting at a Parkland, Florida high school – which took the lives of at least 17 people – Republican politicians without the courage to support real solutions to our gun violence crisis released statements and social media posts offering their "thoughts and prayers" to the victims and their families. <sup>1</sup>

It was the exact same cowardly, ineffectual response they offered after gunmen wielding AR-15 assault rifles killed people at a church in Sutherland Springs, Texas, a concert in Las Vegas, Pulse nightclub in Orlando and Sandy Hook Elementary School.<sup>2</sup>

Reports now indicate that the Parkland gunman was closely aligned with a violent white supremacist group in Florida.<sup>3</sup> Groups like this have been emboldened and unleashed by Trump's racism and the refusal of the Republican Party to condemn it. **This encouragement of dangerous bigotry combined with their constant capitulation to the National Rifle Association means that blood is on Republicans' hands. It is time for every Republican in Congress to join Democrats in standing up to the NRA and pass an assault weapons ban that will save American lives.**



[Tell Republicans in Congress: Thoughts and prayers are not enough. We need gun control now. Click here to sign the petition.](#)

**Tragic mass shootings like the one yesterday in South Florida have become all too common.** The last 5 months alone now account for three of the 10 deadliest mass shootings in modern U.S. history.<sup>4</sup> In the past 5 years, there have been nearly 300 school shootings in the United States<sup>5</sup> – including 18 so far in 2018 alone.<sup>6</sup>

**According to Newsweek, "Florida has some of the weakest gun laws in the country."** Gun owners are not required to have a license, they are not required to register their guns and it is perfectly legal to own semi-automatic assault rifles like the one used in Wednesday's tragic shooting. <sup>7</sup> The heartbreaking truth is that the combination of weak state and federal gun laws made Wednesday's horrific attack possible.

[Tell Republicans in Congress: Thoughts and prayers are not enough. We need gun control now. Click here to sign the petition.](#)

There's one reason why politicians consistently fail to take real action on gun violence: The National Rifle Association. The NRA has a chokehold on Congress that keeps most bills about gun control from even coming to the floor for a vote. Politicians beholden to – or afraid of – the NRA are willing to turn their backs on their constituents when it comes time to implement reasonable limits and controls on guns. But you can count on them for

a "heartbroken" tweet about their "thoughts and prayers" when a tragic shooting makes the national news.

**Finally breaking the NRA's chokehold on Congress will require massive grassroots pressure on our elected officials, demanding that they deliver more than thoughts and prayers in the face of our epidemic of gun violence.**

We must forcefully demand that Congress takes immediate action to ban weapons of war, including assault weapons and large capacity magazines. Please add your name to our emergency petition now.

**Tell Republicans in Congress: Thoughts and prayers are not enough. We need gun control now. Click the link below to sign the petition:**

<https://act.credoaction.com/sign/parkland?t=8&akid=27300%2E12772310%2EQpGXHp>


Thanks for everything you do,

Heidi Hess, Senior Campaign Manager  
[CREDO Action from Working Assets](#)

Add your name:

**Sign the petition▶**

1. Ed Mazza, "[People Sick Of 'Thoughts And Prayers' Demand Action After Florida School Shooting](#)," HuffPost, Feb. 15, 2018.
2. Igor Volsky, "[Tweet](#)," Twitter, Feb. 14, 2018.
3. Kelly Weill, Justin Miller and Taylor Lorenz, "[Nikolas Cruz Trained With White Supremacists, Wore Pro-Trump Hat in School](#)," The Daily Beast, Feb. 15, 2018.
4. The New York Times, "[Florida Shooting: Nikolas Cruz Is Charged With 17 Counts of Murder](#)," Feb. 15, 2018.
5. BBC News, "[Florida shooting: 'Policy and change' not 'thoughts and prayers'](#)," Feb. 15, 2018.
6. Meghan Keneally, "[There have already been 18 school shootings in the US this year: Everytown](#)," ABC News, Feb. 14, 2018.
7. Chantal Da Silva, "[Florida Massacre Survivor Tells Trump: 'I Don't Want Your Condolences,' Demands Gun Control](#)," Newsweek, Feb. 15, 2018.

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action

From: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>  
Sent Date: Fri, 2 Feb 2018 08:23:49 -0700 (MST)  
Subject: Enslow PO request for GO BOND  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:MONTERRERY ENSLOW PO for GO BOND 2018.xlsm (1,000.38k) CMS Libraries Purchase Order Request Enslow 2018.xlsx (19.02k)

---

Here is my last one. J

Juhree

From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Sun, 28 Jan 2018 21:17:52 -0700 (MST)  
Subject: enslow  
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY ENSLOW JAN 18 ALPHABET FOR PO.xlsm (1,007.05k)

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**From:** Juhree Cope [mailto:Juhree.Cope@CarlsbadSchools.net]  
**Sent:** Sunday, January 28, 2018 6:11 PM  
**To:** Coye Duncan <abookworm@suddenlink.net>  
**Subject:** Re: TOTALS

Please take off any of the other Where's Waldo books. It does not matter which one.  
Thanks,  
Juhree

Sent from my iPad

On Jan 26, 2018, at 9:04 PM, Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)> wrote:

Juhree

I am so sorry.. I put the wrong amount for Jappleseed.. I have taken off The Great Picture Hunt..but need one more book..I am still over  
Coye

---

**From:** Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]  
**Sent:** Friday, January 26, 2018 3:49 PM  
**To:** Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** RE: totals and Jappleseed

Thank you!!!  
Please take off Where's Waldo: The Great Picture Hunt.

---

**From:** Coye Duncan [<mailto:abookworm@suddenlink.net>]  
**Sent:** Friday, January 26, 2018 1:43 PM  
**To:** Juhree Cope <[Juhree.Cope@CarlsbadSchools.net](mailto:Juhree.Cope@CarlsbadSchools.net)>  
**Subject:** totals and Jappleseed

THANK YOU I will send these in alphabetical order after we make a little adjustment.. it is just easier for you to see what you have.



I am over by \$18.05  
One reason on  
Abdo Black Lagoon set 4 has 10 books instead of 6

Just tell me what book to take off and I will..can be from any list.. just close to \$18..

---

**From:** Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]  
**Sent:** Thursday, January 25, 2018 10:08 AM  
**To:** Coye DUNCAN <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

Cathey is requesting that the quotes list the books in **alphabetical order by title with the ISBN number. And your company order number.**

There is not a big rush. The orders are due to her by **Feb. 23** and we have to receive them by **April 6**.

My total budget is **\$2636**.

Thanks,

Juhree

<CARLSBAD MONTERREY TOTALS JAN 18 (002).xlsx>

From: "Best of MSN" <BestofMSN@email2.microsoft.com>  
Sent Date: Fri, 30 Mar 2018 07:36:44 -0600 (MDT)  
Subject: Fake photo of Parkland teen goes viral on far right, plus more from MSN  
To: <james.johns@carlsbad.k12.nm.us>



BEST OF MSN  
Your Weekly Roundup



## Fake photo of Parkland teen goes viral on far right

Gun-control advocates have held up Emma Gonzalez as a figurehead of the movement. But there is another viewpoint of her activism, illustrated by a recent doctored photo.

[Click to read](#)



The Washington Post

## Final Four predictions: Expect more madness

Three bluebloods and a Cinderella will tip off on Saturday. Here's how it may play out.

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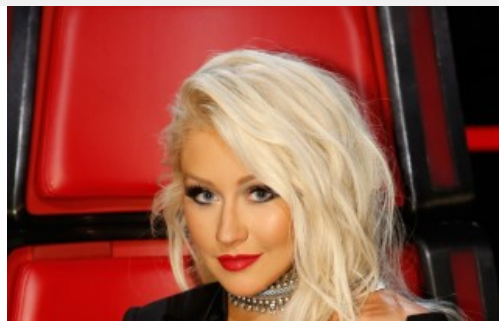
SPORTS USA TODAY SPORTS

## On mag cover, Aguilera is nearly unrecognizable

The singer's makeup-free look may signal a transformation to her next era of music.

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US Weekly



## Carter says Trump just made his 'worst mistake'

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CBS News



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Ex-NFL player declines a Hall of Fame nomination

Corey Widmer: The sport 'destroyed my life.'  
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**AP** Associated Press

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**BI** Business Insider



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**WD** Woman's Day

Bulletproof & full of wine: Kim Jong-un's train  
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**NYT** The New York Times

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Thu, 8 Mar 2018 05:28:41 -0700 (MST)  
Subject: Florida Lawmakers Approve School Safety Measure That Includes Gun Control  
To: <cindy.romero@carlsbad.k12.nm.us>

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Good morning Cindy Romero

March 8, 2018

## LEADING THE NEWS

Advertisement

### Florida Lawmakers Approve School Safety Measure That Includes Gun Control.

The [Tallahassee \(FL\) Democrat](#) (3/7, Call) reports that in a 67-50 vote Wednesday, the Florida House sent "sent the state's first gun control measures in 22 years to Gov. Rick Scott." The measure "includes a three-day waiting period for most gun purchases, raises the minimum age to 21 to purchase a gun and gives police more authority to confiscate weapons" in addition to creating a "school marshal program to arm classroom teachers comes." Scott said he will read the legislation and "talk with family members of those killed before he decides whether to sign or veto the measure."

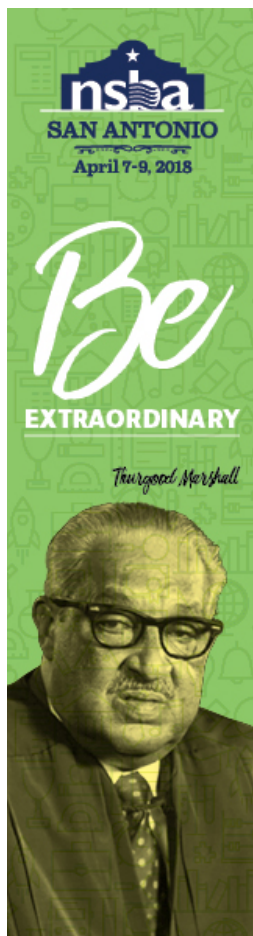
The [Washington Times](#) (3/7, Varney) says that in the wake of the Parkland shooting, Scott "has begun drawing fine lines between himself and more unyielding positions of powerful groups." He "continued his careful stepping at a Cabinet meeting Wednesday morning" as the House considered the bill. Scott, the Times says, "is attempting find balance. Just how far he will go remains uncertain, particularly after he walked back his support Wednesday for the minimum age of 21 for rifle purchases." On its website, the [New York Times](#) (3/7, Subscription Publication) features a video on the legislation.

The [Miami Herald](#) (3/7, Mahoney) reports that officials in 10 of Florida's largest school districts said that despite the legislation, "they have no intention of giving teachers or other staff guns to carry into classrooms."

[Reuters](#) (3/7, Woodall) says the legislation, "while containing a number of provisions student activists and their parents had embraced, left out one of their chief demands – a ban on assault-style weapons like the one used in the Feb. 14 massacre." The [Miami Herald](#) (3/7, Bousquet) describes the state House as "deeply divided" over the measure.

The [Washington Post](#) (3/7, Scherer) reports, "Florida lawmakers bucked the





National Rifle Association” to pass “new firearms regulations and create a program for arming some school employees in a rare act of Republican compromise on the divisive issue of gun violence.” The vote capped “ended an emotional three-week process, during which the state’s legislative leadership toured the bloodstained hallways at the high school and thousands of students marched on the state capitol in Tallahassee to demand change.” Also reporting are [PBS NewsHour](#) (3/7), [The Hill](#) (3/7, Greenwood), the [Wall Street Journal](#) (3/7, Subscription Publication), the [Los Angeles Times](#) (3/7, Jarvie), [NBC News](#) (3/8), the [Atlanta Journal-Constitution](#) (3/7), and [NPR](#) (3/7).

**Investigation: 19 Florida School Employees Have Been Disciplined For Threats, Violence.** The [Tampa Bay \(FL\) Times](#) (3/7) reports as the Florida legislature debated “whether to let some school employees carry guns on campus,” an investigation by Tampa Bay Times reporters found that “At least 19 times, employees working in the ‘school support’ roles have been disciplined for threatening students or colleagues, hurting kids or using firearms illegally.” The piece says such cases are “extremely rare,” but says “opponents of the proposal say allowing thousands more guns inside schools would drastically increase the likelihood of something going wrong.”

#### **West Virginia Teacher Strike Could Reverberate In Other States.**

The [New York Times](#) (3/7, Greenhouse, Subscription Publication) reports the “highly unusual” West Virginia teacher strike “could signal the beginning of a new trend: a revolt against austerity policies.” The Times describes how simmering anger among the state’s low-paid teachers led to their rejection of proposed annual raises that were lower



than likely inflation rates and describes how austerity measures in the state have been credited with a teacher shortage in the state. “Oklahoma is facing its own severe teacher shortage,” and teachers in the state “have been following the West Virginia strike closely and are planning their own protests and strategies for a possible walkout.” The Times reports that the “rumblings” in these and other states “come as the Supreme Court weighs a case in which the conservative majority is expected to rule that requiring government employees to pay union fees violates their First Amendment rights,” likely weakening unions.

The [AP](#) (3/6, Thompson) reports that as the West Virginia strike ended, “momentum was building elsewhere for similar protests over pay and benefits for the nation’s public school teachers.” The article describes activity in Oklahoma, Arizona, Kentucky, New Jersey, and Philadelphia, and reports that the West Virginia strike’s outcome “has given a boost to organizers who say the national spotlight on teacher pay is long overdue.” The AP reports National Education Association Vice President Becky Pringle says that “teacher unrest around the United States has grown as strong health care and retirement benefits, viewed in the late 1980s and 1990s as a tradeoff to slower pay growth, have begun to erode at district or state levels.”

In a column in the [Chicago Tribune](#) (3/7), Eric Zorn writes that the “dramatic and possibly illegal” West Virginia teacher strike is being called the “West Virginia Spring” by some observers, juxtaposing this against the Supreme Court’s deliberation in the Janus v. AFSCME case, which “seems likely to further erode the dwindling power of the union movement.” Zorn writes that the teachers in West Virginia had neither explicit support from union leaders or politicians, nor did they have the legal right to strike or bargain collectively. “Nevertheless, they persisted.” Zorn writes that though the deal the teachers got has some caveats, “West Virginia teachers have shown that organized workers can still have clout in the inevitable post-Janus America if their cause is just and their resolution strong.” [The Atlantic](#) (3/5) also covers the potential widespread impact of the West Virginia strike.

***Teachers, Students Return To Class Across West Virginia.*** The [AP](#) (3/7, Raby) reports on the resumption of classes in schools across West Virginia after the end of the statewide teacher strike that lasted nine days. Teachers “wangled a 5 percent pay increase from their elected leaders.” The piece describes the scenes of schools reopening and welcoming students back to class, adding that Gov. Jim Justice “has asked county superintendents to be flexible as they decide how to meet the requirement of having 180 days of school, saying students ‘have suffered enough.’ He wants families to have time for summer vacation and doesn’t want summer feeding programs placed in jeopardy if classes go too far into June.”

## **POLITICS & POLICY**

### **Education Secretary Praises California Governor Over Local Control Of Schools.**

[EdSource](#) (3/7) reports that during a speech before the Council of Chief State School Officers in Washington on Monday, Education Secretary Betsy DeVos “found common ground with California Gov. Jerry Brown’s emphasis on local control of K-12 education.” During the speech she said, “Even though I’ve not yet had the opportunity to approve California’s plan, its governor was spot on when he said: ‘This is not going to be solved in Sacramento. Kids learn at home and in the classroom ... People who really want to help in a school that is not performing should go to the principal and find out what they need. Local empowerment. That’s what it’s all about. The age of micro-management from Washington or Sacramento is over as far as I am concerned.’” She added, “Governor Brown is right. Because the imperative to do something shouldn’t have to come from Washington. It shouldn’t have to come from your state capital. The imperative to do better comes from students. We are accountable to them.”

### **House Democrats Write Letter To Education Secretary Expressing ESSA Plan Concerns.**

[Education Week](#) (3/7) reports that in a letter to Education Secretary Betsy DeVos on Wednesday, House Democrats

representing heavily-minority districts wrote that “DeVos is approving plans for the Every Student Succeeds Act that don’t comply with the law’s protections for vulnerable groups of students.” The letter stated, “Members of the Congressional Tri-Caucus are concerned that you are not carrying out key protections in the bipartisan law that enabled us to support its passage, including accountability system requirements that ‘subgroups’ count in differentiation of schools and that schools where ‘subgroups’ are underserved be identified for both state and local support.” Education Week notes that “earlier this week, DeVos criticized state ESSA plans for not taking full advantage of the new flexibilities offered in the law.” She stated, “Let me be clear: Just because a plan complies with the law doesn’t mean it does what’s best for students.” She added, “Whatever the reasons, I see too many plans that only meet the bare minimum required by the law. Sure, they may pass muster around conference tables in Washington, but the bare minimum won’t pass muster around kitchen tables.”

The [Wall Street Journal](#) (3/7, Hackman, Subscription Publication) reports that the letter was sent to DeVos Wednesday by 50 House Democrats who represent the Congressional Black Caucus, Congressional Hispanic Caucus, and Congressional Asian and Pacific-American Caucus. The letter stated, “The U.S. Department of Education should be implementing [the law], not unraveling it.” The Journal also noted DeVos’ criticism on Monday of state education officials for ESSA plans that she stated “meet the bare minimum required by the law.” DeVos stated that signing plans wasn’t an indication of endorsement, but instead an indication they complied with the law. She added, “If we wanted to dictate from D.C., I’d claim the mantle of our nation’s ‘choice chief’ and reject plans because they don’t give parents more quality choices. But I haven’t done that.”

### **Congressman Proposes Bill To Create ESAs For Military Families Using Impact Aid.**

[Education Week](#) (3/7) reports on proposed legislation from Rep. Jim Banks (R-IN) which would “create Education Savings Accounts for military families, using money now given to school districts that receive federal Impact Aid.” The \$1.3 billion Impact Aid program “helps school districts to make up for tax revenue lost because of a federal presence, such as a Native American reservation or military base.” Under Rep. Banks’ proposal, some of that money would go “directly to families through ESAs.” The ESAs would be useable “for tutoring, private school tuition, and more.” The article notes that “U.S. Secretary of Education Betsy DeVos endorsed the idea of ESAs for military families in a recent speech at the Conservative Political Action Conference, but she hasn’t weighed in specifically on Banks’ bill.”

## **TEACHING & LEARNING**

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### **Oklahoma Teachers Union Gives Legislature April 1 Deadline For Pay Raises.**

[Reuters](#) (3/7, Herskovitz) reports Oklahoma Education Association President Alicia Priest said the union has given “lawmakers in the cash-strapped state an April 1 deadline to approve pay raises for some of the lowest-paid educators in the country or face a shutdown of public schools.” Priest “said the union was putting Oklahoma lawmakers on notice that they needed to pass an education budget by April 1 that contained significant pay hikes.” Reuters quotes Priest saying, “If that budget doesn’t include a meaningful pay raise for teachers and support professionals, and additional funding to restore cuts to Oklahoma classrooms, OEA calls for statewide school closures beginning April 2.”

### **Florida Middle School Teacher Says White Supremacist Podcast Was Satire.**

The [New York Times](#) (3/7, Stevens, Subscription Publication) reports that Dayanna Volitich, the middle school teacher in Florida’s Citrus County School District, “who has admitted hosting a white nationalist podcast has been

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### **Outgoing Houston Superintendent Speaks In Interview About Decision To Leave.**

The [Houston Chronicle](#) (3/7, Carpenter) reports that outgoing Houston Independent Schools District Superintendent Richard Carranza told the Houston Chronicle in an interview Wednesday that “the chance to lead New York City public schools – and not any issues in Houston ISD – prompted his decision this week to leave the district.” The Chronicle adds that Carranza “did, however, allude to concerns that his contract...wouldn’t be renewed by trustees.” The article provides further detail on the interview.

## **COLLEGE & CAREER READINESS**

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### **Education Department Grants North Dakota Permission To Substitute ACT With State Assessment.**

[Education Week](#) (3/7, Gewertz) says North Dakota officials announced on Wednesday that it had received permission from the US Department of Education “the right to let school districts substitute the ACT for the state’s own required high school assessment.” The article says the move by the ED was the “first...of its kind,” and that “with permission in hand, 17 school districts in North Dakota...will administer the ACT to all 11th graders this spring, and use it to report achievement for accountability.”

## **SCHOOL FINANCE**

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### **Pennsylvania Lawsuit Challenging School Funding Appears Poised To Proceed.**

[Philly \(PA\)](#) (3/7, Hanna, Graham) says Pennsylvania Republicans “tried again Wednesday to block a challenge to the way schools are funded in the state, but a landmark lawsuit over the issue seemed poised to proceed after a Commonwealth Court hearing.” The article reports that “lawyers for the plaintiffs” in the lawsuit “said after the hearing they were confident the case would move forward.” The judges “didn’t immediately rule on the lawmakers’ objections,” but the “indicated they were grappling with how to determine whether the legislature was fulfilling its constitutional mandate to provide a ‘thorough and efficient’ education.”

The [Philadelphia Public Schools Notebook](#) (3/7, Mezzacappa) provides similar coverage.

### **Chicago Public Schools CEO Promises Early Budget Delivery, New Funding Allocations.**

The [Chicago Tribune](#) (3/7, Perez) reports that Chicago Public Schools CEO Janice Jackson told principals Wednesday that “individual school budgets for 2018-19 will arrive in early April,” several months earlier “than in recent years.” The Tribune says “the early budget delivery allowed the district to project an image of stability as Mayor Rahm Emanuel pursues a third term,” and adds that it is also “changing how it distributes per-pupil spending in an apparent effort to help campuses struggling with dwindling enrollment.”

The [Chicago Sun-Times](#) (3/7, FitzPatrick) reports that a letter from Jackson also said the city’s public schools “won’t see any cuts in the fall to staff or budgets even if their enrollments dip.” In addition, “district officials also will allocate special education positions to schools based on actual student need, rather than handing over a lump sum often criticized as inadequate in meeting federal requirements for kids.”

### **Utah House Unanimously Approves Public Education Budget.**

[KSL-TV](#) Salt Lake City (3/7) reports on its website that the Utah House of Representatives unanimously approved on Tuesday “the state budget for public education for the upcoming year.” The station says the budget “contemplates spending more than \$36 million for enrollment growth,” and provides detail on what it includes.

## **SAFETY & SECURITY**

### **Grand Jury Indicts Parkland Shooter On First-Degree Murder Charges.**

The [AP](#) (3/7, Anderson, Farrington, Replogle) reports the suspect in the Marjory Stoneman Douglas High School shooting in Parkland, Florida, Nikolas Cruz, “was formally charged Wednesday with 17 counts of first-degree murder, which could mean a death sentence if he is convicted.” Cruz’s public defender “has said he will plead guilty if prosecutors take the death penalty off the table.” The AP adds that Education Secretary Betsy DeVos visited the school on Wednesday and “told reporters that arming some teachers should be considered an option but not a requirement.” DeVos also “said she spoke with students who lit up when talking about the therapy dogs brought to campus.”

The [Washington Post](#) (3/7, Berman) describes jail records released Wednesday that “shed light on [Cruz’s] behavior since he was arrested.”

[ABC World News Tonight](#) (3/7, story 7, 1:20, Muir) reported, “Tonight, as Parkland school shooter Nikolas Cruz is formally indicted 17 counts of murder, disturbing new details about his life in jail. Behind bars, Cruz ‘appeared to be smiling and giggling.’ One deputy writing in a report released by the sheriff’s office. He, quote, ‘avoids eye contact, looks downward with a blank stare.’”

The [CBS Evening News](#) (3/7, story 10, 0:25, Glor) reported, “a grand jury indicted the alleged gunman in the Parkland school massacre on 17 counts of first-degree murder, one for each of the 17 who died. If convicted, 19-year-old Nikolas Cruz could face the death penalty.”

### **After Parkland, Congressional Republicans Stall On Gun Control, Move Toward Heightened School Security.**

The [New York Times](#) (3/7, Stolberg, Green, Subscription Publication) reports that in the wake of the Parkland massacre, Congressional Republicans are “turning away from significant gun control legislation” and focusing on “measures that would beef up security at the nation’s schools, hoping the push will quell public uproar.” However,

the Times reports that “as students and parents from Marjory Stoneman Douglas High School continue their own organizing, the school safety strategy is unlikely to end the debate. Democrats and gun control advocates accused Republicans and the National Rifle Association of using school safety to divert attention from what they see as the real issue: the proliferation of guns that have been used in mass shootings at concerts, in movie theaters, on college campuses, in churches and at workplaces, as well as at public schools.” The Times reports Education Secretary Betsy DeVos “threw her weight behind what she said was the only approach that could muster broad support after a brief but contentious visit on Wednesday to Stoneman Douglas High School.” The piece quotes her saying, “I think there’s an opportunity to take some practical steps that many, many people agree on and continue pushing forward on things that have broad support.”

### **Parkland Students Prove Adept At Using Social Media To Control Narrative.**

The [New York Times](#) (3/7, Bromwich, Subscription Publication) reports the negative reaction Parkland students had to Education Secretary Betsy DeVos’ visit on Twitter illustrates their ability to “[overtake] another adult official’s narrative.” The Times reports “it has become obvious that many of the most well-known students at Stoneman Douglas in Parkland, Fla., are adept at using social media, and Twitter in particular. ... With their consistent tweeting of stories, memes, jokes and video clips, the students have managed to keep the tragedy that their school experienced — and their plan to stop such shootings from happening elsewhere — in the news for weeks, long after past mass shootings have faded from the headlines.”

### **School Safety Experts: Focusing On Successful Shootings Prevents Focus On Proactive Interventions.**

[Education Week](#) (3/7) reports that foiled school shooting plans don’t get the same amount of attention as do such plans that are carried to fruition, and says school safety experts warn that “the resulting imbalance in discussions can affect the debate over how to keep schools safe.” Experts say “focusing largely on successful attacks can make them seem inevitable, turning conversations toward physical safety measures—like security hardware and armed officers meant to minimize damage in the event of a shooting. But experts say school safety is also about ‘invisible’ prevention measures: intervening with students in crisis before they develop an intent to harm others, creating an environment where students feel safe and comfortable reporting concerns about their peers, and developing systems to respond quickly to threats.”

### **Experts, Others Call For Making Schools “Softer.”**

[NPR](#) (3/7, Kamenetz) reports on recent research on school violence suggesting that “what actually makes schools safer” is not guns. NPR says that “about 200 universities, national education and mental health groups, school districts, and more than 2,300 individual experts have signed on to support” a “Call for Action To Prevent Gun Violence In The United States of America.” The document says the way to improve school safety is to “make [schools] softer, by improving social and emotional health.” The article provides further detail on the argument.

### **Utah Law Addresses Debate Over Arming Teachers.**

The [St. George \(UT\) News](#) (3/7, Kessler) reports on a controversial Utah law permitting educators who are also concealed carry permit holders to “pack a firearm on campus.” The article also says it is uncertain that teachers carrying guns would actually use them if the circumstances arose on campus.

### **Data Show Sharp Rise In School Shooting Threats.**

The [Fort Myers \(FL\) News-Press](#) (3/7, Hayes) reports on a rise in threats of school shootings, according to data



analyzed by USA Today, “within the nine-day span” following the Parkland, Florida shooting last month. The data show that “because of the threats, at least 33 schools closed and more than 15 others locked down,” as “police and federal agents...have no choice but to take the threats with deadly seriousness.” The article provides further detail on the incidents.

### **Wisconsin Senate To Consider Passing State Funds For Safety Upgrades.**

The [Milwaukee Journal Sentinel](#) (3/7, Stein) reports that GOP lawmakers in Wisconsin, according to an announcement by Senate Majority Leader Scott Fitzgerald, “are considering offering state money to help schools pay for safety upgrades.” Fitzgerald said the state expenditure would be “focused exclusively on facilities,” and showed his resistance to other proposals, including one “for the state to let schools allow teachers to carry guns.”

### **Gun Discharge At Alabama High School Kills One.**

The [Washington Post](#) (3/7, Balingit) says a gun discharged at an Alabama high school on Wednesday, killing one student and injuring another. The Post says police describe the incident “as an accidental shooting.”

The [AP](#) (3/7) reports a 17-year-old girl died and a 17-year-old boy was wounded, as “investigators are still seeking to determine the specific circumstances of the shooting shortly before 3:30 p.m. Wednesday at Huffman High School” in Birmingham. The shooting “prompted a brief lockdown at the magnet school,” and “students were subsequently released and authorities said they had determined that the shooting was not perpetrated by ‘someone from the outside’ entering the school.”

[Alabama Live](#) (3/7) reports that the student who was killed “was going to graduate in May, had already been accepted into college and had dreams to become a nurse.” [Reuters](#) (3/7, Staff) and [TIME](#) (3/8) also cover this story.

### **MN Governor Proposes School Safety Plan.**

The [Minneapolis Star Tribune](#) (3/7) reports that Gov. Mark Dayton (D-MN) on Wednesday “proposed a \$21 million school safety plan.” The proposed Safe and Secure Schools Act emphasizes “improving school building security, assisting expelled students and adding mental health services.” Dayton “said he also supports gun control bills that some have called for in the aftermath of the school shooting in Parkland, Fla., but he said he did not want controversial additions to prevent his proposal from moving forward.” Dayton “said he hopes those bills progress separately,” the Star Tribune notes. Under the measure, Dayton would utilize “some of the state’s projected \$329 million surplus to channel nearly \$16 million to schools next year, which they would be able to use on whatever building safety improvements they deem appropriate,” which could range from “bullet-resistant glass, entrance security or additional school resource officers and counselors.”

The [AP](#) (3/7) reports that the measure would also increase “grants to schools for mental health programs” and “would ensure that school districts adequately track expelled students, and share information on those students with other schools across the state.” [Minnesota Public Radio](#) (3/7) also covers the story.

## **WEDNESDAY'S LEAD STORIES**

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- [House To Debate School Safety Bill Next Week.](#)
- [DeVos Under Pressure To End Obama’s School Discipline Directive.](#)
- [West Virginia Teachers End Strike, Other States Could Strike.](#)
- [WPost: Transfer Of DC School Chancellor’s Daughter Should Be DC IG’s “Top Priority.”](#)
- [Google’s Influence On Modern Classroom Explored.](#)

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Sent Date: Thu, 8 Mar 2018 05:28:41 -0700 (MST)  
Subject: Florida Lawmakers Approve School Safety Measure That Includes Gun Control  
To: <ron.singleton@carlsbad.k12.nm.us>

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March 8, 2018

## LEADING THE NEWS

Advertisement

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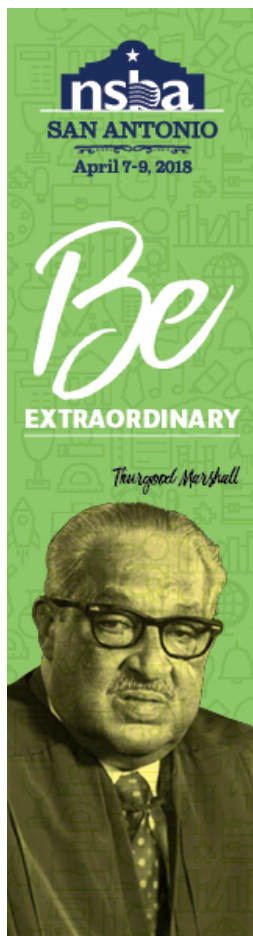
The [Tallahassee \(FL\) Democrat](#) (3/7, Call) reports that in a 67-50 vote Wednesday, the Florida House sent "sent the state's first gun control measures in 22 years to Gov. Rick Scott." The measure "includes a three-day waiting period for most gun purchases, raises the minimum age to 21 to purchase a gun and gives police more authority to confiscate weapons" in addition to creating a "school marshal program to arm classroom teachers comes." Scott said he will read the legislation and "talk with family members of those killed before he decides whether to sign or veto the measure."

The [Washington Times](#) (3/7, Varney) says that in the wake of the Parkland shooting, Scott "has begun drawing fine lines between himself and more unyielding positions of powerful groups." He "continued his careful stepping at a Cabinet meeting Wednesday morning" as the House considered the bill. Scott, the Times says, "is attempting find balance. Just how far he will go remains uncertain, particularly after he walked back his support Wednesday for the minimum age of 21 for rifle purchases." On its website, the [New York Times](#) (3/7, Subscription Publication) features a video on the legislation.

The [Miami Herald](#) (3/7, Mahoney) reports that officials in 10 of Florida's largest school districts said that despite the legislation, "they have no intention of giving teachers or other staff guns to carry into classrooms."

[Reuters](#) (3/7, Woodall) says the legislation, "while containing a number of provisions student activists and their parents had embraced, left out one of their chief demands – a ban on assault-style weapons like the one used in the Feb. 14 massacre." The [Miami Herald](#) (3/7, Bousquet) describes the state House as "deeply divided" over the measure.

The [Washington Post](#) (3/7, Scherer) reports, "Florida lawmakers bucked the



National Rifle Association” to pass “new firearms regulations and create a program for arming some school employees in a rare act of Republican compromise on the divisive issue of gun violence.” The vote capped “ended an emotional three-week process, during which the state’s legislative leadership toured the bloodstained hallways at the high school and thousands of students marched on the state capitol in Tallahassee to demand change.” Also reporting are [PBS NewsHour](#) (3/7), [The Hill](#) (3/7, Greenwood), the [Wall Street Journal](#) (3/7, Subscription Publication), the [Los Angeles Times](#) (3/7, Jarvie), [NBC News](#) (3/8), the [Atlanta Journal-Constitution](#) (3/7), and [NPR](#) (3/7).

**Investigation: 19 Florida School Employees Have Been Disciplined For Threats, Violence.** The [Tampa Bay \(FL\) Times](#) (3/7) reports as the Florida legislature debated “whether to let some school employees carry guns on campus,” an investigation by Tampa Bay Times reporters found that “At least 19 times, employees working in the ‘school support’ roles have been disciplined for threatening students or colleagues, hurting kids or using firearms illegally.” The piece says such cases are “extremely rare,” but says “opponents of the proposal say allowing thousands more guns inside schools would drastically increase the likelihood of something going wrong.”

#### **West Virginia Teacher Strike Could Reverberate In Other States.**

The [New York Times](#) (3/7, Greenhouse, Subscription Publication) reports the “highly unusual” West Virginia teacher strike “could signal the beginning of a new trend: a revolt against austerity policies.” The Times describes how simmering anger among the state’s low-paid teachers led to their rejection of proposed annual raises that were lower

than likely inflation rates and describes how austerity measures in the state have been credited with a teacher shortage in the state. “Oklahoma is facing its own severe teacher shortage,” and teachers in the state “have been following the West Virginia strike closely and are planning their own protests and strategies for a possible walkout.” The Times reports that the “rumblings” in these and other states “come as the Supreme Court weighs a case in which the conservative majority is expected to rule that requiring government employees to pay union fees violates their First Amendment rights,” likely weakening unions.

The [AP](#) (3/6, Thompson) reports that as the West Virginia strike ended, “momentum was building elsewhere for similar protests over pay and benefits for the nation’s public school teachers.” The article describes activity in Oklahoma, Arizona, Kentucky, New Jersey, and Philadelphia, and reports that the West Virginia strike’s outcome “has given a boost to organizers who say the national spotlight on teacher pay is long overdue.” The AP reports National Education Association Vice President Becky Pringle says that “teacher unrest around the United States has grown as strong health care and retirement benefits, viewed in the late 1980s and 1990s as a tradeoff to slower pay growth, have begun to erode at district or state levels.”

In a column in the [Chicago Tribune](#) (3/7), Eric Zorn writes that the “dramatic and possibly illegal” West Virginia teacher strike is being called the “West Virginia Spring” by some observers, juxtaposing this against the Supreme Court’s deliberation in the Janus v. AFSCME case, which “seems likely to further erode the dwindling power of the union movement.” Zorn writes that the teachers in West Virginia had neither explicit support from union leaders or politicians, nor did they have the legal right to strike or bargain collectively. “Nevertheless, they persisted.” Zorn writes that though the deal the teachers got has some caveats, “West Virginia teachers have shown that organized workers can still have clout in the inevitable post-Janus America if their cause is just and their resolution strong.” [The Atlantic](#) (3/5) also covers the potential widespread impact of the West Virginia strike.

***Teachers, Students Return To Class Across West Virginia.*** The [AP](#) (3/7, Raby) reports on the resumption of classes in schools across West Virginia after the end of the statewide teacher strike that lasted nine days. Teachers “wangled a 5 percent pay increase from their elected leaders.” The piece describes the scenes of schools reopening and welcoming students back to class, adding that Gov. Jim Justice “has asked county superintendents to be flexible as they decide how to meet the requirement of having 180 days of school, saying students ‘have suffered enough.’ He wants families to have time for summer vacation and doesn’t want summer feeding programs placed in jeopardy if classes go too far into June.”

## **POLITICS & POLICY**

### **Education Secretary Praises California Governor Over Local Control Of Schools.**

[EdSource](#) (3/7) reports that during a speech before the Council of Chief State School Officers in Washington on Monday, Education Secretary Betsy DeVos “found common ground with California Gov. Jerry Brown’s emphasis on local control of K-12 education.” During the speech she said, “Even though I’ve not yet had the opportunity to approve California’s plan, its governor was spot on when he said: ‘This is not going to be solved in Sacramento. Kids learn at home and in the classroom ... People who really want to help in a school that is not performing should go to the principal and find out what they need. Local empowerment. That’s what it’s all about. The age of micro-management from Washington or Sacramento is over as far as I am concerned.’” She added, “Governor Brown is right. Because the imperative to do something shouldn’t have to come from Washington. It shouldn’t have to come from your state capital. The imperative to do better comes from students. We are accountable to them.”

### **House Democrats Write Letter To Education Secretary Expressing ESSA Plan Concerns.**

[Education Week](#) (3/7) reports that in a letter to Education Secretary Betsy DeVos on Wednesday, House Democrats

representing heavily-minority districts wrote that “DeVos is approving plans for the Every Student Succeeds Act that don’t comply with the law’s protections for vulnerable groups of students.” The letter stated, “Members of the Congressional Tri-Caucus are concerned that you are not carrying out key protections in the bipartisan law that enabled us to support its passage, including accountability system requirements that ‘subgroups’ count in differentiation of schools and that schools where ‘subgroups’ are underserved be identified for both state and local support.” Education Week notes that “earlier this week, DeVos criticized state ESSA plans for not taking full advantage of the new flexibilities offered in the law.” She stated, “Let me be clear: Just because a plan complies with the law doesn’t mean it does what’s best for students.” She added, “Whatever the reasons, I see too many plans that only meet the bare minimum required by the law. Sure, they may pass muster around conference tables in Washington, but the bare minimum won’t pass muster around kitchen tables.”

The [Wall Street Journal](#) (3/7, Hackman, Subscription Publication) reports that the letter was sent to DeVos Wednesday by 50 House Democrats who represent the Congressional Black Caucus, Congressional Hispanic Caucus, and Congressional Asian and Pacific-American Caucus. The letter stated, “The U.S. Department of Education should be implementing [the law], not unraveling it.” The Journal also noted DeVos’ criticism on Monday of state education officials for ESSA plans that she stated “meet the bare minimum required by the law.” DeVos stated that signing plans wasn’t an indication of endorsement, but instead an indication they complied with the law. She added, “If we wanted to dictate from D.C., I’d claim the mantle of our nation’s ‘choice chief’ and reject plans because they don’t give parents more quality choices. But I haven’t done that.”

### **Congressman Proposes Bill To Create ESAs For Military Families Using Impact Aid.**

[Education Week](#) (3/7) reports on proposed legislation from Rep. Jim Banks (R-IN) which would “create Education Savings Accounts for military families, using money now given to school districts that receive federal Impact Aid.” The \$1.3 billion Impact Aid program “helps school districts to make up for tax revenue lost because of a federal presence, such as a Native American reservation or military base.” Under Rep. Banks’ proposal, some of that money would go “directly to families through ESAs.” The ESAs would be useable “for tutoring, private school tuition, and more.” The article notes that “U.S. Secretary of Education Betsy DeVos endorsed the idea of ESAs for military families in a recent speech at the Conservative Political Action Conference, but she hasn’t weighed in specifically on Banks’ bill.”

## **TEACHING & LEARNING**

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### **Oklahoma Teachers Union Gives Legislature April 1 Deadline For Pay Raises.**

[Reuters](#) (3/7, Herskovitz) reports Oklahoma Education Association President Alicia Priest said the union has given “lawmakers in the cash-strapped state an April 1 deadline to approve pay raises for some of the lowest-paid educators in the country or face a shutdown of public schools.” Priest “said the union was putting Oklahoma lawmakers on notice that they needed to pass an education budget by April 1 that contained significant pay hikes.” Reuters quotes Priest saying, “If that budget doesn’t include a meaningful pay raise for teachers and support professionals, and additional funding to restore cuts to Oklahoma classrooms, OEA calls for statewide school closures beginning April 2.”

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## **COLLEGE & CAREER READINESS**

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### **Education Department Grants North Dakota Permission To Substitute ACT With State Assessment.**

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## **SCHOOL FINANCE**

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### **Pennsylvania Lawsuit Challenging School Funding Appears Poised To Proceed.**

[Philly \(PA\)](#) (3/7, Hanna, Graham) says Pennsylvania Republicans “tried again Wednesday to block a challenge to the way schools are funded in the state, but a landmark lawsuit over the issue seemed poised to proceed after a Commonwealth Court hearing.” The article reports that “lawyers for the plaintiffs” in the lawsuit “said after the hearing they were confident the case would move forward.” The judges “didn’t immediately rule on the lawmakers’ objections,” but the “indicated they were grappling with how to determine whether the legislature was fulfilling its constitutional mandate to provide a ‘thorough and efficient’ education.”



The [Philadelphia Public Schools Notebook](#) (3/7, Mezzacappa) provides similar coverage.

### **Chicago Public Schools CEO Promises Early Budget Delivery, New Funding Allocations.**

The [Chicago Tribune](#) (3/7, Perez) reports that Chicago Public Schools CEO Janice Jackson told principals Wednesday that “individual school budgets for 2018-19 will arrive in early April,” several months earlier “than in recent years.” The Tribune says “the early budget delivery allowed the district to project an image of stability as Mayor Rahm Emanuel pursues a third term,” and adds that it is also “changing how it distributes per-pupil spending in an apparent effort to help campuses struggling with dwindling enrollment.”

The [Chicago Sun-Times](#) (3/7, FitzPatrick) reports that a letter from Jackson also said the city’s public schools “won’t see any cuts in the fall to staff or budgets even if their enrollments dip.” In addition, “district officials also will allocate special education positions to schools based on actual student need, rather than handing over a lump sum often criticized as inadequate in meeting federal requirements for kids.”

### **Utah House Unanimously Approves Public Education Budget.**

[KSL-TV](#) Salt Lake City (3/7) reports on its website that the Utah House of Representatives unanimously approved on Tuesday “the state budget for public education for the upcoming year.” The station says the budget “contemplates spending more than \$36 million for enrollment growth,” and provides detail on what it includes.

## **SAFETY & SECURITY**

### **Grand Jury Indicts Parkland Shooter On First-Degree Murder Charges.**

The [AP](#) (3/7, Anderson, Farrington, Replogle) reports the suspect in the Marjory Stoneman Douglas High School shooting in Parkland, Florida, Nikolas Cruz, “was formally charged Wednesday with 17 counts of first-degree murder, which could mean a death sentence if he is convicted.” Cruz’s public defender “has said he will plead guilty if prosecutors take the death penalty off the table.” The AP adds that Education Secretary Betsy DeVos visited the school on Wednesday and “told reporters that arming some teachers should be considered an option but not a requirement.” DeVos also “said she spoke with students who lit up when talking about the therapy dogs brought to campus.”

The [Washington Post](#) (3/7, Berman) describes jail records released Wednesday that “shed light on [Cruz’s] behavior since he was arrested.”

[ABC World News Tonight](#) (3/7, story 7, 1:20, Muir) reported, “Tonight, as Parkland school shooter Nikolas Cruz is formally indicted 17 counts of murder, disturbing new details about his life in jail. Behind bars, Cruz ‘appeared to be smiling and giggling.’ One deputy writing in a report released by the sheriff’s office. He, quote, ‘avoids eye contact, looks downward with a blank stare.’”

The [CBS Evening News](#) (3/7, story 10, 0:25, Glor) reported, “a grand jury indicted the alleged gunman in the Parkland school massacre on 17 counts of first-degree murder, one for each of the 17 who died. If convicted, 19-year-old Nikolas Cruz could face the death penalty.”

### **After Parkland, Congressional Republicans Stall On Gun Control, Move Toward Heightened School Security.**

The [New York Times](#) (3/7, Stolberg, Green, Subscription Publication) reports that in the wake of the Parkland massacre, Congressional Republicans are “turning away from significant gun control legislation” and focusing on “measures that would beef up security at the nation’s schools, hoping the push will quell public uproar.” However,

the Times reports that “as students and parents from Marjory Stoneman Douglas High School continue their own organizing, the school safety strategy is unlikely to end the debate. Democrats and gun control advocates accused Republicans and the National Rifle Association of using school safety to divert attention from what they see as the real issue: the proliferation of guns that have been used in mass shootings at concerts, in movie theaters, on college campuses, in churches and at workplaces, as well as at public schools.” The Times reports Education Secretary Betsy DeVos “threw her weight behind what she said was the only approach that could muster broad support after a brief but contentious visit on Wednesday to Stoneman Douglas High School.” The piece quotes her saying, “I think there’s an opportunity to take some practical steps that many, many people agree on and continue pushing forward on things that have broad support.”

### **Parkland Students Prove Adept At Using Social Media To Control Narrative.**

The [New York Times](#) (3/7, Bromwich, Subscription Publication) reports the negative reaction Parkland students had to Education Secretary Betsy DeVos’ visit on Twitter illustrates their ability to “[overtake] another adult official’s narrative.” The Times reports “it has become obvious that many of the most well-known students at Stoneman Douglas in Parkland, Fla., are adept at using social media, and Twitter in particular. ... With their consistent tweeting of stories, memes, jokes and video clips, the students have managed to keep the tragedy that their school experienced — and their plan to stop such shootings from happening elsewhere — in the news for weeks, long after past mass shootings have faded from the headlines.”

### **School Safety Experts: Focusing On Successful Shootings Prevents Focus On Proactive Interventions.**

[Education Week](#) (3/7) reports that foiled school shooting plans don’t get the same amount of attention as do such plans that are carried to fruition, and says school safety experts warn that “the resulting imbalance in discussions can affect the debate over how to keep schools safe.” Experts say “focusing largely on successful attacks can make them seem inevitable, turning conversations toward physical safety measures—like security hardware and armed officers meant to minimize damage in the event of a shooting. But experts say school safety is also about ‘invisible’ prevention measures: intervening with students in crisis before they develop an intent to harm others, creating an environment where students feel safe and comfortable reporting concerns about their peers, and developing systems to respond quickly to threats.”

### **Experts, Others Call For Making Schools “Softer.”**

[NPR](#) (3/7, Kamenetz) reports on recent research on school violence suggesting that “what actually makes schools safer” is not guns. NPR says that “about 200 universities, national education and mental health groups, school districts, and more than 2,300 individual experts have signed on to support” a “Call for Action To Prevent Gun Violence In The United States of America.” The document says the way to improve school safety is to “make [schools] softer, by improving social and emotional health.” The article provides further detail on the argument.

### **Utah Law Addresses Debate Over Arming Teachers.**

The [St. George \(UT\) News](#) (3/7, Kessler) reports on a controversial Utah law permitting educators who are also concealed carry permit holders to “pack a firearm on campus.” The article also says it is uncertain that teachers carrying guns would actually use them if the circumstances arose on campus.

### **Data Show Sharp Rise In School Shooting Threats.**

The [Fort Myers \(FL\) News-Press](#) (3/7, Hayes) reports on a rise in threats of school shootings, according to data



analyzed by USA Today, “within the nine-day span” following the Parkland, Florida shooting last month. The data show that “because of the threats, at least 33 schools closed and more than 15 others locked down,” as “police and federal agents...have no choice but to take the threats with deadly seriousness.” The article provides further detail on the incidents.

### **Wisconsin Senate To Consider Passing State Funds For Safety Upgrades.**

The [Milwaukee Journal Sentinel](#) (3/7, Stein) reports that GOP lawmakers in Wisconsin, according to an announcement by Senate Majority Leader Scott Fitzgerald, “are considering offering state money to help schools pay for safety upgrades.” Fitzgerald said the state expenditure would be “focused exclusively on facilities,” and showed his resistance to other proposals, including one “for the state to let schools allow teachers to carry guns.”

### **Gun Discharge At Alabama High School Kills One.**

The [Washington Post](#) (3/7, Balingit) says a gun discharged at an Alabama high school on Wednesday, killing one student and injuring another. The Post says police describe the incident “as an accidental shooting.”

The [AP](#) (3/7) reports a 17-year-old girl died and a 17-year-old boy was wounded, as “investigators are still seeking to determine the specific circumstances of the shooting shortly before 3:30 p.m. Wednesday at Huffman High School” in Birmingham. The shooting “prompted a brief lockdown at the magnet school,” and “students were subsequently released and authorities said they had determined that the shooting was not perpetrated by ‘someone from the outside’ entering the school.”

[Alabama Live](#) (3/7) reports that the student who was killed “was going to graduate in May, had already been accepted into college and had dreams to become a nurse.” [Reuters](#) (3/7, Staff) and [TIME](#) (3/8) also cover this story.

### **MN Governor Proposes School Safety Plan.**

The [Minneapolis Star Tribune](#) (3/7) reports that Gov. Mark Dayton (D-MN) on Wednesday “proposed a \$21 million school safety plan.” The proposed Safe and Secure Schools Act emphasizes “improving school building security, assisting expelled students and adding mental health services.” Dayton “said he also supports gun control bills that some have called for in the aftermath of the school shooting in Parkland, Fla., but he said he did not want controversial additions to prevent his proposal from moving forward.” Dayton “said he hopes those bills progress separately,” the Star Tribune notes. Under the measure, Dayton would utilize “some of the state’s projected \$329 million surplus to channel nearly \$16 million to schools next year, which they would be able to use on whatever building safety improvements they deem appropriate,” which could range from “bullet-resistant glass, entrance security or additional school resource officers and counselors.”

The [AP](#) (3/7) reports that the measure would also increase “grants to schools for mental health programs” and “would ensure that school districts adequately track expelled students, and share information on those students with other schools across the state.” [Minnesota Public Radio](#) (3/7) also covers the story.

## **WEDNESDAY'S LEAD STORIES**

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- [House To Debate School Safety Bill Next Week.](#)
- [DeVos Under Pressure To End Obama’s School Discipline Directive.](#)
- [West Virginia Teachers End Strike, Other States Could Strike.](#)
- [WPost: Transfer Of DC School Chancellor’s Daughter Should Be DC IG’s “Top Priority.”](#)
- [Google’s Influence On Modern Classroom Explored.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Thu, 8 Mar 2018 05:28:41 -0700 (MST)  
Subject: Florida Lawmakers Approve School Safety Measure That Includes Gun Control  
To: <david.shoup@carlsbad.k12.nm.us>

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Good morning David Shoup

March 8, 2018

## LEADING THE NEWS

Advertisement

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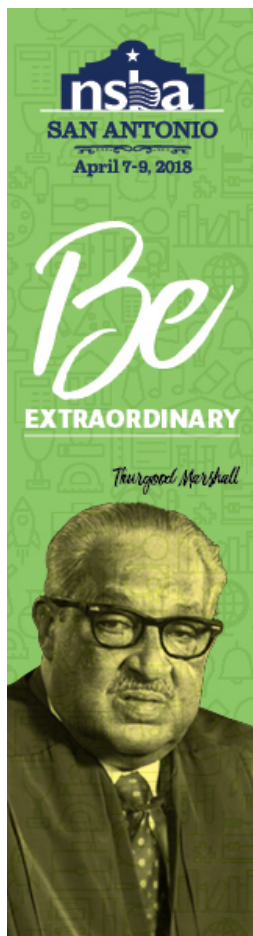
The [Tallahassee \(FL\) Democrat](#) (3/7, Call) reports that in a 67-50 vote Wednesday, the Florida House sent "sent the state's first gun control measures in 22 years to Gov. Rick Scott." The measure "includes a three-day waiting period for most gun purchases, raises the minimum age to 21 to purchase a gun and gives police more authority to confiscate weapons" in addition to creating a "school marshal program to arm classroom teachers comes." Scott said he will read the legislation and "talk with family members of those killed before he decides whether to sign or veto the measure."

The [Washington Times](#) (3/7, Varney) says that in the wake of the Parkland shooting, Scott "has begun drawing fine lines between himself and more unyielding positions of powerful groups." He "continued his careful stepping at a Cabinet meeting Wednesday morning" as the House considered the bill. Scott, the Times says, "is attempting find balance. Just how far he will go remains uncertain, particularly after he walked back his support Wednesday for the minimum age of 21 for rifle purchases." On its website, the [New York Times](#) (3/7, Subscription Publication) features a video on the legislation.

The [Miami Herald](#) (3/7, Mahoney) reports that officials in 10 of Florida's largest school districts said that despite the legislation, "they have no intention of giving teachers or other staff guns to carry into classrooms."

[Reuters](#) (3/7, Woodall) says the legislation, "while containing a number of provisions student activists and their parents had embraced, left out one of their chief demands – a ban on assault-style weapons like the one used in the Feb. 14 massacre." The [Miami Herald](#) (3/7, Bousquet) describes the state House as "deeply divided" over the measure.

The [Washington Post](#) (3/7, Scherer) reports, "Florida lawmakers bucked the



National Rifle Association” to pass “new firearms regulations and create a program for arming some school employees in a rare act of Republican compromise on the divisive issue of gun violence.” The vote capped “ended an emotional three-week process, during which the state’s legislative leadership toured the bloodstained hallways at the high school and thousands of students marched on the state capitol in Tallahassee to demand change.” Also reporting are [PBS NewsHour](#) (3/7), [The Hill](#) (3/7, Greenwood), the [Wall Street Journal](#) (3/7, Subscription Publication), the [Los Angeles Times](#) (3/7, Jarvie), [NBC News](#) (3/8), the [Atlanta Journal-Constitution](#) (3/7), and [NPR](#) (3/7).

**Investigation: 19 Florida School Employees Have Been Disciplined For Threats, Violence.** The [Tampa Bay \(FL\) Times](#) (3/7) reports as the Florida legislature debated “whether to let some school employees carry guns on campus,” an investigation by Tampa Bay Times reporters found that “At least 19 times, employees working in the ‘school support’ roles have been disciplined for threatening students or colleagues, hurting kids or using firearms illegally.” The piece says such cases are “extremely rare,” but says “opponents of the proposal say allowing thousands more guns inside schools would drastically increase the likelihood of something going wrong.”

#### **West Virginia Teacher Strike Could Reverberate In Other States.**

The [New York Times](#) (3/7, Greenhouse, Subscription Publication) reports the “highly unusual” West Virginia teacher strike “could signal the beginning of a new trend: a revolt against austerity policies.” The Times describes how simmering anger among the state’s low-paid teachers led to their rejection of proposed annual raises that were lower

than likely inflation rates and describes how austerity measures in the state have been credited with a teacher shortage in the state. “Oklahoma is facing its own severe teacher shortage,” and teachers in the state “have been following the West Virginia strike closely and are planning their own protests and strategies for a possible walkout.” The Times reports that the “rumblings” in these and other states “come as the Supreme Court weighs a case in which the conservative majority is expected to rule that requiring government employees to pay union fees violates their First Amendment rights,” likely weakening unions.

The [AP](#) (3/6, Thompson) reports that as the West Virginia strike ended, “momentum was building elsewhere for similar protests over pay and benefits for the nation’s public school teachers.” The article describes activity in Oklahoma, Arizona, Kentucky, New Jersey, and Philadelphia, and reports that the West Virginia strike’s outcome “has given a boost to organizers who say the national spotlight on teacher pay is long overdue.” The AP reports National Education Association Vice President Becky Pringle says that “teacher unrest around the United States has grown as strong health care and retirement benefits, viewed in the late 1980s and 1990s as a tradeoff to slower pay growth, have begun to erode at district or state levels.”

In a column in the [Chicago Tribune](#) (3/7), Eric Zorn writes that the “dramatic and possibly illegal” West Virginia teacher strike is being called the “West Virginia Spring” by some observers, juxtaposing this against the Supreme Court’s deliberation in the Janus v. AFSCME case, which “seems likely to further erode the dwindling power of the union movement.” Zorn writes that the teachers in West Virginia had neither explicit support from union leaders or politicians, nor did they have the legal right to strike or bargain collectively. “Nevertheless, they persisted.” Zorn writes that though the deal the teachers got has some caveats, “West Virginia teachers have shown that organized workers can still have clout in the inevitable post-Janus America if their cause is just and their resolution strong.” [The Atlantic](#) (3/5) also covers the potential widespread impact of the West Virginia strike.

***Teachers, Students Return To Class Across West Virginia.*** The [AP](#) (3/7, Raby) reports on the resumption of classes in schools across West Virginia after the end of the statewide teacher strike that lasted nine days. Teachers “wangled a 5 percent pay increase from their elected leaders.” The piece describes the scenes of schools reopening and welcoming students back to class, adding that Gov. Jim Justice “has asked county superintendents to be flexible as they decide how to meet the requirement of having 180 days of school, saying students ‘have suffered enough.’ He wants families to have time for summer vacation and doesn’t want summer feeding programs placed in jeopardy if classes go too far into June.”

## **POLITICS & POLICY**

### **Education Secretary Praises California Governor Over Local Control Of Schools.**

[EdSource](#) (3/7) reports that during a speech before the Council of Chief State School Officers in Washington on Monday, Education Secretary Betsy DeVos “found common ground with California Gov. Jerry Brown’s emphasis on local control of K-12 education.” During the speech she said, “Even though I’ve not yet had the opportunity to approve California’s plan, its governor was spot on when he said: ‘This is not going to be solved in Sacramento. Kids learn at home and in the classroom ... People who really want to help in a school that is not performing should go to the principal and find out what they need. Local empowerment. That’s what it’s all about. The age of micro-management from Washington or Sacramento is over as far as I am concerned.’” She added, “Governor Brown is right. Because the imperative to do something shouldn’t have to come from Washington. It shouldn’t have to come from your state capital. The imperative to do better comes from students. We are accountable to them.”

### **House Democrats Write Letter To Education Secretary Expressing ESSA Plan Concerns.**

[Education Week](#) (3/7) reports that in a letter to Education Secretary Betsy DeVos on Wednesday, House Democrats

representing heavily-minority districts wrote that “DeVos is approving plans for the Every Student Succeeds Act that don’t comply with the law’s protections for vulnerable groups of students.” The letter stated, “Members of the Congressional Tri-Caucus are concerned that you are not carrying out key protections in the bipartisan law that enabled us to support its passage, including accountability system requirements that ‘subgroups’ count in differentiation of schools and that schools where ‘subgroups’ are underserved be identified for both state and local support.” Education Week notes that “earlier this week, DeVos criticized state ESSA plans for not taking full advantage of the new flexibilities offered in the law.” She stated, “Let me be clear: Just because a plan complies with the law doesn’t mean it does what’s best for students.” She added, “Whatever the reasons, I see too many plans that only meet the bare minimum required by the law. Sure, they may pass muster around conference tables in Washington, but the bare minimum won’t pass muster around kitchen tables.”

The [Wall Street Journal](#) (3/7, Hackman, Subscription Publication) reports that the letter was sent to DeVos Wednesday by 50 House Democrats who represent the Congressional Black Caucus, Congressional Hispanic Caucus, and Congressional Asian and Pacific-American Caucus. The letter stated, “The U.S. Department of Education should be implementing [the law], not unraveling it.” The Journal also noted DeVos’ criticism on Monday of state education officials for ESSA plans that she stated “meet the bare minimum required by the law.” DeVos stated that signing plans wasn’t an indication of endorsement, but instead an indication they complied with the law. She added, “If we wanted to dictate from D.C., I’d claim the mantle of our nation’s ‘choice chief’ and reject plans because they don’t give parents more quality choices. But I haven’t done that.”

### **Congressman Proposes Bill To Create ESAs For Military Families Using Impact Aid.**

[Education Week](#) (3/7) reports on proposed legislation from Rep. Jim Banks (R-IN) which would “create Education Savings Accounts for military families, using money now given to school districts that receive federal Impact Aid.” The \$1.3 billion Impact Aid program “helps school districts to make up for tax revenue lost because of a federal presence, such as a Native American reservation or military base.” Under Rep. Banks’ proposal, some of that money would go “directly to families through ESAs.” The ESAs would be useable “for tutoring, private school tuition, and more.” The article notes that “U.S. Secretary of Education Betsy DeVos endorsed the idea of ESAs for military families in a recent speech at the Conservative Political Action Conference, but she hasn’t weighed in specifically on Banks’ bill.”

## **TEACHING & LEARNING**

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### **Oklahoma Teachers Union Gives Legislature April 1 Deadline For Pay Raises.**

[Reuters](#) (3/7, Herskovitz) reports Oklahoma Education Association President Alicia Priest said the union has given “lawmakers in the cash-strapped state an April 1 deadline to approve pay raises for some of the lowest-paid educators in the country or face a shutdown of public schools.” Priest “said the union was putting Oklahoma lawmakers on notice that they needed to pass an education budget by April 1 that contained significant pay hikes.” Reuters quotes Priest saying, “If that budget doesn’t include a meaningful pay raise for teachers and support professionals, and additional funding to restore cuts to Oklahoma classrooms, OEA calls for statewide school closures beginning April 2.”

### **Florida Middle School Teacher Says White Supremacist Podcast Was Satire.**

The [New York Times](#) (3/7, Stevens, Subscription Publication) reports that Dayanna Volitich, the middle school teacher in Florida’s Citrus County School District, “who has admitted hosting a white nationalist podcast has been

removed from her classroom as officials investigate whether she is really a racist.” The Times describes media reports describing how Volitich “argues that ‘science’ has proved that certain races are smarter than others and brags about preaching white nationalism in her classroom — and hiding it from administrators.” The piece relates a statement from Volitich in which she “admitted to using a pseudonym on social media and on the podcast, but insisted she was not a white nationalist. She said she had not allowed her political beliefs to seep into the way she teaches social studies.” The Times quotes Volitich saying, “I employed political satire and exaggeration, mainly to the end of attracting listeners and followers, and generating conversation about the content discussed between myself and my guests.”

### **Kansas House Advances Legislation To Restore Teacher Tenure.**

The [Lawrence \(KS\) Journal World](#) (3/7, Hancock) reports that the Kansas House “gave first-round approval Wednesday to a bill that would restore teacher tenure rights,” or rights “that prevent veteran teachers from being summarily fired or not renewed for the following year without just cause.” The article provides background and detail on the bill, and says the Senate will vote on it on Thursday.

### **Zuckerberg Announces Donation To Literacy Program.**

The [AP](#) (3/7) reports Facebook founder Mark Zuckerberg and his wife “are giving Harvard University and the Massachusetts Institute of Technology \$30 million to help improve the literacy skills of elementary school students across the nation.” The donation will fund the Reach Every Reader program, which “will combine scientific research with methods of tracking and predicting students’ reading abilities to develop a web-based screening tool to identify kindergartners at high risk of reading difficulties.”

### **Purdue-Affiliated Startup Teaches STEM While Children Enjoy.**

The [Clinton County \(IN\) Daily News](#) (3/7, Hartman) reports on Purdue University-affiliated startup Explore Interactive, which “uses augmented reality via mobile devices to make learning feel like play.” The article describes the platform, and says the startup claims the platform “will teach children STEM, all while having fun.”

### **Idea Lab Kids Inspires Students.**

The [Houston Chronicle](#) (3/7, Fernandez Velazquez) reports on Idea Lab Kids, a program throughout the Houston area that offers a variety of classes during school vacations. The article says the classes incorporate both arts and science subjects, and provides background on the origins of the program.

## **OPERATIONS**

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### **Student-led Study In Oregon Finds Mental Health Resources Is Key Issue For Schools.**

The [AP](#) (3/7) reports that, according to Oregon Public Broadcasting, “data compiled by Oregon Student Voice shows that 40 percent of students listed mental health resources as the most important issue for schools.”

### **Researcher: Unions, Teachers’ Voices Could Have Prevented DC Graduation Scandal.**

American Enterprise Institute Researcher Nat Malkus writes in an op-ed in [U.S. News & World Report](#) (3/7) that DC teachers tried to tell city Public Schools leaders about the fraud in diploma-granting that was uncovered last year, “but to no avail.” Malkus describes the lack of response by the school system to teachers’ notifications, and asserts that teachers’ voices are often “ignored in the pursuit of top-down reforms.” Malkus also argues that while unions



are not always right, “unions and teachers are needed to keep policy in check.”

### **California Education Department Says Teacher’s Presentation Of Material On Sharia Was Discriminatory.**

The [Orange County \(CA\) Register](#) (3/7, Bharath) reports that the California Department of Education “has ruled that a middle school teacher in Ventura County presented material about Islamic Sharia Law that was discriminatory and biased.” The article provides background on the case, and says the department ordered the district “to take corrective steps.”

### **Tennessee Education Department Announces New CTE Certificates.**

The [Knoxville \(TN\) News Sentinel](#) (3/7) says the Tennessee Department of Education on Wednesday “announced 21 new career and technical education certificates it will be implementing in schools in the 2018-19 year.” The new certificate program, which includes welding, agricultural engineering and applied technologies, office management, accounting, and coding, “helps create new pathways for students to achieve certificates through a specific program of study.”

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[ABC World News Tonight](#) (3/7, story 7, 1:20, Muir) reported, “Tonight, as Parkland school shooter Nikolas Cruz is formally indicted 17 counts of murder, disturbing new details about his life in jail. Behind bars, Cruz ‘appeared to be smiling and giggling.’ One deputy writing in a report released by the sheriff’s office. He, quote, ‘avoids eye contact, looks downward with a blank stare.’”

The [CBS Evening News](#) (3/7, story 10, 0:25, Glor) reported, “a grand jury indicted the alleged gunman in the Parkland school massacre on 17 counts of first-degree murder, one for each of the 17 who died. If convicted, 19-year-old Nikolas Cruz could face the death penalty.”

### **After Parkland, Congressional Republicans Stall On Gun Control, Move Toward Heightened School Security.**

The [New York Times](#) (3/7, Stolberg, Green, Subscription Publication) reports that in the wake of the Parkland massacre, Congressional Republicans are “turning away from significant gun control legislation” and focusing on “measures that would beef up security at the nation’s schools, hoping the push will quell public uproar.” However,

the Times reports that “as students and parents from Marjory Stoneman Douglas High School continue their own organizing, the school safety strategy is unlikely to end the debate. Democrats and gun control advocates accused Republicans and the National Rifle Association of using school safety to divert attention from what they see as the real issue: the proliferation of guns that have been used in mass shootings at concerts, in movie theaters, on college campuses, in churches and at workplaces, as well as at public schools.” The Times reports Education Secretary Betsy DeVos “threw her weight behind what she said was the only approach that could muster broad support after a brief but contentious visit on Wednesday to Stoneman Douglas High School.” The piece quotes her saying, “I think there’s an opportunity to take some practical steps that many, many people agree on and continue pushing forward on things that have broad support.”

### **Parkland Students Prove Adept At Using Social Media To Control Narrative.**

The [New York Times](#) (3/7, Bromwich, Subscription Publication) reports the negative reaction Parkland students had to Education Secretary Betsy DeVos’ visit on Twitter illustrates their ability to “[overtake] another adult official’s narrative.” The Times reports “it has become obvious that many of the most well-known students at Stoneman Douglas in Parkland, Fla., are adept at using social media, and Twitter in particular. ... With their consistent tweeting of stories, memes, jokes and video clips, the students have managed to keep the tragedy that their school experienced — and their plan to stop such shootings from happening elsewhere — in the news for weeks, long after past mass shootings have faded from the headlines.”

### **School Safety Experts: Focusing On Successful Shootings Prevents Focus On Proactive Interventions.**

[Education Week](#) (3/7) reports that foiled school shooting plans don’t get the same amount of attention as do such plans that are carried to fruition, and says school safety experts warn that “the resulting imbalance in discussions can affect the debate over how to keep schools safe.” Experts say “focusing largely on successful attacks can make them seem inevitable, turning conversations toward physical safety measures—like security hardware and armed officers meant to minimize damage in the event of a shooting. But experts say school safety is also about ‘invisible’ prevention measures: intervening with students in crisis before they develop an intent to harm others, creating an environment where students feel safe and comfortable reporting concerns about their peers, and developing systems to respond quickly to threats.”

### **Experts, Others Call For Making Schools “Softer.”**

[NPR](#) (3/7, Kamenetz) reports on recent research on school violence suggesting that “what actually makes schools safer” is not guns. NPR says that “about 200 universities, national education and mental health groups, school districts, and more than 2,300 individual experts have signed on to support” a “Call for Action To Prevent Gun Violence In The United States of America.” The document says the way to improve school safety is to “make [schools] softer, by improving social and emotional health.” The article provides further detail on the argument.

### **Utah Law Addresses Debate Over Arming Teachers.**

The [St. George \(UT\) News](#) (3/7, Kessler) reports on a controversial Utah law permitting educators who are also concealed carry permit holders to “pack a firearm on campus.” The article also says it is uncertain that teachers carrying guns would actually use them if the circumstances arose on campus.

### **Data Show Sharp Rise In School Shooting Threats.**

The [Fort Myers \(FL\) News-Press](#) (3/7, Hayes) reports on a rise in threats of school shootings, according to data

analyzed by USA Today, “within the nine-day span” following the Parkland, Florida shooting last month. The data show that “because of the threats, at least 33 schools closed and more than 15 others locked down,” as “police and federal agents...have no choice but to take the threats with deadly seriousness.” The article provides further detail on the incidents.

### **Wisconsin Senate To Consider Passing State Funds For Safety Upgrades.**

The [Milwaukee Journal Sentinel](#) (3/7, Stein) reports that GOP lawmakers in Wisconsin, according to an announcement by Senate Majority Leader Scott Fitzgerald, “are considering offering state money to help schools pay for safety upgrades.” Fitzgerald said the state expenditure would be “focused exclusively on facilities,” and showed his resistance to other proposals, including one “for the state to let schools allow teachers to carry guns.”

### **Gun Discharge At Alabama High School Kills One.**

The [Washington Post](#) (3/7, Balingit) says a gun discharged at an Alabama high school on Wednesday, killing one student and injuring another. The Post says police describe the incident “as an accidental shooting.”

The [AP](#) (3/7) reports a 17-year-old girl died and a 17-year-old boy was wounded, as “investigators are still seeking to determine the specific circumstances of the shooting shortly before 3:30 p.m. Wednesday at Huffman High School” in Birmingham. The shooting “prompted a brief lockdown at the magnet school,” and “students were subsequently released and authorities said they had determined that the shooting was not perpetrated by ‘someone from the outside’ entering the school.”

[Alabama Live](#) (3/7) reports that the student who was killed “was going to graduate in May, had already been accepted into college and had dreams to become a nurse.” [Reuters](#) (3/7, Staff) and [TIME](#) (3/8) also cover this story.

### **MN Governor Proposes School Safety Plan.**

The [Minneapolis Star Tribune](#) (3/7) reports that Gov. Mark Dayton (D-MN) on Wednesday “proposed a \$21 million school safety plan.” The proposed Safe and Secure Schools Act emphasizes “improving school building security, assisting expelled students and adding mental health services.” Dayton “said he also supports gun control bills that some have called for in the aftermath of the school shooting in Parkland, Fla., but he said he did not want controversial additions to prevent his proposal from moving forward.” Dayton “said he hopes those bills progress separately,” the Star Tribune notes. Under the measure, Dayton would utilize “some of the state’s projected \$329 million surplus to channel nearly \$16 million to schools next year, which they would be able to use on whatever building safety improvements they deem appropriate,” which could range from “bullet-resistant glass, entrance security or additional school resource officers and counselors.”

The [AP](#) (3/7) reports that the measure would also increase “grants to schools for mental health programs” and “would ensure that school districts adequately track expelled students, and share information on those students with other schools across the state.” [Minnesota Public Radio](#) (3/7) also covers the story.

## **WEDNESDAY'S LEAD STORIES**

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- [House To Debate School Safety Bill Next Week.](#)
- [DeVos Under Pressure To End Obama’s School Discipline Directive.](#)
- [West Virginia Teachers End Strike, Other States Could Strike.](#)
- [WPost: Transfer Of DC School Chancellor’s Daughter Should Be DC IG’s “Top Priority.”](#)
- [Google’s Influence On Modern Classroom Explored.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Thu, 8 Mar 2018 05:28:41 -0700 (MST)  
Subject: Florida Lawmakers Approve School Safety Measure That Includes Gun Control  
To: <greg.rodriguez@carlsbad.k12.nm.us>

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Good morning Greg Rodriguez

March 8, 2018

## LEADING THE NEWS

Advertisement

### Florida Lawmakers Approve School Safety Measure That Includes Gun Control.

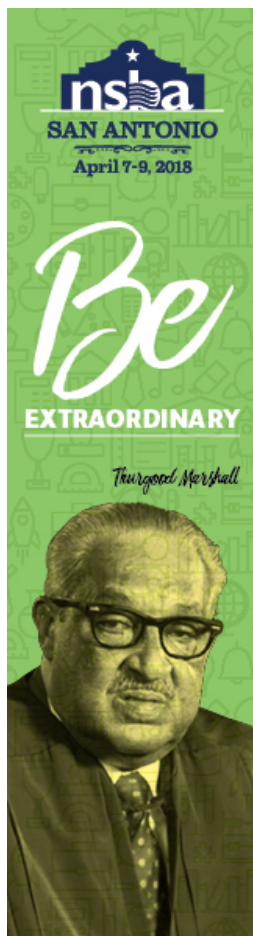
The [Tallahassee \(FL\) Democrat](#) (3/7, Call) reports that in a 67-50 vote Wednesday, the Florida House sent "sent the state's first gun control measures in 22 years to Gov. Rick Scott." The measure "includes a three-day waiting period for most gun purchases, raises the minimum age to 21 to purchase a gun and gives police more authority to confiscate weapons" in addition to creating a "school marshal program to arm classroom teachers comes." Scott said he will read the legislation and "talk with family members of those killed before he decides whether to sign or veto the measure."

The [Washington Times](#) (3/7, Varney) says that in the wake of the Parkland shooting, Scott "has begun drawing fine lines between himself and more unyielding positions of powerful groups." He "continued his careful stepping at a Cabinet meeting Wednesday morning" as the House considered the bill. Scott, the Times says, "is attempting find balance. Just how far he will go remains uncertain, particularly after he walked back his support Wednesday for the minimum age of 21 for rifle purchases." On its website, the [New York Times](#) (3/7, Subscription Publication) features a video on the legislation.

The [Miami Herald](#) (3/7, Mahoney) reports that officials in 10 of Florida's largest school districts said that despite the legislation, "they have no intention of giving teachers or other staff guns to carry into classrooms."

[Reuters](#) (3/7, Woodall) says the legislation, "while containing a number of provisions student activists and their parents had embraced, left out one of their chief demands – a ban on assault-style weapons like the one used in the Feb. 14 massacre." The [Miami Herald](#) (3/7, Bousquet) describes the state House as "deeply divided" over the measure.

The [Washington Post](#) (3/7, Scherer) reports, "Florida lawmakers bucked the



National Rifle Association” to pass “new firearms regulations and create a program for arming some school employees in a rare act of Republican compromise on the divisive issue of gun violence.” The vote capped “ended an emotional three-week process, during which the state’s legislative leadership toured the bloodstained hallways at the high school and thousands of students marched on the state capitol in Tallahassee to demand change.” Also reporting are [PBS NewsHour](#) (3/7), [The Hill](#) (3/7, Greenwood), the [Wall Street Journal](#) (3/7, Subscription Publication), the [Los Angeles Times](#) (3/7, Jarvie), [NBC News](#) (3/8), the [Atlanta Journal-Constitution](#) (3/7), and [NPR](#) (3/7).

**Investigation: 19 Florida School Employees Have Been Disciplined For Threats, Violence.** The [Tampa Bay \(FL\) Times](#) (3/7) reports as the Florida legislature debated “whether to let some school employees carry guns on campus,” an investigation by Tampa Bay Times reporters found that “At least 19 times, employees working in the ‘school support’ roles have been disciplined for threatening students or colleagues, hurting kids or using firearms illegally.” The piece says such cases are “extremely rare,” but says “opponents of the proposal say allowing thousands more guns inside schools would drastically increase the likelihood of something going wrong.”

#### **West Virginia Teacher Strike Could Reverberate In Other States.**

The [New York Times](#) (3/7, Greenhouse, Subscription Publication) reports the “highly unusual” West Virginia teacher strike “could signal the beginning of a new trend: a revolt against austerity policies.” The Times describes how simmering anger among the state’s low-paid teachers led to their rejection of proposed annual raises that were lower

than likely inflation rates and describes how austerity measures in the state have been credited with a teacher shortage in the state. “Oklahoma is facing its own severe teacher shortage,” and teachers in the state “have been following the West Virginia strike closely and are planning their own protests and strategies for a possible walkout.” The Times reports that the “rumblings” in these and other states “come as the Supreme Court weighs a case in which the conservative majority is expected to rule that requiring government employees to pay union fees violates their First Amendment rights,” likely weakening unions.

The [AP](#) (3/6, Thompson) reports that as the West Virginia strike ended, “momentum was building elsewhere for similar protests over pay and benefits for the nation’s public school teachers.” The article describes activity in Oklahoma, Arizona, Kentucky, New Jersey, and Philadelphia, and reports that the West Virginia strike’s outcome “has given a boost to organizers who say the national spotlight on teacher pay is long overdue.” The AP reports National Education Association Vice President Becky Pringle says that “teacher unrest around the United States has grown as strong health care and retirement benefits, viewed in the late 1980s and 1990s as a tradeoff to slower pay growth, have begun to erode at district or state levels.”

In a column in the [Chicago Tribune](#) (3/7), Eric Zorn writes that the “dramatic and possibly illegal” West Virginia teacher strike is being called the “West Virginia Spring” by some observers, juxtaposing this against the Supreme Court’s deliberation in the Janus v. AFSCME case, which “seems likely to further erode the dwindling power of the union movement.” Zorn writes that the teachers in West Virginia had neither explicit support from union leaders or politicians, nor did they have the legal right to strike or bargain collectively. “Nevertheless, they persisted.” Zorn writes that though the deal the teachers got has some caveats, “West Virginia teachers have shown that organized workers can still have clout in the inevitable post-Janus America if their cause is just and their resolution strong.” [The Atlantic](#) (3/5) also covers the potential widespread impact of the West Virginia strike.

***Teachers, Students Return To Class Across West Virginia.*** The [AP](#) (3/7, Raby) reports on the resumption of classes in schools across West Virginia after the end of the statewide teacher strike that lasted nine days. Teachers “wangled a 5 percent pay increase from their elected leaders.” The piece describes the scenes of schools reopening and welcoming students back to class, adding that Gov. Jim Justice “has asked county superintendents to be flexible as they decide how to meet the requirement of having 180 days of school, saying students ‘have suffered enough.’ He wants families to have time for summer vacation and doesn’t want summer feeding programs placed in jeopardy if classes go too far into June.”

## **POLITICS & POLICY**

### **Education Secretary Praises California Governor Over Local Control Of Schools.**

[EdSource](#) (3/7) reports that during a speech before the Council of Chief State School Officers in Washington on Monday, Education Secretary Betsy DeVos “found common ground with California Gov. Jerry Brown’s emphasis on local control of K-12 education.” During the speech she said, “Even though I’ve not yet had the opportunity to approve California’s plan, its governor was spot on when he said: ‘This is not going to be solved in Sacramento. Kids learn at home and in the classroom ... People who really want to help in a school that is not performing should go to the principal and find out what they need. Local empowerment. That’s what it’s all about. The age of micro-management from Washington or Sacramento is over as far as I am concerned.’” She added, “Governor Brown is right. Because the imperative to do something shouldn’t have to come from Washington. It shouldn’t have to come from your state capital. The imperative to do better comes from students. We are accountable to them.”

### **House Democrats Write Letter To Education Secretary Expressing ESSA Plan Concerns.**

[Education Week](#) (3/7) reports that in a letter to Education Secretary Betsy DeVos on Wednesday, House Democrats



representing heavily-minority districts wrote that “DeVos is approving plans for the Every Student Succeeds Act that don’t comply with the law’s protections for vulnerable groups of students.” The letter stated, “Members of the Congressional Tri-Caucus are concerned that you are not carrying out key protections in the bipartisan law that enabled us to support its passage, including accountability system requirements that ‘subgroups’ count in differentiation of schools and that schools where ‘subgroups’ are underserved be identified for both state and local support.” Education Week notes that “earlier this week, DeVos criticized state ESSA plans for not taking full advantage of the new flexibilities offered in the law.” She stated, “Let me be clear: Just because a plan complies with the law doesn’t mean it does what’s best for students.” She added, “Whatever the reasons, I see too many plans that only meet the bare minimum required by the law. Sure, they may pass muster around conference tables in Washington, but the bare minimum won’t pass muster around kitchen tables.”

The [Wall Street Journal](#) (3/7, Hackman, Subscription Publication) reports that the letter was sent to DeVos Wednesday by 50 House Democrats who represent the Congressional Black Caucus, Congressional Hispanic Caucus, and Congressional Asian and Pacific-American Caucus. The letter stated, “The U.S. Department of Education should be implementing [the law], not unraveling it.” The Journal also noted DeVos’ criticism on Monday of state education officials for ESSA plans that she stated “meet the bare minimum required by the law.” DeVos stated that signing plans wasn’t an indication of endorsement, but instead an indication they complied with the law. She added, “If we wanted to dictate from D.C., I’d claim the mantle of our nation’s ‘choice chief’ and reject plans because they don’t give parents more quality choices. But I haven’t done that.”

### **Congressman Proposes Bill To Create ESAs For Military Families Using Impact Aid.**

[Education Week](#) (3/7) reports on proposed legislation from Rep. Jim Banks (R-IN) which would “create Education Savings Accounts for military families, using money now given to school districts that receive federal Impact Aid.” The \$1.3 billion Impact Aid program “helps school districts to make up for tax revenue lost because of a federal presence, such as a Native American reservation or military base.” Under Rep. Banks’ proposal, some of that money would go “directly to families through ESAs.” The ESAs would be useable “for tutoring, private school tuition, and more.” The article notes that “U.S. Secretary of Education Betsy DeVos endorsed the idea of ESAs for military families in a recent speech at the Conservative Political Action Conference, but she hasn’t weighed in specifically on Banks’ bill.”

## **TEACHING & LEARNING**

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### **Oklahoma Teachers Union Gives Legislature April 1 Deadline For Pay Raises.**

[Reuters](#) (3/7, Herskovitz) reports Oklahoma Education Association President Alicia Priest said the union has given “lawmakers in the cash-strapped state an April 1 deadline to approve pay raises for some of the lowest-paid educators in the country or face a shutdown of public schools.” Priest “said the union was putting Oklahoma lawmakers on notice that they needed to pass an education budget by April 1 that contained significant pay hikes.” Reuters quotes Priest saying, “If that budget doesn’t include a meaningful pay raise for teachers and support professionals, and additional funding to restore cuts to Oklahoma classrooms, OEA calls for statewide school closures beginning April 2.”

### **Florida Middle School Teacher Says White Supremacist Podcast Was Satire.**

The [New York Times](#) (3/7, Stevens, Subscription Publication) reports that Dayanna Volitich, the middle school teacher in Florida’s Citrus County School District, “who has admitted hosting a white nationalist podcast has been



removed from her classroom as officials investigate whether she is really a racist.” The Times describes media reports describing how Volitich “argues that ‘science’ has proved that certain races are smarter than others and brags about preaching white nationalism in her classroom — and hiding it from administrators.” The piece relates a statement from Volitich in which she “admitted to using a pseudonym on social media and on the podcast, but insisted she was not a white nationalist. She said she had not allowed her political beliefs to seep into the way she teaches social studies.” The Times quotes Volitich saying, “I employed political satire and exaggeration, mainly to the end of attracting listeners and followers, and generating conversation about the content discussed between myself and my guests.”

### **Kansas House Advances Legislation To Restore Teacher Tenure.**

The [Lawrence \(KS\) Journal World](#) (3/7, Hancock) reports that the Kansas House “gave first-round approval Wednesday to a bill that would restore teacher tenure rights,” or rights “that prevent veteran teachers from being summarily fired or not renewed for the following year without just cause.” The article provides background and detail on the bill, and says the Senate will vote on it on Thursday.

### **Zuckerberg Announces Donation To Literacy Program.**

The [AP](#) (3/7) reports Facebook founder Mark Zuckerberg and his wife “are giving Harvard University and the Massachusetts Institute of Technology \$30 million to help improve the literacy skills of elementary school students across the nation.” The donation will fund the Reach Every Reader program, which “will combine scientific research with methods of tracking and predicting students’ reading abilities to develop a web-based screening tool to identify kindergartners at high risk of reading difficulties.”

### **Purdue-Affiliated Startup Teaches STEM While Children Enjoy.**

The [Clinton County \(IN\) Daily News](#) (3/7, Hartman) reports on Purdue University-affiliated startup Explore Interactive, which “uses augmented reality via mobile devices to make learning feel like play.” The article describes the platform, and says the startup claims the platform “will teach children STEM, all while having fun.”

### **Idea Lab Kids Inspires Students.**

The [Houston Chronicle](#) (3/7, Fernandez Velazquez) reports on Idea Lab Kids, a program throughout the Houston area that offers a variety of classes during school vacations. The article says the classes incorporate both arts and science subjects, and provides background on the origins of the program.

## **OPERATIONS**

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### **Student-led Study In Oregon Finds Mental Health Resources Is Key Issue For Schools.**

The [AP](#) (3/7) reports that, according to Oregon Public Broadcasting, “data compiled by Oregon Student Voice shows that 40 percent of students listed mental health resources as the most important issue for schools.”

### **Researcher: Unions, Teachers’ Voices Could Have Prevented DC Graduation Scandal.**

American Enterprise Institute Researcher Nat Malkus writes in an op-ed in [U.S. News & World Report](#) (3/7) that DC teachers tried to tell city Public Schools leaders about the fraud in diploma-granting that was uncovered last year, “but to no avail.” Malkus describes the lack of response by the school system to teachers’ notifications, and asserts that teachers’ voices are often “ignored in the pursuit of top-down reforms.” Malkus also argues that while unions

are not always right, “unions and teachers are needed to keep policy in check.”

### **California Education Department Says Teacher’s Presentation Of Material On Sharia Was Discriminatory.**

The [Orange County \(CA\) Register](#) (3/7, Bharath) reports that the California Department of Education “has ruled that a middle school teacher in Ventura County presented material about Islamic Sharia Law that was discriminatory and biased.” The article provides background on the case, and says the department ordered the district “to take corrective steps.”

### **Tennessee Education Department Announces New CTE Certificates.**

The [Knoxville \(TN\) News Sentinel](#) (3/7) says the Tennessee Department of Education on Wednesday “announced 21 new career and technical education certificates it will be implementing in schools in the 2018-19 year.” The new certificate program, which includes welding, agricultural engineering and applied technologies, office management, accounting, and coding, “helps create new pathways for students to achieve certificates through a specific program of study.”

### **Outgoing Houston Superintendent Speaks In Interview About Decision To Leave.**

The [Houston Chronicle](#) (3/7, Carpenter) reports that outgoing Houston Independent Schools District Superintendent Richard Carranza told the Houston Chronicle in an interview Wednesday that “the chance to lead New York City public schools – and not any issues in Houston ISD – prompted his decision this week to leave the district.” The Chronicle adds that Carranza “did, however, allude to concerns that his contract...wouldn’t be renewed by trustees.” The article provides further detail on the interview.

## **COLLEGE & CAREER READINESS**

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### **Education Department Grants North Dakota Permission To Substitute ACT With State Assessment.**

[Education Week](#) (3/7, Gewertz) says North Dakota officials announced on Wednesday that it had received permission from the US Department of Education “the right to let school districts substitute the ACT for the state’s own required high school assessment.” The article says the move by the ED was the “first...of its kind,” and that “with permission in hand, 17 school districts in North Dakota...will administer the ACT to all 11th graders this spring, and use it to report achievement for accountability.”

## **SCHOOL FINANCE**

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### **Pennsylvania Lawsuit Challenging School Funding Appears Poised To Proceed.**

[Philly \(PA\)](#) (3/7, Hanna, Graham) says Pennsylvania Republicans “tried again Wednesday to block a challenge to the way schools are funded in the state, but a landmark lawsuit over the issue seemed poised to proceed after a Commonwealth Court hearing.” The article reports that “lawyers for the plaintiffs” in the lawsuit “said after the hearing they were confident the case would move forward.” The judges “didn’t immediately rule on the lawmakers’ objections,” but the “indicated they were grappling with how to determine whether the legislature was fulfilling its constitutional mandate to provide a ‘thorough and efficient’ education.”

The [Philadelphia Public Schools Notebook](#) (3/7, Mezzacappa) provides similar coverage.

### **Chicago Public Schools CEO Promises Early Budget Delivery, New Funding Allocations.**

The [Chicago Tribune](#) (3/7, Perez) reports that Chicago Public Schools CEO Janice Jackson told principals Wednesday that “individual school budgets for 2018-19 will arrive in early April,” several months earlier “than in recent years.” The Tribune says “the early budget delivery allowed the district to project an image of stability as Mayor Rahm Emanuel pursues a third term,” and adds that it is also “changing how it distributes per-pupil spending in an apparent effort to help campuses struggling with dwindling enrollment.”

The [Chicago Sun-Times](#) (3/7, FitzPatrick) reports that a letter from Jackson also said the city’s public schools “won’t see any cuts in the fall to staff or budgets even if their enrollments dip.” In addition, “district officials also will allocate special education positions to schools based on actual student need, rather than handing over a lump sum often criticized as inadequate in meeting federal requirements for kids.”

### **Utah House Unanimously Approves Public Education Budget.**

[KSL-TV](#) Salt Lake City (3/7) reports on its website that the Utah House of Representatives unanimously approved on Tuesday “the state budget for public education for the upcoming year.” The station says the budget “contemplates spending more than \$36 million for enrollment growth,” and provides detail on what it includes.

## **SAFETY & SECURITY**

### **Grand Jury Indicts Parkland Shooter On First-Degree Murder Charges.**

The [AP](#) (3/7, Anderson, Farrington, Replogle) reports the suspect in the Marjory Stoneman Douglas High School shooting in Parkland, Florida, Nikolas Cruz, “was formally charged Wednesday with 17 counts of first-degree murder, which could mean a death sentence if he is convicted.” Cruz’s public defender “has said he will plead guilty if prosecutors take the death penalty off the table.” The AP adds that Education Secretary Betsy DeVos visited the school on Wednesday and “told reporters that arming some teachers should be considered an option but not a requirement.” DeVos also “said she spoke with students who lit up when talking about the therapy dogs brought to campus.”

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[Education Week](#) (3/7) reports that foiled school shooting plans don’t get the same amount of attention as do such plans that are carried to fruition, and says school safety experts warn that “the resulting imbalance in discussions can affect the debate over how to keep schools safe.” Experts say “focusing largely on successful attacks can make them seem inevitable, turning conversations toward physical safety measures—like security hardware and armed officers meant to minimize damage in the event of a shooting. But experts say school safety is also about ‘invisible’ prevention measures: intervening with students in crisis before they develop an intent to harm others, creating an environment where students feel safe and comfortable reporting concerns about their peers, and developing systems to respond quickly to threats.”

### **Experts, Others Call For Making Schools “Softer.”**

[NPR](#) (3/7, Kamenetz) reports on recent research on school violence suggesting that “what actually makes schools safer” is not guns. NPR says that “about 200 universities, national education and mental health groups, school districts, and more than 2,300 individual experts have signed on to support” a “Call for Action To Prevent Gun Violence In The United States of America.” The document says the way to improve school safety is to “make [schools] softer, by improving social and emotional health.” The article provides further detail on the argument.

### **Utah Law Addresses Debate Over Arming Teachers.**

The [St. George \(UT\) News](#) (3/7, Kessler) reports on a controversial Utah law permitting educators who are also concealed carry permit holders to “pack a firearm on campus.” The article also says it is uncertain that teachers carrying guns would actually use them if the circumstances arose on campus.

### **Data Show Sharp Rise In School Shooting Threats.**

The [Fort Myers \(FL\) News-Press](#) (3/7, Hayes) reports on a rise in threats of school shootings, according to data

analyzed by USA Today, “within the nine-day span” following the Parkland, Florida shooting last month. The data show that “because of the threats, at least 33 schools closed and more than 15 others locked down,” as “police and federal agents...have no choice but to take the threats with deadly seriousness.” The article provides further detail on the incidents.

### **Wisconsin Senate To Consider Passing State Funds For Safety Upgrades.**

The [Milwaukee Journal Sentinel](#) (3/7, Stein) reports that GOP lawmakers in Wisconsin, according to an announcement by Senate Majority Leader Scott Fitzgerald, “are considering offering state money to help schools pay for safety upgrades.” Fitzgerald said the state expenditure would be “focused exclusively on facilities,” and showed his resistance to other proposals, including one “for the state to let schools allow teachers to carry guns.”

### **Gun Discharge At Alabama High School Kills One.**

The [Washington Post](#) (3/7, Balingit) says a gun discharged at an Alabama high school on Wednesday, killing one student and injuring another. The Post says police describe the incident “as an accidental shooting.”

The [AP](#) (3/7) reports a 17-year-old girl died and a 17-year-old boy was wounded, as “investigators are still seeking to determine the specific circumstances of the shooting shortly before 3:30 p.m. Wednesday at Huffman High School” in Birmingham. The shooting “prompted a brief lockdown at the magnet school,” and “students were subsequently released and authorities said they had determined that the shooting was not perpetrated by ‘someone from the outside’ entering the school.”

[Alabama Live](#) (3/7) reports that the student who was killed “was going to graduate in May, had already been accepted into college and had dreams to become a nurse.” [Reuters](#) (3/7, Staff) and [TIME](#) (3/8) also cover this story.

### **MN Governor Proposes School Safety Plan.**

The [Minneapolis Star Tribune](#) (3/7) reports that Gov. Mark Dayton (D-MN) on Wednesday “proposed a \$21 million school safety plan.” The proposed Safe and Secure Schools Act emphasizes “improving school building security, assisting expelled students and adding mental health services.” Dayton “said he also supports gun control bills that some have called for in the aftermath of the school shooting in Parkland, Fla., but he said he did not want controversial additions to prevent his proposal from moving forward.” Dayton “said he hopes those bills progress separately,” the Star Tribune notes. Under the measure, Dayton would utilize “some of the state’s projected \$329 million surplus to channel nearly \$16 million to schools next year, which they would be able to use on whatever building safety improvements they deem appropriate,” which could range from “bullet-resistant glass, entrance security or additional school resource officers and counselors.”

The [AP](#) (3/7) reports that the measure would also increase “grants to schools for mental health programs” and “would ensure that school districts adequately track expelled students, and share information on those students with other schools across the state.” [Minnesota Public Radio](#) (3/7) also covers the story.

## **WEDNESDAY'S LEAD STORIES**

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- [House To Debate School Safety Bill Next Week.](#)
- [DeVos Under Pressure To End Obama’s School Discipline Directive.](#)
- [West Virginia Teachers End Strike, Other States Could Strike.](#)
- [WPost: Transfer Of DC School Chancellor’s Daughter Should Be DC IG’s “Top Priority.”](#)
- [Google’s Influence On Modern Classroom Explored.](#)

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From: "Jessica Castaneda" <sparkedinnovations@gmail.com>  
Sent Date: Fri, 23 Feb 2018 16:05:34 -0700 (MST)  
Subject: Follow up for Summer School Training  
To: <obidilia.apodeca@demingps.org>, <millerja@dexterdemons.org>, <lavern.shan@carlsbadschools.net>

Attachments: TN Common Core Standards, Vocabulary, ELDA scores Math updated.xls (5.31 MB) Evaluation Sheet.xlsx (53.83k)

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What a pleasure to meet with all of you. I really hope you feel a lot more comfortable with summer instruction for migrant students. You all are a wonderful group to work with and I really enjoyed working with you today. Should you have questions in the future, feel free to reach out.

Attached is the evaluation sheet, and the common core spreadsheet.

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Here are the instructional units: <http://www.sparkedinnovations.net/LPLessonPlan.html>

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Here is a link to the Heart and Soul Curriculum- <http://www.sparkedinnovations.net/LP%20Heart%20and%20Soles.html>

That was for the duck-tape shoes

Here is Scream Machines- Rollercoasters unit: <http://www.sparkedinnovations.net/LP%20Scream%20Machines.html>

Here is the Gum Shoe- Detective Unit: <http://www.sparkedinnovations.net/LPDetectives.html>

And finally the Robot unit: <http://www.sparkedinnovations.net/LP%20Robots.html>

Thanks again for all of your time today. Safe Travels!

Jessica Castaneda  
Educational Consultant  
[www.sparkedinnovations.net](http://www.sparkedinnovations.net)  
office: 931-668-4129



From: "AASA News of the Nation" <communications@aasa.org>  
Sent Date: Tue, 27 Feb 2018 16:00:00 -0700 (MST)  
Subject: Funding Gaps 2018: An Analysis of School Funding Equity Across the U.S. and Within Each State  
To: "LaVern Shan" <lavern.shan@carlsbad.k12.nm.us>

---



From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Wed, 24 Jan 2018 10:36:36 -0700 (MST)  
Subject: FW: Desert Willow Elementary  
To: "Darlene Shelton" <Darlene.Shelton@CarlsbadSchools.net>

Attachments:CARLSBAD DESERT WILLOW ABDO GO BOND JAN 18 part 1.xlsm (8.63 MB)

---

**Ok trying to see if I can be smarter than computer.. I have sent this 3 times and it bounces back ..says it is too large.. will send you 2 parts.. read below also**

---

**From:** Coye Duncan [<mailto:abookworm@suddenlink.net>]  
**Sent:** Wednesday, January 24, 2018 11:02 AM  
**To:** 'Darlene Shelton' <[Darlene.Shelton@CarlsbadSchools.net](mailto:Darlene.Shelton@CarlsbadSchools.net)>  
**Subject:** RE: Desert Willow Elementary

THANK YOU..

2 things

Do you want 2 copies of Carlos and Carmen???

And can you find \$15 more to get to \$3000 for 50 free books or fire HD 10 with Alex Hands free

I will see you in the morning.. I will put this in alphabet order when this is final.

---

**From:** Darlene Shelton [<mailto:Darlene.Shelton@CarlsbadSchools.net>]  
**Sent:** Wednesday, January 24, 2018 10:18 AM  
**To:** Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** RE: Desert Willow Elementary

Yes, it is the ABDO website. Username is DarleneShelton password is mediacenter

---

**From:** Coye Duncan [<mailto:abookworm@suddenlink.net>]  
**Sent:** Tuesday, January 23, 2018 5:23 PM  
**To:** Darlene Shelton <[Darlene.Shelton@CarlsbadSchools.net](mailto:Darlene.Shelton@CarlsbadSchools.net)>  
**Subject:** RE: Desert Willow Elementary

I can but I need to know your username and pw for Abdo..this is on Abdo correct

---

**From:** Darlene Shelton [<mailto:Darlene.Shelton@CarlsbadSchools.net>]  
**Sent:** Tuesday, January 23, 2018 4:26 PM  
**To:** Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** Desert Willow Elementary

Hi Coye,

We finally got our GOBond funding. I have about \$3000.00 sitting in my ABDO account. Can you access that? If so, can you fix the order for me and send it to me? I need it in abc order by title,

page 1 of 2

ISBN, Company order number. Let me know if you can or can not do this.

Thanks,

Darlene Shelton

From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Fri, 26 Jan 2018 14:28:01 -0700 (MST)  
Subject: FW: ENSLOW  
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY ENSLOW JAN 18.xlsm (1,006.21k)

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ENSLOW

---

**From:** Coye Duncan [mailto:abookworm@suddenlink.net]  
**Sent:** Friday, January 26, 2018 2:43 PM  
**To:** 'Juhree Cope' <Juhree.Cope@CarlsbadSchools.net>  
**Subject:** ENSLOW AND ABDO

---

**From:** Juhree Cope [mailto:Juhree.Cope@CarlsbadSchools.net]  
**Sent:** Thursday, January 25, 2018 10:08 AM  
**To:** Coye DUNCAN <abookworm@suddenlink.net>  
**Subject:** Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

Cathey is requesting that the quotes list the books in **alphabetical order by title with the ISBN number. And your company order number.**

There is not a big rush. The orders are due to her by **Feb. 23** and we have to receive them by **April 6**.

My total budget is **\$2636**.

Thanks,

Juhree

From: "LaVern Shan" <LaVern.Shan@CarlsbadSchools.net>  
Sent Date: Sat, 24 Feb 2018 11:45:18 -0700 (MST)  
Subject: FW: Follow up for Summer School Training  
To: "Gregory Rodriguez" <Gregory.Rodriguez@CarlsbadSchools.net>

Attachments: image001.jpg (4.79k) TN Common Core Standards, Vocabulary, ELDA scores Math updated.xls (5.31 MB) Evaluation Sheet.xlsx (53.83k)

---

Dr. Rodríguez and Ms. Barta,

Yesterday at the migrant meeting (Jessica) presented some fabulous ideas on how to implement hands-on fun/innovative curriculum for summer programs. This is definitely an idea of what we could do with the summer city funds for enrichment for students. This would move us away from some of the past practices. Wanted to share. I think we could make this summer an incredible learning opportunity for students. The greater goal could be learning for staff on what engaged hands-on learning looks like. Not sure if the stop motion piece was included. We have the tools for doing this project already in our district. (It has potential to change thoughts on writing/technology.) This would be non-threatening and a change in mind set and practice.

LaVern

---

**From:** Jessica Castaneda [mailto:sparkedinnovations@gmail.com]  
**Sent:** Friday, February 23, 2018 4:06 PM  
**To:** obidilia.apodeca@demingps.org; millerja@dexterdemons.org; LaVern Shan <LaVern.Shan@CarlsbadSchools.net>  
**Subject:** Follow up for Summer School Training

What a pleasure to meet with all of you. I really hope you feel a lot more comfortable with summer instruction for migrant students. You all are a wonderful group to work with and I really enjoyed working with you today. Should you have questions in the future, feel free to reach out.

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And finally the Robot unit: <http://www.sparkedinnovations.net/LP%20Robots.html>

page 1 of 2

Thanks again for all of your time today. Safe Travels!

Jessica Castaneda

Educational Consultant

[www.sparkedinnovations.net](http://www.sparkedinnovations.net)

office:931-668-4129



From: "Stan Rounds" <stan@nmcel.org>  
Sent Date: Mon, 5 Mar 2018 10:33:53 -0700 (MST)  
Subject: FW: Funding Gaps 2018: An Analysis of School Funding Equity Across the U.S. and Within Each State

"Adan Delgado (Cuba)" <adelgado@cuba.k12.nm.us>, "Andy Ortiz (Raton)" <andy.ortiz@ratonschools.com>, "Anita Romero - Interim Wagon Mound" <anita.romero@wm.k12.nm.us>, "Arsenio Romero (Deming)" <arsenio.romero@demingps.org>, "Audie Brown (Silver)" <abrown@silverschools.org>, "Balch, Jody (Clovis)" <jody.balch@clovis-schools.org>, "Bickert, George (Ruidoso)" <bickertg@ruidososchools.org>, "Bobbie Gutierrez (Espanola)" <bobbie.gutierrez@k12espanola.org>, "Bowman, Colleen (Central)" <Bowmc@centralschools.org>, "Brandon Hays (Interim Dora)" <bhays@doraschools.com>, "Robert Brown" <rbrown@texicoschools.com>, "Cain, Johnnie (Portales)" <jcain@portalesschools.com>, "Carpenter, Kirk (Aztec)" <adcarpki@aztec.k12.nm.us>, "Casados, Anthony (Chama)" <acasados@chamaschools.org>, "Caton, Crit (Artesia)" <cdcaton@bulldogs.org>, "Chris Gutierrez - Las Vegas West" <christopher\_gutierrez@wlvs.k12.nm.us>, "Cleveland, Sue (Rio Rancho)" <scleveland@rrps.net>, "Cummins, Craig (TorC)" <ccummins@torcschools.net>, "Cushman, Loren (Animas)" <lrcushman@animask12.net>, "Daniel Benavidez (Zuni)" <daniel.benavidez@zpsd.org>, "David Albert (Questa)" <dalbert@questa.k12.nm.us>, "Dawn Apodaca (Mountainair)" <dapodaca@mpschoools.net>, "Diane Cordova (Admin Pojoaque)" <dlc@pvs.k12.nm.us>, "Diller, Stacy (Clayton)" <stacy.diller@claytonschools.us>, "Lesla Dodd" <doddl@dexterdemons.org>, "Dorothy Abbott (RRPS Exec Admin)" <Dorothy.Abbott@rrps.net>, "Ella Arellano (Mora)" <earellano@mora.k12.nm.us>, "Elnabeth Grau (Grady)" <egrâu@gradyschool.com>, "Ricky Espinoza" <ricky.espinoza@carrizozogrizzlies.org>, "Estrada, Adan (Cimarron)" <aestrada@cimarronschools.org>, "Jo Lynn Gallegos" <jolynn@nmcel.org>, "Gandy, LeAnne (Lovington)" <leannegandy@lovingtonschools.net>, "Garcia Veronica (Santa Fe)" <vcgarcia@sfps.k12.nm.us>, "Gen Benes (Ruidoso Admin)" <benesg@ruidososchools.org>, "Glenn Haven (Magdalena)" <ghaven@magdalena.k12.nm.us>, "Green, Bill (Reserve)" <billgreen@reserveschools.com>, "Greg Rodriguez (Carlsbad)" <gregory.rodriguez@carlsbad.k12.nm.us>, "Gregory Ewing (Hatch)" <gewing@lcpss.net>, "Grossman, Michael (Lake Arthur)" <michael.grossman@la-panthers.org>, "Hale, Linda (Hatch Valley)" <lhale@hatchschools.net>, "Haynes, Dwain (Eunice)" <dhaynes@eunice.org>, "Irene Rodriguez (Cobre Admin)" <irod@cobre.k12.nm.us>, "Jim Holloway (Roy)" <supt@royschools.org>, "Joel Shirley (Estancia - Interim)" <jjoel.shirley@estancia.k12.nm.us>, "Joseph West (SFPS Admin)" <jwest@sfps.k12.nm.us>, "Keith Cowan (Interim Bernalillo)" <kcowan@bps.k12.nm.us>, "Kelt Cooper (Las Vegas City)" <keltcooper@cybercardinal.com>, "King, Eddie (Springer)" <eking@springerschools.org>, "Kodi Sumpter (Des Moines)" <ksumpter@bacavalley.com>, "Kristen Forrester - Maxwell" <kforrester@maxwellp12.com>, "Lackey, David (Quemado)" <dlackey@quemadoschools.org>, "Lightfoot, Travis (Corona)" <travis.lightfoot@cpscardinals.org>, "Little, Buddy (Tatum)" <blittle@tatumschools.org>, "Manuel Valdez (Interim Dulce)" <mvaldez@dulceschools.com>, "Marc Space (Grants/Cibola)" <marc.space@gccs.k12.nm.us>, "Marvin MacAuley (Penasco Interim)" <mmacauley@penasco.k12.nm.us>, "Marvin Martin (Hondo)" <marvin.martin@hondoeagles.org>, "Matt Moyer (Fort Sumner)" <mmoyer@ftsumnerk12.com>, "McIlroy, Ann Lynn (Loving)" <amcilroy@lovingschools.org>, "McKinney, Aaron (Tucumcari)" <a.mckinney@tucumcarischools.com>, "Mendoza, Robert (Cobre)" <rmendoza@cobre.k12.nm.us>, "Mike Hyatt (Gallup McKinley)" <mhyatt@gmcs.k12.nm.us>, "Mizell, Kim (Bloomfield)" <kmizell@bsin.k12.nm.us>, "Montoya, Sherie (Springer Admin Asst)" <smontoya@springerschools.org>, "Sondra Adams" <mlm@pvs.k12.nm.us>, "Nancy Chavez (APS Admin)" <nchavez@aps.edu>, "Norma Cavazos - Jemez Mountain" <cavazos\_n@jmsd.k12.nm.us>, "Parks, T.J. (Hobbs)" <parkstj@hobbsschools.net>, "Paula Arellano" <paula@nmcel.org>, "Perea, Richard (Santa Rosa)" <rperea@srilions.com>, "Perez, Max (Belen)" <perezmax@beleneagles.org>, "Piper, Randy (Lordsburg)" <rpiper@lmsd.org>, "Jack Props" <jprops@vaughn.k12.nm.us>, "Reedy, Raquel (APS)" <reedy@aps.edu>, "Roch, Dennis (Logan)" <droch@loganschool.net>, "Ron Hendrix (Sororro)" <rhendrix@socorro.k12.nm.us>, "Salas, Adrianne (Alamogordo)" <adrianne.salas@aps4kids.org>, "Sanders, Dana (Los Lunas)" <dsanders@llschools.net>, "Randy Bondow" <eschmidt@fms.k12.nm.us>, "Sean Wootton (Capitan)" <sean.wootton@capitantigers.org>, "Sergio Castanon (Cloudcroft)" <sergio.castanon@cmsbears.org>, "Brian Snider" <brian.snider@jalnm.org>, "Stan Rounds" <stan@nmcel.org>, "Steinhaus, Kurt (Los Alamos)" <k.steinhaus@laschools.net>, "Sullivan, Tom (Moriarty/Edgewood)" <tom.sullivan@mesd.us>, "Susan Sanchez (Roswell Interim)" <ssanchez@risd.k12.nm.us>, "Tandee Delk (Elida)" <tdelk@elidaschools.net>, "Taylor, Colin (San Jon)" <ctaylor@sanjonschools.com>, "Terry, Damon (Floyd)" <dterry@floydbroncos.com>, "Tommy Turner - Mosquero Schools" <superintendent@mosquero.net>, "Torrez, Lillian (Taos)" <lillian.torrez@taosschools.org>, "Travis Dempsey (Gadsden)" <tdempsey@gisd.k12.nm.us>, "Trujillo, Fred (Pecos)" <ftrujillo@pecos.k12.nm.us>, "Valdez, Ernesto (Mesa Vista)" <ernesto.valdez@mesavista.org>, "brenda.vigil@tularosak12.us" <brenda.vigil@tularosak12.us>, "Widner, Jamie (Melrose)" <jwidner@melroseschools.org>, "Wilkinson Davis, Susan (Jemez Valley)" <swdavis@jvps.org>, "Williams, Rickey (Hagerman)" <rwilliams@bobcat.net>, "Annette Johnson (annettejoycejohnson@gmail.com)" <annettejoycejohnson@gmail.com>, "Arnold, Julie" <julie.arnold@rrps.net>, "Bill Lewis" <billlewis@lovingtonschools.net>, "Chavez, David" <David@ces.org>, "Chris Pash" <cpash@fms.k12.nm.us>, "Christina Velasquez" <mcv@pvs.k12.nm.us>, "Erik Bose" <erik.bose@abqca.org>, "Hawkins, Will (hawkinsw@hobbsschools.net)" <HawkinsW@hobbsschools.net>, "Jude P. Garcia (APSPA)" <garcia\_ju@aps.edu>, "Karen Trujillo" <karentrujillo@gmail.com>, "Maria Jaramillo" <mjaramillo@crecni.org>, "Montaño, Joey" <joe@nmasbo.org>

"Patrick Arguelles" <arguelles@aps.edu>, "Raul Sanchez - NMAESP (pcs3081@gmail.com)" <pcs3081@gmail.com>, "Russell Goff" <nmaer@cybermesa.com>, "Sally Marquez" <sally@nmact.org>, "Scott McMath" <smcmath@rec6.net>, "Traci Filiss" <tfiliss@taosacademy.org>, "Victoria Tafoya (victoria@dlenm.org)" <victoria@dlenm.org>

Colleagues:

FYI

Best Regards:

Stan

**From:** AASA News of the Nation [mailto:communications@aasa.org]

**Sent:** Tuesday, February 27, 2018 4:00 PM

**To:** Stan Rounds <stan@nmcel.org>

**Subject:** Funding Gaps 2018: An Analysis of School Funding Equity Across the U.S. and Within Each State



February 27, 2018

## HOT TOPICS

### **Funding Gaps 2018: An Analysis of School Funding Equity Across the U.S. and Within Each State**

*February 27, Education Trust*

U.S. school districts serving the largest populations of minority students receive roughly \$1,800, or 13 percent, less per student in state and local funding than those serving the fewest students of color. [edtrust.org](http://edtrust.org).

### **West Virginia Teacher Strike Continues Into Day 4**

*February 26, Teacher Beat*

Public schools across the state of West Virginia are closed for the fourth day of a teacher walkout that began last Thursday over low wages and rising costs of health-care benefits. [edweek.org](http://edweek.org)

### **These Are School Safety Bills Congress Can Already Vote on After Parkland**

*February 26, Politics K-12*

As we are left wondering what lawmakers will do to address school shootings



2018 AASA National Women's Leadership Consortium

after the tragedy in Parkland, Fla., there have already been a handful of bills introduced this Congress that attempt to tackle various aspects of school safety and mental health in K-12. [edweek.org](http://edweek.org)

🔗 **With Hundreds of Students, School Counselors Just Try to 'Stay Afloat'**  
February 26, NPR

School counselors, who work with students on academic and personal levels, are often stretched too thin—and lack resources like money, support and time. [npr.org](http://npr.org)



## LEADERSHIP MATTERS

🔗 **Save the Date: Public Schools Week is March 12-16**

February 27, AASA

#PublicSchoolsWeek will take place March 12-16, 2018. Let's use our collective voice to express the importance of providing our nation's public schools, which serve 90 percent of students in America, with the tools they need to support our children and keep them safe. [lovepubliceducation.org](http://lovepubliceducation.org)

🔗 **Need a Little Inspiration? Read About Outstanding District Leaders**

February 27, Politics K-12

Education Week's annual Leaders To Learn From project recognizes a dozen outstanding district leaders from all around the country. [edweek.org](http://edweek.org)

🔗 **Stoneman Douglas Students Launch #WhatIf Social Media Campaign**

February 26, Sun Sentinel

After 17 people were killed in a mass shooting at their school, students at Marjory Stoneman Douglas High School in Parkland, Fla., are launching a social media campaign to raise awareness and pressure Congress to act on gun control. [sun-sentinel.com](http://sun-sentinel.com)

🔗 **Teachers Protest Push for Guns in Schools with #ArmMeWith Movement**

February 22, The Hill

In the wake of the deadly school shooting in Parkland, Fla., teachers took to social media to lash out at lawmakers' suggestions that school employees should be armed and instead are asking to be armed with better school supplies, funding for mental health resources and increased pay. [thehill.com](http://thehill.com)

On the field, in the classroom, or on the stage, sudden cardiac arrest (SCA) can happen at any time. Performing CPR and having an automated external defibrillator (AED) can make the difference between life and death. Make the ZOLL® AED Plus® part of your school's emergency plan. [Learn more.](#)

## SUPERINTENDENTS IN THE NEWS

🔗 **Superintendent Runcie: 'Don't Put Guns in Hands of Teachers'**

February 23, Miami Herald

As teachers returned to Marjory Stoneman Douglas High School in Parkland Fla. for the first time since the massacre, Broward Schools Superintendent Robert Runcie called for more resources and support for educators—but drew the

AASA is seeking 20 women superintendents, who have exhibited professional excellence and a commitment to their work in the education field, and five successful women leaders from the business/nonprofit community to participate in the 2018 AASA National Women's Leadership Consortium. [Learn more.](#)

## AASA Community

🔗 [Access Conference Coverage of AASA's 2018 National Conference on Education, via Conference Daily Online](#)

🔗 [529 Accounts Are The New Frontier for Private School Choice: What Do YOU Need to Know? \(Webinar, 3/8 at 2 p.m. ET\)](#)

🔗 [Supporting Superintendents, Supporting Students: Resources For Schools And Gun Safety Discussions And Advocacy](#)

🔗 [AASA Releases 2018 Addendum to 2017 Report, Cutting Medicaid: A Prescription to Hurt the Neediest Kids](#)

🔗 [NEW Report: Ten Years Later: How Funding Pressures Continue to Impact Our Nation's Schools](#)

🔗 [2017-18 AASA Superintendent Salary and Benefits Study](#)

🔗 [National Conference on Education Attendees Utilize #NCE18 Conference Hashtag](#)

🔗 [Sign Up for the Spring 2018 Middle School](#)



line at arming them. [miamiherald.com](http://miamiherald.com).

**Sharon L. Contreras: Keeping Schoolchildren Safe Requires Community Support, Action**

February 25, *News & Record*

"We need to join with students and school officials across the nation in calling on every community and every state to come together to prevent another terrible tragedy," said Guilford County (N.C.) School District Superintendent Sharon Contreras. [greensboro.com](http://greensboro.com).

**Wall Street Billionaire Steve Schwarzman Gave a Record-Setting Gift to His Public High School—and it Highlights the Dire Situation American Schools Face**

February 24, *Business Insider*

Steve Schwarzman, the billionaire founder of private-equity firm Blackstone Group, gave a \$25 million donation to his public high school in Abington, Pennsylvania, led by Superintendent Amy Sichel. [businessinsider.com](http://businessinsider.com)



Periodically, AASA will inform its members and constituents of beneficial services directly, or will allow selected other entities to provide pertinent messages that have been carefully screened by AASA. If you do not wish to receive information from outside organizations that have been approved by AASA, please click [do not release my e-mail address](#).

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[Kindness Challenge](#)

[Video: Highlights from AASA's Leadership Services Department](#)

[Now Accepting Applications: AASA's Urban Superintendents Academies](#)

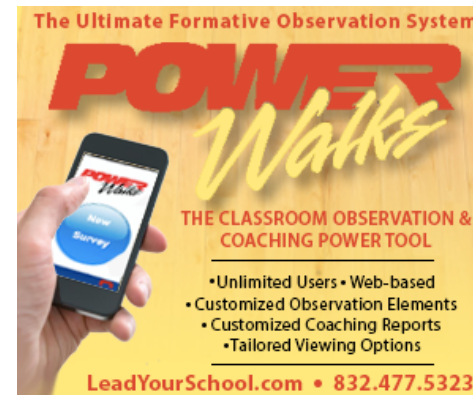
[Join the 2018 International Delegation to the Galapagos Islands](#)

[Support Our Nation's Public Schools: Adopt the "I Love Public Education" Resolution in Your District](#)

[School Administrator Magazine February 2018: Mastery and Learning Standards](#)

[AASA's Online Resource Center on Equity](#)

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From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Wed, 24 Jan 2018 09:17:23 -0700 (MST)  
Subject: FW: GO BOND order for ABDO  
To: "Linda Schinnerer" <Linda.schinnerer@CarlsbadSchools.net>

Attachments:CARLSBAD ECEC ABDO FALL 2017 FOR GO BOND.xlsm (4.89 MB)

This did not go through ..too large this is Abdo in alphabet order

---

**From:** Coye Duncan [mailto:abookworm@suddenlink.net]  
**Sent:** Wednesday, January 24, 2018 10:05 AM  
**To:** 'Linda Schinnerer' <Linda.schinnerer@CarlsbadSchools.net>  
**Subject:** RE: GO BOND order for ABDO

Linda  
This is Abdo  
I have attached Abdo with series together so you can see what you are getting and in alphabet order  
You have 25 free  
If you need changes just let me know..will see you Thursday morning  
Coye

---

**From:** Linda Schinnerer [mailto:Linda.schinnerer@CarlsbadSchools.net]  
**Sent:** Wednesday, January 24, 2018 9:23 AM  
**To:** 'Coye Duncan' <abookworm@suddenlink.net>  
**Subject:** RE: GO BOND order for Children's Plus

That looks like the ones. Thank you for your help as always.

Linda

---

**From:** Coye Duncan [mailto:abookworm@suddenlink.net]  
**Sent:** Tuesday, January 23, 2018 9:09 PM  
**To:** Linda Schinnerer <Linda.schinnerer@CarlsbadSchools.net>  
**Subject:** FW: GO BOND order for Children's Plus

Is this the order we are talking about?? Think this is it..C you had a big list and I took out the Abdo to give you some free.. I have not taken books off yet but can when I know this is the correct list..

I will see you Thursday..  
Coye

---

**From:** Coye Duncan [mailto:abookworm@suddenlink.net]  
**Sent:** Monday, October 23, 2017 10:21 PM  
**To:** 'Linda Schinnerer' <Linda.schinnerer@carlsbad.k12.nm.us>  
**Cc:** 'Lorie Mitchell' <Lorie.Mitchell@carlsbad.k12.nm.us>

page 1 of 2

**Subject:** RE: GO BOND order for Children's Plus

Linda

Let's do it this way.. same books but saves you a bunch with free books from Abdo,

---

**From:** Linda Schinnerer [<mailto:Linda.schinnerer@carlsbad.k12.nm.us>]

**Sent:** Monday, October 23, 2017 1:39 PM

**To:** 'Coye Duncan' <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>

**Cc:** Lorie Mitchell <[Lorie.Mitchell@carlsbad.k12.nm.us](mailto:Lorie.Mitchell@carlsbad.k12.nm.us)>

**Subject:** RE: GO BOND order for Children's Plus

Yes, that is fine with me. I don't know my exact amount yet, but had some time and was trying to get a list together. I know several are from ABDO so I kind of wondered about that. You can change it up however you want to.

Thanks

Linda

---

**From:** Coye Duncan [<mailto:abookworm@suddenlink.net>]

**Sent:** Monday, October 23, 2017 12:03 PM

**To:** Linda Schinnerer <[Linda.schinnerer@carlsbad.k12.nm.us](mailto:Linda.schinnerer@carlsbad.k12.nm.us)>; Lorie Mitchell <[Lorie.Mitchell@carlsbad.k12.nm.us](mailto:Lorie.Mitchell@carlsbad.k12.nm.us)>

**Subject:** RE: GO BOND order for Children's Plus

Linda/Lorie

Would you let me look at this before you submit this . I want to see if you have enough of my publishers on here that I could get you free books.

---

**From:** Linda Schinnerer [<mailto:Linda.schinnerer@carlsbad.k12.nm.us>]

**Sent:** Monday, October 23, 2017 11:21 AM

**To:** Lorie Mitchell <[Lorie.Mitchell@carlsbad.k12.nm.us](mailto:Lorie.Mitchell@carlsbad.k12.nm.us)>

**Cc:** 'Coye Duncan' <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>

**Subject:** GO BOND order for Children's Plus

Ok ladies, here is hoping I did the information correct. Coye, I posted my specifications on the ChildrensPlusInc. Website, let me know if they can go from there.

Linda

From: "Coye Duncan" <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
Sent Date: Tue, 23 Jan 2018 21:09:08 -0700 (MST)  
Subject: FW: GO BOND order for Children's Plus  
To: "Linda Schinnerer" <[Linda.schinnerer@carlsbad.k12.nm.us](mailto:Linda.schinnerer@carlsbad.k12.nm.us)>

Attachments:CARLSBAD ECEC CPI FALL 2017.xls (62.95k) CARLSBAD ECEC ABDO FALL 2017.xlsm (6.02 MB) CARLSBAD ECEC FALL 2017 TOTALS.xlsx (11.3k)

---

Is this the order we are talking about?? Think this is it..C you had a big list and I took out the Abdo to give you some free.. I have not taken books off yet but can when I know this is the correct list..

I will see you Thursday..

Coye

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**To:** 'Linda Schinnerer' <[Linda.schinnerer@carlsbad.k12.nm.us](mailto:Linda.schinnerer@carlsbad.k12.nm.us)>  
**Cc:** 'Lorie Mitchell' <[Lorie.Mitchell@carlsbad.k12.nm.us](mailto:Lorie.Mitchell@carlsbad.k12.nm.us)>  
**Subject:** RE: GO BOND order for Children's Plus

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**Subject:** RE: GO BOND order for Children's Plus

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**Sent:** Monday, October 23, 2017 12:03 PM  
**To:** Linda Schinnerer <[Linda.schinnerer@carlsbad.k12.nm.us](mailto:Linda.schinnerer@carlsbad.k12.nm.us)>; Lorie Mitchell <[Lorie.Mitchell@carlsbad.k12.nm.us](mailto:Lorie.Mitchell@carlsbad.k12.nm.us)>  
**Subject:** RE: GO BOND order for Children's Plus

Linda/Lorie

Would you let me look at this before you submit this . I want to see if you have enough of my publishers on here that I could get you free books.

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**From:** Linda Schinnerer [<mailto:Linda.schinnerer@carlsbad.k12.nm.us>]

page 1 of 2

**Sent:** Monday, October 23, 2017 11:21 AM  
**To:** Lorie Mitchell <[Lorie.Mitchell@carlsbad.k12.nm.us](mailto:Lorie.Mitchell@carlsbad.k12.nm.us)>  
**Cc:** 'Coye Duncan' <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** GO BOND order for Children's Plus

Ok ladies, here is hoping I did the information correct. Coye, I posted my specifications on the ChildrensPlusInc. Website, let me know if they can go from there.

Linda

From: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>  
Sent Date: Tue, 27 Feb 2018 12:28:02 -0700 (MST)  
Subject: FW: go bonds...  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments: CMS Libraries Purchase Order Request - ABDOsp18.xlsx (18.99k) ABDO FEB 18 (003).xlsm (9.1 MB)

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**From:** Julie Klein  
**Sent:** Tuesday, February 27, 2018 11:59 AM  
**To:** Lorie Mitchell <Lorie.Mitchell@CarlsbadSchools.net>  
**Subject:** go bonds...

Good afternoon Lorie,

I sent the Capstone Go Bond into Cathy. You do have the ABDO one also right? Here it is again in case. I still can't get editing to let me put the x in front of Go Bond. I did put the total in at the top and didn't see it at the final cost. Only this one left. Thanks.

Julie

Julie Klein  
Sunset Elementary Library  
[julie.klein@carlsbad.k12.nm.us](mailto:julie.klein@carlsbad.k12.nm.us)

From: "Cindy Romero" <Cindy.Romero@CarlsbadSchools.net>  
Sent Date: Wed, 25 Apr 2018 15:26:27 -0600 (MDT)  
Subject: FW: Mail from Carlsbad Municipal Schools  
To: "Gregory Rodriguez" <Gregory.Rodriguez@CarlsbadSchools.net>

---

Not sure if you wanted me to forward this?

Cindy

**From:** Joanna Suarez [mailto:automailer@edlio.com]  
**Sent:** Wednesday, April 25, 2018 3:23 PM  
**To:** Cindy Romero <Cindy.Romero@CarlsbadSchools.net>  
**Subject:** Mail from Carlsbad Municipal Schools

**From:** Joanna Suarez <[joanna.suarez@fusion.net](mailto:joanna.suarez@fusion.net)>

Hello, My name is Joanna Suarez and I'm a producer at FUSION TV. We're a digital and cable channel based in South Florida. Our team is working on a documentary speaking to students across the country on their views regarding the second amendment and the current gun control debate. I understand that Will Riley, a student at Carlsbad HS, has organized a Stand for the Second walkout on May 2. My understanding is that the students participating will not be walking off school grounds (which we have seen happen in other schools and is understandable). Would media outlets -- like our own -- interested in covering this short event be granted permission to be on campus for the duration of the walkout to get footage of it? I can be reached at [Joanna.Suarez@fusion.net](mailto:Joanna.Suarez@fusion.net) Many thanks for your time. Best, Joanna Suarez [Joanna.Suarez@fusion.net](mailto:Joanna.Suarez@fusion.net)

---

This email was automatically sent at by IP address 2600:1006:b06e:8d41:2456:d4a5:6254:b390 (computer id: 0.9281865956329509) on Wednesday, April 25, 2018 at 03:22 PM US/Mountain timezone.

This user has been authenticated with the following credentials from google: display name: Joanna Suarez; email: [joanna.suarez@fusion.net](mailto:joanna.suarez@fusion.net); ID: 116520402056194283427.

From: "Eric Spencer" <Eric.Spencer@CarlsbadSchools.net>  
Sent Date: Mon, 26 Feb 2018 15:18:12 -0700 (MST)  
Subject: FW: March For Our Lives  
To: "Eric Spencer" <Eric.Spencer@CarlsbadSchools.net>

---

**From:** The Black Star Project [mailto:blackstar1000@ameritech.net]  
**Sent:** Friday, February 23, 2018 9:53 AM  
**To:** The Black Star Project Recipients  
**Subject:** March For Our Lives

## Students Without Borders

### March For Our Lives

In your city, in your community, at your school



#Neveragain, #Standup,  
#Shameonyou, #Enoughisenough

February 23, 2018

**The Children of America have taken it on themselves to reduce all homicides by gun, reduce suicides by gun, reduce mass shootings and school shootings, and reduce gun crime. You should help them!**



1. Organize your school, community and city to mobilize on **Saturday, March 24, 2018** with a rally, march, teach-in or protest action in Washington D.C., your state capital, at your municipal city hall or in a downtown or commercial business district.
2. Encourage your friends, parents and relatives to participate in a rally, march, teach-in or protest action on **Saturday, March 24, 2018**.
3. Wear a Red Ribbon through the week leading up to **Saturday, March 24, 2018** in support of gun control.
4. Call, email and write letters to all elected officials using the information below. Include a Red Ribbon in each postal letter.
5. Create signs, banners and carry American Flags in your rally, march, teach-in or protest action on **Saturday, March 24, 2018**.
6. Stage a mock "die in" in support of gun control.
7. Post your feelings and your support for this effort on Youtube, Facebook, Twitter, Instagram, etc. everyday leading up to **Saturday, March 24, 2018**.
8. Register to vote. Encourage friends and family to register to vote. Vote your interest in every election.

# MARCH FOR OUR LIVES



**MARCH 24 IN WASHINGTON, DC  
AND YOUR COMMUNITY**

**[MARCHFOROURLIVES.COM](http://MARCHFOROURLIVES.COM)**

**Gun ownership in the United States is rooted in the Second Amendment of the U.S. Constitution. "A well-regulated militia, being necessary to the security of a free state, the right of the people to keep and bear arms, shall not be infringed." None of the suggestions below would repeal or circumvent the Second Amendment.**

- Create a national database and permit system for gun ownership with mandatory registration of guns
- Increase vigor of background checks and establish universal background checks

- Limit the number of firearms that one person can purchase and own
- Create and enforce a waiting/cooling off period for gun purchasers
- Ban assault weapons and weapons of war
- Ban high-capacity magazines, bump stocks, trigger cranks and enhancements that change semi-automatic weapons to automatic weapons
- Do not allow people with mental health issues to purchase guns
- Do not allow people on "No Fly" list to purchase guns
- Impose stiff penalties for vendors violating gun purchasing laws
- Create a minimum age requirement for owning a gun
- Close "gun show" loophole to better track the selling guns outside of gunshops
- Create a required gun owner public safety training course
- Create a nationally sanctioned "Gun Buy Back" program
- Ensure that all firearms will be kept in proper locking storage units
- Mandatory reporting of stolen firearms
- Create guidelines and controls on guns and violence in video games, media and music

Please visit [MarchforOurLives.com](http://MarchforOurLives.com) for more information. Please call 773.285.9600 to register and coordinate your activities in the Midwest.




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From: "Adam Amador" <Adam.Amador@CarlsbadSchools.net>  
Sent Date: Fri, 27 Apr 2018 15:40:04 -0600 (MDT)  
Subject: Fw: Photo  
To: "Noni Kneeland" <Noni.Kneeland@CarlsbadSchools.net>

---

â€¦

Mr. Adam Garcia Amador  
Principal  
Carlsbad High School  
3000 W. Church  
Carlsbad, NM 88220  
575.234.3319

---

**From:** Lorie Mitchell  
**Sent:** Wednesday, March 14, 2018 4:24 PM  
**To:** Adam Amador  
**Subject:** Re: Photo

I took the post down because of two post under it that contained profanity by outsiders (one parent — not sure who the other person was). Can the newspaper still use the photo?

Sent from my iPhone

On Mar 14, 2018, at 12:19 PM, Lorie Mitchell <[Lorie.Mitchell@CarlsbadSchools.net](mailto:Lorie.Mitchell@CarlsbadSchools.net)> wrote:

I posted a photo of the small group that “protested” on the library FB page. A reporter from the Current Argus saw it and would like to use it in the paper. Do I have your permission? The post just said “We stand with our country in memory of the 17 students killed in Florida along with the many other students killed in senseless violence in schools. We stand with our country asking for help to keep our students safe.” (NO gun control mentioned!) The picture is from the 3<sup>rd</sup> floor, so faces aren’t visible at all.

Thank you.

Lorie

**LORIE MITCHELL**

CHS Librarian | CECHS Librarian | Eddy Alternative School Librarian | CMS District Librarian  
575-234-3319, ext 2633 (w) | [lorie.mitchell@carlsbadschools.net](mailto:lorie.mitchell@carlsbadschools.net) | 575-499-4909 (c)  
Check out my books on Goodreads: <https://www.goodreads.com/profile/chslorie>

Please consider the environment before printing this email.

From: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>  
Sent Date: Tue, 23 Jan 2018 15:48:15 -0700 (MST)  
Subject: FW: quote  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:CARLSBAD SUNSET ABDO FALL 2017.xlsm (6.63 MB)

---

**From:** Julie Klein  
**Sent:** Tuesday, December 05, 2017 8:51 AM  
**To:** Lorie Mitchell <Lorie.Mitchell@carlsbad.k12.nm.us>  
**Subject:** FW: quote

Lorie,

I like the changes that Coye had made (must have misread the book, swore they were AR books). The second sheet lists her quote that totals \$1400.45.

Julie

---

**From:** Coye Duncan [<mailto:abookworm@suddenlink.net>]  
**Sent:** Monday, December 04, 2017 8:33 PM  
**To:** Julie Klein <[Julie.Klein@carlsbad.k12.nm.us](mailto:Julie.Klein@carlsbad.k12.nm.us)>  
**Subject:** RE: quote

JULIE THANK YOU

If you don't like what I did then just let me know..I took the books off that were not AR and will not be AR.. if you need changes just let me know

Thanks

Coye

---

**From:** Julie Klein [<mailto:Julie.Klein@carlsbad.k12.nm.us>]  
**Sent:** Monday, December 4, 2017 4:59 PM  
**To:** 'Coye Duncan' <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** quote

Dear Coye,

I am getting our list ready to order. Would you please send it back to me with all your proper listings in PDF format to send In? I would so greatly appreciate it! Thank you and have a fantastic day-

Title	ATOS Level	Page	Price
Scientists at Work	2.9-3.5	68	107.70

page 1 of 2

<i>This or That Weather</i>	1.9-2.4	87	107.70
<i>Our Renewable Earth</i>	2.1-2.6	96	113.70
<i>Inside Your Body</i>	K-4 pending	121	107.70
<i>Creepy Creatures</i>	4.1-4.4	151	159.60
<i>First Ladies</i>	PreK-2 pending	243	113.70
<i>Native American Leaders</i>	PreK-2 Pending	247	113.70
<i>Libby Wimbley</i>	PreK-3 Pending	285	75.80
<i>Farmyard Friends</i>	PreK-3 Pending	287	75.80
<i>Demon Slayer</i>	2.7-2.8	299	79.80
<i>Guardians of the Galaxy</i>	4-8	338	107.70
<i>Amazing Inventors &amp; Innovators</i>	2.7-2.8	252	107.70
<i>Storm Cliff Stables</i>	3.2-3.6	286	79.80
<i>John Scieszka's Trucktown</i>	.6-1.1	18	107.70

\$1458.10

We cannot exceed 1400.45. If that can't be done with the order above, I would want the books from the *Demon Slayer* set eliminated until we hit that count. If there is trouble with any books not being available, substitutions would include any from the the *I Like Animals* set.

If you have any questions, please just call or email me at Sunset. Thanks so much!

Julie Klein  
 Sunset Elementary Library  
[julie.klein@carlsbad.k12.nm.us](mailto:julie.klein@carlsbad.k12.nm.us)

From: "Noni Kneeland" <Noni.Kneeland@CarlsbadSchools.net>  
Sent Date: Sat, 28 Apr 2018 11:37:36 -0600 (MDT)  
Subject: Fwd: Photo  
To: "boacar1996@outlook.com" <boacar1996@outlook.com>

---

I received this from Amador regarding Lorie Mitchell. He brought her issue up to me after I met with him about Chancy, so he sent me an email she had previously sent to him. I'm confused about why she would tell us she can monitor profanity but tell him she couldn't. I was thinking maybe she figured out how to block it after this incident. He told me the directive came from Dr. Rodriguez. Not sure what all you have learned about it so far but I thought you would want the info.

Noni

Sent from my iPhone

Begin forwarded message:

**From:** Adam Amador <[Adam.Amador@CarlsbadSchools.net](mailto:Adam.Amador@CarlsbadSchools.net)>  
**Date:** April 27, 2018 at 3:40:04 PM MDT  
**To:** Noni Kneeland <[Noni.Kneeland@CarlsbadSchools.net](mailto:Noni.Kneeland@CarlsbadSchools.net)>  
**Subject: Fw: Photo**

â€ŸI...

Mr. Adam Garcia Amador  
Principal  
Carlsbad High School  
3000 W. Church  
Carlsbad, NM 88220  
575.234.3319

---

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Lorie

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CHS Librarian | CECHS Librarian | Eddy Alternative School Librarian | CMS District Librarian  
575-234-3319, ext 2633 (w) | [lorie.mitchell@carlsbadschools.net](mailto:lorie.mitchell@carlsbadschools.net) | 575-499-4909 (c)  
Check out my books on Goodreads: <https://www.goodreads.com/profile/chslorie>

Please consider the environment before printing this email.

From: "Adam Amador" <Adam.Amador@CarlsbadSchools.net>  
Sent Date: Fri, 6 Apr 2018 17:36:20 -0600 (MDT)  
Subject: Fwd: Stand for the Second OpEd  
To: "Gregory Rodriguez" <Gregory.Rodriguez@CarlsbadSchools.net>

---

From Will Riley  
Student proposing walkout

Sent from my iPhone

Begin forwarded message:

**From:** Will Riley <[willriley999@gmail.com](mailto:willriley999@gmail.com)>  
**Date:** April 6, 2018 at 4:22:29 PM MDT  
**To:** [adam.amador@carlsbadschools.net](mailto:adam.amador@carlsbadschools.net)  
**Subject:** Stand for the Second OpEd

Parkland Students Don't Speak for Me or My Generation

By Will Riley, Carlsbad High School senior

(word count: 645)

For the past month, Americans have been subjected to wall-to-wall cable news coverage of a well-orchestrated campaign to dismantle the Second Amendment. This campaign, organized and funded by national gun control groups, has exploited a handful of grieving teens from the Parkland, Florida high school shooting tragedy. As a high school senior in Carlsbad who supports gun rights, I am disgusted by how these students and their adult handlers are trying to define my generation. My generation is not anti-Second Amendment. My generation does not agree with retired Justice John Paul Stevens that the Second Amendment should be repealed. In fact, millennials are more pro-gun than our parents are. It's time the media starts hearing from the millions of young Americans who respect the Constitution and recognize that the Second Amendment is fundamental to our protection and safety, as both individuals, and as a nation.

A recent Gallup poll found that 66 percent of 18-to-29-year-olds said they think that concealed carry guns would make the U.S. safer, 10 percentage points higher than the national average of 56 percent. A separate Pew Research Center poll found differences between millennials and the generations before them on two gun control proposals, outlawing "assault-style" weapons and banning magazines that hold more than 10 rounds. Both Republican and Democratic millennials are more conservative on these proposals and less likely to favor them than Generation Xers, baby boomers, and even members of the so-called "silent generation," those born between the mid-1920s and mid-1940s. These Parkland high school students do not speak for my generation.

I am not a hunter. I am not much of a shooter. But this issue is not only about guns. This is a battle for the very heart and soul of our country. My goal is simple. I want to spread awareness that not all of my generation shares in this shortsighted crusade to strike a grievous blow to our nation. That is why I have decided to start this movement, Stand for the Second, and began planning a student walkout paralleling the National Day of Action and March for our Lives.

Rather than focus on the victims of firearms, as the gun control walkout did, our walkout will recognize all the American lives saved each year by firearms. Every year an estimated 1.5 million Americans use a firearm to defend themselves. During a 16 minute walkout, that breaks down to 91 American lives saved during the walkout. We want Americans to know that firearms are overwhelmingly used for good in our country. More importantly, the Constitution guarantees the right of every law abiding American to Keep and Bear Arms. That is what we want to remind people of – our Constitution is still relevant today and the Second Amendment in particular is still sacred.



Currently, my Stand for the Second walkout is expected to draw several hundred students at Carlsbad High School, with a small residual effect causing smaller walkouts in Artesia, Hobbs, and possibly Roswell. However, this is not the vision I want for our movement. I want a nationwide movement to defend the Constitution. Unfortunately, I don't have the benefit of wealthy organizers and funders like the Parkland students enjoyed. It's pretty much just me and my friends trying to get the word out. I am asking everyone who sees this, to consider a Stand for the Second walk out at your high school. Because my generation is so connected on social media, I think our message should be spread on Twitter and Instagram, and whatever other sites you use. You can link to my website on social media to help promote it: [standforthesecond.com](http://standforthesecond.com)

My generation has an obligation to define itself and not let ourselves be defined by national gun control groups. This is our opportunity to stand up for the Second Amendment and have our voices heard in this critical national debate.

From: "Society for Human Resource Management" <DoNotReply@ConnectedCommunity.org>  
Sent Date: Fri, 20 Apr 2018 10:44:10 -0600 (MDT)  
Subject: General HR Digest for Friday April 20, 2018  
To: <therese.rodriguez@carlsbad.k12.nm.us>



## General HR

[Post New Message](#)

### ADA Interactive Process - For How Long? [✉](#)

started 8 minutes ago, [Anonymous](#) (0 replies)

[New employee \(employed for only 6 months\)...](#) Anonymous

### Who does HR report to? [✉](#)

started 19 minutes ago, [Anonymous](#) (5 replies)

[I am the HR for our company of just under...](#) Anonymous

[When I worked at a company of about 100 or...](#) Anonymous

[I report to the owners. We are around 300...](#) Anonymous

[I report to our General Counsel. I...](#) Anonymous

[CEO at this job \(70 employees\) and last job...](#) Anonymous

### Employee paid for training and expects reimbursement [✉](#)

started 29 minutes ago, [Anonymous](#) (6 replies)

[Any advice on how you would handle this? An...](#) Anonymous

[What does the manager want to do? Does the...](#) Anonymous

[I would simply say the training \(and...](#) Anonymous

[Precedent is quite important here. What...](#) Anonymous

[Worse case scenario, I'd meet him half way. And,....](#) Ivette Dupuis

### HR.COM ambassador membership [✉](#)

started 31 minutes ago, [Eric Emerson](#) (0 replies)

[I received an email discussing the benefits and...](#) Eric Emerson

### Need advice [✉](#)

started 35 minutes ago, [Anonymous](#) (5 replies)

[I work in a nursing home. I have an...](#) Anonymous

[\\_ At the point she said she was leaving and...](#) Anonymous  
[\\_ Ugh. This is a tough spot for you. It's...](#) Anonymous  
[\\_ â€œShe has been here a year and 1 month. ...](#) Anonymous  
[\\_ We do have an EAP. I feel like I should...](#) Anonymous

started an hour ago, [Anonymous](#) (3 replies)

### [How Many Chances....Recruiting](#) [↗](#)

[\\_ So, I'm new to the world of IT recruiting](#) Anonymous  
[\\_ If the call was scheduled in advance and...](#) Anonymous  
[\\_ If the candidate doesn't answer for a...](#) Anonymous  
[\\_ If a candidate misses a phone screen, I...](#) Anonymous

started an hour ago, [Anonymous](#) (3 replies)

### [Name change](#) [↗](#)

[\\_ â€œWe have an employee, John, who wants to...](#) Anonymous  
[\\_ For an email change, I don't see any reason...](#) Anonymous  
[\\_ I have always told everyone I'll call you...](#) Anonymous  
[\\_ â€œWhen I hire an employee, we set them up in...](#) Stephen Fry

started an hour ago, [Anonymous](#) (6 replies)

### [NCNS Injured EE](#) [↗](#)

[\\_ One of our EE did a NSNC yesterday and...](#) Anonymous  
[\\_ What is your NCNS policy? Three days?...](#) Anonymous  
[\\_ I'm confused. You said she NSNC yesterday...](#) Anonymous  
[\\_ Are you covered by FMLA or ADA? ...](#) Anonymous  
[\\_ Have you tried to reach out to her? If not,...](#) Anonymous  
[\\_ One more thing, place her on FMLA if she's...](#) Anonymous  
[\\_ Same question about the NCNS - if you know...](#) Anonymous

started an hour ago, [Gina Brainard](#) (1 reply)

### [Recruiting](#) [↗](#)

[\\_ Does anyone else have a high number of people...](#) Gina Brainard  
[\\_ Yup. There's been an uptick in this over...](#) Anonymous

started an hour ago, [Anonymous](#) (5 replies)

### [Direct deposit](#) [↗](#)

[\\_ Can an employer in NY require employees to...](#) Anonymous  
[\\_ â€œNo they cannot labor.ny.gov/formsdocs...](#) Anonymous  
[\\_ No, not in NY.](#) Anonymous  
[\\_ LMGTFY](#) Todd Saffell  
[\\_ LMGTFY Todd Saffell <](#) Anonymous  
[\\_ LOL! I had to google that to see...](#) Anonymous

started an hour ago, [Laurel Diver](#) (9 replies)

### [Exempt Payperiods](#) [↗](#)

[\\_ â€œâ€œ, We are currently evaluating our practice...](#) Laurel Diver

[How often are you paid? I guess we...](#) Anonymous  
[Our exempts are paid current.](#) Anonymous  
[Our non-exempt and exempt pay periods end...](#) Anonymous  
[We're paid semimonthly, current.](#) Anonymous  
[If you pay current, can you please let me know...](#) Laurel Diver  
[What is your industry? Thank you.](#) Laurel Diver  
[Thank you for the reply. What is your industry...](#) Laurel Diver  
[We pay current. Insurance industry AJ](#) Anonymous  
[NE MFG Company All employees are paid bi...](#) Anonymous

started 2 hours ago, [Anonymous](#) (8 replies)

### **[HELP - Terminate To Retain Supervisor?](#)** [🔗](#)

[HELP! I have an employee crisis that needs...](#) Anonymous  
[NH is an employer at will state, so if I wanted...](#) Barbara Gartland  
[Paul is new to your organization \(at least...](#) Anonymous  
[Just like you didn't allow the company to be a...](#) Susana Guzman-Agle  
[I am hesitant about answering yes or no to...](#) Anonymous  
[I get where your supervisor is coming from](#) Anonymous  
[If witnesses have confirmed Paul's bad behavior ...](#) Ivette Dupuis  
[I don't like ultimatums and I don't agree...](#) Anonymous  
[Curious as to why the Department Manager...](#) Anonymous

started 2 hours ago, [Anonymous](#) (5 replies)

### **[Recruiting Awkwardness](#)** [🔗](#)

[Were looking for a high level sales exec,...](#) Anonymous  
[You have no obligation to tell a recruiter...](#) Anonymous  
[Many of our executives run in the same...](#) Anonymous  
[Just be honest.](#) Ivette Dupuis  
[Must be honest? Not sure what that means](#) Anonymous  
[This is overly simplified and not the way...](#) Anonymous

started 2 hours ago, [Rikisha Hughes](#) (9 replies)

### **[Employees working on weekends](#)** [🔗](#)

[Good Morning, I am an HR department of one...](#) Rikisha Hughes  
[Are these employees non-exempt? OT in NY...](#) Anonymous  
[This completely depends on whether they're...](#) Anonymous  
[Exempt/non-exempt? If exempt no over...](#) Anonymous  
[Employees can't volunteer to work. If they...](#) Anonymous  
[Thanks for your response. They are both non...](#) Anonymous  
[No, a non-exempt employee can not ...](#) Anonymous  
[Thanks! During our next management meeting,...](#) Anonymous  
[Thank you for the advice. Some people have...](#) Anonymous  
[Would this time be considered de minimus? ...](#) Anonymous

started 2 hours ago, [Anonymous](#) (17 replies)

### [Should I talk to both employees at once?](#)

- [An employee reached out to me via email...](#) Anonymous
- [Why isn't the manager involved in this?](#) Anonymous
- [Meet with them SEPARATELY. I often meet...](#) Anonymous
- [I always direct the employee to the manager...](#) Anonymous
- [Why isn't the manager involved in...](#) Anonymous
- [That's easy enough to find out by simply...](#) Anonymous
- [Who said they weren't? The manager is aware...](#) Anonymous
- [In an event, I have seen combined...](#) Anonymous
- [I always direct the employee to the...](#) Anonymous
- [If you're only meeting to hear about their...](#) Ivette Dupuis
- [And those of us on this board wouldn't know...](#) Anonymous
- [For what I understand, your intention is to...](#) Susana Guzman-Agle
- [Oh good grief. I know I am a little cranky...](#) Anonymous
- [Seeing this turn into a manager vs. HR...](#) Anonymous
- [Based on the info presented, I would...](#) Anonymous
- [to the OP, I would not talk to both...](#) Anonymous

started 2 hours ago, [Frances Simeon](#) (0 replies)

### [Illinois wage statement- is there such a thing?](#)

- [Hi folks, does anyone know if there's a Wage...](#) Frances Simeon

started 3 hours ago, [Anonymous](#) (4 replies)

### [Upward Feedback](#)

- [Good Morning, I was hoping to find a...](#) Anonymous
- [Without more specifics or context, it sounds...](#) Mary Dillman
- [Thanks so much! We are specifically wanting...](#) Allison Floyd
- [Thanks for the clarification. Based on what you...](#) Mary Dillman
- [I would say at this point more leadership style...](#) Allison Floyd

started 3 hours ago, [Anonymous](#) (7 replies)

### [Salary vs hourly](#)

- [The question has been brought up about sick...](#) Anonymous
- [Salary and hourly are ways to pay people-...](#) Anonymous
- [Yes - sorry - exempt vs non exempt. ...](#) Anonymous
- [The sick day wasn't for FMLA, correct? ...](#) Anonymous
- [Traditionally, exempt employees do not...](#) Anonymous
- [No - this has nothing to do with FMLA. ...](#) Anonymous
- ["She misses approximately 1-2 every 30 days...](#) Anonymous
- [2 days and seemingly only Mondays. No,...](#) Anonymous

started 6 hours ago, [Pallavi C](#) (0 replies)

### [HR Connects for new lateral hires](#)

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[Hi, I am looking to start doing HR connects...](#) Pallavi C

started 6 hours ago, [Stella Anup Raja](#) (1 reply)

### [SHRM CP](#)

[I am preparing for SHRM CP, any advise and tips...](#) Stella Anup Raja

[Take the practice tests online, learn how...](#) Anonymous

started 11 hours ago, [Anonymous](#) (1 reply)

### [How determine performance based merit increase without numerical rating?](#)

[If you have a merit-based performance...](#) Anonymous

[Our performance appraisals \(with non...](#) Anonymous

started 12 hours ago, [Anonymous](#) (0 replies)

### [Electronic employee policy acknowledgements](#)

[What electronic system do you utilize to...](#) Anonymous

started 12 hours ago, [Anonymous](#) (0 replies)

### [Electronic platform used to track training](#)

[What electronic platform do you use to...](#) Anonymous

started 15 hours ago, [Anonymous](#) (2 replies)

### [Looking for a freelancer to draft job descriptions](#)

[I thought SHRM used to have a place where...](#) Anonymous

[Hi I would be interested to do this. Would...](#) Anonymous

[I'm in South Florida but you can work...](#) Anonymous

started 16 hours ago, [Anonymous](#) (2 replies)

### [Referred for a HRBP position](#)

[I was referred by a friend for a HR...](#) Anonymous

[When did they say they'd get back to you? ...](#) Anonymous

[I know I need to be patient. I am just...](#) Anonymous

started 17 hours ago, [Anonymous](#) (2 replies)

### [Employee with Bad Attitude](#)

[How do you deal and approach an employee...](#) Anonymous

[You need to take the word 'attitude' out...](#) Anonymous

[Agree - "bad attitude" is vague; The supervisor...](#) Mary Dillman

started 18 hours ago, [Anonymous](#) (2 replies)

### [Incorrect payroll calculation](#)

[I was initially hired as an admin to a...](#) Anonymous

[I don't have experience with this, but I'm...](#) Monica Kennedy

[What call in pay and split shift pay...](#) Anonymous

started 18 hours ago, [Kasey Galash](#) (0 replies)

### [Conflict Management / Resolution](#)

[I have an employee who has trouble with conflict...](#) Kasey Galash

started 18 hours ago, [Greg Atchison](#) (0 replies)

### [Structured Employee Interview Guide](#)

[Hello, I'm on the board of a local non-profit...](#) Greg Atchison

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started 18 hours ago, [Robyn Beresh](#) (1 reply)

### [Peanut Allergy](#)

[Hi, Does anyone have a policy for dealing with...](#) Robyn Beresh

[We do not have a policy. How we would...](#) Anonymous

started 19 hours ago, [Anonymous](#) (4 replies)

### [Time Card Adjustments](#)

[How do you all track changes made to...](#) Anonymous

[There's not a place for notes in your...](#) Anonymous

[I created a form that has correction information...](#) Tristan Harless

[OP Here: Yes, our system differentiates...](#) Anonymous

[In our system, managers were required to...](#) Anonymous

started 20 hours ago, [Tiffany Tang](#) (2 replies)

### [Gifting Remote Employees](#)

[Hi All, My organization has about 200 remote...](#) Tiffany Tang

[have you looked into e-gifting? Send them a...](#) Iqra Aslam

[Have you looked into Amazon Incentives at all? ...](#) Mark Michaels

started 20 hours ago, [Loretta Hoover](#) (2 replies)

### [Corporate Mataching Gift Program](#)

[Good afternoon, We are looking at developing a...](#) Loretta Hoover

[Hi Loretta, We created a charity foundation...](#) Tiffany Perdue

[How do you define which non-profits...](#) Anonymous

started 20 hours ago, [Anonymous](#) (1 reply)

### [Past employee information](#)

[Hi, I work for a government entity, and...](#) Anonymous

[You should definitely disclose any negative...](#) Anonymous

started 20 hours ago, [Michelle Doran](#) (1 reply)

### [Continuous Performance Review Process](#)

[Has anyone moved from an annual review process...](#) Michelle Doran

[Hi Michelle, Do a search on this forum on the...](#) Mary Dillman

started 20 hours ago, [Anonymous](#) (4 replies)

### [Depression and confidentiality](#)

[Hey all, I posted on here before about my...](#) Anonymous

[The basic ADA confidentiality rule is that...](#) Anonymous

[I have since found out that she...](#) Anonymous

[Did the disclosure name you specifically or was...](#) Monica Kennedy

[Like responder #3's input. Did you request an...](#) Richard Burns

started 21 hours ago, [Anonymous](#) (13 replies)

### [2 Different Tattoo Policies](#)

[I work for a private company. We have had...](#) Anonymous

[You don't need to justify \(in writing, in a...](#) Anonymous

[Same thing here. Office staff have a...](#) Anonymous  
[Two different policies is common and enforceable](#) Monica Kennedy  
[" I'm fully aware of the possibility of...](#) Anonymous  
[Recently, we have had to turn down...](#) Anonymous  
[^^Agree? Plus, we only ask that tattoos...](#) Anonymous  
[OP here - they had them high up on their...](#) Anonymous  
[To answer the 6th poster - the tattoos could be...](#) CAROLYN SCHATZBERG  
[Why couldn't they cover their necks? They...](#) Anonymous  
[I have tattoos but keep them covered even though...](#) Monica Kennedy  
[#9 I don't thinkâ€¦that is very realistic. ...](#) Anonymous  
[Monica I do the same thing I have them on the...](#) CAROLYN SCHATZBERG  
[#9 I don't thinkâ€¦that is very...](#) Anonymous

started 21 hours ago, [Trish Carroll](#) (3 replies)

#### **[Open Enrollment question](#)** [↗](#)

[We are switching insurance companies this year](#) Trish Carroll  
[Any chance they are going to be doing your...](#) Anonymous  
[Review the ACA - it's required under there...](#) Anonymous  
[If these employees require coverage later,...](#) Anonymous

started 21 hours ago, [Anonymous](#) (4 replies)

#### **[Documentation of Divorce to Drop Coverage](#)** [↗](#)

[Is a company required to get documentation...](#) Anonymous  
[We require documentation for all mid-year...](#) Anonymous  
[Thanks. What do you require in the case of...](#) Anonymous  
[What do you require in the case of divorce? ...](#) Mark Michaels  
[We require the decree. In my state the...](#) Anonymous

started 21 hours ago, [Anonymous](#) (0 replies)

#### **[Pipeline of Candidates](#)** [↗](#)

[Can someone provide me ideas on how to keep...](#) Anonymous

started 21 hours ago, [Allison Majane](#) (0 replies)

#### **[Compliance training vendor](#)** [↗](#)

[Hello I am reaching out because my company...](#) Allison Majane

started 21 hours ago, [Anonymous](#) (2 replies)

#### **[not authorized to work in the US](#)** [↗](#)

[We had a someone come in yesterday to...](#) Anonymous  
[What is an EEC-01? Do you mean the EEO-1...](#) Anonymous  
[Keep the paperwork since he is in your...](#) Anonymous

started 21 hours ago, [Anonymous](#) (4 replies)

#### **[S125 Qualifying Events - Number Allowed??](#)** [↗](#)

[Good Afternoon, I am looking for...](#) Anonymous  
[There is no limit. As long as the event...](#) Anonymous



[Not the OP, Can the plan limit the # of...](#) Anonymous  
[No.](#) Anonymous  
[Following .. Anonymonk, when you say you must go...](#) Cheryl Glas

started 21 hours ago, [Anonymous](#) (9 replies)

### [MIA Employee](#)

[We had an employee call out sick Monday,...](#) Anonymous  
[Does FMLA apply to your company? If so, I...](#) Anonymous  
[He told you he would need to be off the...](#) Anonymous  
[I would not consider this job abandonment...](#) Anonymous  
[We want to make sure he's okay. You...](#) Anonymous  
[Its NOT job abandonment. The employee has...](#) Anonymous  
[My question is what is a reasonable...](#) Anonymous  
[This isn't job abandonment. He called in sick...](#) Monica Kennedy  
[We want to make sure he's okay. ...](#) Anonymous  
[Thank you all for your help and advice with...](#) Anonymous

started 21 hours ago, [Kari Novelli](#) (4 replies)

### [Unpaid time off policy](#)

[Hello, I am the HR manager for a...](#) Kari Novelli  
[I wouldn't make a policy change based on...](#) Anonymous  
[I would prefer to not have a written policy...](#) Anonymous  
[Hi Kari, The jest of our policy is as...](#) Kristen Lopian  
[I wouldn't overthink it. If he wants a...](#) Anonymous

started 21 hours ago, [Anonymous](#) (4 replies)

### [SPHR Exam Prep](#)

[I have a question regarding the SPHR exam](#) Anonymous  
[The PHR and SPHR have always been two...](#) Anonymous  
[Ok, yes, they have been two separate exams...](#) Anonymous  
[Yes I used the Bogardus book for my SPHR. ...](#) Anonymous  
[â€took/passed the SPHR in Dec. of 2016, after...](#) Chloe Madden

started 22 hours ago, [Anonymous](#) (7 replies)

### [I-9](#)

[I'm the only one in the HR Department and...](#) Anonymous  
[I'm confused by your post, but if I'm...](#) Anonymous  
[The problem is the verbiage now states that you...](#) Diane Loving  
[Can you use the I-9 form with the...](#) Anonymous  
[I-9 retention requirements haven't changed](#) Anonymous  
[Here is the link on I-9 retention form...](#) Anonymous  
[Complete the employer portion and...](#) Anonymous  
[This correction memo should help you: community...](#) Laura Henderson

started 22 hours ago, [Anonymous](#) (5 replies)

### Verification of employment - "governmental agency"

- Is there a California or Federal law that... Anonymous
- Is it for tax garnishments? Anonymous
- In my experience, the government sends letters,... Kristen Lopian
- They do not share why they need or want the... Anonymous
- Yeah, that's not how it works. You should... Anonymous
- I would be very hesitant to release any personal... Monica Kennedy

started 22 hours ago, [Cynthia Mann](#) (10 replies)

### Severence

- I work for a manufacturing plant that employs... Cynthia Mann
- You need to work with an attorney to draft... Anonymous
- A requirement that the employee waive... Anonymous
- I'd probably just pay him to stay (go) away. ... Ivette Dupuis
- Although what Ivette suggests might be... Anonymous
- You need to draft a well-written separation... Desmond Lee
- A resignation letter that is required to... Anonymous
- There is no reason to attempt to deny or... Anonymous
- I'm not sure why it wouldn't. Severance is... Desmond Lee
- Agreed. Contesting unemployment benefits is... Desmond Lee
- Ultimately the state decides if an ex... Anonymous

started 22 hours ago, [Anonymous](#) (6 replies)

### Anonymous Complaint regarding Temp employee

- Hi, I'm an HR generalist working in a... Anonymous
- Sorry, I would not have done any of the... Anonymous
- You already messed up. Why would you act... Anonymous
- ^^^This right here...LOL. Anonymous
- The manager's supervisors were not aware of... Anonymous
- I don't understand why you inserted... Anonymous
- This is OP. Thank you for all of your... Anonymous

started 22 hours ago, [Danita Grant-Pea](#) (7 replies)

### Nap Guideline/Policy

- Hi My employer is in the process of... Danita Grant-Pea
- First I suggest you don't call them nap... Anonymous
- Thank you for the feedback! We are considering... Danita Grant-Pea
- I have no advice to offer, but heads up, I will... Erica Berthen
- During the lunch hour, there is always at... Anonymous
- I'm not knocking this at all, this is just... Anonymous
- My EE has asked for nap pods and even hammocks... CAROLYN SCHATZBERG
- We don't have anyone that chooses to... Anonymous

started 22 hours ago, [Anonymous](#) (9 replies)

## [Help! Employee with SHC](#)

- [Good afternoon, I am new to a company...](#) Anonymous
- [Our statement "she already had the 12..."](#) Anonymous
- [I agree with the first response. If...](#) Anonymous
- [What 12 month period method do you use?...](#) Anonymous
- [o](#) Anonymous
- [What are the dates of the first leave and...](#) Anonymous
- [Moon Willow - To answer your questions 1\)...](#) Anonymous
- [Sorry I didn't mean to put "Moon Willow" at...](#) Anonymous
- [Based on the updated info, I agree you...](#) Anonymous
- [PS. You are handling this just fine. You...](#) Anonymous

started 22 hours ago, [Anonymous](#) (4 replies)

## [Position Transfer Letter](#)

- [Does anyone have a letter they are willing...](#) Anonymous
- [We use a change of employment form I got off...](#) Kristine Kalish
- [Maybe I will need to look harder. I did a...](#) Anonymous
- [I want to have it where it is the 90...](#) Anonymous
- [I want to have it where it is the 90 days...](#) Monica Kennedy

started 22 hours ago, [Lindsay Catlow](#) (1 reply)

## [Non Disclosure Agreement Template](#)

- [Hi HR friends! Do any of you have a...](#) Lindsay Catlow
- [Please see your company attorney to draft...](#) Anonymous

started 22 hours ago, [Nicole Holder](#) (2 replies)

## [Personality Profile Assessment Test](#)

- [Does anyone have recommendations for Personality...](#) Nicole Holder
- [For whom/what purpose?](#) Anonymous
- [We don't test for personality. We test for...](#) Anonymous

started 22 hours ago, [Anonymous](#) (1 reply)

## [Contractor/Staffing Firm](#)

- [Hello, I was hoping that someone would...](#) Anonymous
- [Were commissions part of the agreement with...](#) Anonymous

started 22 hours ago, [Anonymous](#) (11 replies)

## [HOW LONG DOES YOUR OPEN ENROLLMENT LAST](#)

- [Just curious, on average how long does your...](#) Anonymous
- [2 weeks.](#) Anonymous
- [Three weeks. Some of this may be...](#) Anonymous
- [2 weeks](#) Anonymous
- [5 days...however, they have more time...](#) Anonymous
- [30 days. We have multiple locations.](#) Kristen Lopian
- [115 EE company - 3 days.](#) Anonymous

[3 Weeks](#) Anonymous  
[HAHAHA in the last few years 3 days to 1 week.](#) Anonymous  
[Normally 5 business days--for my employees....](#) Anonymous  
[About two and a half weeks. We take two days the...](#) Monica Kennedy  
[2 weeks](#) Anonymous

started 23 hours ago, [Anonymous](#) (5 replies)

### [Exception to Dress Code Policy - No Hats except for...](#)

[My company has a "no hats in the office..."](#) Anonymous  
[We wouldn't allow unless he can provide...](#) Anonymous  
[How often does this employee need to come...](#) Anonymous  
[I'm always cold and wear a beanie hat pretty...](#) Eric Emerson  
[What is the purpose of the "no hat" policy?...](#) Anonymous  
[Either dump the policy or enforce it in...](#) Anonymous

started 23 hours ago, [Anonymous](#) (7 replies)

### [Not 1, but 2 Managers going on maternity leave](#)

[Hello, I work for a company that employs...](#) Anonymous  
[I also have a question about company...](#) Anonymous  
[OP, please familiarize yourself with any...](#) Anonymous  
[switch to filtered water in all fountains. --...](#) Eric Emerson  
[LOL so funny. At my first day of my very...](#) Anonymous  
[In what state? Are you asking about you ...](#) Anonymous  
[Hey OP, What state are you in? May be able...](#) Anonymous  
[switch to filtered water in all...](#) Anonymous

started 23 hours ago, [Anonymous](#) (3 replies)

### [Discipline policy in employee handbook](#)

[I am a DOO and updating the employee...](#) Anonymous  
[We do have a policy in the handbook. It's...](#) Anonymous  
[We do have a policy in the handbook. It's brief...](#) Amanda Davis  
[^^ Samesies.](#) Anonymous

started 23 hours ago, [Anonymous](#) (4 replies)

### [Tickets at Work Program](#)

[Has anyone signed up with the Tickets at...](#) Anonymous  
[Our corporate headquarters signed up but...](#) Anonymous  
[We did and for us it works wonderfully, we are...](#) Susana Guzman-Agle  
[We use them and have had good experience. ...](#) Anonymous  
[My previous employer provided it, but I never...](#) Monica Kennedy

started 23 hours ago, [Anonymous](#) (9 replies)

### [Canadian employee is making an FMLA request](#)

[Are we allowed to cover an employee working...](#) Anonymous  
[Is the employee working and living in the...](#) Anonymous

[Interesting question. Where does the...](#) Anonymous  
[If the employee is working in the US, you...](#) Anonymous  
[I don't think you can \(or should\) call a...](#) Anonymous  
[They are a Canadian citizen, living and working...](#) Erlyn Hernandez  
[If the employees is not working in the US, then...](#) Susana Guzman-Agle  
[They are a Canadian citizen, living...](#) Anonymous  
[Hours worked off US soil don't count...](#) Anonymous  
[Is he working in Canada? If not YES!!!](#) Anonymous

started yesterday, [Anonymous](#) (5 replies)

### **Resigned but not working what is the last day**

[Use the last day he actually worked, which...](#) Anonymous  
[At our organization, we enter can enter in...](#) Anonymous  
[I would use his physical last day with you...](#) Anonymous  
[In your case, his term date is his last day...](#) Anonymous  
[We use the last day they physically worked. With...](#) Monica Kennedy

started yesterday, [KATHERINE GERLOFF](#) (4 replies)

### **Supervisor Handbook**

[I had an intranet page just for managers on...](#) Anonymous  
[â€ agree with the others regarding the...](#) Darrel Keesee  
[Excellent points made, especially about the need...](#) Mary Dillman

started yesterday, [Anonymous](#) (4 replies)

### **Looking for a good FREE Workplace Violence Prevention Video**

[I would contact your EAP provider as well. --...](#) Leslea Bjornsen  
[Our insurance provider offers many online...](#) Amanda Davis

started yesterday, [Tiffany Perdue](#) (13 replies)

### **Celebrate the Little Moments**

[The first time filling out short term...](#) Anonymous  
[Today I am taking my first stab at IT...](#) Anonymous  
[â€ This is something I am very proud of, but...](#) Anonymous  
[The first time I interviewed candidates for a...](#) Kristin Saba  
[Oh yes, I remember the first time I interviewed....](#) Tiffany Perdue  
[LOL! I know. I would almost over prepare for...](#) Kristin Saba  
[First time a candidate cried when I...](#) Anonymous  
[The first time I did a phone interview for...](#) Anonymous  
[Or how about the first time you had to fire...](#) Kristin Saba  
[Putting together my first succession plan...](#) Anonymous

started yesterday, [Anonymous](#) (10 replies)

### **Employee Passed Out?**

[You said he was "he was passed out for a...](#) Anonymous  
[â€ sounds a lot more like this employee...](#) Anonymous

[I agree with calling 911 and the emergency...](#) Anonymous  
[Is the employee a smoker? The reason I'm...](#) Anonymous  
[â€œwould ENSURE that if there is a...](#) Anonymous  
[When in doubt call 911, they can always refuse...](#) CAROLYN SCHATZBERG

started yesterday, [Anonymous](#) (4 replies)

### [TV Monitor in Break Room](#)

[I wouldn't have work related material on a...](#) Anonymous

started yesterday, [Anonymous](#) (8 replies)

### [Salary History Ban vs Salary Requirement](#)

[I have read that you can still ask for salary...](#) Ja'Net Christmas  
[As with others, you cannot ask for a salary...](#) Anonymous  
[You can ask salary requirements, but the...](#) Anonymous  
[The purpose of the salary history ban in...](#) Anonymous  
[Asking for salary expectations is...](#) Anonymous

started yesterday, [Anonymous](#) (10 replies)

### [Hiring Non-English Speakers](#)

[Exactly! We hired little to no English...](#) Anonymous  
[While I completely believe in accommodations, it...](#) Susana Guzman-Agle  
[If you have a 'translator' on staff that...](#) Anonymous  
[lol...good thing English speakers don't...](#) Anonymous  
[I agree with Susana. Hiring a translator...](#) Anonymous  
[I would be hesitant depending on the...](#) Anonymous  
[I think some people may be missing the...](#) Anonymous  
[It's not uncommon in the restaurant...](#) Anonymous

started yesterday, [Anonymous](#) (6 replies)

### [Calculating OT - annual bonus](#)

[What do you mean "revise their pay"? How?](#) Anonymous  
[Further to my post above, what state are...](#) Anonymous  
[OP again... By revise their pay, I mean...](#) Anonymous

started yesterday, [Anonymous](#) (10 replies)

### [LTD approved - when can I post position for candidates](#)

[I wish the forum would automatically show...](#) Anonymous  
[The state is VA however in order to provide...](#) Anonymous

started yesterday, [Anonymous](#) (3 replies)

### [Jazz HR - ATS](#)

[We have had JAZZ HR for 2 years now, and they...](#) Jenna Mullikin  
[â€œWe have used Jazz for several years and have...](#) Angie McDonald  
[Ditto here with a great experience with...](#) Anonymous

started yesterday, [Anonymous](#) (11 replies)

### [Paroled felon](#)

[\\_ Did you give the applicant their... Anonymous](#)  
[\\_ I hire 40% restitution employees for... Elizabeth Gardner](#)  
[\\_ I'm a big proponent of giving people second... Monica Kennedy](#)  
[\\_ Thanks to all of you for your input. It is very... Johanna Wilberding](#)  
[\\_ Check to see if your city has the Ban the... Anonymous](#)  
[\\_ Check to see if your city has the Ban... Anonymous](#)

started yesterday, [Brysa Martinez](#) (11 replies)

### **[Suggested Early Retirement](#)**

[\\_ I agree start with an with an attorney. ... Anonymous](#)  
[\\_ A former employer who offered a voluntary... Mary Dillman](#)  
[\\_ â€œWhatever offer you make you must make it... Anonymous](#)  
[\\_ I would follow Anonymonk's list, but add... Anonymous](#)  
[\\_ You could offer everyone in the affected unit a... Desmond Lee](#)  
[\\_ Thank you so much for your information and reply... Brysa Martinez](#)  
[\\_ Thanks for the information and taking the time... Brysa Martinez](#)

started yesterday, [Anonymous](#) (4 replies)

### **[Payroll Training - Pryor?](#)**

[\\_ I've attended several Pryor seminars and am... Suzanne Tiner](#)  
[\\_ The ones that I have attended have been hit... Anonymous](#)  
[\\_ I have been a Pryor Plus member for about three... Kristen Nickodemus](#)  
[\\_ â€œHave been a Pryor plus member for 3 years now... Diana Meyers](#)

started yesterday, [Anonymous](#) (5 replies)

### **[Email Photo Profile](#)**

[\\_ Yes obtain a release. I would not make... Anonymous](#)  
[\\_ â€œOur policy is simple. IF the employee... Anonymous](#)  
[\\_ Don't make this mandatory, and have a... Anonymous](#)

started yesterday, [Jennifer Armstrong](#) (8 replies)

### **[What have you learned lately?](#)**

[\\_ â€œSome employees are just plain STUPID! Anonymous](#)  
[\\_ Hi Jennifer, Thanks for the intriguing, and... Mary Dillman](#)  
[\\_ How to survive ina . company that relays on... Anonymous](#)  
[\\_ As much as I try to stay away from this I... Anonymous](#)  
[\\_ My company also uses G-Suite but I vastly prefer... Mark Michaels](#)  
[\\_ awesome tip, thanks Anonymous](#)

started yesterday, [Anonymous](#) (2 replies)

### **[Steps in Becoming HR Certified](#)**

[\\_ www.shrm.org/certification/pages/default.aspx < Anonymous](#)

started yesterday, [Linda Lough](#) (3 replies)

### **[I9 Audit](#)**

[\\_ Yes, if the I9 documents were not submitted for... Suzanne Tiner](#)

started yesterday, [Tara Brockman](#) (7 replies)

### [FMLA Intermittent Leave Request Form ?](#)

[OP here.. I work in a plant and most...](#) Anonymous

started yesterday, [Anonymous](#) (11 replies)

### [What is the right approach](#)

[Is there an ethics hotline or some...](#) Anonymous

[Terrible advice. Recording can be illegal...](#) Anonymous

[I've lived this life for a while. My boss...](#) Anonymous

[Recording someone without their knowledge...](#) Anonymous

[This. I worked for an attorney that...](#) Anonymous

started yesterday, [Anonymous](#) (3 replies)

### [Total Compensation Stmt](#)

[No, we do not include access to the LMS as a...](#) Angie McDonald

[On our statements we have the grid which...](#) Anonymous

[I've done exactly what HRinVA does. I would only...](#) Sarah Stulga

started yesterday, [Anonymous](#) (3 replies)

### [Salary Alignment](#)

[Following this. I hope some people start to...](#) Jessica Feliciano

[I don't understand a lot of this post -...](#) Anonymous

[I would suggest you to do a salary benchmark...](#) Susana Guzman-Agle

started yesterday, [Anonymous](#) (14 replies)

### [Can Salaried Exempt employees "make up time" for a sick day?](#)

[We also have a very strong work/life...](#) Anonymous

[This has had a huge impact on our...](#) Anonymous

[There's a lot of really good discussion and...](#) Anonymous

started yesterday, [Saundra Durda](#) (11 replies)

### [Help! I keep getting stood up.](#)

[Non-profit in western MA. We are having...](#) Anonymous

started yesterday, [Eric Emerson](#) (4 replies)

### [In House drug testing](#)

[Our w/c comp rep gave incorrect info. However...](#) Michael Smith

[So I checked with the Oklahoma State Department...](#) Eric Emerson

started 2 days ago, [Anonymous](#) (17 replies)

### [Employee Eligibility Reminder](#)

[I would remind as there is so much to learn and...](#) Jennifer Weber

[Yes. You need a signed waiver under the ACA.](#) Anonymous

started 2 days ago, [Anonymous](#) (16 replies)

### [Do demotions really ever work out?](#)

[This was nothing more in my opinion than a...](#) Anonymous

started 2 days ago, [Anonymous](#) (6 replies)

### [FMLA Abuse](#)

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[🔗](#)

[The employee is not abusing FMLA. They...](#) Anonymous

[I get migraine headaches. When I do, I...](#) Anonymous

started 3 days ago, [Elizabeth Solomon](#) (78 replies)

### [Mini-Credentials and Other Resume Indicators](#) [🔗](#)

[Personally, I wouldn't get worked up on...](#) Anonymous

started 3 days ago, [Diana Meyers](#) (5 replies)

### [Does anyone prefer temp services over direct hires?](#) [🔗](#)

[We are a company that processes warranties \(a...](#) Diana Meyers

started 4 days ago, [Anonymous](#) (63 replies)

### [Interview!](#) [🔗](#)

[They started calling my references!! OP](#) Anonymous

[Exciting](#) Kristin Saba

[Ask for \\$30; you don't get what you don't...](#) Anonymous

[Your excitement about this possibility is...](#) Anonymous

[Thank you, everyone! I already asked for...](#) Anonymous

[Fingers and toes crossed for you!](#) Anonymous

[Just my opinion, but your questions for the...](#) Anonymous

[fingers crossed! Good Luck! seeing these...](#) Anonymous

[I received a phone call from them saying...](#) Anonymous

[See what direction this interview takes. ...](#) Anonymous

[ABSOLUTELY encourage you to ask about...](#) Anonymous

[Since the OP doesn't need health insurance...](#) Anonymous

[Thank you! It was brought up in the first...](#) Anonymous

[Outside of your first question, I wouldn't ask...](#) Ivette Dupuis

[Thank you, Ivette! :\) OP](#) Anonymous

[How many honeymoons do you have planned? ...](#) Anonymous

[I would save the majority of those...](#) Anonymous

[think you are drilling down way to far...](#) Anonymous

[OP I am also in a process with...](#) Anonymous

[How many honeymoons do you have...](#) Anonymous

[OP, Pretty every question you asked is a...](#) Anonymous

[These questions are a huge turn off to a...](#) Anonymous

[I work for dentists. He is not going to...](#) Anonymous

started 8 days ago, [Anonymous](#) (5 replies)

### [SHRM-CP](#) [🔗](#)

[I just learned that you can also earn one...](#) Sarah Stulga

started 16 days ago, [Michael Powell](#) (3 replies)

### [Fwd: Work Related Stress Relief](#) [🔗](#)

[Thank you Mary: I was able to wonder around...](#) Michael Powell

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Apr 20, 2018 11:59 AM  
Anonymous

—

New employee (employed for only 6 months) has already exhausted all of her PTO days. (We provide PTO days in lump sum upon date of hire then annually on the employee's anniversary date. New hires get 15 PTO days for the first year.) Employee has now requested a 3-week leave of absence for a personal/medical issue. We are waiting for employee to provide a written request for the leave as well as her doctor's note attesting to the need for this "accommodation". Employee does not qualify for job-protected leave under FMLA or state law.

The employee's team has become so accustomed to covering her absences that terminating her now would almost be - dare I say - easy. However due to this being a potential ADA claim, we do not want to illegally terminate without going through the interactive process.

My question is: how long do we need to continue the interactive process? As of now, we do not know if the 3-week leave of absence will last longer, if she will return to work with restrictions or if she will return at all. When do we get to the point that this is not going to work out?

Any feedback/suggestions would be appreciated!

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Apr 20, 2018 11:48 AM  
Anonymous

—

I am the HR for our company of just under 100 employees.... I am wondering who HR reports to at other companies? Our Exec team is going through a transition stage and are considering moving me from being under the president to being under another department (accounting).... Looking for input in how that structure works for other companies?

Thanks!

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Apr 20, 2018 11:50 AM  
Anonymous

—

When I worked at a company of about 100 or so I reported to the COO.

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-----  
Original Message:  
Sent: 04-20-2018 11:48  
From: Anonymous  
Subject: Who does HR report to?

—

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Thanks!

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Apr 20, 2018 11:50 AM  
Anonymous

—

I report to the owners. We are around 300 employees in healthcare.

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-----  
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Thanks!

---

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Apr 20, 2018 11:51 AM

Anonymous

—

I report to our General Counsel.

I reported to Accounting once and it was an absolute nightmare. The CFO had 0 interest in managing HR and didn't even want internal HR in the company. Every proposal or request to purchase something was denied. I couldn't get anything accomplished. I was a DOO and brought this to the attention of the CEO, and I was thankfully moved to reporting to someone else because the CEO *did* want HR in the company.

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-----  
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Thanks!

---

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Apr 20, 2018 11:55 AM

Anonymous

—

CEO at this job (70 employees) and last job (1500). I have reported to everybody at one time or another. General Counsel was okay but everything was viewed through the "we might get sued lens". Finance was the worst because they just think about the world differently. A lot depends on what they want HR to do in your org.

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-----  
Original Message:

Sent: 04-20-2018 11:48

From: Anonymous

Subject: Who does HR report to?

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Thanks!

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Apr 20, 2018 11:38 AM  
Anonymous

—

Any advice on how you would handle this? An employee paid for training (a few thousand dollars) and is asking to be reimbursed for it because he says it's job relevant. He said that he was told when he asked in orientation that the company pays for job-relevant training. However, the manager did not approve this training.

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Apr 20, 2018 11:40 AM  
Anonymous

—

What does the manager want to do? Does the company ever pay for training?  
AJ

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-----  
Original Message:

Sent: 04-20-2018 11:37

From: Anonymous

Subject: Employee paid for training and expects reimbursement

—

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Apr 20, 2018 11:41 AM  
Anonymous

—

I would simply say the training (and subsequent reimbursement) were not approved in advance. Do you actually have a policy covering this that you can point to?

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-----  
Original Message:  
Sent: 04-20-2018 11:37  
From: Anonymous  
Subject: Employee paid for training and expects reimbursement

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[Reply to Group](#)



Apr 20, 2018 11:53 AM  
Anonymous

—

Precedent is quite important here. What have you done before? How relevant does the course have to be? I worked in HR but I didn't ask anyone to pay for my SPHR test. When the company CFO/owner found out, he asked me for the receipts na reimbursed. He even offered to reimburse for study materials. I used borrowed books so I didn't take advantage. On the other hand, one fo our recruiters got a payroll certification with out asking or getting approval and they didn't reimburse because it was far afield from her job.

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Apr 20, 2018 11:59 AM

[Ivette Dupuis](#)

Worse case scenario, I'd meet him half way. And, set expectations on how to go about getting approval for training in the future.

This assumes he's a good employee, training is relevant, and just a miscommunication about process.

-----  
Ivette Dupuis SHRM-SCP  
Orlando  
-----

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Apr 20, 2018 11:36 AM

[Eric Emerson](#)

I received an email discussing the benefits and resources that a \$189 annual membership provides. It includes interactive guides, sample forms, employment law compliance, etc. Does anyone use this service? Is it any different or better than what we get through SHRM?

-----  
Eric Emerson SHRM-CP/PHR  
H.R. Manager  
Value Added Products  
Alva, Oklahoma  
-----

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Apr 20, 2018 11:32 AM

Anonymous

I work in a nursing home. I have an employee who has a mother living here. Her mother just passed away and now the employee is putting horrible stuff on social media about us. I realized the employee is having a difficult time and put her on a leave. After taking a week off, she came back to work and worked for 4 days and then took to social media again this time called out employee's by name. The next day after posting what she did she sent a text to her boss and told her that she isn't coming to work and don't know if she will ever be back. So after being gone for a week and a half she sent her boss another text asking if she still has a job. We realize she is having a difficult time with the loss of her mother. What would you do if this was your employee? TIA

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Apr 20, 2018 11:39 AM

Anonymous

—  
At the point she said she was leaving and didn't know if she'd be back, I would have said "I accept your resignation....your last check, etc., etc., etc..".

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-----  
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---

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Apr 20, 2018 11:40 AM

Anonymous

Ugh. This is a tough spot for you. It's almost a no-win situation. I am sorry.

While I am sympathetic to what the employee is going through, it's not a pass to act without consequences.

What kind of employee has she been so far? And how long has she been with the company? And do you have anything in a social media policy around the types of posts she made? I am also assuming that she's posting inappropriate or untrue things about the company. Not working condition type posts that may have some protection under NLRA.

If she's a long tenured, good employee, I might keep her with a final written warning and the caveat that she delete the posts. I might even consider a EAP referral.

If she's unproven as an employee, or there's a history of poor performance, I'd probably term. It sounds cold, I know. But in any other circumstance her behavior would be unacceptable.

Moon Willow

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---

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Apr 20, 2018 11:51 AM  
Anonymous

—

She has been here a year and 1 month. After she was here 6 months she did a no call no show. When her boss reached out to her she said her husband up and left her. We decided to put her on a personal leave for 4 weeks if needed. She came back 2 weeks later and everything was great until she lost her mom. We do have an EAP. I feel like I should send her a letter telling her she needs to

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seek help before letting her come back to work. Has anyone done this before and if so what would you put in the letter?

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---

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Apr 20, 2018 11:59 AM  
Anonymous

—

We do have an EAP. I feel like I should send her a letter telling her she needs to seek help before letting her come back to work. Has anyone done this before and if so what would you put in the letter?

Anonymous, 04-20-2018 11:51

Call your EAP. They should be able to assist you with putting something like this together. I've done a few management referrals over the years and the EAP has been very helpful in administration of the process.

It may be that she's an otherwise good employee who just doesn't manage stress in a healthy or effective way.

Either way, the EAP should help you navigate through it.

Moon Willow

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Apr 20, 2018 11:22 AM  
Anonymous

—

So, I'm new to the world of IT recruiting....I'm starting to see a trend of people not answering when I call them for a scheduled phone interview. So my question is how many chances do you usually give candidates to reschedule before giving up on them? I get that if they're working there may have been a meeting that ran over, or they had a sudden 'fire' to put out, etc.. Just curious as to what others thoughts/practices are.

Any ad-hoc IT Recruiting tips would be awesome as well!

Thanks everyone!

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Apr 20, 2018 11:27 AM  
Anonymous

—

If the call was scheduled in advance and the person does not answer, I simply leave a message saying something like: "This is Jane Doe, HR Director at ABC company. I believe we had a phone interview scheduled for 1:00 p.m. today. Please return my call at ....."

I then leave it in the applicant's hands to contact me. If there appears to be a reasonable excuse, I'll reschedule - once.

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-----  
Original Message:

Sent: 04-20-2018 11:22

From: Anonymous

Subject: How Many Chances....Recruiting

—

So, I'm new to the world of IT recruiting....I'm starting to see a trend of people not answering when I call them for a scheduled phone interview. So my question is how many chances do you usually give candidates to reschedule before giving up on them? I get that if they're working there may have been a meeting that ran over, or they had a sudden 'fire' to put out, etc.. Just curious as to what others thoughts/practices are.

Any ad-hoc IT Recruiting tips would be awesome as well!

Thanks everyone!

---

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Apr 20, 2018 11:32 AM  
Anonymous

—

If the candidate doesn't answer for a scheduled phone interview, I'll reschedule if they contact me and are professional about it. Some will disagree with this approach and say you should be more proactive, but I don't reach back out to a candidate if we've already confirmed an interview time, they didn't answer, and they didn't contact me back to apologize for missing it with a reason for missing it. I see it as indicative of the way they'd act as an employee, and we're not going to send you reminders to go to your meetings or put up with someone who doesn't take responsibility when they mess up. Of course it could also be that they're no longer interested and weren't professional enough to notify us so that we could free up the time on our own schedule.

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-----  
Original Message:

Sent: 04-20-2018 11:22

From: Anonymous

Subject: How Many Chances....Recruiting

—

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Any ad-hoc IT Recruiting tips would be awesome as well!

Thanks everyone!

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Apr 20, 2018 11:47 AM

Anonymous

—

If a candidate misses a phone screen, I leave a message to call back.

If the candidates calls back with a reasonable excuse in a reasonable time frame, I will reschedule. Most of my candidates are currently working and as best we try and schedule an interview even during lunch things come up. Having to put out a fire is common in IT. If the fire was in a role similar to what I am recruiting for now, I would rather the employee fixed the work issue over something personal

If the candidate does not call back within a reasonable time frame, I will not reschedule.

Some of my willingness to schedule also depends on the role that I am trying to fill and the candidate.

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-----  
Original Message:

Sent: 04-20-2018 11:27

From: Anonymous

Subject: How Many Chances....Recruiting

—

If the call was scheduled in advance and the person does not answer, I simply leave a message saying something like: "This is Jane Doe, HR Director at ABC company. I believe we had a phone interview scheduled for 1:00 p.m. today. Please return my call at ....."

I then leave it in the applicant's hands to contact me. If there appears to be a reasonable excuse, I'll reschedule - once.

Original Message:

Sent: 04-20-2018 11:22

From: Anonymous

Subject: How Many Chances....Recruiting

—



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Thanks everyone!

---

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Apr 20, 2018 11:16 AM  
Anonymous

—

â€¢ We have an employee, John, who wants to change his name to "Sally" in our email system. This employee is cross dresser. He identifies himself as a male, however, he sometime dresses as a female - nail polish; earrings; hair styles etc. Should I treat this request as any other name change request? We require people to submit legal documentation to change their name.

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Apr 20, 2018 11:44 AM  
Anonymous

—

For an email change, I don't see any reason why you cannot change it unless you have a policy that states that all emails have to be the person's legal name. For example, we have a lot of employees who have preferred names, so we allow them to use it for their emails, however, if an individual wants us to change their names in our HR systems for payroll purposes or our EMS database, we will require a legal document and update all records accordingly. If that does happen, we typically will send out an email to certain individuals who need to know and update their records as well.

I will add that in regards to the email change, you follow whatever your practices have been for consistency purposes.

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-----  
Original Message:  
Sent: 04-20-2018 11:15  
From: Anonymous  
Subject: Name change

—  
â€œWe have an employee, John, who wants to change his name to "Sally" in our email system. This employee is cross dresser. He identifies himself as a male, however, he sometime dresses as a female - nail polish; earrings; hair styles etc. Should I treat this request as any other name change request? We require people to submit legal documentation to change their name.

---

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Apr 20, 2018 11:48 AM  
Anonymous

—  
I have always told everyone I'll call you what ever you want, provided you give me a government issued ID that is who you are. Nothing less moves me.

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-----  
Original Message:  
Sent: 04-20-2018 11:15  
From: Anonymous  
Subject: Name change

—  
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Apr 20, 2018 11:55 AM

[Stephen Fry](#)

When I hire an employee, we set them up in payroll and our internal systems based on the name that's on their social security card. The employee can - of course - use whatever documentation they want to confirm their eligibility to work in the US (I-9); however, I require employees to present their social security card for payroll tax purposes.

If an employee came to me with a request to change their name **officially**, it would be done via submitting a new social security card.

That's for payroll and benefits.

Now... you're asking whether or not I'd allow an employee to change their name in the email system. Our IT department accommodates requests for name changes - and honestly, most of them are fairly commonsensical. I have some who are set up in email based on their nicknames... so folks go by their middle name. We've had a few gals who preferred that their email account was set up as their maiden name (because that's how they were known to customers). Honestly, I don't care what name an employee wants to "go by" (David, Mary or Morkoth Destroyer of Worlds)... officially, their name is what's on the SS card. I have no issue with changing internal systems to reflect their wishes... but for payroll and benefits, it isn't changing until you provide me with that new card. :)

All of that having been said, it may be a bit confusing to internal staff to figure out "When Harry Became Sally".

-----  
Stephen Michael Fry  
aka "RealityHR"  
Citizens Commerce National Bank (Lexington, KY)  
-----

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Original Message:  
Sent: 04-20-2018 11:15  
From: Anonymous  
Subject: Name change  
-----

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Apr 20, 2018 11:14 AM  
Anonymous

—

One of our EE did a NSNC yesterday and again today. She has an open WC claim, manager wants to terminate her for absenteeism. My only concern is the open claim. She does not have any restrictions but indicated she was in a lot of pain yesterday.

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Apr 20, 2018 11:17 AM  
Anonymous

—

What is your NCNS policy? Three days? Operate under that first.

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-----  
Original Message:  
Sent: 04-20-2018 11:13  
From: Anonymous  
Subject: NCNS Injured EE

—

One of our EE did a NSNC yesterday and again today. She has an open WC claim, manager wants to terminate her for absenteeism. My only concern is the open claim. She does not have any

restrictions but indicated she was in a lot of pain yesterday.

---

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Apr 20, 2018 11:21 AM  
Anonymous

—

I'm confused. You said she NSNC yesterday and today but she said she was in a lot of pain yesterday. If she didn't call how do you know that?

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-----  
Original Message:

Sent: 04-20-2018 11:13

From: Anonymous

Subject: NCNS Injured EE

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---

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Apr 20, 2018 11:22 AM  
Anonymous

—

Are you covered by FMLA or ADA?

Operate under those first.

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-----  
Original Message:

Sent: 04-20-2018 11:13

From: Anonymous

Subject: NCNS Injured EE

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---

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Apr 20, 2018 11:23 AM

Anonymous

—

Have you tried to reach out to her? If not, please do so and if there's no response, send a certified letter. It could be that she was admitted to the hospital or something. Just in case you do, advise her to get a new release form from her treating physician indicating that she's unable to work at this time or indicate if there are any restrictions, however, per her recent note, she has been released to work full duty. and alert the WC adjuster to work with her on this matter.

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Original Message:

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From: Anonymous

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---

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Apr 20, 2018 11:24 AM

Anonymous

—  
One more thing, place her on FMLA if she's unable to work. You can run both FMLA and WC concurrently.

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-----  
Original Message:

Sent: 04-20-2018 11:23

From: Anonymous

Subject: NCNS Injured EE

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From: Anonymous

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---

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Apr 20, 2018 11:27 AM  
Anonymous

—

Same question about the NCNS - if you know about the pain, didn't she talk to someone?

Also, are the symptoms/pain related to the original workers' comp injury? If so, find out if an intervening event happened. Did she aggravate the original injury at work or on her own time? Get specifics and contact your claim rep for the next step. It may be beneficial/required that you allow the employee to seek an evaluation or follow-up care. In either case - aggravation at work or not - I would require a fit-for-duty before she returns. If it is a work aggravation, it will benefit the claim to get that "medical benchmark" and documentation about her work status.

And as others said, apply FMLA/ADA before any move towards termination. I would add that you should also speak to the claim rep about how a termination will impact (increase) the cost of the claim.

In what state?

Anonymonk

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-----  
Original Message:  
Sent: 04-20-2018 11:13  
From: Anonymous  
Subject: NCNS Injured EE

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Apr 20, 2018 10:44 AM  
[Gina Brainard](#)



Does anyone else have a high number of people that do not show up for interviews? So far this year i have had 12 people not show up for interviews. Just curious if it was just me or if that happens everywhere. We are a medical billing company so we are primarily hiring medical billers and bill collectors.

-----  
Gina Brainard  
Horizon Financial Management  
Crown Point  
-----

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Apr 20, 2018 10:50 AM  
Anonymous

—  
Yup. There's been an uptick in this over the past year.  
And the candidates who don't check their voice mail, return calls or don't have voice mail set up at all. I'd say about 70% of people who apply fall into that category.

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-----  
Original Message:  
Sent: 04-20-2018 10:44  
From: Gina Brainard  
Subject: Recruiting

Does anyone else have a high number of people that do not show up for interviews? So far this year i have had 12 people not show up for interviews. Just curious if it was just me or if that happens everywhere. We are a medical billing company so we are primarily hiring medical billers and bill collectors.

-----  
Gina Brainard  
Horizon Financial Management  
Crown Point  
-----

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Apr 20, 2018 10:31 AM  
Anonymous

—

Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 10:35 AM  
Anonymous

—

Yes they cannot

[labor.ny.gov/formsdocs/wp/LS445.pdf](http://labor.ny.gov/formsdocs/wp/LS445.pdf)

Ny

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-----  
Original Message:  
Sent: 04-20-2018 10:30  
From: Anonymous  
Subject: Direct deposit

—  
Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 10:35 AM  
Anonymous

—  
No, not in NY.

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-----  
Original Message:  
Sent: 04-20-2018 10:30  
From: Anonymous  
Subject: Direct deposit

Can an employer in NY require employees to use direct deposit?

---

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Apr 20, 2018 10:38 AM

[Todd Saffell](#)

LMGTFY

-----  
In Todd We Trust  
-----

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-----  
Original Message:

Sent: 04-20-2018 10:30

From: Anonymous

Subject: Direct deposit

—

Can an employer in NY require employees to use direct deposit?

---

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Apr 20, 2018 10:43 AM

Anonymous

—  
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LMGTFY

[Todd Saffell](#), 04-20-2018 10:37

LOL! I had to google that to see what that stood for!

â€œ

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-----  
Original Message:

Sent: 04-20-2018 10:37

From: Todd Saffell

Subject: Direct deposit

LMGTFY

-----  
In Todd We Trust

---

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Apr 20, 2018 10:45 AM

Anonymous

—

LOL! I had to google that to see what that stood for!

Anonymous, 04-20-2018 10:42

Same!

-----  
Original Message:  
Sent: 04-20-2018 10:42  
From: Anonymous  
Subject: Direct deposit

—

LMGTFY

[Todd Saffell](#), 04-20-2018 10:37

LOL! I had to google that to see what that stood for!

â€‹  
Original Message:  
Sent: 04-20-2018 10:37  
From: Todd Saffell  
Subject: Direct deposit

LMGTFY

-----  
In Todd We Trust

Original Message:  
Sent: 04-20-2018 10:30  
From: Anonymous  
Subject: Direct deposit

—

Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 10:25 AM

[Laurel Diver](#)

Hi,

We are currently evaluating our practice of paying exempt employees through the payday (no holdback).

I am curious if anyone else pays through the payday or if your organizations have some sort of holdback in place.

Thank you.

-----  
Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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Apr 20, 2018 10:36 AM

Anonymous

How often are you paid?

I guess we technically have a hold-back as our week ends on Saturday and we pay on Wednesday.

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-----  
Original Message:  
Sent: 04-20-2018 10:25  
From: Laurel Diver  
Subject: Exempt Payperiods

â€¢

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Thank you.

-----  
Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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Apr 20, 2018 10:36 AM  
Anonymous

—

Our exempts are paid current.

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-----  
Original Message:

Sent: 04-20-2018 10:25

From: Laurel Diver

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Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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Apr 20, 2018 10:40 AM  
Anonymous

—  
Our non-exempt and exempt pay periods end on Thursdays and we pay Friday the following week.

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-----  
Original Message:  
Sent: 04-20-2018 10:25  
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Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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Apr 20, 2018 10:41 AM  
Anonymus

—

We're paid semimonthly, current.

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-----  
Original Message:

Sent: 04-20-2018 10:25  
From: Laurel Diver  
Subject: Exempt Payperiods

Hi,

We are currently evaluating our practice of paying exempt employees through the paydate (no holdback).

I am curious if anyone else pays through the paydate or if your organizations have some sort of holdback in place.

Thank you.

-----  
Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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Apr 20, 2018 10:46 AM

[Laurel Diver](#)

Hi, you pay current, can you please let me know your industry?

We are a local government. We are paid every other Friday and an exempts payweek ends on payday.

Thank you!

-----  
Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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Original Message:

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Subject: Exempt Payperiods

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-----  
Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District

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Libertyville IL

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Apr 20, 2018 10:47 AM

[Laurel Diver](#)

What is your industry?

Thank you.

-----  
Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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-----  
Original Message:

Sent: 04-20-2018 10:40

From: Anonymous

Subject: Exempt Payperiods

—  
We're paid semimonthly, current.

Original Message:

Sent: 04-20-2018 10:25

From: Laurel Diver

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Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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Apr 20, 2018 10:47 AM

[Laurel Diver](#)

â€¢ Thank you for the reply. What is your industry?

-----  
Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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-----  
Original Message:

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From: Anonymous

Subject: Exempt Payperiods

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Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL  
-----

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Apr 20, 2018 11:31 AM  
Anonymous

—

We pay current. Insurance industry  
AJ

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-----  
Original Message:  
Sent: 04-20-2018 10:46  
From: Laurel Diver  
Subject: Exempt Payperiods

Hi,  
What is your industry?

Thank you.

Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL

---

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Apr 20, 2018 11:39 AM  
Anonymous

—

NE MFG Company

All employees are paid bi-weekly for the previous two weeks.

~NE HR

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From: Laurel Diver

Subject: Exempt Payperiods

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Laurel Diver SHRM-SCP  
Manager Human Resources & Risk  
Lake County Forest Preserve District  
Libertyville IL

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Apr 20, 2018 10:02 AM

Anonymous

HELP! I have an employee crisis that needs to be resolved by this afternoon.

I had a recent employee, let's call him Paul, come to me earlier this month and demand we either give him a raise, full control of the department, or move him out from underneath the authority of his "generic, incompetent" current Supervisor. This employee has been known to have a serious temper, disregard for his supervisor's direct instruction, and serious attendance issues. However, through the urging of the department manager, I simply stated that those requests weren't possible and didn't "lay down the law" about his abrupt and unwarranted demands or irrational behavior.

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Apr 20, 2018 10:07 AM

[Barbara Gartland](#)

NH is an employer at will state, so if I wanted to term Paul, it would not be an issue. That being said, managers should be above threats; that is totally unacceptable. I hope you'll follow up and let us all know what you decided to do.

-----  
HR in NH  
The Echo Group



Conway NH

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Original Message:

Sent: 04-20-2018 10:01

From: Anonymous

Subject: HELP - Terminate To Retain Supervisor?

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Apr 20, 2018 10:34 AM

Anonymous

Paul is new to your organization (at least that's what I'm assuming from "I had a recent employee, let's call him Paul..."; feels empowered to make some significant demands in a pretty ineloquent way; has attendance problems; and is an asshole.

Why would you not fire him? Supervisor quitting or not...

-The HRWitch

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-----  
Original Message:

Sent: 04-20-2018 10:01

From: Anonymous

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Apr 20, 2018 10:42 AM

[Susana Guzman-Agle](#)

Just like you didn't allow the company to be a hostage of Paul's demands, you can't do that for your Supervisor.

The employee is a pain, no doubt, but Supervisors should be ready to deal with that too. If this Supervisor is going to request anybody that she does not want to deal with to be removed from her line of reporting, you are in trouble. I certainly would not consider "great" a supervisor whose EQ is that frail.

I would speak with the Supervisor and let her know that "venting, whining and demanding the company to bend to their wills" is not a reason for dismissal. Childish yes, but no reason for dismissal unless other behaviors are present. If that was the case, she should also be dismissed. Counsel her on how to deal with Paul and since this guy is already on thin ice, he might be a goner sooner than you think.

-----  
HR Yardley  
-----

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Apr 20, 2018 10:46 AM  
Anonymous

—  
I am hesitant about answering yes or no to the "can I terminate" question on these boards, and (disclaimer) I'm not a lawyer. Here's what I would do, based on what you write.

I wouldn't terminate Paul because the supervisor is threatening to quit. I would terminate Paul for performance and attendance. I would also coach the manager (or have her manager do so) on how she could have addressed Paul's behaviors and attendance before it even got to this. I don't think it's HR's job to "lay down the law" about performance and behavior - that was (and still is) the supervisor's job. The supervisor is insisting you terminate and is setting an ultimatum. That is also of concern to me. If she's the supervisor, why doesn't she take the initiative to consult with her manager and HR about termination and make it happen if warranted? Threatening to quit because of an under performing employee on her team is not a leadership quality. If the company truly values her, it will step up and develop her into the leader it needs her to be.

How recent or old is your documentation? Any concerns over policy violations by the supervisor, such as violations of your anti-harassment policy?

Anonymous

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Apr 20, 2018 10:51 AM

Anonymous

I get where your supervisor is coming from. I don't like her ultimatum and the way she is handling it, but she's not wrong. The company was a bit spineless in dealing with Paul.

He's a bully. He's out of line. He's making unreasonable demands and the company has let him. He's been written up twice for unprofessional behavior and is on a final written warning.

If an employee had come to me stating what Paul did, my response would have been, "I take it from your comments that you are resigning. Today is your last day." I don't care how experienced and how good a supervisor is. The company undermined her.

Again - I don't like her ultimatum. At all. But who adds more value to the company? That's who you keep.

And you absolutely have enough documentation to terminate Paul. Exercise at will employment. Term him for unprofessional conduct. Heck, even insubordination would work (and I hate using insubordination in corrective action). He's toxic. He needs to go.

And then you coach the supervisor on how she could have better handled things.

Moon Willow

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Apr 20, 2018 10:56 AM

[Ivette Dupuis](#)

If witnesses have confirmed Paul's bad behavior (insubordination and disrespect), I'd fire him.

There's nothing wrong with saying, 'In light of your previous requests and new information we've obtained about your interactions with 'Supervisor,' we've decided it's best to terminate your employment effective immediately (or part ways, if you prefer).'

P.S. I kinda think your previous response was 'spineless,' too.

-----  
Ivette Dupuis SHRM-SCP  
Orlando  
-----

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Apr 20, 2018 10:56 AM

Anonymous

—

I don't like ultimatums and I don't agree with how your supervisor is handling this situation. I would try to talk her down.  
If I think about my best supervisor, I would not lose her over a Paul, but then again, I don't think she'd ever put me in that position.

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Apr 20, 2018 11:20 AM

Anonymous

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Curious as to why the Department Manager wanted to handle Paul's demands the way he did. Perhaps the DM has undermined the supervisor before and this was the last straw for her.

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Apr 20, 2018 9:55 AM

Anonymous



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How do I give that feedback to the recruiter? I dont want to get into any allegations of slander or damage any relationships, but I know this recruiter is not going to just say "ok - no problem." He has to tell the candidate something, too. Whats the message?

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Apr 20, 2018 9:59 AM

Anonymous

—

You have no obligation to tell a recruiter or a candidate why you're passing on someone.

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-----  
Original Message:

Sent: 04-20-2018 09:54

From: Anonymous

Subject: Recruiting Awkwardness

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Apr 20, 2018 10:01 AM

Anonymous

—

Many of our executives run in the same circles as this person and they don't think s/he would be a fit with the team.

And leave it at that.

-The HRWitch

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Apr 20, 2018 10:02 AM

[Ivette Dupuis](#)

Just be honest.

-----  
Ivette Dupuis SHRM-SCP  
Orlando  
-----

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Apr 20, 2018 10:22 AM  
Anonymous

—  
Must be honest? Not sure what that means. I would only say you are passing on this individual. Period. I would not disclose what the CEO stated.

I would suggest simply using the statement most of us have made before--We are going to interview others who more closely match the needs of the organization.

Remember, the recruiter works for you, not the other way around and you owe them no explanation really.

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Apr 20, 2018 10:59 AM  
Anonymous

—  
This is overly simplified and not the way you should work with your vendors ("I'm the boss and YOU work for ME!"). That's especially the case if you're working with a recruiter on a contingency basis, where they have no obligation to continue working with you. Additionally, anyone who's recruited at all before (even internally) knows that it's incredibly difficult to know what you're looking for when all you get is "Yes" and "Pass" responses on candidates. If that's all you give me, I can't figure out if our job description is inaccurate, what I should actually be targeting, or if the hiring manager is making illegally discriminatory decisions on candidates.

In this case, I would say exactly what a previous poster said ("Since many of our executives run in the same circles, they already know this person and said it would not be a fit for our organization"). You can even request that the recruiter not share the specifics with the candidate and tell them the information is for their knowledge so that they understand there's nothing wrong with the candidate's qualifications (as listed on their resume) if that's the case. I have a strong relationship with some of my recruiters, and I know I can trust them to follow those instructions.

It seriously grinds my gears when I see people on here who have an "us vs. them" relationship with the vendors they work with. Absolutely hold your vendors accountable, get rid of them if they're not delivering, but relationship management is very important to receiving optimal results. I view my recruiter relationships as partnerships. Whenever I get the "us vs. them" mentality with a vendor, I know it's time to get rid of that vendor.

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Apr 20, 2018 9:45 AM

[Rikisha Hughes](#)

Good Morning,

I am an HR department of one and I'm still getting my feet wet. Recently, I discovered that two employees are working on Saturdays and Sundays. They were never told that they must work on the weekends but they receive emails from clients and our managing partner on weekends that they feel require a response. Is that considered overtime or is that voluntary? Any advice would be greatly appreciated.

Thanks.

-----  
Director of HR  
New York City NY  
-----

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Apr 20, 2018 9:47 AM  
Anonymous

—

Are these employees non-exempt?  
OT in NY would only be paid if a non-exempt worked more than 40 hours (or you can be more generous if that's the company's practice).  
Employees don't "volunteer" to work.

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Original Message:  
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Subject: Employees working on weekends

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-----  
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New York City NY  
-----

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Apr 20, 2018 10:46 AM

Anonymous

—

This completely depends on whether they're exempt or non-exempt. What are they?

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Apr 20, 2018 11:02 AM

Anonymous

—

Exempt/non-exempt?

If exempt no over time issues, but what were the expectations of the manager? To be available anytime? Only for big projects? Maybe the manager is just sending emails but has no expectation of response

If non-exempt, overtime must be paid for hours worked. Then let the manager know that if he expects response over the weekend, the employees need to be paid. Manager also needs to set clear expectations of when work is required or not.

My manager sends me emails over the weekend but does not expect a response until Monday unless noted. It is expected that I check email on the weekend but not expected to work unless there is a big project or emergency..

OP, you need to first find out what expectations were set by the manager and if the employees are exempt or non-exempt and go from there.

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-----  
Original Message:

Sent: 04-20-2018 09:44

From: Rikisha Hughes

Subject: Employees working on weekends

Good Morning,

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Thanks.

-----  
Director of HR

New York City NY  
-----

---

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Apr 20, 2018 11:13 AM

Anonymous

—

Employees can't volunteer to work. If they work, whether or not you authorize that work, you still must pay them for the work performed. You can discipline them for unauthorized work, but you still have to pay them. If they are exempt, then no additional payment is due. If they are non-exempt, you must pay them for all hours worked, and pay them at the appropriate overtime rate when they

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work more than 40 hours in your company's defined work week.

I would suggest the manager outline the expectations of the role with the employees to avoid any continued unauthorized work moving forward.

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Apr 20, 2018 11:30 AM

Anonymous

—

Thanks for your response. They are both non-exempt employees.

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-----  
Original Message:

Sent: 04-20-2018 09:46

From: Anonymous

Subject: Employees working on weekends

—

Are these employees non-exempt?

OT in NY would only be paid if a non-exempt worked more than 40 hours (or you can be more generous if that's the company's practice).

Employees don't "volunteer" to work.

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-----  
Director of HR  
New York City NY  
-----

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Apr 20, 2018 11:34 AM

Anonymous

—

No, a non-exempt employee can not "volunteer" to work on the weekends and not get paid for it. The manager needs to approve them for overtime before they can work, and you MUST pay overtime. You need to provide back pay for past time that they worked now.

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-----  
Original Message:

Sent: 04-20-2018 11:30

From: Anonymous

Subject: Employees working on weekends

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-----  
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New York City NY  
-----

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Apr 20, 2018 11:53 AM

Anonymous

—

Thanks! During our next management meeting, I will be sure to get a clear understanding of what that manager expects and communicate with the staff what those expectations are.

-----  
Original Message:  
Sent: 04-20-2018 11:02  
From: Anonymous  
Subject: Employees working on weekends

—  
  
Exempt/non-exempt?

If exempt no over time issues, but what were the expectations of the manager? To be available anytime? Only for big projects? Maybe the manager is just sending emails but has no expectation of response

If non-exempt, overtime must be paid for hours worked. Then let the manager know that if he expects response over the weekend, the employees need to be paid. Manager also needs to set clear expectations of when work is required or not.

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-----  
Director of HR  
New York City NY  
-----

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Apr 20, 2018 11:55 AM

Anonymous

—

Thank you for the advice. Some people have no idea just how serious things like this can get.

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-----  
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From: Anonymous

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-----  
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New York City NY  
-----

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Apr 20, 2018 12:00 PM

Anonymous

—  
Would this time be considered de minimus?

Are we talking about a 30 second response to an e-mail or 15 minutes?

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-----  
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-----

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Apr 20, 2018 9:37 AM

Anonymous

—

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Apr 20, 2018 9:45 AM  
Anonymous

—

Why isn't the manager involved in this?

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-----  
Original Message:  
Sent: 04-20-2018 09:36  
From: Anonymous  
Subject: Should I talk to both employees at once?

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Apr 20, 2018 9:48 AM  
Anonymous

—

â€¢ Meet with them SEPARATELY. I often meet with employees and counsel them on how to work with their teammates and even their manager. I disagree with the other poster - manager's do not always need to be involved. Sounds like the initial employee is asking you for feedback. If another employee has a grievance, meet with them separately and get a manager involved once you figure out what the grievance is.

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-----  
Original Message:

Sent: 04-20-2018 09:36

From: Anonymous

Subject: Should I talk to both employees at once?

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---

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Apr 20, 2018 9:51 AM  
Anonymous

—

I always direct the employee to the manager first.  
For all you know, the manager may already be working on these issues and you could possibly undermine his/her direction.

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-----  
Original Message:

Sent: 04-20-2018 09:36

From: Anonymous

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Subject: Should I talk to both employees at once?

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Apr 20, 2018 9:52 AM

Anonymous

—

Why isn't the manager involved in this?

Anonymous, 04-20-2018 09:44

Ugh! I hate these questions when that's all there is. Not all companies have their managers handle these issues. My company is one in which I handle everything. Our Executive levels employees are voted into their positions and it is best if they remain out of handling direct supervision for this reason and because they can't be trusted to handle it properly.

In an event, I have seen combined meetings go well and I have seen them go south. I would possibly talk to each one individually and then see if they are willing to meet and have an open-forum type meeting. Sometimes there are just simple misunderstandings.

â€œ

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-----  
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Sent: 04-20-2018 09:44

From: Anonymous

Subject: Should I talk to both employees at once?

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---

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Apr 20, 2018 9:56 AM  
Anonymous

—

That's easy enough to find out by simply asking first, "Have you already discussed this with your manager?"

I guess though it depends on (1) the type of person you are - do others feel that you be trusted, do you have their back or do you ONLY have the company's back (2) the kind of relationship employees (all employees including management) feel that they have with you - can they come to you for SOLID advice that will enhance their working relationship with others and (3) are you good at looking at the big picture - not undermining others.

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-----  
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From: Anonymous  
Subject: Should I talk to both employees at once?

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Sent: 04-20-2018 09:36  
From: Anonymous

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---

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Apr 20, 2018 9:59 AM  
Anonymous

—

Who said they weren't? The manager is aware. Our organization supports this. Any opinion on my question?

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-----  
Original Message:

Sent: 04-20-2018 09:44

From: Anonymous

Subject: Should I talk to both employees at once?

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Apr 20, 2018 10:08 AM  
Anonymous

—

In an event, I have seen combined meetings go well and I have seen them go south. I would possibly talk to each one individually and then see if they are willing to meet and have an open-forum type meeting. Sometimes there are just simple misunderstandings.

Anonymous, 04-20-2018 09:52

Thank you for this advice. I'm leaning towards saying I'll just meet with her alone first.

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-----  
Original Message:

Sent: 04-20-2018 09:52

From: Anonymous

Subject: Should I talk to both employees at once?

—

Why isn't the manager involved in this?

Anonymous, 04-20-2018 09:44

Ugh! I hate these questions when that's all there is. Not all companies have their managers handle these issues. My company is one in which I handle everything. Our Executive levels employees are voted into their positions and it is best if they remain out of handling direct supervision for this reason and because they can't be trusted to handle it properly.

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---

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Apr 20, 2018 10:11 AM  
Anonymous

—

I always direct the employee to the manager first.  
For all you know, the manager may already be working on these issues and you could possibly undermine his/her direction.

Anonymous, 04-20-2018 09:51

The manager is aware. What if I said I am the manager, then would I get responses to my question? I am curious whether you find it to be better to meet with 2 complaining employees together or if meeting with them separately is best? Thank you.

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---

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Apr 20, 2018 10:11 AM  
[Ivette Dupuis](#)

If you're only meeting to hear about their concerns and they're willing to meet together, I fail to see the problem.

-----  
Ivette Dupuis SHRM-SCP  
Orlando  
-----

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---

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Apr 20, 2018 10:13 AM

Anonymous

—

And those of us on this board wouldn't know if managers handle this or not - or if the manager has already made attempts.

If this is a company where the manager would feel under minded, then the employee should be redirected to him/her if that hadn't already been done. Otherwise, the relationship between HR and the manager will be damaged, which is not a good thing to happen.

We're not mind readers here - that's why the question was asked.

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Apr 20, 2018 10:28 AM

[Susana Guzman-Agle](#)

For what I understand, your intention is to listen to their concerns, so the manager being talked first or not is irrelevant.

Not sure if your company is an open door environment, but if it is, then your door should be open.

Now, I would probably prefer to sit with the employees separately. So far, only one has reached to you, so he or she should be perfectly capable of letting you know the issues. If the other one also needs to talk to HR, then that person should do his/her own effort.

In meetings like this, my first question is, "venting session or looking for solutions session?" If just venting, then who care who knows, they just want an ear, except if the topic moves to harassment or retaliation, but typically is not.

If they want a solution, then they need to understand that other parties might need to be involved (including manager) and the specific solution they are seeking, should be verbalized during this meeting.



-----  
HR Yardley  
-----

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-----  
Original Message:  
Sent: 04-20-2018 10:11  
From: Ivette Dupuis  
Subject: Should I talk to both employees at once?

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-----  
Ivette Dupuis SHRM-SCP  
Orlando

---

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Apr 20, 2018 11:00 AM  
Anonymous

—  
Oh good grief. I know I am a little cranky today, but settle down.

- 1) Best practice IS that managers handle these types of issues. We don't know whether or not that's the case your organization unless you tell us. Part of participating on this board is the OP asking a question, and responders asking follow up questions so we can give you a quality response.
- 2) in this situation I recommend meeting with them separately. You have an employee who has concerns. You need to hear her concerns. Not a tag teamed conversation. I have found that far too often when employees come to HR together to discuss concerns everything is framed as "we saw," "we think," "we want." You want to make sure the conversation focuses on the employee's specific concerns and experiences. Not generalizations framed as "we."

Moon Willow

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---

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Apr 20, 2018 11:20 AM  
Anonymous

—

Seeing this turn into a manager vs. HR issue, here is what I typically do.

I accept the meeting with the employee (one-on-one only) and hear them out. This is vital to our company's concept of an open-door policy. After I've met with each employee (separately), I would hope to have a better idea of what's going on. Based on the info presented, I would schedule a meeting with the employees' manager and discuss the issue(s). I always suggest the manager speak separately with each employee and resolve the issue. I normally check back in with everyone a few days later to see how things are going. For reference, we are a mom and pop company of 120 EE.

Maybe this method will work for you OP.

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Apr 20, 2018 11:29 AM

Anonymous

—

Based on the info presented, I would schedule a meeting with the employees' manager and discuss the issue(s).

Anonymous, 04-20-2018 11:20

I agree somewhat with what you posted above except for this. In these instances where someone has an issue in a department or with their manager, I will meet to listen and help coach them on how to have the conversations with their manager or coworker. I do my best not to intercede or interject myself unless it's necessary.

AJ

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-----  
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Apr 20, 2018 11:32 AM  
Anonymous

—

to the OP, I would not talk to both employees at once.  
AJ

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-----  
Original Message:

Sent: 04-20-2018 09:36

From: Anonymous

Subject: Should I talk to both employees at once?

—

An employee reached out to me via email because she's having some trouble working with her team and she'd like to talk to me about her concerns and receive some help. I agreed and while we were attempting to schedule a time that will work to talk, she adds that her co-worker would like to join the meeting to "voice some concerns" as well. Would you meet with both together or only meet with one at a time? What is best practice here? Thanks for your opinion.

---

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Apr 20, 2018 9:19 AM | [view attached](#)  
[Frances Simeon](#)

Hi folks, does anyone know if there's a Wage statement acknowledgement or something like this for Illinois based employees who work for a NY company? Please see the attached for reference.

Thanks!

-----  
Frances Simeon  
Bronx  
-----

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Apr 20, 2018 8:47 AM  
Anonymous

—  
Good Morning,

I was hoping to find a company that does upward feedback and wanted to see if there were any suggestions. I have never done this before but would like to do it completely anonymous for the employees and then have it analyzed.

Thanks,

A

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Apr 20, 2018 9:07 AM

[Mary Dillman](#)

Without more specifics or context, it sounds like you are considering implementing an employee engagement survey. If so, I recommend hiring an outside vendor that specializes in such a tool to ensure anonymity to the respondents and can help analyze the results for the leadership team.

Some more clarification on the type of feedback you wish to capture would help.

-----  
Mary Dillman  
Flemington  
-----

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-----  
Original Message:  
Sent: 04-20-2018 08:47  
From: Anonymous  
Subject: Upward Feedback

—

Good Morning,

I was hoping to find a company that does upward feedback and wanted to see if there were any suggestions. I have never done this before but would like to do it completely anonymous for the employees and then have it analyzed.

Thanks,

A

---

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Apr 20, 2018 9:13 AM

[Allison Floyd](#)

page 93 of 432



Thanks so much!

We are specifically wanting to use this for our Regional Sales Managers. It seems there have been some issues with a couple of them regarding the National Sales Manager ( their boss ) We only have 7 RSM's but they are all afraid of retaliation if he finds out who says what. Our President is all for it since she too doesn't want to create any issues between the RSM's and the NSM

-----  
Allison Floyd  
ERB Industries Inc  
Woodstock GA  
-----

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-----  
Original Message:  
Sent: 04-20-2018 09:07  
From: Mary Dillman  
Subject: Upward Feedback

Without more specifics or context, it sounds like you are considering implementing an employee engagement survey. If so, I recommend hiring an outside vendor that specializes in such a tool to ensure anonymity to the respondents and can help analyze the results for the leadership team.

Some more clarification on the type of feedback you wish to capture would help.

-----  
Mary Dillman  
Flemington

---

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Apr 20, 2018 9:27 AM  
[Mary Dillman](#)

Thanks for the clarification. Based on what you've posted, I don't think you need an employee engagement survey - in my experience, those are typically used to capture company-wide feedback.

What types of "issues" are being reported or perceived between the RSMs and their boss? If the issues have to do with leadership style, then I recommend engaging a leadership/executive coach to work with the Sales VP and his/her team. If the issues represent allegations of compliance or company policy violations (e.g., HWE, discrimination, sexual harassment), then HR needs to start an investigation.

-----  
Mary Dillman  
Flemington  
-----

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-----  
Original Message:  
Sent: 04-20-2018 08:47  
From: Anonymous  
Subject: Upward Feedback

—

Good Morning,

I was hoping to find a company that does upward feedback and wanted to see if there were any suggestions. I have never done this before but would like to do it completely anonymous for the employees and then have it analyzed.

Thanks,

A

---

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Apr 20, 2018 10:18 AM

[Allison Floyd](#)

I would say at this point more leadership style but again we were hoping to do a "survey" of some type so that everyone would open up No one wants to say anything again for fear that he will find out who said what.

Maybe I will create something myself and then go from there. If it is only leadership style I like your suggestion of bringing in a "coach" to help resolve the issues.

Thanks and have a great day!



-----  
Allison Floyd  
ERB Industries Inc  
Woodstock GA  
-----

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-----  
Original Message:  
Sent: 04-20-2018 09:26  
From: Mary Dillman  
Subject: Upward Feedback

Thanks for the clarification. Based on what you've posted, I don't think you need an employee engagement survey - in my experience, those are typically used to capture company-wide feedback. What types of "issues" are being reported or perceived between the RSMs and their boss? If the issues have to do with leadership style, then I recommend engaging a leadership/executive coach to work with the Sales VP and his/her team. If the issues represent allegations of compliance or company policy violations (e.g., HWE, discrimination, sexual harassment), then HR needs to start an investigation.

-----  
Mary Dillman  
Flemington

---

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Apr 20, 2018 8:46 AM  
Anonymous

—  
The question has been brought up about sick time and salary vs hourly. We recently had a person on salary call in sick and having no sick time left and no vacation time. They stated they would make up their time so as not to lose a days pay. They stayed 1/2 hour past their time for 2 days - is that 1 total hour considered make up time? We offer 3 days paid sick in the course of a year employment for both salary and hourly. Salary people do not punch in/out. <math>\hat{a}\hat{e}\hat{e}\hat{e}</math>

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Apr 20, 2018 8:49 AM  
Anonymous

—

Salary and hourly are ways to pay people- did you mean exempt and non exempt?

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-----  
Original Message:  
Sent: 04-20-2018 08:45  
From: Anonymous  
Subject: Salary vs hourly

—

The question has been brought up about sick time and salary vs hourly. We recently had a person on salary call in sick and having no sick time left and no vacation time. They stated they would make up their time so as not to lose a days pay. They stayed 1/2 hour past their time for 2 days - is that 1 total hour considered make up time? We offer 3 days paid sick in the course of a year employment for both salary and hourly. Salary people do not punch in/out. < >

[Reply to Group](#)



Apr 20, 2018 8:50 AM  
Anonymous

—

< >  
Yes - sorry - exempt vs non exempt. Thanks for clarification.

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-----

Original Message:  
Sent: 04-20-2018 08:49  
From: Anonymous  
Subject: Salary vs hourly

—  
Salary and hourly are ways to pay people- did you mean exempt and non exempt?

Original Message:  
Sent: 04-20-2018 08:45  
From: Anonymous  
Subject: Salary vs hourly

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Apr 20, 2018 9:05 AM  
Anonymous

—  
The sick day wasn't for FMLA, correct?

Should you dock salary, you'd do it by the day - not dock by the # of hours not worked.

There are occasions you can dock an exempt's pay.â€œ

[www.dol.gov/whd/opinion/FLSA/2005/...](http://www.dol.gov/whd/opinion/FLSA/2005/...)

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-----  
Original Message:  
Sent: 04-20-2018 08:45

From: Anonymous  
Subject: Salary vs hourly

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Apr 20, 2018 9:10 AM  
Anonymous

—

Traditionally, exempt employees do not make up time. They are paid for the job they do, not the hours they work.

This would not be considered make-up time (at least at the majority of organizations). She is treating herself like an hourly employee.

She can, and should, be docked for the full-day absence, assuming she did no work on that day.

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-----  
Original Message:

Sent: 04-20-2018 08:45

From: Anonymous

Subject: Salary vs hourly

—

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Apr 20, 2018 9:14 AM  
Anonymous

—  
No - this has nothing to do with FMLA. She misses approximately 1-2 every 30 days due to this, and usually Mondays.

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-----  
Original Message:  
Sent: 04-20-2018 09:05  
From: Anonymous  
Subject: Salary vs hourly

—  
The sick day wasn't for FMLA, correct?

Should you dock salary, you'd do it by the day - not dock by the # of hours not worked.

There are occasions you can dock an exempt's pay.â€œ

[www.dol.gov/whd/opinion/FLSA/2005/...](http://www.dol.gov/whd/opinion/FLSA/2005/...)

Original Message:  
Sent: 04-20-2018 08:45  
From: Anonymous  
Subject: Salary vs hourly

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The question has been brought up about sick time and salary vs hourly. We recently had a person on salary call in sick and having no sick time left and no vacation time. They stated they would make up their time so as not to lose a days pay. They stayed 1/2 hour past their time for 2 days - is that 1 total hour considered make up time? We offer 3 days paid sick in the course of a year employment for both salary and hourly. Salary people do not punch in/out. â€œâ€œ

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Apr 20, 2018 9:16 AM  
Anonymous

—  
"She misses approximately 1-2 every 30 days due to this"

Due to what? Is there a specific illness she's missing time for?

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-----  
Original Message:

Sent: 04-20-2018 08:45

From: Anonymous

Subject: Salary vs hourly

—  
The question has been brought up about sick time and salary vs hourly. We recently had a person on salary call in sick and having no sick time left and no vacation time. They stated they would make up their time so as not to lose a days pay. They stayed 1/2 hour past their time for 2 days - is that 1 total hour considered make up time? We offer 3 days paid sick in the course of a year employment for both salary and hourly. Salary people do not punch in/out. < >

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Apr 20, 2018 11:34 AM  
Anonymous

—  
< 2 days and seemingly only Mondays. No, there is no specific, she is a mom of two as well.

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-----  
Original Message:

Sent: 04-20-2018 09:15  
From: Anonymous  
Subject: Salary vs hourly

—

"She misses approximately 1-2 every 30 days due to this"

Due to what? Is there a specific illness she's missing time for?

Original Message:

Sent: 04-20-2018 08:45

From: Anonymous

Subject: Salary vs hourly

—

The question has been brought up about sick time and salary vs hourly. We recently had a person on salary call in sick and having no sick time left and no vacation time. They stated they would make up their time so as not to lose a days pay. They stayed 1/2 hour past their time for 2 days - is that 1 total hour considered make up time? We offer 3 days paid sick in the course of a year employment for both salary and hourly. Salary people do not punch in/out. <€><€>

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Apr 20, 2018 5:57 AM

[Pallavi C](#)

Hi,

I am looking to start doing HR connects for all my new lateral hires (experiences ranging from 3 to 18 years)

I am looking at connecting with them post 1 month of their joining.

My objective is to introduce myself to new joinees and also to understand their first impression of the org, how they are settling in and how they are feeling

Globally we run surveys that ask them to rate experience etc. so I dont it to be repetition of the same asking same set of questions

Any suggestion son how I can do more value addition to these connects and derive something useful from this for future planning?

-----  
Pallavi C  
-----

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Apr 20, 2018 5:29 AM

[Stella Anup Raja](#)

I am preparing for SHRM CP, any advise and tips from SHRM certified peeps. Thanks guys :)

-----  
Stella Anup Raja  
Assistant Manager - HR  
-----

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Apr 20, 2018 7:06 AM

Anonymous

—

Take the practice tests online, learn how they ask the questions.

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-----  
Original Message:  
Sent: 04-20-2018 05:29  
From: Stella Anup Raja  
Subject: SHRM CP

I am preparing for SHRM CP, any advise and tips from SHRM certified peeps. Thanks guys :)



-----  
Stella Anup Raja  
Assistant Manager - HR  
-----

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Apr 20, 2018 12:17 AM  
Anonymous

—

If you have a merit-based performance evaluation system without a numerical rating, how is the amount of the increase determined? For example, if your evaluation tool provides for choices such as performing/developing/struggling or exceptional/successful/needs improvement, what is the basis of the amount or percentage of increase tied to performance? We are looking at moving this direction (away from number ratings) but I am really struggling with how a manager would determine or recommend the percentage of increase.

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Apr 20, 2018 8:24 AM  
Anonymous

—

Our performance appraisals (with non-numerical ratings) and our salary adjustments are not linked at all.

Each year, I work with our C's to set a budget for increases as a percentage of payroll. That total budget is then allocated between our divisions based on FTE. The Division Leaders are responsible for allocating individual salary adjustments. Then each DL meets with the COO and me to go through the individual increases; we truth any really high or really low increases using documented performance information, but typically most increases are around the average budget so there isn't a lot of discussion.

-The HRWitch

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-----  
Original Message:

Sent: 04-20-2018 00:17

From: Anonymous

Subject: How determine performance based merit increase without numerical rating?

—

If you have a merit-based performance evaluation system without a numerical rating, how is the amount of the increase determined? For example, if your evaluation tool provides for choices such as performing/developing/struggling or exceptional/successful/needs improvement, what is the basis of the amount or percentage of increase tied to performance? We are looking at moving this direction (away from number ratings) but I am really struggling with how a manager would determine or recommend the percentage of increase.

---

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Apr 19, 2018 11:47 PM

Anonymous

—

What electronic system do you utilize to track employee acknowledgements? I'm interested in a program that is capable of storing policies, employee reviews the policy and electronically acknowledges they received policy. This process would occur with the update of any policy. I have been told SharePoint may be capable of this, however am curious if anyone uses SharePoint for this purpose or if you have any other recommendations.

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Apr 19, 2018 11:43 PM

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Anonymous

—

What electronic platform do you use to track training? Is it capable of attaching individual certificates? Does it allow for a search function? If you have an electronic onboarding system, does it allow for tracking of training throughout the employee's career in that system? Sorry for so many questions, just looking for any information you are able to provide on what works well for you.

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Apr 19, 2018 8:34 PM

Anonymous

—

I thought SHRM used to have a place where freelancers posted their services. I am looking for someone to draft job descriptions (FinTech related) for a month or two and that could work remotely. Excellent writing skills. Any recommendations?

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Apr 20, 2018 6:00 AM

Anonymous

—

Hi I would be interested to do this. Would like to know where (location) you are working from to understand if this is feasible?

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-----  
Original Message:  
Sent: 04-19-2018 20:34  
From: Anonymous  
Subject: Looking for a freelancer to draft job descriptions

—  
I thought SHRM used to have a place where freelancers posted their services. I am looking for someone to draft job descriptions (FinTech related) for a month or two and that could work remotely. Excellent writing skills. Any recommendations?

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Apr 20, 2018 10:05 AM  
Anonymous

—  
I'm in South Florida but you can work remotely, no need to be in the same place. We are looking for someone with previous experience drafting job descriptions and excellent writing skills. If you are interested and have the required experience let's connect to discuss in further detail. Thank you!

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-----  
Original Message:  
Sent: 04-20-2018 05:59  
From: Anonymous  
Subject: Looking for a freelancer to draft job descriptions

—  
Hi I would be interested to do this. Would like to know where (location) you are working from to understand if this is feasible?  
Original Message:  
Sent: 04-19-2018 20:34  
From: Anonymous  
Subject: Looking for a freelancer to draft job descriptions

—

I thought SHRM used to have a place where freelancers posted their services. I am looking for someone to draft job descriptions (FinTech related) for a month or two and that could work remotely. Excellent writing skills. Any recommendations?

---

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Apr 19, 2018 8:00 PM  
Anonymous

—

I was referred by a friend for a HR business partner position I have had 3 interviews and done on an assessment test. That was all a week ago I've sent a follow-up email as of yesterday asking for a status update of the hiring process. I understand I will most likely have to wait a few more days for an answer. My question is since I was referred for the job by a employee that currently works there out of respect they would at least tell me if I didn't get the job? I know a lot of the times companies don't tell you if they are no longer interested in you even if you send them a follow-up email asking for a status. Just wasn't sure if that was the same when you are referred by a high-level employee.

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Apr 19, 2018 8:32 PM  
Anonymous

—

When did they say they'd get back to you?

A week isn't too long especially you were the first of the finalists.

Give it through the end of the week.

We don't treat your any differently in the process if you were referred by a high level employee. You may get consideration for a phone screen. We still need to go though our process with all candidates.

We may notify you personally since it's a high level employee but not necessarily.

Did you post earlier this week about the HRD being on vacation and not making a decision yet?

Its hard to wait OP but be patient.

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-----  
Original Message:

Sent: 04-19-2018 19:59

From: Anonymous

Subject: Referred for a HRBP position

—

I was referred by a friend for a HR business partner position I have had 3 interviews and done on an assessment test. That was all a week ago I've sent a follow-up email as of yesterday asking for a status update of the hiring process. I understand I will most likely have to wait a few more days for an answer. My question is since I was referred for the job by a employee that currently works there out of respect they would at least tell me if I didn't get the job? I know a lot of the times companies don't tell you if they are no longer interested in you even if you send them a follow-up email asking for a status. Just wasn't sure if that was the same when you are referred by a high-level employee.

---

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Apr 19, 2018 10:46 PM

Anonymous

—

I know I need to be patient. I am just beyond excited for the possible opportunity. This is a great company and amazing position. After all the interviews an weeks I am just ready to hsrve that bandaid to be ripped off.

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-----  
Original Message:

Sent: 04-19-2018 20:31

From: Anonymous

Subject: Referred for a HRBP position

—

When did they say they'd get back to you?

A week isn't too long especially you were the first of the finalists.

Give it through the end of the week.

We don't treat you any differently in the process if you were referred by a high level employee. You may get consideration for a phone screen. We still need to go through our process with all candidates.

We may notify you personally since it's a high level employee but not necessarily.

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It's hard to wait OP but be patient.

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Sent: 04-19-2018 19:59

From: Anonymous

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---

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Apr 19, 2018 6:48 PM

Anonymous

—

How do you deal and approach an employee with a bad attitude? They do not like the way things are done and complain all the time.

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Apr 19, 2018 7:39 PM  
Anonymous

—  
You need to take the word 'attitude' out of the mix and translate what the behavior is doing that is causing bona fide workplace issues. In other words, specifically explain why what they are doing is not acceptable in the business.

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-----  
Original Message:

Sent: 04-19-2018 18:47

From: Anonymous

Subject: Employee with Bad Attitude

—  
How do you deal and approach an employee with a bad attitude? They do not like the way things are done and complain all the time.

---

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Apr 19, 2018 9:49 PM  
[Mary Dillman](#)

Agree - "bad attitude" is vague; The supervisor/manager to whom the employee reports should cite the specific behaviors that are not acceptable/unprofessional. The supervisor sets clear expectations for immediate and sustained correction/change for the unacceptable behaviors. The employee should be asked what specifically he/she will do differently to demonstrate professional, productive conduct. The supervisor should also communicate the consequences for failure to correct the behaviors; i.e., whatever are the next steps in your company's progressive discipline process.



-----  
Mary Dillman  
Flemington  
-----

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-----  
Original Message:  
Sent: 04-19-2018 18:47  
From: Anonymous  
Subject: Employee with Bad Attitude

—

How do you deal and approach an employee with a bad attitude? They do not like the way things are done and complain all the time.

---

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Apr 19, 2018 5:37 PM  
Anonymous

—

I was initially hired as an admin to a company in NY with less than 40 employees here with a few more overseas. A staff overseas was initially handling payroll but little by little that task was assigned to me and now (the last couple months) I am handling the entire process by myself (compiling and calculating hours to entering info into our payroll system). They also want me to start handling more HR related matters.

My question here is, I think our staff had been paid incorrectly and I'm not sure how to go about this. Partly is my fault - since this role is new to me I was just doing what they told me, but I am learning about laws like call-in pay and split shift pay.

But particularly split shift pay. I'm pretty sure this had not paid for years. How many years should I go back and investigate before I report it to my managers? How would we go about paying employees (many of whom have already left this company).

Because the payroll was done overseas I genuinely think they just didn't know, and that this wasn't the company trying to cheat the employees.

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Apr 20, 2018 8:19 AM

[Monica Kennedy](#)

I don't have experience with this, but I'm surprised that no one has questioned a shortage in their pay for potentially years. It's certainly better that you caught it now and not when someone is suing for lost wages if they truly have been paid incorrectly. I'm interested to hear what others with experience in this area have to say.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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-----  
Original Message:  
Sent: 04-19-2018 17:36  
From: Anonymous  
Subject: Incorrect payroll calculation

—  
I was initially hired as an admin to a company in NY with less than 40 employees here with a few more overseas.  
A staff overseas was initially handling payroll but little by little that task was assigned to me and now (the last couple months) I am handling the entire process by myself (compiling and calculating hours to entering info into our payroll system). They also want me to start handling more HR related matters.

My question here is, I think our staff had been paid incorrectly and I'm not sure how to go about this.  
Partly is my fault - since this role is new to me I was just doing what they told me, but I am learning about laws like call-in pay and split shift pay.

But particularly split shift pay. I'm pretty sure this had not paid for years.  
How many years should I go back and investigate before I report it to my managers?  
How would we go about paying employees (many of whom have already left this company).

Because the payroll was done overseas I genuinely think they just didn't know, and that this wasn't the company trying to cheat the employees.

[Reply to Group](#)

Apr 20, 2018 8:40 AM

Anonymous

—

What call in pay and split shift pay practices are you questioning?

Extra pay is not always required.

Before you make any corrections, compute the \$ from all angles and present a few options to the decision makers. Most likely they'll either decide to continue on as is or to correct it going forward. That's their decision to make.

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Apr 19, 2018 5:27 PM

[Kasey Galash](#)

I have an employee who has trouble with conflict management. She often argues with other staff members and creates tension in the workplace. Management is asking me to direct her to some resources for conflict management so she can learn how to approach other staff members or management when she has a problem. She is, otherwise, an excellent team member and an asset to the company. We're simply trying to help her make her point without causing conflict. Does anyone have any resources you can point me to?

-----  
Kasey Galash  
HR Administrator / Commercial Design Consultant  
BoConcept  
Bellevue WA  
-----

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Apr 19, 2018 5:22 PM

[Greg Atchison](#)

Hello,

I'm on the board of a local non-profit and working on the "HR Team." We're about ready to start hiring professional staff for the non-profit (teachers/mentors) and plan to use a structured interview process. I'm hoping that someone would be willing to share a Structured Interview Guide that I can use as a template, knowing that we'll need to change the questions to meet the competencies and values that we're looking for.

Would you be willing to share an interview guide that I can use as a template?

Thanking you in advance,

-----  
Greg Atchison, Ph.D., PCC | Managing Chair  
C12 Group of Greater St. Louis

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Apr 19, 2018 5:17 PM  
[Robyn Beresh](#)

Hi,  
Does anyone have a policy for dealing with peanut (or any other) allergies in the workplace? If so, would you be willing to share?

Thanks,  
Robyn

-----  
Robyn Beresh  
-----

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Apr 19, 2018 5:27 PM |  [view attached](#)  
Anonymous

—  
We do not have a policy. How we would handle it would depend on the individual and the severity of the allergy. I'm attaching a document from askjan.org.

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-----  
Original Message:  
Sent: 04-19-2018 17:17  
From: Robyn Beresh  
Subject: Peanut Allergy

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Thanks,  
Robyn

-----  
Robyn Beresh  
-----

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Apr 19, 2018 4:19 PM  
Anonymous

—  
How do you all track changes made to electronic time cards (missing/forgotten punches, etc)?

We use electronic time cards (badges swiped at designated time clocks within our facility), and sometimes employees forget or miss a punch. The way our system is set up, managers are the ones who have to go in and edit to correct.

Currently, employees simply notify their manager and the manager corrects it.

I'd like to have some sort of form/log that the employee has to sign off on in order for adjustments like that to be made in order to: 1. Cover our documentation requirements, and 2. Make it a little more uncomfortable to help reduce those who seem to have a chronic "forgetfulness" problem (yes, I do have managers speak to these employees, but I think it's still a bit too easy for these employees). I want the employees to realize that there's a recordkeeping going on of their missing punches, but don't want to bury managers with a bunch more papers either. I'm debating between whether it should be an individual form for each occurrence, or if maybe each manager should keep a weekly log (employee completes/signs a line for each missed punch, but similar to a training sign-up sheet) that's then turned into payroll.

What have you found that works? Anyone have a form/log they use that works well?

Thank you!

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Apr 19, 2018 4:23 PM  
Anonymous

—

There's not a place for notes in your system that says who did the actual punching? Or some way to differentiate if it was swiped or keyed in?

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-----  
Original Message:

Sent: 04-19-2018 16:19

From: Anonymous

Subject: Time Card Adjustments

—

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Thank you!

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Apr 19, 2018 4:39 PM

[Tristan Harless](#)

I created a form that has correction information and a sign off for both the employee and manager. they turn into me to be filed with my payroll.

-----  
Tristan Harless  
Director of Human Resources  
Redding Distributing Company  
Redding CA  
-----

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

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Thank you!

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Apr 19, 2018 5:01 PM

Anonymous

—

OP Here:

Yes, our system differentiates between swiped/keyed in punches. The managers can add typed notes (admittedly they haven't been consistent, but they are getting better about using it). However, that doesn't solve the problem of the employee being aware/agreeing to the change (documented), and still puts all the burden of reporting on the manager. Ideally I'd like to have something the employee signed off on the change.

Reply #2: Is it a separate form for each employee/occurrence? Do you feel it creates a lot of "extra paper," or does it only get occasional/minimal use?

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Original Message:

Sent: 04-19-2018 16:19

From: Anonymous

Subject: Time Card Adjustments

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Thank you!

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Apr 20, 2018 8:19 AM  
Anonymous

—

In our system, managers were required to add notes to time card edits. They were instructed to only make time card edits if they had an email confirmation from the employee. To be honest, I didn't audit the email trail that closely but would follow up on time card adjustments that were completed without notes. If I were in your situation, I would request that the managers forward the email trail for all time card edits/adjustments to our shared HR inbox. That way you are still maintaining documentation but aren't creating more work for your employees/managers that are following the rules.

Side note - the staff that had the most time card edits/adjustments were the hourly employees who used the time clock to punch in and out. They were not issued computers but all of our staff members had email access and utilized shared computers on site if needed. This worked well for our company culture but I could see if your employees weren't used to/didn't have email access a form may be required.

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-----  
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Subject: Time Card Adjustments

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Thank you!

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Apr 19, 2018 3:42 PM

[Tiffany Tang](#)

Hi All,

My organization has about 200 remote employees that are not able to participate in our in-office events (i.e. weekly happy hours, monthly catered lunches). In its place, we send out a small gift each month as a token of appreciation for their work, such as pancake mix for National Breakfast Month. Searching for vendors that can deliver to so many individual addresses (within budget) has proven to be a challenge but we know our remote employees find value in this engagement initiative.

Has anyone worked with companies that have a wide range of products that can ship to multiple addresses? If you have remote employees, what engagement strategies or initiatives do you have in place? I would love to hear what other organizations are doing!

Thanks!

-----  
Tiffany Tang  
-----

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Apr 19, 2018 5:50 PM

[Iqra Aslam](#)

have you looked into e-gifting?

Send them a voucher for a product that they can go and claim themselves.

We give our employees \$25 Amazon gift cards on their birthday and for remote employees, we will send them an e-gift.

-----  
Original Message:  
Sent: 04-19-2018 15:41  
From: Tiffany Tang  
Subject: Gifting Remote Employees

Hi All,

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Thanks!

-----  
Tiffany Tang  
-----

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Apr 19, 2018 5:57 PM  
[Mark Michaels](#)

Have you looked into Amazon Incentives at all? That might fit the bill for what you're looking for.

-----  
Mark Michaels SHRM-CP  
HR Manager  
Mukilteo WA  
-----

---

-----  
Original Message:  
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From: Tiffany Tang  
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Thanks!

-----  
Tiffany Tang  
-----

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Apr 19, 2018 3:35 PM

[Loretta Hoover](#)

Good afternoon,

We are looking at developing a Corporate Matching Gift Program. I can find sample policies online, but I was hoping to hear from anyone who has put this type of program in place.

1. How do you define which non-profits are eligible to be matched?
2. How well is the program utilized by employees? Do you have specific #'s you can share -- size of your organization and total dollars matched for a specific year? And, what specifically is your ratio of matching -- 1:1, 2:1, etc.
3. Has the program gained momentum since it's inception?
4. How often do you promote it?
5. Do you also have a United Way campaign in place at your organization?

â€‹

Thank you for any comments and advice you can give!

-----  
Loretta Hoover SHRM-CP  
Director, Human Resources  
-----

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Apr 19, 2018 3:45 PM

[Tiffany Perdue](#)

Hi Loretta,

We created a charity foundation funded by our company last year. This foundation will match employee donations dollar for dollar up to \$250 per employee a year. (we have 42 employees) If we get a lot of response, we may increase the limit to \$500 next year. Here is some sample wording we used for our program:

"Most donations made to a 501(c)(3) will be eligible as long as it does not personally benefit the employee or their family. We strongly encourage employees to consider our core values when submitting donations for matching and to choose charities that are focused on hunger relief, disaster relief, medical aid, disease cure and prevention, education and other humanitarian efforts directed at economically disadvantaged individuals. The Foundation reserves full discretion to determine appropriate matching contributions. Political organizations or organizations related to abortion or gun control will not be considered due to their divisive nature."

We've promoted it a little throughout the year but only make matching contributions twice a year. We've made just one contribution so far this year so I cannot tell you how successful it is until we've made additional contributions. It was positively received, though.

-----  
Tiffany  
-----

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-----  
Original Message:  
Sent: 04-19-2018 15:34  
From: Loretta Hoover  
Subject: Corporate Mataching Gift Program

page 126 of 432

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â€œ

Thank you for any comments and advice you can give!

-----  
Loretta Hoover SHRM-CP  
Director, Human Resources  
-----

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Apr 19, 2018 3:45 PM

Anonymous

—

How do you define which non-profits are eligible to be matched?

AJ: 501(c)(3)'s

How well is the program utilized by employees? Do you have specific #'s you can share -- size of your organization and total dollars matched for a specific year? And, what specifically is your ratio of matching -- 1:1, 2:1, etc.

AJ: To dollar size that we match is approximately \$80k a year (350 employees). We match up to \$3000 per person.

Has the program gained momentum since it's inception?

AJ: Been in place for many years so it holds steady

How often do you promote it?

AJ: We send reminders out near year end and also include reference as ancillary benefits during OE meetings

Do you also have a United Way campaign in place at your organization?

AJ: No



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-----  
Loretta Hoover SHRM-CP  
Director, Human Resources  
-----

---

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Apr 19, 2018 3:28 PM

Anonymous

—

Hi,

I work for a government entity, and I have had a neighboring government entity calling me about a past employee, asking 'government entity to government entity' why this person left employment,

it's not good. It is for a police officer position. I usually do not give out any information about past employees except date of hire, term date and position. I was sent a Release of Information Authorization form signed by past employee. My question is, is that ok? With the position being hired for, I feel like the information should be shared. Thoughts??

Thanks in advance!!!

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Apr 19, 2018 3:34 PM

Anonymous

—

You should definitely disclose any negative information based on the person wanting to become an officer.

A lot of federal agencies require ALL information for clearances.

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-----  
Original Message:

Sent: 04-19-2018 15:28

From: Anonymous

Subject: Past employee information

—

Hi,

I work for a government entity, and I have had a neighboring government entity calling me about a past employee, asking 'government entity to government entity' why this person left employment, it's not good. It is for a police officer position. I usually do not give out any information about past employees except date of hire, term date and position. I was sent a Release of Information Authorization form signed by past employee. My question is, is that ok? With the position being hired for, I feel like the information should be shared. Thoughts??

Thanks in advance!!!

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Apr 19, 2018 3:26 PM

[Michelle Doran](#)

Has anyone moved from an annual review process to a continuous review process or incorporated aspects of a continuous review process? How did you go about implementing? What type of forms are you using to facilitate gathering/giving feedback? Is it a 360 review? Thanks for any feedback!

-----  
Michelle Doran  
Office Administrator  
Dorsey & Whitney LLP  
New York NY  
-----

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Apr 19, 2018 3:44 PM

[Mary Dillman](#)

Hi Michelle,  
Do a search on this forum on the topic of eliminating performance reviews (or variations of those keyword) as there are several good threads on it from previous posts. Here's one of them:

[SHRM Post Dec 2017 - Eliminating Annual Performance Reviews](#)

There may be a previous post from someone who actually eliminated the formal, documented performance review/evaluation. It appears that many companies are considering it, but I don't get the impression that many have implemented it based on the posts we've seen on this board.

Can you provide some context/background for what is driving the interest or requirement to move away from the annual performance review process?

An important note - 360-degree tools/assessments are intended for developmental purposes, typically for high-potential managers or employees; it is not intended to be used for performance reviews/appraisals. I suggest doing more research on this to determine how best to use the tool and process in your organization.

-----  
Mary Dillman  
Flemington  
-----

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-----  
Original Message:  
Sent: 04-19-2018 15:26  
From: Michelle Doran  
Subject: Continuous Performance Review Process

Has anyone moved from an annual review process to a continuous review process or incorporated aspects of a continuous review process?  
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-----  
Michelle Doran  
Office Administrator  
Dorsey & Whitney LLP  
New York NY  
-----

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Apr 19, 2018 3:08 PM  
Anonymous

—

Hey all,  
I posted on here before about my depression causing problems at work for me. I'm going through a lot in my personal life, and my concentration at work is poor, I'm forgetful, and I'm having trouble with attendance. I was formally diagnosed with depression, and I had ADA paperwork filled out (we don't do FML here as we're too small). I gave my boss the paperwork and I asked her to keep it confidential because I don't want to face any stigma around having depression. My boss is the director of the organization and she reports to a board of directors.

I have since found out that she disclosed my having depression to our board of directors (5 total people) in a meeting with them. I'm wondering why she felt the need to tell them this. Now, every time I see them, I will feel strange and will have reduced confidence in speaking to them. I'm upset that she told them. I thought that it's only okay to say what the restrictions I have are on a "need-to-know" basis, and not tell my specific medical problems.

Am I wrong to think she shouldn't have told them? What can I do now? These are members of the surrounding public that I didn't want to know this about me. My reputation could be hurt by this.

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Apr 19, 2018 3:19 PM

Anonymous

—

The basic ADA confidentiality rule is that employers must keep confidential any medical information they learn about you. Information can be confidential even if it contains no medical diagnosis or treatment course and even if it is not generated by a health care professional. Your request for a reasonable accommodation would be considered medical information subject to the ADA's confidentiality requirements.

That being said, now what do you do?

Have you spoken with her to find out how this got in front of the board, or to confirm that it made it to the board at all? (How did you find out?). I would give her an opportunity to share her side of the story and go from there. If she shared (even out of the best of intentions) I would tell her that I preferred that she now do that. I would want to know how the board responded and get an idea of the "new" perception they might have of me. Have you experienced any negative changes at work, or do they continue to treat you well?

Anonymonk

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-----  
Original Message:

Sent: 04-19-2018 15:08

From: Anonymous

Subject: Depression and confidentiality

—

Hey all,

I posted on here before about my depression causing problems at work for me. I'm going through a lot in my personal life, and my concentration at work is poor, I'm forgetful, and I'm having trouble with attendance. I was formally diagnosed with depression, and I had ADA paperwork filled out (we don't do FML here as we're too small). I gave my boss the paperwork and I asked her to keep it confidential because I don't want to face any stigma around having depression. My boss is the director of the organization and she reports to a board of directors.

I have since found out that she disclosed my having depression to our board of directors (5 total people) in a meeting with them. I'm wondering why she felt the need to tell them this. Now, every time I see them, I will feel strange and will have reduced confidence in speaking to them. I'm upset that she told them. I thought that it's only okay to say what the restrictions I have are on a "need-to-

know" basis, and not tell my specific medical problems.

Am I wrong to think she shouldn't have told them? What can I do now? These are members of the surrounding public that I didn't want to know this about me. My reputation could be hurt by this.

---

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Apr 19, 2018 3:20 PM  
Anonymous

—

I have since found out that she disclosed my having depression to our board of directors (5 total people) in a meeting with them. I'm wondering why she felt the need to tell them this.

Anonymous, 04-19-2018 15:08

How do you know this happened for sure? And if she did, you can't change it. And Board Directors would have no reason to behave or treat you differently. They should professional and respectful. I would ignore and move on. Don't worry about things that haven't happened or could happen. I think will be healthier for you to ignore and move on.

AJ

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Apr 19, 2018 3:28 PM

[Monica Kennedy](#)

Did the disclosure name you specifically or was the meeting more like "we have a random employee with depression, how do we proceed?" If your name wasn't specifically brought up, the dialog may have just been to ensure that your ADA request is being handled properly and the Board are a group that should have confidentiality considerations but also the ability to enact necessary changes that have been requested.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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Apr 19, 2018 3:34 PM

[Richard Burns](#)

Like responder #3's input. Did you request an accommodation with the ADA process? Because you are so small, she may have disclosed the accommodation (and possible impact) without the reason of depression.

I would let it go.

Best wishes.

-----  
Rich Burns SHRM-SCP  
Alinear LLC  
Reno NV  
-----

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---

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Apr 19, 2018 2:55 PM

Anonymous

—

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Any advice on where I might find some resources?

Thank you.

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Apr 19, 2018 3:04 PM

Anonymous

—

You don't need to justify (in writing, in a handbook) your policies.  
Our office staff have different expectations than our field staff.

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-----  
Original Message:

Sent: 04-19-2018 14:54

From: Anonymous

Subject: 2 Different Tattoo Policies

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Thank you.

---

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Apr 19, 2018 3:12 PM

Anonymous

—

Same thing here. Office staff have a different "dress code" than our field techs do.

-----  
Original Message:  
Sent: 04-19-2018 15:03  
From: Anonymous  
Subject: 2 Different Tattoo Policies

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Apr 19, 2018 3:33 PM

[Monica Kennedy](#)



Two different policies is common and enforcable. In my field, we have officers in required uniform and the civilian/office staff are dressed professionally. There is some crossover, such as body piercings and tattoos, that are addressed and enforced across both groups. Our policy is set up to address each group separately.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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Thank you.

---

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Apr 19, 2018 4:07 PM  
Anonymous

—

" I'm fully aware of the possibility of discrimination due to religious tattoos and other reasons."

I do not think this is a big issue and would it be very uncommon. If it happens, (which would be rare and you would have to come back to tell us about it!) you would accommodate as you would any religious request by looking at the situation and your options.

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Thank you.

---

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Apr 19, 2018 4:37 PM  
Anonymous

—

Recently, we have had to turn down several qualified candidates for field staff positions because they had no way to cover their tattoos.

Anonymous, 04-19-2018 14:54

I'm just curious what tattoos they had that they were unable to cover.

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Thank you.

[Reply to Group](#)

Apr 19, 2018 4:40 PM

Anonymous

—

^^Agree?

Plus, we only ask that tattoos that are deemed offensive be covered. We've had an "offensive" tattoo exactly once in 50 plus years.

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-----  
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Sent: 04-19-2018 16:37

From: Anonymous

Subject: 2 Different Tattoo Policies

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Apr 19, 2018 4:48 PM  
Anonymous

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OP here - they had them high up on their necks and all over their hands. I think one even had something (not offensive) on his face near his hairline.

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Apr 19, 2018 4:48 PM

[CAROLYN SCHATZBERG](#)

To answer the 6th poster - the tattoos could be on the hands or neck and not easily covered.

I have tattoos but keep them covered even though we don't have a policy at my current office, but that's just me. Previous jobs in corporate required it to be covered for both front line and back office - it was one code for all.

-----  
Carolyn Schatzberg  
HR Manager  
Bethpage, NY  
-----

-----  
Original Message:  
Sent: 04-19-2018 16:37  
From: Anonymous

page 144 of 432

Subject: 2 Different Tattoo Policies

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Apr 19, 2018 4:50 PM  
Anonymous

—

Why couldn't they cover their necks? They make turtle necks.

You could also ask that they use concealer on anything on their faces.

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-----  
Original Message:

Sent: 04-19-2018 16:47

From: Anonymous

Subject: 2 Different Tattoo Policies

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OP here - they had them high up on their necks and all over their hands. I think one even had something (not offensive) on his face near his hairline.

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---

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Apr 20, 2018 7:53 AM

[Monica Kennedy](#)

I have tattoos but keep them covered even though we don't have a policy at my current office, but that's just me.

[CAROLYN SCHATZBERG](#), 04-19-2018 16:47

I also keep mine covered. It's actually something I think about when I get new ink. I purposely avoid putting any on my arms for that reason. Even though tattoos are becoming more accepted in the workplace, I've found that there is still some stigma against them in the upper management/executive levels.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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-----  
Original Message:  
Sent: 04-19-2018 16:47

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From: CAROLYN SCHATZBERG  
Subject: 2 Different Tattoo Policies

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Carolyn Schatzberg  
HR Manager  
Bethpage, NY

---

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Apr 20, 2018 8:13 AM  
Anonymous

—

#9 I don't think that is very realistic. A lot of companies are being more accepting of tattoos and unemployment is low...if I were one of these people and had the choice between a turtleneck and concealer or just working somewhere where the company was okay with visible tattoos I think I would choose the latter...

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Thank you.

---

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Apr 20, 2018 9:03 AM

[CAROLYN SCHATZBERG](#)

Monica I do the same thing I have them on the upper part of both my arms down to my elbows but I won't go any further. I was never in an office setting that I could wear anything that my arms weren't at least partly covered.

-----  
Carolyn Schatzberg  
HR Manager  
Bethpage, NY  
-----

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-----  
Original Message:  
Sent: 04-20-2018 07:53  
From: Monica Kennedy  
Subject: 2 Different Tattoo Policies

I have tattoos but keep them covered even though we don't have a policy at my current office, but that's just me.

[CAROLYN SCHATZBERG](#), 04-19-2018 16:47

I also keep mine covered. It's actually something I think about when I get new ink. I purposely avoid putting any on my arms for that reason. Even though tattoos are becoming more accepted in the workplace, I've found that there is still some stigma against them in the upper management/executive levels.

-----  
Emmy  
HR Manager  
Stafford, VA

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Apr 20, 2018 9:14 AM

Anonymous

—

#9 I don't think that is very realistic. A lot of companies are being more accepting of tattoos and unemployment is low...if I were one of these people and had the choice between a turtleneck and concealer or just working somewhere where the company was okay with visible tattoos I think I would choose the latter...

Anonymous, 04-20-2018 08:12

I agree. No way would I be wearing a turtleneck every day. My company has a no tattoo policy. Dumbest thing ever. I wear a bandaid on the back of neck every time I wear my hair up to cover my super cute non-offensive tattoo.

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-----  
Original Message:

Sent: 04-20-2018 08:12

From: Anonymous

Subject: 2 Different Tattoo Policies

—

#9 I don't think that is very realistic. A lot of companies are being more accepting of tattoos and unemployment is low...if I were one of these people and had the choice between a turtleneck and concealer or just working somewhere where the company was okay with visible tattoos I think I would choose the latter...

Original Message:

Sent: 04-19-2018 16:49

From: Anonymous

Subject: 2 Different Tattoo Policies

—

Why couldn't they cover their necks? They make turtle necks.

You could also ask that they use concealer on anything on their faces.

Original Message:

Sent: 04-19-2018 16:47

From: Anonymous

Subject: 2 Different Tattoo Policies

—



OP here - they had them high up on their necks and all over their hands. I think one even had something (not offensive) on his face near his hairline.

Original Message:

Sent: 04-19-2018 16:37

From: Anonymous

Subject: 2 Different Tattoo Policies

—

Recently, we have had to turn down several qualified candidates for field staff positions because they had no way to cover their tattoos.

Anonymous, 04-19-2018 14:54

I'm just curious what tattoos they had that they were unable to cover.

Original Message:

Sent: 04-19-2018 14:54

From: Anonymous

Subject: 2 Different Tattoo Policies

—

I work for a private company. We have had a long-standing policy of all tattoos must be able to be covered somehow. That has been in place for our corporate staff as well as our field staff. We are a professional environment and consider ourselves benchmark in our industry for all staff. We don't even have jeans Friday. We are office attire 5 days a week. Our field staff wears a specific uniform 5 days of the week.

However, our company is growing and our field staff is highly specialized group and hard to recruit for those positions. Recently, we have had to turn down several qualified candidates for field staff positions because they had no way to cover their tattoos. However, we recognize in the industry they come from tattoos are common place. By removing the no visible tattoos for field staff we would greatly open up our candidate of highly qualified and desirable candidates.

Leadership wants to implement 2 separate tattoos policies - one for field staff and one for corporate/support staff. I've been researching and I'm fully aware of the possibility of discrimination due to religious tattoos and other reasons.

What I'm looking for help on is how to draft 2 different policies with sufficient support to show why we have 2 different policies.

Any advice on where I might find some resources?

Thank you.

---

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Apr 19, 2018 2:45 PM

[Trish Carroll](#)

We are switching insurance companies this year. The insurance forms have a waiver section if you are not interested in coverage. I was told today that I will have to list the following information for each waiver on the new companies spreadsheet as well as all the new enrollees information.

Ø Waiver

**All information is required,**

- § **Name**
- § **SSN: if information has been provided (if not, you can place zero (EE waiver only)**
- § **DOB,**
- § **Gender**
- § **Full Address**
- § **Email is optional**
- § **Columns S-V (other coverage, hours worked and start date)**
- § **Column W (Waiver) must have reason for waiving**

My question is: Why would they need this personal information if they are not enrolling? I did not find anything in the employer contract or the employee enrollment form that requires providing this information, in fact, many only printed and signed their name.

I do not want to give out personal information that is not necessary. The insurance company is trying to tell me it is required. However, I spoke with several of the employees who waived enrollment and they said they did not want their personal information shared. They only signed the decline because they were told to by our CFO, which he did so that we know everyone made a decision.

I can see them needing to know why they waived, but that is all. I can't seem to find anything online about this. Any advice would be great.

Thanks,  
Trish Carroll  
Human Resources



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Apr 19, 2018 3:35 PM

Anonymous

—

Any chance they are going to be doing your 1095's for you?

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-----

Original Message:

Sent: 04-19-2018 14:46

From: Trish Carroll

Subject: Open Enrollment question

We are switching insurance companies this year. The insurance forms have a waiver section if you are not interested in coverage. I was told today that I will have to list the following information for each waiver on the new companies spreadsheet as well as all the new enrollees information.

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Thanks,  
Trish Carroll  
Human Resources



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Apr 19, 2018 3:36 PM  
Anonymous

Review the ACA - it's required under there for 1095's.

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-----  
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Sent: 04-19-2018 14:46

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Thanks,  
Trish Carroll  
Human Resources



---

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Apr 19, 2018 4:00 PM  
Anonymous

—

If these employees require coverage later, they will have special enrollment rights if they waive now because they have other coverage. It looks like this company is getting that documentation as well.

Anonymonk

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---

Original Message:  
Sent: 04-19-2018 14:46

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From: Trish Carroll  
Subject: Open Enrollment question

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Thanks,  
Trish Carroll  
Human Resources



---

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Apr 19, 2018 2:40 PM  
Anonymous

—

Is a company required to get documentation of divorce (date) when an employee wants to drop medical coverage for their spouse? He did complete and sign the Enrollment/Change Form to drop spouse coverage due to the 'qualifying event' and put an effective date on it. Is that enough, or do you require a copy of the divorce decree?

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Apr 19, 2018 2:41 PM  
Anonymous

—

We require documentation for all mid-year insurance changes.

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-----  
Original Message:

Sent: 04-19-2018 14:40

From: Anonymous

Subject: Documentation of Divorce to Drop Coverage

—

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---

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Apr 19, 2018 2:49 PM  
Anonymous

—

Thanks. What do you require in the case of divorce? It's such a personal thing that I don't want to be insensitive when asking.

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-----  
Original Message:  
Sent: 04-19-2018 14:41  
From: Anonymous  
Subject: Documentation of Divorce to Drop Coverage

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Original Message:  
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Apr 19, 2018 3:09 PM  
[Mark Michaels](#)



What do you require in the case of divorce?

Anonymous, 04-19-2018 14:48

The decree of dissolution would be one document that would suffice for the Qualifying Life Event.

-----  
Mark Michaels SHRM-CP  
HR Manager  
Mukilteo WA  
-----

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-----  
Original Message:  
Sent: 04-19-2018 14:48  
From: Anonymous  
Subject: Documentation of Divorce to Drop Coverage

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Sent: 04-19-2018 14:41  
From: Anonymous  
Subject: Documentation of Divorce to Drop Coverage

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Sent: 04-19-2018 14:40  
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---

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Apr 19, 2018 3:11 PM

Anonymous

—  
We require the decree. In my state the relevant info is right on the first page so employees just provide that page only.

Before we required documentation we had an employee drop his wife citing divorce when they were not even legally separated. Personal sure, but much easier to get documentation upfront than deal with the headache later.

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-----  
Original Message:

Sent: 04-19-2018 14:48

From: Anonymous

Subject: Documentation of Divorce to Drop Coverage

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Apr 19, 2018 2:38 PM  
Anonymous

—

Can someone provide me ideas on how to keep a pipeline of candidates for labor positions? My recruitment experience is limited.

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Apr 19, 2018 2:28 PM  
[Allison Majane](#)

Hi,

I am reaching out because my company wants to use a new vendor to administer their compliance trainings (code of conduct, anti-harassment, etc.). I am looking for vendor recommendations  
Thanks!

-----  
Allison Majane  
HR Operations Specialist  
Monotype  
Woburn MA  
-----

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Apr 19, 2018 2:23 PM  
Anonymous

—

We had a someone come in yesterday to complete the new hire paperwork. He admitted he is not authorized to work in the US. Due to how our payroll/HRIS works I had to enter him the day before so it upload then we can scan his finger when he is here. I termed him as of yesterday in the system.

Can I shred the paperwork he completed including the application? We are not required to complete the EEC-01.

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Apr 19, 2018 2:25 PM  
Anonymous

—

What is an EEC-01? Do you mean the EEO-1 report? If so, that has absolutely nothing to do with applicants - as that's what he can be considered, since he didn't work for you.

Keep his information according to application retention guidelines. Why would you shred any kind of employment document when it's so new?

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-----  
Original Message:  
Sent: 04-19-2018 14:22  
From: Anonymous  
Subject: not authorized to work in the US

—

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---

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Apr 19, 2018 2:26 PM  
Anonymous

—

Keep the paperwork since he is in your system and document.

Did he do any work at all? You may need to pay him for that time.

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-----  
Original Message:

Sent: 04-19-2018 14:22

From: Anonymous

Subject: not authorized to work in the US

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---

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Apr 19, 2018 2:15 PM  
Anonymous

Good Afternoon, I am looking for supporting documentation as to HOW MANY qualifying events a person can have during a plan year. I would believe as long as they meet the requirement of a Qualifying Event . there is no restriction as to the limit but our previous PEO restricted to one per year so I am trying to find documentation this reasoning to I understand why they restricted the changes to one year. I have found multiple sources as to what IS a Qualifying Event but nothing that speaks to the NUMBER of Qualifying Events allowed. Thank you.

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Apr 19, 2018 2:22 PM  
Anonymous

There is no limit. As long as the event qualifies and is consistent with the request (i.e., you can't drop coverage because you had a baby - dropping is inconsistent with adding), and as long as the QE is listed in your Section 125 plan document, you have to process the change.

Section 125 lists QEs employers may choose to include in their plans. Ultimately, you go by what is listed in the plan - not by what is listed in the regs.

Anonymousk

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-----  
Original Message:

Sent: 04-19-2018 14:14

From: Anonymous

Subject: S125 Qualifying Events - Number Allowed??

Good Afternoon, I am looking for supporting documentation as to HOW MANY qualifying events a person can have during a plan year. I would believe as long as they meet the requirement of a Qualifying Event . there is no restriction as to the limit but our previous PEO restricted to one per year so I am trying to find documentation this reasoning to I understand why they restricted the changes to one year. I have found multiple sources as to what IS a Qualifying Event but nothing that speaks to the NUMBER of Qualifying Events allowed. Thank you.

---

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Apr 19, 2018 2:25 PM

Anonymous

—  
Not the OP, Can the plan limit the # of QE per year?â€‹

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-----  
Original Message:

Sent: 04-19-2018 14:22

From: Anonymous

Subject: S125 Qualifying Events - Number Allowed??

—

There is no limit. As long as the event qualifies and is consistent with the request (i.e., you can't drop coverage because you had a baby - dropping is inconsistent with adding), and as long as the QE is listed in your Section 125 plan document, you have to process the change.

Section 125 lists QEs employers may choose to include in their plans. Ultimately, you go by what is listed in the plan - not by what is listed in the regs.

Anonymonk

Original Message:

Sent: 04-19-2018 14:14

From: Anonymous

Subject: S125 Qualifying Events - Number Allowed??

—

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Apr 19, 2018 2:26 PM

Anonymous

—

No.

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-----  
Original Message:

Sent: 04-19-2018 14:24

From: Anonymous

Subject: S125 Qualifying Events - Number Allowed??

—

Not the OP, Can the plan limit the # of QE per year?â€‹

Original Message:

Sent: 04-19-2018 14:22

From: Anonymous

Subject: S125 Qualifying Events - Number Allowed??

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Anonymonk

Original Message:

Sent: 04-19-2018 14:14

From: Anonymous

Subject: S125 Qualifying Events - Number Allowed??

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Apr 19, 2018 3:24 PM

[Cheryl Glas](#)

Following .. Anonymonk, when you say you must go with what is listed in the plan not in the regs .. are you referencing the carrier document? In short, if I wanted to research for my plan, where would I see this listed? Thank you.

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Apr 19, 2018 2:11 PM

Anonymous

—

We had an employee call out sick Monday, and Tuesday morning. Tuesday afternoon he texted supervisor indicating he still did not feel well and needed to take the rest of the week and next week off as vacation.

We've tried to reach him and have asked him to call us. He hasn't returned any phone calls or sent further text messages to date.

What are our options at this point?

Do we consider it job abandonment if we do not hear from him by tomorrow?

Should we put it in writing to contact us by a certain date? What would be a reasonable amount of time, especially since he said he was not feeling well and needed to rest. Do we need a doctors note?

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Apr 19, 2018 2:13 PM  
Anonymous

—

Does FMLA apply to your company? If so, I would send paperwork.

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-----  
Original Message:  
Sent: 04-19-2018 14:10  
From: Anonymous  
Subject: MIA Employee

—

We had an employee call out sick Monday, and Tuesday morning. Tuesday afternoon he texted supervisor indicating he still did not feel well and needed to take the rest of the week and next week off as vacation.

We've tried to reach him and have asked him to call us. He hasn't returned any phone calls or sent further text messages to date.

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---

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Apr 19, 2018 2:22 PM  
Anonymous

—

He told you he would need to be off the rest of the week, so no, common sense says it's not job abandonment.

Send FMLA paperwork (if applicable) and follow up next week if he doesn't return or you don't hear from him on Monday. If he doesn't respond, reach out to the emergency contact.

Follow your policies as to if you need a doctors note or not.

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-----  
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---

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Apr 19, 2018 2:29 PM

Anonymous

—  
I would not consider this job abandonment since the employee told the company he would need that time off. As the other responder said, I would issue FMLA paperwork (via certified mail) since he is claiming he is ill. If he fails to provide the paperwork past the due date, you can issue a denial of FMLA and proceed on with whatever your attendance policy says is appropriate.

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-----  
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From: Anonymous

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---

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Apr 19, 2018 2:32 PM

Anonymous

—

We want to make sure he's okay.

You cannot just say you need 8 days off, and not provide further details and decide it's okay to take the time without any approval.

If applicable he would qualify for FMLA but again he has failed to provide further communication with us of what exactly is going on. My question is what is a reasonable time to give him to reach out to us since we have not heard from him since Tuesday.

Do we wait the 8 days he indicated? OR -Do I tell him to give me a call back by tomorrow and if I don't hear from him by Monday consider it a job abandonment at that point since it would have been 3 days of no communication?

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-----  
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Send FMLA paperwork (if applicable) and follow up next week if he doesn't return or you don't hear from him on Monday. If he doesn't respond, reach out to the emergency contact.

Follow your policies as to if you need a doctors note or not.

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Sent: 04-19-2018 14:10  
From: Anonymous  
Subject: MIA Employee

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Apr 19, 2018 2:42 PM  
Anonymous

—

Its NOT job abandonment. The employee has told you he needs time off for an illness and for how long. Send him the FMLA paperwork, when it is returned designate accordingly. He has 15 days, plus another 7, to provide answers.

He as told you what is going on, he is unwell, perhaps he does know what it going on, perhaps their is a contagion period but he prefers not to share. His exact diagnosis is not your business really. All you need to care about is a dr has certified and SHC and needs a certain amount of time off . Your employee may not understand that FMLA could apply. Use this as an opportunity to give him information he needs to get this time certified.

If it turns out the employee actually took time off that was not FMLA and he lied, follow your attendance policy.

This sounds like when my ex got shingles, he knew he would be back in X number of days when he was no longer contagious, told his boss who was fine with it. I insisted that he contact HR for FMLA paperwork to be official.

You cannot just say you need 8 days off, and not provide further details and decide it's okay to take the time without any approval.

If applicable he would qualify for FMLA but again he has failed to provide further communication with us of what exactly is going on. My question is what is a reasonable time to give him to reach out to us since we have not heard from him since Tuesday.

Do we wait the 8 days he indicated? OR -Do I tell him to give me a call back by tomorrow and if I don't hear from him by Monday consider it a job abandonment at that point since it would have been 3 days of no communication?

Anonymous, 04-19-2018 14:32

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Original Message:

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From: Anonymous

Subject: MIA Employee

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Apr 19, 2018 2:46 PM

Anonymous

—

My question is what is a reasonable time to give him to reach out to us since we have not heard from him since Tuesday.

Anonymous, 04-19-2018 14:32

He has reached out. He indicated he needs time off for a medical condition. I would send the paperwork now.

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-----  
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Subject: MIA Employee

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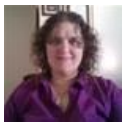
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Apr 19, 2018 3:54 PM

[Monica Kennedy](#)

This isn't job abandonment. He called in sick two days, then asked for an extension as vacation time. That should all fall under standard sick/vacation policies. Even if the employee doesn't have enough hours accrued for sick or vacation leave, he could still be protected under FMLA. Since this started as sick leave, I would initiate FMLA process, despite not knowing all the details. Once you

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know there *could* be a qualifying event or illness, you are responsible for providing FMLA if applicable. The employee can decline it, but employers still have to offer it.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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Apr 19, 2018 4:09 PM  
Anonymous

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Sure you can. What about people that get in car accidents? He told you he needs the time. He's obviously going through something to take a week off work.

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Listen to what people are telling you and send the FMLA paperwork via certified mail. Most companies have a policy where if someone is out for three days (whether they know the reason or not), that triggers FMLA.

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Apr 19, 2018 4:32 PM

Anonymous

Thank you all for your help and advice with this.

I will go ahead and send him the FMLA paper work via certified mail.

I counted 8 days because he took two sick days this week and asked for the rest of the week and next week off.

I'll ask him to reach out to us by Monday April 23 to confirm he will be back on Monday April 30.

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Apr 19, 2018 2:11 PM

[Kari Novelli](#)

Hello,

I am the HR manager for a manufacturing company of about 70 EE's. We are a pretty flexible company for the most part and try to support a good work/life balance for our ee's. In the past if ee's

were out of vacation time and still wanted to take a day off (day without pay) we have granted it, unless it was going to somehow affect a delivery. We did not have a specific policy in place for this because it always just worked.

We now have a new manager in operations who is wanting a black and white policy put in place. I was wondering if anyone has a policy for unpaid time off that I could reference.

Thank you in advance for your help.

Kari

Kari

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Apr 19, 2018 2:15 PM  
Anonymous

—

I wouldn't make a policy change based on the request of one manager. We go through a process that involves the rest of the management team, discussion with ownership. The ownership team confers with HR, we evaluate the need for the change (what are we trying to accomplish, what problem are we trying to solve), and only ownership can approve a new policy.

That's what I would do here.

Anonymonk

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Original Message:

Sent: 04-19-2018 14:10

From: Kari Novelli

Subject: Unpaid time off policy

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Kari

Kari

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Apr 19, 2018 2:16 PM

Anonymous

I would prefer to not have a written policy.

Having one ties the manager's hands.

Does this new manager realize this? If it's in writing, he'll have to withhold it, even when that star player finds himself in a pickle and needs an exception. Or, when that dreg continually pushes the limit, but just not enough to violate the written policy.

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Kari â€‹

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Kari  
-----

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Apr 19, 2018 2:31 PM

[Kristen Lopian](#)

Hi Kari,

The jest of our policy is as follows: We have unpaid time available that EE's can use then make up. Max unpaid without being FMLA qualified is 40 hours. If they can't make it up during the week that it occurred, then it remains unpaid. They can only use unpaid after they have exhausted their pto.

-----  
Kristen Lopian  
National Human Resources Manager  
InStream, LLC  
Buffalo, NY  
-----

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Kari &#x2191;

-----  
Kari  
-----

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Apr 19, 2018 2:36 PM

Anonymous

—

I wouldn't overthink it. If he wants a policy, give him what you just typed here. Maybe make the language a little more formal.

ee's were out of vacation time and still wanted to take a day off (day without pay) we have granted it, unless it was going to some how affect a delivery.

[Kari Novelli](#), 04-19-2018 14:10

Run it by whoever is required for approval. I wouldn't "change" a policy at the request of just one manager but if he'd like a written guideline on what we're already doing, I don't see a big problem with it.

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 Apr 19, 2018 2:09 PM  
Anonymous

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I have a question regarding the SPHR exam. I currently have my PHR but looking to upgrade my certification.

When I took the PHR exam I used the SHRM learning system, but it appears that is no longer available. What materials would you suggest that would be the best to use for studying for this exam?

Also, I noticed that the exam content is going to be split to two separate exams (PHR, SPHR) effective August 1, 2018. Since I will be sitting for the exam after that date, are there any updated materials out yet that will focus on the new SPHR exam content?

---

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Apr 19, 2018 2:16 PM

Anonymus

—

The PHR and SPHR have always been two separate tests for two separate tests--the types of questions are different.

SHRM has their own learning system for their SCP/CP tests as they don't support the PHR/SPHR credentials.

For the SPHR, I used the Bogardus book and another book/test set I got off Amazon--it was \$40 so way cheaper. I can't recall the name but I found them to be better than the SHRM learning system used to take the PHR. I also found being able to apply my experience to the information is a big factor in the SPHR. The PHR was memorization, only, in my opinion.

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-----  
Original Message:

Sent: 04-19-2018 14:08

From: Anonymus

Subject: SPHR Exam Prep

—

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---

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Apr 19, 2018 2:39 PM  
Anonymous

—

Ok, yes, they have been two separate exams but the content outline has been the same. Since the content is changing August 1st, do you think it is still ok to use the current Bogardus book?

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---

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Apr 19, 2018 2:45 PM

Anonymous

—

Yes I used the Bogardus book for my SPHR. You are applying the information.

Bogardus will tell your exempt/non-exempt for the PHR, the SPHR will have you apply this knowledge

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Apr 20, 2018 8:37 AM

[Chloe Madden](#)

I took/passed the SPHR in Dec. of 2016, after having earned the PHR in 2002. The days of completing a Scantron form with a pencil are long gone, LOL. With the PHR I got a numerical score. That no longer happens, so I have no idea if I passed by a lot or a little. But not having to wait 4-6 weeks for the result? Priceless! (I know, I'm aging myself).

In any case, I found that purchasing several practice exams was very helpful and well worth the expense. The practice exams also show the right answer, which allowed me to research why it was the right answer. And yes, I used many of the same materials from PHR prep to prepare for the SPHR (textbooks from my courses for my master's degree, circa 2000), with supplements from Google. This was possible because most of the regs haven't changed much. That plus 20 years of broad HR experience was sufficient for me.

There are quite often two answers that look right, but one is "more" right than the other. If you can narrow it down to those two, you have pretty good odds of guessing correctly. My personal opinion is that they include some questions with somewhat misleading language, purposely to rattle the test-taker. Don't let those rattle you. You won't know everything, and that's fine. I was definitely unsure about whether I passed at the end of the exam, but I did!

Good luck!!

-----  
Chloe Madden, SPHR  
Director of HR  
KroLLDiscovery  
Mc Lean VA  
-----

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-----  
Original Message:  
Sent: 04-19-2018 14:08  
From: Anonymous  
Subject: SPHR Exam Prep

—  
I have a question regarding the SPHR exam. I currently have my PHR but looking to upgrade my certification.

When I took the PHR exam I used the SHRM learning system, but it appears that is no longer available. What materials would you suggest that would be the best to use for studying for this exam?

Also, I noticed that the exam content is going to be split to two separate exams (PHR, SPHR) effective August 1, 2018. Since I will be sitting for the exam after that date, are there any updated materials out yet that will focus on the new SPHR exam content?

---

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Apr 19, 2018 2:01 PM  
Anonymous

—

I'm the only one in the HR Department and did an I-9 audit once hired. I have found errors such as incomplete or missing I-9's for active employees. Do we complete new I-9's years after the hire date or use the OMB No 1615-0047; Expires 8/31/12 Form I-9, Employment Eligibility Verification Instructions which states "Employers must retain completed Form I-9s for three years after the date of hire or one year after the date employment ends, whichever is later". The instructions for the I-9 was changed 3/08/13 to state Employers must retain each employee's completed Form I-9 for as long as the individual works for the employer. It goes on to say Once the individual's employment ends, the employer must retain this form for either 3 years after the date of hire or 1 year after the employment ended, whichever is later.

We want to do what is right and keep from having fines if we are audited.

Thanks,

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Apr 19, 2018 2:05 PM  
Anonymous

—

I'm confused by your post, but if I'm picking it apart correctly, you should place a note of some kind on any I9's that you correct indicating why they're corrected.

As far as the purge dates, you have it listed correctly. Purge them when they're past the correct date.

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-----  
Original Message:  
Sent: 04-19-2018 14:00  
From: Anonymous  
Subject: I-9

—  
I'm the only one in the HR Department and did an I-9 audit once hired. I have found errors such as incomplete or missing I-9's for active employees. Do we complete new I-9's years after the hire date or use the OMB No 1615-0047; Expires 8/31/12 Form I-9, Employment Eligibility Verification Instructions which states "Employers must retain completed Form I-9s for three years after the date of hire or one year after the date employment ends, whichever is later". The instructions for the I-9 was changed 3/08/13 to state Employers must retain each employee's completed Form I-9 for as long as the individual works for the employer. It goes on to say Once the individual's employment ends, the employer must retain this form for either 3 years after the date of hire or 1 year after the employment ended, whichever is later.  
We want to do what is right and keep from having fines if we are audited.

Thanks,

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Apr 19, 2018 3:42 PM

[Diane Loving](#)

The problem is the verbiage now states that you must keep the I-9 for all active employees. What do you do if you do not have an I-9 for someone hired after the date of Nov. 6, 1986, or if the I-9 is incomplete?  
Example: employee hired 12/14/2010 No I-9 on file. Can you use the I-9 form with the statement of Employers must retain completed form I-9s for three years after the date of hire or one year after the date employment ends, whichever is later (8/07/09 - 8/31/2012) or do we need to complete an I-9 now?  
Example: employee filled out their portion of the I-9 but the employer didn't complete the form at the time of hiring. The person in HR now was not employed by the company at the time of the incomplete I-9.

-----  
Diane Loving  
HR Administrator  
Profile Custom Extrusions, LLC  
Rome GA  
-----

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---

-----  
Original Message:  
Sent: 04-19-2018 14:04  
From: Anonymous  
Subject: I-9

—  
I'm confused by your post, but if I'm picking it apart correctly, you should place a note of some kind on any I9's that you correct indicating why they're corrected.

As far as the purge dates, you have it listed correctly. Purge them when they're past the correct date.

Original Message:  
Sent: 04-19-2018 14:00  
From: Anonymous  
Subject: I-9

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We want to do what is right and keep from having fines if we are audited.

Thanks,

---

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Apr 19, 2018 3:55 PM  
Anonymous

—  
Can you use the I-9 form with the statement of Employers must retain completed form I-9s for three years after the date of hire or one year after the date employment ends, whichever is later (8/07/09 - 8/31/2012)

[Diane Loving](#), 04-19-2018 15:42

This is the regulation stating how long you need to keep TERMINATED I9's for. Use the current form for any active employee who doesn't have one completed and put a note on it stating why you're doing it now vs. then. EX - found in audit, etc.

employee filled out their portion of the I-9 but the employer didn't complete the form at the time of hiring. The person in HR now was not employed by the company at the time of the incomplete I-9.

[Diane Loving](#), 04-19-2018 15:42

Complete the employer portion and again, put a note on it.

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-----  
Original Message:

Sent: 04-19-2018 15:42

From: Diane Loving

Subject: I-9

The problem is the verbiage now states that you must keep the I-9 for all active employees. What do you do if you do not have an I-9 for someone hired after the date of Nov. 6, 1986, or if the I-9 is incomplete?

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Example: employee filled out their portion of the I-9 but the employer didn't complete the form at the time of hiring. The person in HR now was not employed by the company at the time of the incomplete I-9.

-----  
Diane Loving

HR Administrator

Profile Custom Extrusions, LLC

Rome GA

---

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Apr 19, 2018 3:58 PM  
Anonymous

—

I-9 retention requirements haven't changed.

All active employees hired after 1987 must have an I-9 on file and that's always been the requirement.

The destruction requirements are for terminated employees.

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-----  
Original Message:  
Sent: 04-19-2018 14:00  
From: Anonymous  
Subject: I-9

—

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We want to do what is right and keep from having fines if we are audited.

Thanks,

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Apr 19, 2018 3:59 PM  
Anonymous

—

Here is the link on I-9 retention form USCIS.

[www.uscis.gov/i-9-central/retain-and-store-form-i-9](http://www.uscis.gov/i-9-central/retain-and-store-form-i-9)

The M-274 handbook is also a good resource.

SHRM has good I-9 audit resources.

[www.shrm.org/resourcesandtools/tools-and-samples/...](http://www.shrm.org/resourcesandtools/tools-and-samples/...)

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-----  
Original Message:  
Sent: 04-19-2018 14:00  
From: Anonymous  
Subject: I-9

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Thanks,

---

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Apr 19, 2018 4:05 PM  
Anonymous

—

Complete the employer portion and again, put a note on it.

Anonymous, 04-19-2018 15:54

Hold up: Pause before you do this.

You will need to contact every employee with an incomplete I9 for one of 2 reasons (or both):

- 1) If Section 1 is incomplete, or has incorrect information (like birth date where the date of signature should be- very common) the employee needs to make this edit. Follow directions on the USCIS website- I9 central.
- 2) If Section 2 is incomplete or has incorrect information, you can correct it on a NEW I-9 form. BUT if it is missing any information under where it says certification, you cannot edit this without asking the employee to present documentation to you and inspecting it yourself. It is not enough to look at a photo copy of the document(s).

First thing first- get rid of all the I9s past their retention period. This goes without saying, but shred them.

There are step by step I9 audit directions on the USCIS website. I would not come here and ask someone how to do it- too many little details and they get flossed over here. This is your first audit and therefore your chance to become an I9 auditing expert. Do yourself the favor and give yourself the chance at development- go read how to do this properly, follow the steps, read the common errors, read how to fix errors that you find. All of this is available at I9 Central on the USCIS website.

Good luck!!

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-----  
Original Message:

Sent: 04-19-2018 15:54

From: Anonymous

Subject: I-9

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Can you use the I-9 form with the statement of Employers must retain completed form I-9s for three years after the date of hire or one year after the date employment ends, whichever is later (8/07/09 - 8/31/2012)

[Diane Loving](#), 04-19-2018 15:42

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employee filled out their portion of the I-9 but the employer didn't complete the form at the time of hiring. The person in HR now was not employed by the company at the time of the incomplete I-9.

[Diane Loving](#), 04-19-2018 15:42

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Original Message:  
Sent: 04-19-2018 15:42  
From: Diane Loving  
Subject: I-9

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-----  
Diane Loving  
HR Administrator  
Profile Custom Extrusions, LLC  
Rome GA

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Sent: 04-19-2018 14:04  
From: Anonymous  
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Original Message:  
Sent: 04-19-2018 14:00  
From: Anonymous  
Subject: I-9

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We want to do what is right and keep from having fines if we are audited.

Thanks,

---

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Apr 20, 2018 12:53 AM

[Laura Henderson](#)

This correction memo should help you:  
[community.shrm.org/viewdocument/...](http://community.shrm.org/viewdocument/...)

-----  
Laura Henderson  
Owner  
North County HR  
San Diego, California  
760-390-7357  
-----

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-----  
Original Message:  
Sent: 04-19-2018 14:00  
From: Anonymous  
Subject: I-9  
-----

I'm the only one in the HR Department and did an I-9 audit once hired. I have found errors such as incomplete or missing I-9's for active employees. Do we complete new I-9's years after the hire date or use the OMB No 1615-0047; Expires 8/31/12 Form I-9, Employment Eligibility Verification Instructions which states "Employers must retain completed Form I-9s for three years after the date of hire or one year after the date employment ends, whichever is later". The instructions for the I-9 was changed 3/08/13 to state Employers must retain each employee's completed Form I-9 for as long as the individual works for the employer. It goes on to say Once the individual's employment ends, the employer must retain this form for either 3 years after the date of hire or 1 year after the employment ended, whichever is later.

We want to do what is right and keep from having fines if we are audited.

Thanks,



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Apr 19, 2018 1:58 PM  
Anonymous

—

Is there a California or Federal law that requires employers to release employee information (address, SS, DOB, earnings, etc) to a collection agency for a "governmental agency"? Specifically, I have the County of San Bernardino's Collection Department sending a request for this information but it is not a court order, child support order, or wage garnishment. I've responded with "It is our policy that we verify, disclose or release employment information regarding any current or past employees upon the written request by, or with the written consent of, the individual to whom the record pertains. The only exceptions to this are pursuant to a legal subpoena, legal wage withholding orders from the Department of Children Services, Franchise State Tax Board or the IRS, or legal requests from federal and state government agencies that cite a federal and state regulation allowing us or requiring us to provide such information. Therefore, I am returning the attached request for information. Please provide the required information in order for us to furnish you with the desired information if this individual has been, or is, employed with us."

The lady called my receptionist and was adamant that they are a "governmental agency" and that we MUST provide this.

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Apr 19, 2018 2:02 PM  
Anonymous

—

Is it for tax garnishments?

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-----  
Original Message:  
Sent: 04-19-2018 13:58  
From: Anonymous  
Subject: Verification of employment - "governmental agency"

—

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Apr 19, 2018 2:09 PM

[Kristen Lopian](#)

In my experience, the government sends letters, lots of letters. They don't call. Sounds like an underhanded debt collector attempt. We have a CA location. Here's a link to an oldie but a goodie that I still reference time to time since CA is soooo fun:

[www.oag.ca.gov/sites/all/files/agweb/pdfs/privacy/...](http://www.oag.ca.gov/sites/all/files/agweb/pdfs/privacy/...)

As far as federal there are privacy acts and FOIL, but those generally don't govern private industry.

-----  
Kristen Lopian  
National Human Resources Manager  
InStream, LLC  
Buffalo, NY  
-----

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-----  
Original Message:  
Sent: 04-19-2018 13:58  
From: Anonymous

Subject: Verification of employment - "governmental agency"

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---

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Apr 19, 2018 5:00 PM

Anonymous

—

They do not share why they need or want the information. They did tell the receptionist that if I can fax back whether the person is "active" or "not active" that they would know whether to send the "garnishment".

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-----  
Original Message:

Sent: 04-19-2018 14:02

From: Anonymous

Subject: Verification of employment - "governmental agency"

—

Is it for tax garnishments?

Original Message:

Sent: 04-19-2018 13:58

From: Anonymous

Subject: Verification of employment - "governmental agency"

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Apr 19, 2018 5:15 PM

Anonymous

—

Yeah, that's not how it works. You should talk to them instead of your receptionist and ask them what the garnishment is before you release further information.

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-----  
Original Message:

Sent: 04-19-2018 16:59

From: Anonymous

Subject: Verification of employment - "governmental agency"

—

They do not share why they need or want the information. They did tell the receptionist that if I can fax back whether the person is "active" or "not active" that they would know whether to send the "garnishment".

Original Message:

Sent: 04-19-2018 14:02

From: Anonymous

Subject: Verification of employment - "governmental agency"

Is it for tax garnishments?  
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Apr 20, 2018 7:48 AM

[Monica Kennedy](#)

I would be very hesitant to release any personal information on my employee unless I received something in writing on letterhead with the request. Even then, if they claimed to be San Bernardino Collections, I'd do a little internet sleuthing to see if I could find anything about them. A quick google search came up with a lot of negative review and comments about them.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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-----  
Original Message:  
Sent: 04-19-2018 13:58  
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Apr 19, 2018 1:55 PM

[Cynthia Mann](#)

I work for a manufacturing plant that employs skilled and unskilled labor. One of our senior employees is a childhood-current personal friend of the owner's. He was hired when the company started 3 years ago with no relative experience. The owner needed hands and bodies to get the business off the ground and trained each employee. We now employ over 100 employees and are more selective about our new hires. The company is more comfortable knowing that his, other other company veteran's, knowledge and skill has been preserved.

The employee is a "shop employee" and has no supervisory, decision making responsibilities. He also has no influence on decision making, and zero first hand knowledge of our strategic planning. He absolutely HATES that he is not higher in the company's "chain of command" and is extremely jealous of the plant and operations manager and has become vindictive. He does not have the education, KSA, or any other qualifications (like leadership skills...) to move him to another position.

All the "shop employees" are aware of his relationship with the owner and rely on him for "insider information". This employee stirs up the workforce by spreading rumors and making others feel insecure about their continued employment. (Other employees don't know that his information is unreliable.) The owner is no longer involved with any of the employment process but got involved because this situation involved his buddy. The two agreed that his employment was unhealthy for the company and ultimately him and thought it best to part ways. However, the owner wants to help him with benefits and continued compensation during his job search.

Our company will be offering him a severance package but do not want to pay unemployment or be open to any future claims. Because of the circumstances, I am not sure how any of this works. Can I design an agreement that if he accepts severance, he forfeits the right to other monetary claims?? HELP!

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Apr 19, 2018 1:58 PM

Anonymous

—  
You need to work with an attorney to draft a severance agreement. NEVER pay severance without getting something in return. The agreement should spell out everything you are expecting/what he is agreeing to in return for this payment. Some things, like whether he gets unemployment, are not in your hands. A good labor attorney will be able to walk you through an agreement that will meet your needs. Most attorneys have templates to start with and you can build in from there.

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-----  
Original Message:

Sent: 04-19-2018 13:54

From: Cynthia Mann

Subject: Severance

I work for a manufacturing plant that employs skilled and unskilled labor. One of our senior employees is a childhood-current personal friend of the owner's. He was hired when the company started 3 years ago with no relative experience. The owner needed hands and bodies to get the business off the ground and trained each employee. We now employ over 100 employees and are more selective about our new hires. The company is more comfortable knowing that his, other other company veteran's, knowledge and skill has been preserved.

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All the "shop employees" are aware of his relationship with the owner and rely on him for "insider information". This employee stirs up the workforce by spreading rumors and making others feel insecure about their continued employment. (Other employees don't know that his information is unreliable.) The owner is no longer involved with any of the employment process but got involved because this situation involved his buddy. The two agreed that his employment was unhealthy for the company and ultimately him and thought it best to part ways. However, the owner wants to help him with benefits and continued compensation during his job search.

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Apr 19, 2018 2:04 PM  
Anonymous

—

A requirement that the employee waive statutory rights (like unemployment or workers' compensation) would probably invalidate the agreement. I agree that you should work with an attorney on this one, as state law might also affect what you should or shouldn't do.

Anonymonk

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-----  
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Sent: 04-19-2018 13:54

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Apr 19, 2018 2:13 PM





[Ivette Dupuis](#)

I'd probably just pay him to stay (go) away.

I.e. Keep him on the books (payroll), until he found other employment.

-----  
Ivette Dupuis SHRM-SCP  
Orlando  
-----

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Sent: 04-19-2018 13:54  
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Apr 19, 2018 2:35 PM  
Anonymous

—  
Although what Ivette suggests might be easiest, it is fraught with peril. It suggests he is still an employee, when he isn't, how long do you allow?, what if he gets hurt, can he claim WC? Bad precedents all around. As others have said, just get a severance agreement drafted. It should not cost much at all and then you are covered.

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-----  
Original Message:  
Sent: 04-19-2018 14:13  
From: Ivette Dupuis  
Subject: Severence

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Ivette Dupuis SHRM-SCP  
Orlando

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Apr 19, 2018 2:36 PM  
[Desmond Lee](#)

You need to draft a well-written separation agreement that contains waivers of all claims he could bring against your company. (Note that most states won't allow for private waivers of worker's compensation claims and the FLSA doesn't permits for private releases of federal wage claims.) I write these up quite frequently and, depending on the employee and particular state you're in, you'll need to include certain provisions in the agreement (e.g., OWBPA waiver if he's over 40 years old) to meet the specific situation you're facing.

I know the employee is a life-long friend of the owner: but the thing to do now is to cut ties with him via a separation agreement. Allowing him to get paid while he's looking for a job is a hugely bad idea. If he's not working but is getting salary continuation, there might be issues on whether you can still allow him to participate in your employee benefit plans. Some plan documents don't allow individuals who aren't employed from participating in them, so you'd have to refer to those plan documents to make sure everything is kosher in that respect.

The other thing is to word the agreement as a resignation. If he resigns and is required to sign a resignation letter you prepare, that cuts out a whole lot of claims related to termination, including unemployment benefits.

-----  
Desmond Lee  
Member  
Decarlo & Shanley  
Los Angeles CA  
-----

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Apr 19, 2018 2:39 PM  
Anonymous

—  
A resignation letter that is required to obtain severance pay would never hold up in my state.

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-----  
Original Message:

Sent: 04-19-2018 14:36

From: Desmond Lee

Subject: Severance

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-----  
Desmond Lee  
Member  
Decarlo & Shanley  
Los Angeles CA

---

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Apr 19, 2018 2:42 PM

Anonymous

—  
There is no reason to attempt to deny or dispute UI to this individual. You are terminating his employment. It is vindictive.

I get the idea that the owner feels he's paying him already and doesn't want to add to his expenses of UI but it is so minimal it isn't even worth causing a fuss over.

We have paid out dozens and dozens of severance packages over the years and would never even contemplate contesting one and we have paid out upwards of 40 weeks.

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Apr 19, 2018 2:45 PM  
[Desmond Lee](#)

I'm not sure why it wouldn't. Severance is optional, so is the offer to resign.

-----  
Desmond Lee  
Member  
Decarlo & Shanley  
Los Angeles CA  
-----

-----  
Original Message:  
Sent: 04-19-2018 14:39  
From: Anonymous  
Subject: Severence

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Sent: 04-19-2018 14:36  
From: Desmond Lee  
Subject: Severence

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Los Angeles CA

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Apr 19, 2018 2:47 PM

[Desmond Lee](#)

Agreed. Contesting unemployment benefits is usually a very bad idea. The only upside is that the former employee doesn't get unemployment. That will only get them thinking of ways to get back at you.

-----  
Desmond Lee  
Member  
Decarlo & Shanley  
Los Angeles CA  
-----

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-----  
Original Message:  
Sent: 04-19-2018 14:42  
From: Anonymous  
Subject: Severance

—

There is no reason to attempt to deny or dispute UI to this individual. You are terminating his employment. It is vindictive.

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Subject: Severence

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Apr 19, 2018 3:07 PM  
Anonymous

—

Ultimately the state decides if an ex employee is eligible for unemployment or not even if you contest it. I would not contest in this scenario.

In our state, a lump sum severance does not impact when you would receive unemployment, you would be immediately eligible to receive payment. If the severance is paid out over time, UI would not start until the severance stopped but the employee would still be eligible for UI.

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-----  
Original Message:  
Sent: 04-19-2018 14:47  
From: Desmond Lee  
Subject: Severence



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-----  
Desmond Lee  
Member  
Decarlo & Shanley  
Los Angeles CA

---

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Apr 19, 2018 1:50 PM  
Anonymous

—

Hi,

I'm an HR generalist working in a corporate office. This morning I received an anonymous letter saying that a temp employee that's been with us a few months has been taking extended lunches (90 minutes long), performance is questionable, and leaves for chunks of the day without telling anyone.

They mentioned this has been brought to the attention of the manager and nothing was done. This person is currently being considered for a full-time role.

Manager is currently out of office until Monday. I had a discussion with manager's supervisor who told me she wasn't aware of these issues. I'm having her sit down with the temp's coworkers to ask about his performance to substantiate claims.

I plan on following up with manager's supervisor today to see what co-workers said. I also plan on having her sit down with the manager and casually mention she was made aware of some issues regarding the temp, but not mention the specifics of how she found out and get his perspective.

Since he's a temp, I feel fairly comfortable terminating assignment if they feel there's enough there. Also if he doesn't get the full-time position we'll end his assignment in a few weeks anyway. So those are both are potential options based on how the conversations go. Is there anything else I should consider while going through this?

Thanks,

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Apr 19, 2018 1:55 PM

Anonymous

—

â€” Sorry, I would not have done any of the things you have already done based on an anonymous note. Sounds like he made someone unhappy (maybe someone who wants the role he is considered for) and you ran with it. At this point, have your conversation with the manager, perhaps there is a reason 'nothing was done' if it was brought to their attention.

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-----  
Original Message:

Sent: 04-19-2018 13:49

From: Anonymous

Subject: Anonymous Complaint regarding Temp employee

—

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Thanks,



Apr 19, 2018 2:02 PM

Anonymous

—  
You already messed up.

Why would you act on an anonymous report about an employee's performance? This is really no one's business but the manager of the temp, and yours if the manager asks you to let them go (assuming you're responsible for the staffing of the temp).

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Thanks,

---

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Apr 19, 2018 2:04 PM

Anonymous

^^^This right here...LOL.

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-----  
Original Message:

Sent: 04-19-2018 14:01

From: Anonymous

Subject: Anonymous Complaint regarding Temp employee

—  
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Sent: 04-19-2018 13:49

From: Anonymous

Subject: Anonymous Complaint regarding Temp employee

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Thanks,

---

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Apr 19, 2018 2:10 PM  
Anonymus

—  
The manager's supervisors were not aware of any issue, at this point, I would have put it on hold until the manager returned.

This was not an immediate, need to deal with it today issue. You brought it up to someone who didn't see it as an issue. I would not term the temp assignment without getting input from the managers.

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-----  
Original Message:

Sent: 04-19-2018 14:04

From: Anonymus

Subject: Anonymous Complaint regarding Temp employee

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From: Anonymus

page 220 of 432

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Apr 19, 2018 2:11 PM

Anonymous

—

I don't understand why you inserted yourself into this.

It is an anonymous note.

It isn't anything of major significance (in other words, action could wait until the supervisor returned).

You have no clue if this temp is working off site or running errands or projects for the supervisor.

You don't even know if the temp was actually paid for the extended lunches.

You don't know if the extended lunches were actually working lunches.

You don't know if the temp is working evenings at home making up for the lost time, if there is any.

You don't know what agreement the temp had with the supervisor regarding the schedule.

You stepped on the supervisor's toes by injecting yourself into this.

You're already assuming this temp needs to go - and you haven't spoken with the manager.

Even if the supervisor was at work, I, as HR, wouldn't have done such as extensive investigation in response to an anonymous note.

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-----  
Original Message:

Sent: 04-19-2018 13:49

From: Anonymous

Subject: Anonymous Complaint regarding Temp employee

—

Hi,

I'm an HR generalist working in a corporate office. This morning I received an anonymous letter saying that a temp employee that's been with us a few months has been taking extended lunches (90 minutes long), performance is questionable, and leaves for chunks of the day without telling anyone.

They mentioned this has been brought to the attention of the manager and nothing was done. This person is currently being considered for a full-time role.

Manager is currently out of office until Monday. I had a discussion with manager's supervisor who told me she wasn't aware of these issues. I'm having her sit down with the temp's coworkers to ask about his performance to substantiate claims.

I plan on following up with manager's supervisor today to see what co-workers said. I also plan on having her sit down with the manager and casually mention she was made aware of some issues regarding the temp, but not mention the specifics of how she found out and get his perspective.

Since he's a temp, I feel fairly comfortable terminating assignment if they feel there's enough there. Also if he doesn't get the full-time position we'll end his assignment in a few weeks anyway. So those are both are potential options based on how the conversations go. Is there anything else I should consider while going through this?

Thanks,

---

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Apr 19, 2018 2:44 PM

Anonymous

—

Hi,  
This is OP. Thank you for all of your feedback.

By going to the manager's supervisor I know the cat's already out of the bag.

The supervisor's manager is going to casually make the manager aware that they heard feedback on the temp and let them handle. The managers supervisor did talk to two workers who report into the manager asking how the temp is doing. So I told her to make the manager aware she did that so he doesn't find out after the fact.

Not an ideal situation, but I'll use it as a learning experience.

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---

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Apr 19, 2018 1:39 PM

[Danita Grant-Pea](#)

â€œ

My employer is in the process of researching nap spaces. Does anyone have a current Nap policy or guideline that you can share?

Thanks,

Danita

-----  
Danita Pea  
HR Manager  
Dallas  
-----

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Apr 19, 2018 1:47 PM

Anonymous

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—

First I suggest you don't call them nap rooms, we call them wellness rooms, for rest, naps or pump or yoga and stretching. Employees schedule as needed or on breaks. I have one regular 2X a day napper and three regular afternoon nappers--15 minutes each. Plus some random nappers and stretchers. I book the room when I need a do not disturb break and read. Employees must schedule use of space though so it does limit time and that helps.

We do not have a policy. You don't need one really We have never had any employee abusing the spaces, or time used.

We have had employees falling asleep at their desks but those were performance issues.

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-----  
Original Message:

Sent: 04-19-2018 13:39

From: Danita Grant-Pea

Subject: Nap Guideline/Policy

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-----  
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HR Manager  
Dallas  
-----

---

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Apr 19, 2018 1:55 PM



[Danita Grant-Pea](#)

Thank you for the feedback! We are considering the term nap spaces since it won't actually be a room. We will have designated pods for our employees to utilize. Thanks again--this was helpful!

-----  
Danita Pea  
HR Manager  
Dallas  
-----

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-----  
Original Message:  
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From: Anonymous  
Subject: Nap Guideline/Policy

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-----

Danita Pea  
HR Manager  
Dallas

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Apr 19, 2018 4:31 PM

[Erica Berthen](#)

I have no advice to offer, but heads up, I will be submitting my resume ASAP :)  
What a concept!

Erica Berthen  
Chernoff Diamond & Co., LLC  
Uniondale NY

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HR Manager  
Dallas

-----

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Apr 19, 2018 4:40 PM  
Anonymous

—  
During the lunch hour, there is always at least one door closed around here. The cushy chairs in the conference room are my favorite spot, personally. We don't have a nap policy but we most definitely have a nap culture. On rare occasions, I'll lay down during my 10 minute break but mostly, everyone sticks to lunch time and there is no abuse.

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-----

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Apr 19, 2018 4:48 PM

Anonymous

I'm not knocking this at all, this is just bizarre to me and I'm curious as to what other companies have.

I'm not sure how I'd feel walking into a job interview or a new job and knowing that there is designated space to sleep or "rest."

We have employees who walk during their break time or those who will just kick back and chat. We don't have anyone that chooses to nap behind closed doors - unless its a performance issue :)

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Subject: Nap Guideline/Policy

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HR Manager

Dallas  
-----

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Apr 19, 2018 4:51 PM

[CAROLYN SCHATZBERG](#)

My EE has asked for nap pods and even hammocks for our courtyard. I told them that it isn't a possibility because we share the courtyard and there's no space for "pods" however we have 4 "phone rooms" they can use. They're small so it would be like sleeping at your desk but they have used them.

-----  
Carolyn Schatzberg  
HR Manager  
Bethpage, NY  
-----

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-----  
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-----  
Danita Pea

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HR Manager  
Dallas

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Apr 19, 2018 4:58 PM  
Anonymous

—

We don't have anyone that chooses to nap behind closed doors - unless its a performance issue :)

Anonymous, 04-19-2018 16:48

I came back after a year long illness and the only way I made it through the first few months back was by sleeping on my lunch hour. I was still able to perform my job functions with no performance issues but I didn't have the stamina for a 9 hour day.

I was fortunate that our long time CFO was a huge proponent of "power naps" and encouraged them all around.

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-----  
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Apr 19, 2018 1:38 PM  
Anonymous

—

Good afternoon,

I am new to a company and there is an employee with a serious health condition who is constantly out of the office because of it. The manager spoke to me about it and let me know that it is becoming a hardship to her department. She has given her workload to other assistants and cannot give the employee anything else since she is out so much.

I went and spoke to the person who was handling this before I came and she said the lawyer informed her that we did not have to grant FMLA since she has already taken the twelve weeks due to the illness. Is this correct? Do we not have to offer it at this point since she has already exhausted the twelve weeks even before she filled out the WH-380?

The manager wants to offer her part time or per diem work because she no longer has any use for her. The employee is scheduled to have surgery soon but I am not sure if this will correct her attendance issues since there are multiple medical issues involved.

How would any of you handle this situation? This is not my area of expertise and I am learning as I go. Help!!

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Apr 19, 2018 1:43 PM

Anonymous

—

â€” Your statement "she already had the 12-weeks"

What does that mean? Was she off 12-weeks AND ON FMLA or she was just off 12-weeks?

If she was not provided FMLA protection for the 12-weeks you cannot go back and claim it is FMLA because they will be hurt by that retro-designation.

You will now need to offer her the full 12-weeks.

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-----  
Original Message:

Sent: 04-19-2018 13:38

From: Anonymous

Subject: Help! Employee with SHC

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---

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Apr 19, 2018 1:51 PM

Anonymous

—

I agree with the first response. If papers were properly filed and FMLA was used and there is no ADA involved, then you probably could part ways. I'd double check the ADA given the several "SHC" involved.

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-----  
Original Message:

Sent: 04-19-2018 13:42

From: Anonymous

Subject: Help! Employee with SHC

—

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Apr 19, 2018 2:05 PM  
Anonymous

—

What 12 month period method do you use? Rolling backward, calendar, fixed 12 month or rolling forward...

Depending on the method you use, she may be entitled to another FMLA leave.

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---

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From: Anonymous  
Subject: Help! Employee with SHC

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---

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Apr 19, 2018 2:18 PM

Anonymous

—

ohhhh this has the potential to get very ugly, very fast. I have lots of questions on this one. Don't focus on what the person handling it before told you that the lawyer said. Let's start from scratch and walk through this.

\* You have an employee with a pending leave of absence request.

- 1) Are you an FMLA covered employer? (I am assuming yes)
- 2) Is she an FMLA eligible employee? (I am also assuming yes).
- 3) Has the employee taken FMLA protected leave in the past? Meaning - the company provided correct notifications, received a complete certification and provided the correct designation notice to the employee.
- 4) Does the employee have a currently approved intermittent FMLA leave in process?
- 5) If the employee took FMLA in the past - how much leave did she take and when did she take the leave? Or if there is a current intermittent leave in place, are the absences in line with the certification? And how much FMLA time is remaining?
- 6) What FMLA tracking method do you use? Calendar year? Fixed year? Look forward? Rolling backward?
- 7) What state are you in?
- 8) Does ADA apply?

Where this could get tricky -

- \* if the employee took time off but the time was not properly designated as FMLA, then the employee could still have 12 weeks of FMLA available.
- \* if the employee took time off but enough time has passed that she still has available FMLA, she could have up to 12 weeks available.
- \* Remember, there is not hardship exemption for FMLA - just because an absence creates a hardship, doesn't mean you can just make the employee part-time or per diem. There are specific guidelines around when and if you can adjust a job for an employee on FMLA.
- \* Do not make a job change or terminate employment until you have all the facts.
- \* Additional leave time may or may not be a reasonable accommodation under ADA.

If you can provide more info, I'm happy to help you work through this.

Moon Willow

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---

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Apr 19, 2018 2:19 PM

Anonymous

—

What are the dates of the first leave and what is your FMLA tracking method? Maybe when you first consulted with the attorney she had no time left, but she could have a new entitlement depending on that information. I would provide her with a fresh set of FMLA paperwork - Eligibility Notice (once you figure that one out) and Rights/Responsibilities.

If she's not eligible for FMLA because of her hours of service or because she has no time left, then move on to the ADA. Begin the interactive process. The Job Accommodation Network is a great resource for that.

I wouldn't move towards termination or other job changes without first exploring the FMLA and ADA questions.

Anonymonk

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---

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Apr 19, 2018 3:04 PM

Anonymous

—

Moon Willow - To answer your questions

- 1) Are you an FMLA covered employer? (I am assuming yes) -**Yes**
- 2) Is she an FMLA eligible employee? (I am also assuming yes).**Yes**
- 3) Has the employee taken FMLA protected leave in the past? Meaning - the company provided correct notifications, received a complete certification and provided the correct designation notice to the employee. - **No**
- 4) Does the employee have a currently approved intermittent FMLA leave in process? **No**
- 5) If the employee took FMLA in the past - how much leave did she take and when did she take the leave? Or if there is a current intermittent leave in place, are the absences in line with the certification? And how much FMLA time is remaining? **N/A**
- 6) What FMLA tracking method do you use? Calendar year? Fixed year? Look forward? Rolling backward? **Rolling backward**
- 7) What state are you in? **NY**
- 8) Does ADA apply? **Maybe??**

Just to let you know, the person handling this before me has no HR experience so it has been very hard for me to get answers on many things and I am not sure if proper action has been taken on many many things. This being one of them. It seems like this employee was not given the proper notification. There is a WH - 380 on file for the employee. The "HR" person before me stated that this lawyer told her to give the employee the form just to shake her up.

I am thinking I need to start fresh with this employee. There were many things done terribly wrong.

Moon Willow

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I am new to a company and there is an employee with a serious health condition who is constantly out of the office because of it. The manager spoke to me about it and let me know that it is becoming a hardship to her department. She has given her workload to other assistants and cannot give the employee anything else since she is out so much.

I went and spoke to the person who was handling this before I came and she said the lawyer informed her that we did not have to grant FMLA since she has already taken the twelve weeks due to the illness. Is this correct? Do we not have to offer it at this point since she has already exhausted the twelve weeks even before she filled out the WH-380?

The manager wants to offer her part time or per diem work because she no longer has any use for her. The employee is scheduled to have surgery soon but I am not sure if this will correct her attendance issues since there are multiple medical issues involved.

How would any of you handle this situation? This is not my area of expertise and I am learning as I go. Help!!

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Apr 19, 2018 3:05 PM

Anonymous

—

Sorry I didn't mean to put "Moon Willow" at the end of my post. Long day. Smh

-----  
Original Message:

Sent: 04-19-2018 15:03

From: Anonymous

Subject: Help! Employee with SHC

—

Moon Willow - To answer your questions

1) Are you an FMLA covered employer? (I am assuming yes) -**Yes**

2) Is she an FMLA eligible employee? (I am also assuming yes).**Yes**

3) Has the employee taken FMLA protected leave in the past? Meaning - the company provided correct notifications, received a complete certification and provided the correct designation notice to the employee. - **No**

4) Does the employee have a currently approved intermittent FMLA leave in process? **No**

5) If the employee took FMLA in the past - how much leave did she take and when did she take the leave? Or if there is a current intermittent leave in place, are the absences in line with the certification? And how much FMLA time is remaining? **N/A**

6) What FMLA tracking method do you use? Calendar year? Fixed year? Look forward? Rolling backward? **Rolling backward**

7) What state are you in? **NY**

8) Does ADA apply? **Maybe??**

Just to let you know, the person handling this before me has no HR experience so it has been very hard for me to get answers on many things and I am not sure if proper action has been taken on many many things. This being one of them. It seems like this employee was not given the proper notification. There is a WH - 380 on file for the employee. The "HR" person before me stated that this lawyer told her to give the employee the form just to shake her up.

I am thinking I need to start fresh with this employee. There were many things done terribly wrong.

Moon Willow

Original Message:

Sent: 04-19-2018 14:18

From: Anonymous

Subject: Help! Employee with SHC

—

ohhhh this has the potential to get very ugly, very fast. I have lots of questions on this one. Don't focus on what the person handling it before told you that the lawyer said. Let's start from scratch and walk through this.

\* You have an employee with a pending leave of absence request.

1) Are you an FMLA covered employer? (I am assuming yes)

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3) Has the employee taken FMLA protected leave in the past? Meaning - the company provided correct notifications, received a complete certification and provided the correct designation notice to the employee.

4) Does the employee have a currently approved intermittent FMLA leave in process?

5) If the employee took FMLA in the past - how much leave did she take and when did she take the leave? Or if there is a current intermittent leave in place, are the absences in line with the

certification? And how much FMLA time is remaining?

6) What FMLA tracking method do you use? Calendar year? Fixed year? Look forward? Rolling backward?

7) What state are you in?

8) Does ADA apply?

Where this could get tricky -

- \* if the employee took time off but the time was not properly designated as FMLA, then the employee could still have 12 weeks of FMLA available.

- \* if the employee took time off but enough time has passed that she still has available FMLA, she could have up to 12 weeks available.

- \* Remember, there is not hardship exemption for FMLA - just because an absence creates a hardship, doesn't mean you can just make the employee part-time or per diem. There are specific guidelines around when and if you can adjust a job for an employee on FMLA.

- \* Do not make a job change or terminate employment until you have all the facts.

- \* Additional leave time may or may not be a reasonable accommodation under ADA.

If you can provide more info, I'm happy to help you work through this.

Moon Willow

Original Message:

Sent: 04-19-2018 13:38

From: Anonymous

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---

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Apr 19, 2018 6:37 PM



Anonymous

Based on the updated info, I agree you should start fresh now with FMLA docs. That way it's clear and a clean documentation trail. And it eliminates almost any risk.

And depending on the certification you'll have the info to know whether it has ADA potential.

Also, if your lawyer really did give that guidance, then get a new lawyer. Holy Cow.

Moon Willow

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-----  
Original Message:

Sent: 04-19-2018 15:03

From: Anonymous

Subject: Help! Employee with SHC

-----  
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- 4) Does the employee have a currently approved intermittent FMLA leave in process? **No**
- 5) If the employee took FMLA in the past - how much leave did she take and when did she take the leave? Or if there is a current intermittent leave in place, are the absences in line with the certification? And how much FMLA time is remaining? **N/A**
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- 8) Does ADA apply? **Maybe??**

Just to let you know, the person handling this before me has no HR experience so it has been very hard for me to get answers on many things and I am not sure if proper action has been taken on many many things. This being one of them. It seems like this employee was not given the proper notification. There is a WH - 380 on file for the employee. The "HR" person before me stated that this lawyer told her to give the employee the form just to shake her up.

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Sent: 04-19-2018 14:18

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Apr 19, 2018 6:38 PM

Anonymous

—

PS. You are handling this just fine. You're asking the right questions which is half the battle.

MW

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Sent: 04-19-2018 14:18  
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---

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Apr 19, 2018 1:31 PM  
Anonymous

—

Does anyone have a letter they are willing the share for position change within the company? I want to have it where it is the 90 days probationary period, etc. The company I'm working for doesn't have any offer letters that have used in the past. I've been trying to implement new process and changes since I've started and this is the first non-union position we have hired since I started.

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Apr 19, 2018 1:42 PM  
[Kristine Kalish](#)

â We use a change of employment form I got off the SHRM website

-----  
Kristine Kalish  
Director of Contracts



ICR, Inc  
Aurora CO

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-----  
Original Message:

Sent: 04-19-2018 13:30

From: Anonymous

Subject: Position Transfer Letter

—

Does anyone have a letter they are willing the share for position change within the company? I want to have it where it is the 90 days probationary period, etc. The company I'm working for doesn't have any offer letters that have used in the past. I've been trying to implement new process and changes since I've started and this is the first non-union position we have hired since I started.

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Apr 19, 2018 1:46 PM

Anonymous

—

Maybe I will need to look harder. I did a search and tried to find one before I posted. I will look again - thanks!

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-----  
Original Message:

Sent: 04-19-2018 13:42

From: Kristine Kalish

Subject: Position Transfer Letter

â We use a change of employment form I got off the SHRM website

-----  
Kristine Kalish  
Director of Contracts  
ICR, Inc

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Apr 19, 2018 3:54 PM

Anonymous

—

I want to have it where it is the 90 days probationary period, etc.

Anonymous, 04-19-2018 13:30

Why? I understand about documenting new positions/transfers with a letter for internal transfers, but I don't understand at all the need for reference to a probationary period. That makes no sense. The employee can either do the new job or not. And if there are performance issues 6 months later, the employer has the ability to deal with them through coaching and improvement plans. 90 day probationary period gives you nothing but can send a message to employee that is not the one you want to send. The employee transfers and wants to see this as new job/career for a while - a 90 day probationary period reference in the letter is not reinforcing that message.

AJ

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-----  
Original Message:

Sent: 04-19-2018 13:30

From: Anonymous

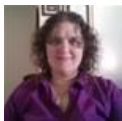
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Apr 20, 2018 11:27 AM

[Monica Kennedy](#)

I want to have it where it is the 90 days probationary period, etc.

Anonymous, 04-19-2018 13:30

I would not recommend this for an existing employee. The purpose of most probationary periods, specifically with new hires, is to ensure a cultural fit and ability to do the job. Once they are an established employee, the employer should know the employee's suitability before offering them a new role. You already know their work ethics, education, training, etc. An employee could get on the defensive if they think there's a chance they could be terminated for a change in duties.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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-----  
Original Message:  
Sent: 04-19-2018 13:30  
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Apr 19, 2018 1:25 PM

[Lindsay Catlow](#)

Hi HR friends!

Do any of you have a relatively new (2017/2018) NDA template you can send me? I'm looking at getting some updated forms for my company.

Thanks in advance!

Lindsay

-----  
Lindsay Catlow  
Senior Human Resources Generalist  
-----

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Apr 19, 2018 1:29 PM

Anonymous

—

Please see your company attorney to draft an NDA specific to your industry, company and state laws. Mine will not help you. Its a legally binding agreement written for MY company.

Also, my company paid hundreds of dollars to draft this NDA, I simply will not and can not share this document for free. My attorney would be angry I passed on his work for free.

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-----  
Original Message:  
Sent: 04-19-2018 13:25  
From: Lindsay Catlow  
Subject: Non Disclosure Agreement Template

Hi HR friends!

Do any of you have a relatively new (2017/2018) NDA template you can send me? I'm looking at getting some updated forms for my company.

Thanks in advance!

Lindsay

-----  
Lindsay Catlow  
Senior Human Resources Generalist  
-----

---

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Apr 19, 2018 1:16 PM

[Nicole Holder](#)

Does anyone have recommendations for Personality Profile Assessment Testing?

-----  
Wilsonville, OR  
-----

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Apr 19, 2018 1:20 PM

Anonymous

—

For whom/what purpose?

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-----  
Original Message:

Sent: 04-19-2018 13:16

From: Nicole Holder

Subject: Personality Profile Assessment Test

Does anyone have recommendations for Personality Profile Assessment Testing?

-----  
Wilsonville, OR  
-----

---

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Apr 19, 2018 2:26 PM

Anonymous

—  
We don't test for personality. We test for skill, motivators, and job match. Personality tests are a thing of the past, IMO. If you search these boards, you'll find this question comes up fairly regularly and you'll find previous recommendations. We use the TTI Success Insights.

[What Cornell says.](#)

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-----  
Original Message:

Sent: 04-19-2018 13:16

From: Nicole Holder

Subject: Personality Profile Assessment Test

Does anyone have recommendations for Personality Profile Assessment Testing?

-----  
Wilsonville, OR

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-----

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Apr 19, 2018 1:15 PM  
Anonymous

—  
Hello,

I was hoping that someone would be able to provide some advice on a current situation we are experiencing. We hired a staffing firm to assist us with temp to perm candidates. During the temp period, we told the staffing firm their candidate wasn't working and parted ways. Once we part ways with anyone, we do not pay commissions. The contractor hired an attorney and they are saying it's against FL law to not pay commissions, even if they are voluntary. Since she was never even our employee, we never paid her- we paid them.... do we have anything to be worried about?

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Apr 19, 2018 1:23 PM  
Anonymous

—  
Were commissions part of the agreement with the temp employee?  
If so, the agency may need to pay the employee (it's earned income) and bill you for it unless FL specifically states that agreed upon commissions don't need to be paid if someone is terminated.

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-----  
Original Message:  
Sent: 04-19-2018 13:14

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From: Anonymous  
Subject: Contractor/Staffing Firm

—

Hello,

I was hoping that someone would be able to provide some advice on a current situation we are experiencing. We hired a staffing firm to assist us with temp to perm candidates. During the temp period, we told the staffing firm their candidate wasn't working and parted ways. Once we part ways with anyone, we do not pay commissions. The contractor hired an attorney and they are saying it's against FL law to not pay commissions, even if they are voluntary. Since she was never even our employee, we never paid her- we paid them.... do we have anything to be worried about?

---

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Apr 19, 2018 1:08 PM  
Anonymous

—

Just curious, on average how long does your open enrollment period last?

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Apr 19, 2018 1:16 PM  
Anonymous

—

2 weeks.




-----  
Original Message:  
Sent: 04-19-2018 13:07  
From: Anonymous  
Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—  
  
Just curious, on average how long does your open enrollment period last?

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 Apr 19, 2018 1:21 PM  
Anonymous

—  
  
Three weeks. Some of this may be predicated on how many employees you have, how you conduct information meetings, etc. For example, you have to give the last group you present info to more than a day to decide!

-----  
Original Message:  
Sent: 04-19-2018 13:16  
From: Anonymous  
Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—  
  
2 weeks.  
Original Message:  
Sent: 04-19-2018 13:07  
From: Anonymous  
Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—

Just curious, on average how long does your open enrollment period last?

---

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Apr 19, 2018 1:39 PM  
Anonymous

—

2 weeks

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-----  
Original Message:

Sent: 04-19-2018 13:07

From: Anonymous

Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—

Just curious, on average how long does your open enrollment period last?

---

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Apr 19, 2018 1:47 PM  
Anonymous

—

45 days...however, they have more time than that to review the information (2 months)

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-----  
Original Message:  
Sent: 04-19-2018 13:07  
From: Anonymous  
Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—  
Just curious, on average how long does your open enrollment period last?

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Apr 19, 2018 1:51 PM  
[Kristen Lopian](#)

30 days. We have multiple locations.

-----  
Kristen Lopian  
National Human Resources Manager  
InStream, LLC  
Buffalo, NY  
-----

-----  
Original Message:  
Sent: 04-19-2018 13:47  
From: Anonymous  
Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

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From: Anonymous  
Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—

Just curious, on average how long does your open enrollment period last?

---

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Apr 19, 2018 2:18 PM  
Anonymous

—

115 EE company - 3 days.

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---

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Apr 19, 2018 3:39 PM

Anonymous

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—

3 Weeks

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Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—

Just curious, on average how long does your open enrollment period last?

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Apr 19, 2018 4:53 PM

Anonymous

—

HAHAHA in the last few years 3 days to 1 week.

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-----  
Original Message:

Sent: 04-19-2018 13:07

From: Anonymous

Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—

Just curious, on average how long does your open enrollment period last?

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Apr 19, 2018 6:27 PM

Anonymous

—  
Normally 5 business days--for my employees, the shorter the period the better! Give them too long & they forget, get too busy, procrastinate,etc.

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-----  
Original Message:

Sent: 04-19-2018 16:52

From: Anonymous

Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

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Original Message:

Sent: 04-19-2018 13:07

From: Anonymous

Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—  
Just curious, on average how long does your open enrollment period last?

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Apr 20, 2018 7:34 AM

[Monica Kennedy](#)

About two and a half weeks. We take two days the first week to give the presentations to the various shifts, then they have two additional weeks to complete enrollment in ADP.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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-----  
Original Message:

Sent: 04-19-2018 13:07

From: Anonymous

Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

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Just curious, on average how long does your open enrollment period last?

---

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Apr 20, 2018 8:15 AM

Anonymous

—

2 weeks

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-----  
Original Message:

Sent: 04-19-2018 13:07

From: Anonymous

Subject: HOW LONG DOES YOUR OPEN ENROLLMENT LAST

—

Just curious, on average how long does your open enrollment period last?

---

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Apr 19, 2018 1:05 PM  
Anonymous

—

My company has a "no hats in the office areas" policy. One of our new hires looked very uncomfortable when approached by his manager about this, because of his baldness. My manager asked me if we can still have the policy in place but make an exception to him. Obviously we don't want him to be so uncomfortable that he would leave, but we don't want everyone to start wearing hats. Does anyone know if/how we can make an exception that is legal and compliant? The only exceptions I am aware of are religious and/or cultural.

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Apr 19, 2018 1:07 PM  
Anonymous

—

We wouldn't allow unless he can provide some sort of medical documentation.

This is a slippery slope. The next thing you'll have is someone wanting to wear a hat to cover their gray hair. Or cover a bad haircut.

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-----  
Original Message:  
Sent: 04-19-2018 13:04  
From: Anonymous  
Subject: Exception to Dress Code Policy - No Hats except for...

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---

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Apr 19, 2018 1:07 PM  
Anonymous

—  
How often does this employee need to come into the office area? I'm assuming they don't work in the office?

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-----  
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Apr 19, 2018 1:14 PM

[Eric Emerson](#)

I'm always cold and wear a beanie hat pretty much 24/7. Not saying that is his issue. Not sure why there is a no hat policy. Unless it is to keep someone from wearing an offensive hat.

-----  
Eric Emerson SHRM-CP/PHR  
H.R. Manager  
Value Added Products  
Alva, Oklahoma  
-----

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-----  
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Apr 19, 2018 1:28 PM

Anonymous

—  
What is the purpose of the "no hat" policy?

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If you make an exception for this person that isn't tied to a medical or religious reason, you'll have others making the same request.

Personally, unless there's a safety reason, I'd look into dumping the policy.

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-----  
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---

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Apr 19, 2018 1:39 PM

Anonymous

—

Either dump the policy or enforce it in this case. I don't see any reason you'd make this accommodation for one person just because it makes him feel more comfortable. I'm sure anyone who prefers wearing a hat will say it makes them feel more comfortable.

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-----  
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---

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Apr 19, 2018 12:50 PM  
Anonymous

—

Hello,

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Thank you in advance for your help!

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Apr 19, 2018 12:57 PM  
Anonymous

—

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Anonymous, 04-19-2018 12:49

I'm sure the "snark police" are going to come for me, but please do yourself and your company a favor and review any applicable pregnancy related protections that may specific in your state (which we don't know). Further, figure out if you are covered under FMLA. You're over the employee threshold, but you mention multiple locations. Also, your own company policy may dictate what kind of additional leave/pay/benefits your employees are entitled to. Also, will STD (either company or State mandated) come into play?

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-----  
Original Message:

Sent: 04-19-2018 12:49

From: Anonymous

Subject: Not 1, but 2 Managers going on maternity leave

—

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Thank you in advance for your help!

---

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Apr 19, 2018 1:09 PM  
Anonymous

—  
  
OP, please familiarize yourself with any leave laws (FMLA or state) that may apply to you.

[www.dol.gov/whd/fmla](http://www.dol.gov/whd/fmla)

For maternity paid maternity leave, this depends on your policy. It can be paid through an STD plan, not at all, using available PTO, paid in full by your company or partially paid by any leave laws your state has.

We do not collect property from employees on leave. We simply put an out of office message on their email of who to contact. No sense in collecting those items. Employees, if medically cleared to do so, may work at home. We'd let the employee keep the car while on leave unless we needed it.

Their managers should prepare for who covers their workload not you. Your job is to any leave available, benefits and payroll related to the leave.

OP, you mention their is an HR manager, is this person your manager?

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Apr 19, 2018 1:37 PM

[Eric Emerson](#)

switch to filtered water in all fountains.

-----  
Eric Emerson SHRM-CP/PHR  
H.R. Manager  
Value Added Products  
Alva, Oklahoma  
-----

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Thank you in advance for your help!

---

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Apr 19, 2018 1:54 PM

Anonymous

—

LOL so funny.

At my first day of my very first HR job, I was walking around meeting the employees and in a 100 person company there were 10 pregnant women all due with in two months of each other. Half was the marketing team who were all due within our busiest quarter where you really don't want any absences even for a sick day.

We had a very bad, long running joke of not allowing any sort of baby or medical leave in Q4. (We would of course, we'd make it work.). And we could joke about that given our culture..

switch to filtered water in all fountains.

[Eric Emerson](#), 04-19-2018 13:36

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Original Message:  
Sent: 04-19-2018 13:36  
From: Eric Emerson  
Subject: Not 1, but 2 Managers going on maternity leave

switch to filtered water in all fountains.

-----  
Eric Emerson SHRM-CP/PHR  
H.R. Manager  
Value Added Products  
Alva, Oklahoma

---

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Apr 19, 2018 2:13 PM  
Anonymous

—  
In what state?  
Are you asking about you (the employer) continuing the wages, or do you have an STD insurance plan?  
Does FMLA apply? You are a covered employer. Are these employees eligible, do you know?

I don't even know where to begin planning for their leave of absence.

Anonymous, 04-19-2018 12:49

I hope you aren't working alone on this. I've been in this situation with outside sales reps in adjacent territories and worked closely with the regional manager on ideas. Actually, he came up with the ideas and ran them by me for my opinion and to make sure they were compliant. Keep the manager in the loop.

Is it standard to have maternity leave be paid for the full salary? Can you pay half the salary

Anonymous, 04-19-2018 12:49

Not knowing if FMLA or state law apply, or if this is being done through a carrier or not, I can tell you that you should follow a uniform process for your pregnant workers as you do for other employees taking leave for other reasons. What would you do if these were male managers who were going in for knee surgery at the same time?

Anonymonk

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-----  
Original Message:

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From: Anonymous

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Thank you in advance for your help!

---

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Apr 19, 2018 2:16 PM

Anonymous

—

Hey OP, What state are you in? May be able to help you a little more with more info...

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-----  
Original Message:

Sent: 04-19-2018 12:49

From: Anonymous

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Apr 19, 2018 2:42 PM

Anonymous

—

switch to filtered water in all fountains.

[Eric Emerson](#), 04-19-2018 13:36

I would second that. ^^^^

They seem to come in 3's be ready for another announcement.

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-----  
Original Message:

Sent: 04-19-2018 13:36

From: Eric Emerson

Subject: Not 1, but 2 Managers going on maternity leave

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-----  
Eric Emerson SHRM-CP/PHR

H.R. Manager

Value Added Products

Alva, Oklahoma

---

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Apr 19, 2018 12:34 PM

Anonymous

—  
I am a DOO and updating the employee handbook. I have heard many pros and cons about discipline policies. My question: Does your company include a discipline policy (progressive and/or other) in the employee handbook. I have heard it is better to just include a statement in the handbook to the effect that is policies are not followed discipline up to and including termination may occur. What are your feelings??

thanks

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Apr 19, 2018 12:43 PM

Anonymous

—

We do have a policy in the handbook. It's brief. Talks about the fact that we are an at-will employer and what that means, offenses (generally, not exhaustive) that are immediate grounds for TM, the steps that may be used in the the progressive disciplinary process, and the fact that we can accelerate that at our discretion.

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-----  
Original Message:

Sent: 04-19-2018 12:34

From: Anonymous

Subject: Discipline policy in employee handbook

—

I am a DOO and updating the employee handbook. I have heard many pros and cons about discipline policies. My question: Does your company include a discipline policy (progressive and/or other) in the employee handbook. I have heard it is better to just include a statement in the handbook to the effect that is policies are not followed discipline up to and including termination may occur. What are your feelings??

thanks

---

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Apr 19, 2018 12:57 PM

[Amanda Davis](#)

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Anonymous, 04-19-2018 12:42

This is pretty much what ours says as well. My boss likes to handle things case-by-case and doesn't want to be held to an outlined progressive disciplinary process.

-----  
Amanda Davis  
HRish Dept of 1  
-----

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-----  
Original Message:  
Sent: 04-19-2018 12:42  
From: Anonymous  
Subject: Discipline policy in employee handbook

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thanks

---

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Apr 19, 2018 12:59 PM  
Anonymous

—

^^ Samesies.

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-----  
Original Message:

Sent: 04-19-2018 12:56

From: Amanda Davis

Subject: Discipline policy in employee handbook

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Anonymous, 04-19-2018 12:42

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-----  
Amanda Davis  
HRish Dept of 1

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Apr 19, 2018 12:11 PM  
Anonymous

—

Has anyone signed up with the Tickets at Work Program? I just received a call from one of their representatives and was just wondering if it was worth it or there was a catch to it.

TIA

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Apr 19, 2018 12:18 PM

Anonymous

—

Our corporate headquarters signed up but our employees did not get the benefit as most of the tickets were out of our area. The employees just aren't regularly traveling to theme parks and the sporting events and theater tickets were not in our city--we are a major city too. I would check on the availability of actually being able to use the benefit.

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-----  
Original Message:

Sent: 04-19-2018 12:10

From: Anonymous

Subject: Tickets at Work Program

—

Has anyone signed up with the Tickets at Work Program? I just received a call from one of their representatives and was just wondering if it was worth it or there was a catch to it.

TIA

---

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Apr 19, 2018 12:23 PM

[Susana Guzman-Agle](#)





We did and for us it works wonderfully, we are close enough to 2 major cities (Philly and NY) so that there are enough great incentives for them.

Also they offer discounted vouchers for a lot of restaurants and they are not limited to big cities.

-----  
HR Yardley  
-----

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-----  
Original Message:  
Sent: 04-19-2018 12:10  
From: Anonymous  
Subject: Tickets at Work Program

—  
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TIA

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Apr 19, 2018 3:01 PM  
Anonymous

—  
We use them and have had good experience. They don't have a ton of local discounts but they do have great discounts to Orlando theme parks.

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-----  
Original Message:

Sent: 04-19-2018 12:10  
From: Anonymous  
Subject: Tickets at Work Program

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TIA

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Apr 19, 2018 3:58 PM

[Monica Kennedy](#)

My previous employer provided it, but I never saw a significant savings. Most of the benefits seem focused on Orlando, LA/Hollywood, Vegas, and NY. If you are outside those major metropolitan areas, employees won't get much benefit from the offers.

Another thing I didn't like about them was the tickets had to be picked up in person. I looked up Walt Disney World once, and the pickup location was inconvenient to the parks. If you flew into MCO and used the Magical Express and other Disney transportation options to get around, you could not easily get to the ticket place without a taxi or Uber. I think it was even farther if you were staying on Universal Studios properties.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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-----  
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From: Anonymous  
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TIA

---

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Apr 19, 2018 12:09 PM  
Anonymous

—

Are we allowed to cover an employee working for our US based organization who is a Canadian citizen?

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Apr 19, 2018 12:11 PM  
Anonymous

—

Is the employee working and living in the US on a visa?

Or is the employee a Canadian employee working and living in Canada?

Moon Willow

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-----  
Original Message:  
Sent: 04-19-2018 12:08

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From: Anonymous  
Subject: Canadian employee is making an FMLA request

—

Are we allowed to cover an employee working for our US based organization who is a Canadian citizen?

---

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[Reply to Group](#)



Apr 19, 2018 12:13 PM  
Anonymous

—

Interesting question.

Where does the person physically work? Here or in Canada? If in Canada, then no FMLA.

Do the employer, employee and situation meet the requirements?

[reedgroup.com/2017/01/03/...](http://reedgroup.com/2017/01/03/...)

anon #6 â€œ

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-----  
Original Message:

Sent: 04-19-2018 12:08

From: Anonymous

Subject: Canadian employee is making an FMLA request

—

Are we allowed to cover an employee working for our US based organization who is a Canadian citizen?

[Reply to Group](#)



Apr 19, 2018 12:15 PM  
Anonymous

—

If the employee is working in the US, you offer FMLA, assuming the employee meets all other eligibility requirements.

If the employee is living/working in Canada, he is not eligible for FMLA but could be eligible for Canadian leaves. We would offer FMLA like leave to this employee if he was not eligible for a Canadian leave.

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-----  
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[Reply to Group](#)



Apr 19, 2018 12:15 PM  
Anonymous

—

I don't think you can (or should) call a leave FMLA if it's not covered. Instead, handle it as a personal or non-FMLA medical (or other) leave. What would you do if a US employee wasn't eligible for FML but needed the time off?

How is the Canadian company/branch integrated with your main office?

Anonymonk

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-----  
Original Message:

Sent: 04-19-2018 12:08

From: Anonymous

Subject: Canadian employee is making an FMLA request

—

Are we allowed to cover an employee working for our US based organization who is a Canadian citizen?

---

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Apr 19, 2018 12:16 PM

[Erlyn Hernandez](#)

They are a Canadian citizen, living and working in Canada.

-----  
Erlyn Hernandez

Infectious Diseases Society of America

Arlington VA  
-----

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-----  
Original Message:

Sent: 04-19-2018 12:11

From: Anonymous

Subject: Canadian employee is making an FMLA request

—

Is the employee working and living in the US on a visa?

Or is the employee a Canadian employee working and living in Canada?

Moon Willow

Original Message:

Sent: 04-19-2018 12:08

From: Anonymous

Subject: Canadian employee is making an FMLA request

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Apr 19, 2018 12:20 PM

[Susana Guzman-Agle](#)

If the employees is not working in the US, then you can't call the leave FMLA.

Your company might have a similar global leave program that you could offer to this individual, but not sure if you have something like this.

Canada also offers a lot of very nice leaves for their employees take mimic FMLA. I would first check what he is legally entitled and then what your company offers.

-----  
HR Yardley  
-----

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-----  
Original Message:

Sent: 04-19-2018 12:14

From: Anonymous

Subject: Canadian employee is making an FMLA request

—

I don't think you can (or should) call a leave FMLA if it's not covered. Instead, handle it as a personal or non-FMLA medical (or other) leave. What would you do if a US employee wasn't eligible for FML but needed the time off?

How is the Canadian company/branch integrated with your main office?

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Sent: 04-19-2018 12:08

From: Anonymous

Subject: Canadian employee is making an FMLA request

—

Are we allowed to cover an employee working for our US based organization who is a Canadian citizen?

---

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Apr 19, 2018 12:21 PM

Anonymous

—

They are a Canadian citizen, living and working in Canada.

[Erlyn Hernandez](#), 04-19-2018 12:15

Then no. FMLA would not apply. But Canadian leave laws would likely apply.

You can certainly grant a leave that is in line FMLA, but it would not be FMLA. You will need to meet the Canadian standard as well.

Moon Willow

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-----  
Original Message:

Sent: 04-19-2018 12:08

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From: Anonymous  
Subject: Canadian employee is making an FMLA request

—

Are we allowed to cover an employee working for our US based organization who is a Canadian citizen?

---

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Apr 19, 2018 12:23 PM  
Anonymous

—

Hours worked off US soil don't count towards FMLA.

And if you offer a similar leave, don't call it FMLA and don't "protect" benefits unless there is a leave that requires it. Look to Canadian leaves as well as plan documents when it comes to benefit protection.

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-----  
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---

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Apr 19, 2018 12:48 PM  
Anonymous

—

Is he working in Canada? If not YES!!!

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-----  
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---

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Apr 19, 2018 12:19 PM  
Anonymous

—

Use the last day he actually worked, which would be the day you walked him out.

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-----  
Original Message:

Sent: 04-19-2018 11:54

From: Anonymous

Subject: Resigned but not working\_what is the last day

—

We have an employee who gave his two week notice and resigned as he accepted an offer with a competitor. Since he will be working with a competitor we asked him to stop working as of that day

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and decided to pay for his two weeks. His benefits will all end by the end of his month but I am not sure what date to use as his last day with us ? Is it the day he stopped working or the day till he is paid ? Is there an issue if he starts working for a new employer during this notice period ?

---

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Apr 19, 2018 12:21 PM

Anonymous

—

At our organization, we enter can enter in up to two dates. We have last day worked and last day on payroll. Today would be the last day worked and the resignation date would be paid through date.

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-----  
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Apr 19, 2018 12:23 PM

Anonymous

—

I would use his physical last day with you as his "last day worked", and have payroll processed to include all hours worked through this "last day" as well as a check for two weeks pay as "resignation notice pay through \_\_\_\_\_". This way, he can't say you've turned the resignation into a termination by not paying out those two weeks.

I would not maintain him on payroll for 2 additional weeks since he is not physically working for you.

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Apr 20, 2018 9:31 AM

Anonymous

—

In your case, his term date is his last day worked. It's not uncommon in these situations to pay them their notice (salespeople, etc). There will be no issues. Just document the situation.

Just curious, did he sign a non-compete agreement?

-----  
Original Message:  
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From: Anonymous  
Subject: Resigned but not working\_what is the last day

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Apr 20, 2018 11:01 AM  
[Monica Kennedy](#)

We use the last day they physically worked. With shift workers, they give 2 weeks notice to end on a Friday, but their shift hasn't worked since Wednesday, so we'd use Wednesday as the term date.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

-----  
Original Message:  
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From: Anonymous  
Subject: Resigned but not working\_what is the last day

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Apr 19, 2018 12:31 PM

Anonymous

—

I had an intranet page just for managers on our HRIS. We had a similar manager's guide to anon #2 posted there, which gave a very general overview of how hiring, discipline, reviews, terminations, etc work. The site also included all sorts of tutorials, calendars, guides... if one manager asked me for a resource, I would post it there because chances are someone else has/had the same question.

After a new manager was hired or promoted, I would send them an email that pointed out how to access the managers page and video tutorials on how to process time off transactions and approve time cards. Then I would meet with them a week later for managers training. They were expected to have reviewed the guide and come prepared with questions. â€œOften times, even if they weren't prepared, it wound up being a great conversation.

We also had additional manager training sessions before our annual review process began each year, and bi-annually we conducted a 3-part supervisors training that was a lot more in-depth.

I think the Supervisors handbook is a good starting point but training is also necessary.

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-----  
Original Message:

Sent: 04-19-2018 11:55

From: Anonymous

Subject: Supervisor Handbook

—

We did a managers guide regarding HR. It covers the entire employee timeline - hire to term, interview questions, processes, terminations, WC, FMLA, requisitions, safety, petty cash and other internal matters.

Make sure you do a training when you hand out the books and you reiterate. Don't just hand out the books and expect results.

Original Message:

Sent: 04-19-2018 11:43

From: KATHERINE GERLOFF

Subject: Supervisor Handbook

â€œGood morning! It is clear that we are not properly training our supervisors. Not on the job duties per se, but on their responsibility to represent the company and limit our liability. One of the

suggestions is to create a "Supervisors Handbook" to use in conjunction with our employment handbook. Does anyone here do this?

I would love to hear suggestions on what to include. The types of topics I am considering are: What NOT to ask in an interview. A supervisor's duty to initiate the FMLA or ADA process if they see an issue that warrants that. Responsibility to report potentially dangerous situations or serious violations of company policy.

We are a manufacturing facility in Virginia. Thank you in advance for any suggestions or advice.

-----  
KATHERINE GERLOFF SHRM-CP  
-----

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Apr 19, 2018 9:00 PM

[Darrel Keesee](#)

I agree with the others regarding the Supervisor's Handbook. While with a large medical center (4500+) we put together a training manual for supervisors and managers.

1. Core Values
2. Organizational Policies,
3. Exempt/Non-Exempt personnel dos and don'ts
  - a. interview question dos and don'ts,
  - b. personnel forms, (raises [payroll, finance reporting], disciplinary actions [tardiness, performance, probation, improvement actions], grade changes, status from non-exempt to exempt, referral [ADA, EAP, FMLA, Community Resources]
  - c. guidance on use of forms, [Examples of conduct, to what extent disciplinary actions can be used before referral, bench marks for performance to allow raises and stepped increments, process for transfers, termination procedures, etc]
  - d. contact numbers, HR (position acquisition, salary investigation, grade per qualifications, EE) Training (Medical, Administrative and Computer Database were separate), Labor Relations (Center has staff Labor Relations attorney, Staff Recruiting, HIPAA, Finance, Compliance, etc.).
  - e. Training also part of the program. As most supervisors or managers were exempt, there was a mandatory two day on-boarding that included many of the aforementioned items.
  - f. Intranet link was also provided with the same information with all forms in PDF for downloading and printing.

It was a positive experience as surveys indicated calls were seldom received. Most of the time it was because the binder was misplaced or they were calling to be reminded of the Intranet link to access the information.

Go For It! Very best of success!

-----  
Darrel Keesee M Ed C/HR, BSBA/M  
President/VP Human Resources  
ACS Group Inc.  
Mesa AZ  
-----

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-----  
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-----  
KATHERINE GERLOFF SHRM-CP  
-----

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Apr 20, 2018 9:16 AM

[Mary Dillman](#)

Excellent points made, especially about the need for providing supervisors/managers some type of training in addition to the handbook. Another consideration - how, and how often does HR interact with the management team to informally discuss business or operational goals and challenges and provide spot coaching? Regular, informal conversations with managers may provide "just in time" opportunities to advise and guide managers on these key processes.



-----  
Mary Dillman  
Flemington  
-----

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-----  
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-----  
KATHERINE GERLOFF SHRM-CP  
-----

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Apr 19, 2018 1:08 PM

[Leslea Bjornsen](#)

I would contact your EAP provider as well.

-----  
Leslea Bjornsen SHRM-CP  
Tempe  
-----

-----  
Original Message:  
Sent: 04-19-2018 11:42  
From: Anonymous  
Subject: Looking for a good FREE Workplace Violence Prevention Video

—  
  
Looking for suggestions for a FREE Workplace Violence Prevention video to share with our Managers. Thanks!

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Apr 19, 2018 1:09 PM  
[Amanda Davis](#)

Our insurance provider offers many online courses/videos. Check with yours and see if they offer anything that will work for you!

-----  
Amanda Davis  
HRish  
-----

-----  
Original Message:  
Sent: 04-19-2018 11:42  
From: Anonymous  
Subject: Looking for a good FREE Workplace Violence Prevention Video

—  
  
Looking for suggestions for a FREE Workplace Violence Prevention video to share with our Managers. Thanks!

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Apr 19, 2018 12:27 PM  
Anonymous

—  
The first time filling out short term disability claim docs & successfully getting the claim filed for an injured employee. Was a great feeling to know I had helped someone who simply needed to focus on getting well.

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-----  
Original Message:  
Sent: 04-19-2018 11:58  
From: Eric Emerson  
Subject: Celebrate the Little Moments

Filled out the health insurance application for the company I work for.

-----  
Eric Emerson SHRM-CP/PHR  
H.R. Manager  
Value Added Products  
Alva, Oklahoma

[Reply to Group](#)



Apr 19, 2018 12:38 PM  
Anonymous

—  
Today I am taking my first stab at IT Recruiting...Wish me luck!

-----  
Original Message:  
Sent: 04-19-2018 11:34  
From: Tiffany Perdue  
Subject: Celebrate the Little Moments

Today I did my first I-9 re-verification.

Anyone else remember something they did for the first time when they were new to their HR career?


#CelebrateTheLittleMoments

-----  
Tiffany  
-----

---

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 Apr 19, 2018 12:52 PM  
Anonymous

—

â€¢ This is something I am very proud of, but can't talk about. FBI came in looking for an employee who was corresponding with who he thought was a 15 year old girl on line. Thankfully it was not.

He only worked part time for us, but I offered a solution on how I could get him to a specific location. Three FBI agents sat with me while I was on the phone with the employee, chatted with him and got his location and they were able to make the arrest. Thankfully he never knew I was in on it.

-----  
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#CelebrateTheLittleMoments

Tiffany

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Apr 19, 2018 1:42 PM  
[Kristin Saba](#)

The first time I interviewed candidates for a technician position. I thought it was exciting to finally be on the OTHER side of the table.

Kristin Saba  
Human Resources Administrator

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#CelebrateTheLittleMoments

Tiffany

-----

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Apr 19, 2018 2:09 PM

[Tiffany Perdue](#)

Oh yes, I remember the first time I interviewed, too. It was more nerve wracking than I was expecting!

-----  
Tiffany  
-----

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-----  
Original Message:

Sent: 04-19-2018 13:41

From: Kristin Saba

Subject: Celebrate the Little Moments

The first time I interviewed candidates for a technician position. I thought it was exciting to finally be on the OTHER side of the table.

-----  
Kristin Saba

Human Resources Administrator

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Apr 19, 2018 2:12 PM

[Kristin Saba](#)



LOL! I know. I would almost over prepare for them.

Now, I feel more comfortable where it actually feels more like a conversation and I can get to know the applicant better.

-----  
Kristin Saba  
Human Resources Administrator  
-----

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-----  
Original Message:  
Sent: 04-19-2018 14:08  
From: Tiffany Perdue  
Subject: Celebrate the Little Moments

Oh yes, I remember the first time I interviewed, too. It was more nerve wracking than I was expecting!

-----  
Tiffany

---

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Apr 19, 2018 2:15 PM  
Anonymous

—  
First time a candidate cried when I extended a job offer. :-)

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-----  
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#CelebrateTheLittleMoments

-----  
Tiffany  
-----

---

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Apr 19, 2018 2:18 PM  
Anonymous

—  
The first time I did a phone interview for my new company. I think I was more nervous than they were. I am way more comfortable than I was then.

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-----  
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Tiffany  
-----

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Apr 19, 2018 2:21 PM

[Kristin Saba](#)

Or how about the first time you had to fire someone...

Mine was right of the scene of a movie.

She cried.

I sat there in an awkward silence..handed her tissues.

It was terrible.

-----  
Kristin Saba  
Human Resources Administrator  
-----

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-----  
Original Message:  
Sent: 04-19-2018 14:18  
From: Anonymous  
Subject: Celebrate the Little Moments

—

The first time I did a phone interview for my new company. I think I was more nervous than they were. I am way more comfortable than I was then.

Original Message:

Sent: 04-19-2018 14:14

From: Anonymous

Subject: Celebrate the Little Moments

—

First time a candidate cried when I extended a job offer. :-)

Original Message:

Sent: 04-19-2018 11:34

From: Tiffany Perdue

Subject: Celebrate the Little Moments

Today I did my first I-9 re-verification.

Anyone else remember something they did for the first time when they were new to their HR career?

#CelebrateTheLittleMoments

-----  
Tiffany  
-----

---

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Apr 19, 2018 2:23 PM

Anonymous

—

Putting together my first succession plan and then putting together a successful 3 month rapid development plan to fill a skills gap when the succession plan quickly had to come to life and the successor wasn't quite ready. They were more than ready after development plan :)

Back when I was a retail manager, I worked at a store that required you to pass interviews as part of a promotion. When I interviewed I was the best interviewee the HR manager had seen at that time and she would ask me to interview coach individuals who were up for promotions that didn't interview well. I actually worked with a friend of mine for 6 months (an hour a week) to prepare

for an interview promotion- she actually got promoted 2 levels up from her current position :) She was so deserving, such a top performer, and just couldn't get passed the interview phase. Best part of my career so far, and that was just at the beginning!

Great post! I needed that look back on happy times today.

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-----  
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Anyone else remember something they did for the first time when they were new to their HR career?

#CelebrateTheLittleMoments

-----  
Tiffany  
-----

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Apr 19, 2018 1:03 PM

Anonymous

—  
You said he was "he was passed out for a little while." To me, that means he wasn't asleep but actually passed out, which means I would have called 911. My rule is, if your brain stops working (i.e. you lose consciousness), we're calling 911 no matter how much you protest.

- 1) put together a safety committee so you're ready for any emergency (fire, violence on the job, injury, etc.)
- 2) address what he calls sleeping on the job (odd that he thinks sleeping on the job is OK!)
- 3) if it happens again, call 911 and require a medical release to return to work
- 4) if he admits a medical or substance abuse issue, be ready to do your ADA interactive process

Good luck!

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-----  
Original Message:

Sent: 04-19-2018 10:58

From: Anonymous

Subject: Employee Passed Out?

—

Hi, I'm hoping someone can point me in the right direction as I'm new to this (I am a DOO). Yesterday, one of our older employees had a cough attack and then went quiet suddenly. Another employee that sits behind him called out for him to get an answer and when he didn't answer the 3rd time he went over to check on him. And he was passed out for a little while. The employee in question, then "woke up" and said that he fell asleep, which seems to happen quite often. We were all concerned but he said not to call 911. I called his emergency contact and asked them to possibly pick him up because we were concerned. They called the employee and he told them he was fine and that he fell asleep. The emergency contact came anyway at the end of the shift and followed the employee home.

Now a day later, the President and I feel we should have some sort of plan in place if this happens again in the future. At our next company meeting, he wants me to remind everyone where the defibrillator is and that we should all be proactive and call 911. Would this be okay? How would you go about this?

---

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Apr 19, 2018 1:14 PM

Anonymous

—

It sounds a lot more like this employee simply fell asleep. He woke up coughing and went back to sleep again. You got good feedback based on your description that he "passed out". But I think you should replace "passed out" with "fell asleep" and think about how different the responses would have been. He said that is what happened, so why not take his word for it?

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Apr 19, 2018 1:48 PM  
Anonymous

—

I agree with calling 911 and the emergency contact. He probably passed out from the coughing. It can happen.

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Apr 20, 2018 9:38 AM  
Anonymous

—

Is the employee a smoker? The reason I'm asking is, I know 2 people who have coughing fits that are so bad that they can't catch their breath and they've passed out from it. It's embarrassing for both of them when it happens (it's frightening to watch). Just throwing that out there.

Red Cross can provide training, but it's not free. It is a good idea to have someone CPR certified and I think it's great that you have a defib. It can make a life or death difference. Was anyone trained on the defib?

Never hesitate to call 911. Better to be safe than sorry, and the employee can always refuse.

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-----  
Original Message:

Sent: 04-19-2018 13:48

From: Anonymous

Subject: Employee Passed Out?

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Apr 20, 2018 9:45 AM  
Anonymous

—

â€¦would ENSURE that if there is a discussion about this, it is a GENERAL discussion. The employee's name or what actually happened to him should never be discussed specifically in this meeting.

Also, does your allow employees to sleep on the job?

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-----  
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Apr 20, 2018 9:56 AM

[CAROLYN SCHATZBERG](#)

When in doubt call 911, they can always refuse the medical attention. If the EE is coughing enough to pass out or somehow fall asleep right after there is possibly something more wrong here. You could explain to the employee that their safety and well being is a priority and that is why you have to call 911. God forbid when he suddenly passed out/fell asleep he hit his head on something or fell out his chair and hurt himself. Not calling 911 also leaves the company open to a possible lawsuit. Someone mentioned the post about the Employee with Epilepsy, I would recommend reading those responses.

-----  
Carolyn Schatzberg  
HR Manager  
Bethpage, NY  
-----

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-----  
Original Message:  
Sent: 04-19-2018 11:17  
From: Anonymous  
Subject: Employee Passed Out?

—  
This is a little more complicated because no one technically saw him pass out, and if he falls asleep on the job often, then who knows. He may have actually been asleep. **However, my gut says when in doubt, call 911.** EMS can't force treatment on someone conscious and responsive. If you are unsure, just call 911 and he can refuse care.

Secondly, you need to deal with the sleeping on the job issue asap. That's a production, safety, and morale issue. Whether he has a medical reason for it or not, you have to have a conversation and work through the ADA interactive process here.

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From: Anonymous  
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Apr 20, 2018 9:40 AM  
Anonymous

—

I wouldn't have work related material on a TV in the breakroom. It's great that you have one, and since it's in the break room, let them watch non-work related shows during their "break".

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-----  
Original Message:  
Sent: 04-19-2018 10:39  
From: Anonymous  
Subject: TV Monitor in Break Room

—

âWe have a TV monitor in our breakrooms. We alternate between streaming information about employees that we have recorded, information about company, and safety tips supplied by the state DOL. We need new content. Do you know if there is any content we can stream that is no charge to the company. Or do you have any suggestions. Employees are tired of what's been running for several months.

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Apr 19, 2018 12:43 PM  
[Ja'Net Christmas](#)

I have read that you can still ask for salary expectations/requirements.

-----  
Ja'Net Christmas  
Washington  
-----

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-----  
Original Message:  
Sent: 04-19-2018 10:28  
From: Anonymous  
Subject: Salary History Ban vs Salary Requirement

—

Good morning,

So I understand the salary history bans that are taking place. However, I can't find anything about salary requirements. Does anyone know if it is still lawful to ask salary requirements?

---

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Apr 19, 2018 1:50 PM  
Anonymous

—

As with others, you cannot ask for a salary history but you can say, "what is your salary range."

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-----  
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---

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Apr 20, 2018 9:42 AM

Anonymous

—  
You can ask salary requirements, but the salary history is only banned (for now) in some cities and states.

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-----  
Original Message:

Sent: 04-19-2018 13:49

From: Anonymous

Subject: Salary History Ban vs Salary Requirement

—  
As with others, you cannot ask for a salary history but you can say, "what is your salary range."

Original Message:

Sent: 04-19-2018 10:28

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---

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Apr 20, 2018 10:46 AM  
Anonymous

—

The purpose of the salary history ban in certain states is to combat pay disparity within protected classes. If companies base their offer on someone's past salary, a woman (or other minority) who's historically been underpaid compared to her male (or non-minority) counterparts will continue to be underpaid. The risk of perpetuating pay disparity is lower when you ask someone what they're looking to be paid. Therefore, there's no issue asking someone for their requirements.

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-----  
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Apr 20, 2018 11:09 AM  
Anonymous

—

Asking for salary expectations is absolutely okay.

I'm not in a restricted state but I never saw the point of asking salary history anyway. Its about what the candidate is looking for, maybe they were underpaid, maybe they want to take a pay cut as they like the job, maybe the benefits are better/worse, maybe they know their company overpaid them for their role.

And most of the time when I ask salary expectations, I do end up getting salary history and justification if they expect more or are flexible for less.

-----  
Original Message:  
Sent: 04-20-2018 10:45  
From: Anonymous  
Subject: Salary History Ban vs Salary Requirement

—  
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---

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Apr 19, 2018 12:11 PM  
Anonymous

—  
Exactly! We hired little to no English speaking staff and have no issues at all. The fully understand their job and are able to seek help from their co-workers and managers. We created a lot of demo videos for visual learning but are also in English and Spanish.

We did bring in a translator for benefits open enrollment. We also have some important documents translated into 3 languages.

Unless speaking/reading and understanding ONLY English is a BFOQ, you need to figure out a way to accommodate these individuals.

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-----  
Original Message:  
Sent: 04-19-2018 11:53  
From: Anonymous  
Subject: Hiring Non-English Speakers

—  
Unless speaking/reading and understanding ONLY English is a BFOQ, you need to figure out a way to accommodate these individuals.  
Original Message:  
Sent: 04-19-2018 10:15  
From: Anonymous  
Subject: Hiring Non-English Speakers

—  
Good Morning!  
I'm wondering what your policies around hiring individuals who speak very little to no English look like. We do not have an individual on our leadership team that could serve as an effective Spanish speaking translator, however our Executive Chef is interested in bringing several people on board that do not speak enough English (if any) to be able to complete new employee paperwork and orientation without the help of a translator. I have been asked to coordinate with our new employee's cousin to schedule orientation where he will serve as her translator. I'm uncomfortable with this hire for a couple of reasons, first, I want to be able to ensure that our employees have the ability to ask for what they need to do their jobs well, that includes the ability to report inappropriate behavior, safety concerns, ask questions about workplace policies, and have the ability to participate effectively in our training sessions, etc. Second, I'm a little uncomfortable giving an inside orientation to an individual who won't even be joining our team.  
My thoughts right now would be to have someone else on our team participate in the orientation as the translator (if they are comfortable doing that). We have at least one individual who does speak enough English to communicate fairly well. We have the ability to hire a professional translator for the orientation, but the cost is significant. And that solves the orientation issue, but not the ongoing concern that these individuals will be able to effectively work with the rest of the team, including the leadership staff who do not speak Spanish, and be able to communicate their needs/concerns.  
  
How would you approach this situation?  
  
Thanks for your help!

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Apr 19, 2018 12:37 PM



[Susana Guzman-Agle](#)

While I completely believe in accommodations, it makes not sense when they are way to cumbersome

For certain positions, I agree that speaking the language is not required, but even in those cases it can be a challenge. We had 2 vietnamese guys doing relabeling and packaging so lack of English was ok. Visually we showed them how to do it and they did the job. Then we noticed that from time to time they placed the labels upside down. They had no idea how to read English and they thought it was correct. We did a visual sample of how the right label was to be placed on the box and that helped, until... they had a big issue among themselves. We could not understand anything other than they were upset. We tried to put physical distance between them but it made no sense for our production flow. Finally we found a translator which was no good to solve the issue. One day the quarrel came to fists and box cutters that sent one of them to the hospital. We called 911 but it was extremely frustrating to try to assist the injured one when you don't speak their language. We were never able to determine who started it since none of them wanted to speak, so we let both of them go and hired English speakers. Problem solved.

Having a translator in-house just in case there was an issue was going to be more costly than both guys salaries.

-----  
HR Yardley  
-----

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How would you approach this situation?

Thanks for your help!

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Apr 19, 2018 1:58 PM

Anonymous

—

If you have a 'translator' on staff that can assist, then that's really all that is needed. I've hired several non-english speakers and had to use their co-workers or other staff to translate (construction industry) and here, there are quite a few non-english speakers so I have to rely on translators (coworkers and managers depending on the language). Confidential issues don't come up often but when they do, I find someone and ask them through translator software if they're ok discussing through John Doe then proceed with the conversation. If you have no one to rely on though, don't do it. Otherwise, you may be surprised at how quickly you can pick up their language if you try.

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-----  
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How would you approach this situation?

Thanks for your help!



[Reply to Group](#)



Apr 19, 2018 3:16 PM  
Anonymous

—

lol...good thing English speakers don't quarrel.

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-----  
Original Message:

Sent: 04-19-2018 12:36

From: Susana Guzman-Agle

Subject: Hiring Non-English Speakers

While I completely believe in accommodations, it makes not sense when they are way to cumbersome

For certain positions, I agree that speaking the language is not required, but even in those cases it can be a challenge. We had 2 vietnamese guys doing relabeling and packaging so lack of English was ok. Visually we showed them how to do it and they did the job. Then we noticed that from time to time they placed the labels upside down. They had no idea how to read English and they thought it was correct. We did a visual sample of how the right label was to be placed on the box and that helped, until... they had a big issue among themselves. We could not understand anything other than they were upset. We tried to put physical distance between them but it made no sense for our production flow. Finally we found a translator which was no good to solve the issue. One day the quarrel came to fists and box cutters that sent one of them to the hospital. We called 911 but it was extremely frustrating to try to assist the injured one when you don't speak their language. We were never able to determine who started it since none of them wanted to speak, so we let both of them go and hired English speakers. Problem solved.

Having a translator in-house just in case there was an issue was going to be more costly than both guys salaries.

-----  
HR Yardley

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Apr 19, 2018 3:25 PM  
Anonymous

I agree with Susana. Hiring a translator for a non-English speaking employee is not a reasonable accommodation for most employers (the translator could cost more than the person you're hiring).

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-----  
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-----  
HR Yardley

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Apr 19, 2018 3:37 PM  
Anonymous

I would be hesitant depending on the industry you are in. Let's say you are in manufacturing and there's a safety emergency on the production line. Someone is yelling in English to alert the others and give directions. What happens to the one person that cannot understand? He/She could be in immediate danger because they did not understand what was being said or respond in a timely manner.

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-----  
Original Message:

Sent: 04-19-2018 10:15

From: Anonymous

Subject: Hiring Non-English Speakers

—

Good Morning!

I'm wondering what your policies around hiring individuals who speak very little to no English look like. We do not have an individual on our leadership team that could serve as an effective Spanish speaking translator, however our Executive Chef is interested in bringing several people on board that do not speak enough English (if any) to be able to complete new employee paperwork and orientation without the help of a translator. I have been asked to coordinate with our new employee's cousin to schedule orientation where he will serve as her translator. I'm uncomfortable with this hire for a couple of reasons, first, I want to be able to ensure that our employees have the ability to ask for what they need to do their jobs well, that includes the ability to report inappropriate behavior, safety concerns, ask questions about workplace policies, and have the ability to participate effectively in our training sessions, etc. Second, I'm a little uncomfortable giving an inside orientation to an individual who won't even be joining our team.

My thoughts right now would be to have someone else on our team participate in the orientation as the translator (if they are comfortable doing that). We have at least one individual who does speak enough English to communicate fairly well. We have the ability to hire a professional translator for the orientation, but the cost is significant. And that solves the orientation issue, but not the ongoing concern that these individuals will be able to effectively work with the rest of the team, including the leadership staff who do not speak Spanish, and be able to communicate their needs/concerns.

How would you approach this situation?

Thanks for your help!

---

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Apr 19, 2018 3:38 PM

Anonymous

—

I think some people may be missing the point here - these people aren't employees - YET. They are considered applicants. What accommodations do you have in place so that these people can complete your application process?

-----  
Original Message:  
Sent: 04-19-2018 13:58  
From: Anonymous  
Subject: Hiring Non-English Speakers

—  
  
If you have a 'translator' on staff that can assist, then that's really all that is needed. I've hired several non-english speakers and had to use their co-workers or other staff to translate (construction industry) and here, there are quite a few non-english speakers so I have to rely on translators (coworkers and managers depending on the language). Confidential issues don't come up often but when they do, I find someone and ask them through translator software if they're ok discussing through John Doe then proceed with the conversation.  
If you have no one to rely on though, don't do it.  
Otherwise, you may be surprised at how quickly you can pick up their language if you try.

Original Message:  
Sent: 04-19-2018 10:15  
From: Anonymous  
Subject: Hiring Non-English Speakers

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How would you approach this situation?  
  
Thanks for your help!

[Reply to Group](#)





Apr 20, 2018 9:46 AM  
Anonymous

—

It's not uncommon in the restaurant industry to have employees in the kitchen who speak little or no English. What I don't recommend, is that you use a new employee's cousin to translate. I would find someone on my own. Someone knows someone who speaks Spanish and you can agree to a fee.

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-----  
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Thanks for your help!

---

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Apr 20, 2018 9:48 AM  
Anonymous



—  
What do you mean "revise their pay"? How?

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-----  
Original Message:

Sent: 04-19-2018 10:18

From: Anonymous

Subject: Calculating OT - annual bonus

—  
Yes, you do. You can avoid this in the future by paying a percentage of their total wages including OT in their bonus.

Original Message:

Sent: 04-19-2018 10:08

From: Anonymous

Subject: Calculating OT - annual bonus

—  
OP here... so you're saying that yes, we do have to go back and adjust pay for any nonexempt who worked OT and received a bonus?

Original Message:

Sent: 04-19-2018 10:03

From: Anonymous

Subject: Calculating OT - annual bonus

—  
Doesn't matter if it's paid out each week, month, quarter or annually.

If it's based on hours worked, use the blended rate method for calculating OT for the period the bonus/commission is paid on.

Original Message:

Sent: 04-19-2018 09:47

From: Anonymous

Subject: Calculating OT - annual bonus

—  
Our employees recently received their annual bonuses. The amount of these bonuses was based on a % of the regular earnings (not OT) paid in 2017, and it was based on 2017 performance (both company and individual). Our new payroll manager says that because the bonus was "earned" in 2017, we have to go back and revise the pay for any non-exempts who worked OT in 2017.

I understand that most bonuses have to be wrapped in to OT calculations, but most of what I'm finding references bonuses being paid "real time", not going back a full year.

Thoughts?

---

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Apr 20, 2018 9:48 AM  
Anonymous

—  
Further to my post above, what state are you in?

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-----  
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Thoughts?

---

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Apr 20, 2018 10:43 AM

Anonymous

—

OP again...

By revise their pay, I mean go back and give them extra \$ for hours they worked in 2017. And we're located throughout the US. Most non-exempts are in NH.

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Original Message:  
Sent: 04-20-2018 09:48  
From: Anonymous  
Subject: Calculating OT - annual bonus

—

Further to my post above, what state are you in?

Original Message:  
Sent: 04-20-2018 09:47  
From: Anonymous  
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Thoughts?

---

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Apr 20, 2018 9:50 AM

Anonymous

—

I wish the forum would automatically show the state when someone posts!

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-----  
Original Message:

Sent: 04-19-2018 10:19

From: Anonymous

Subject: LTD approved - when can I post position for candidates

—

OP, please provide additional details to what has been asked.

we can't advise appropriately without this information.

Original Message:

Sent: 04-19-2018 08:56

From: Anonymous

Subject: LTD approved - when can I post position for candidates

—

At what week does your LTD kick in? If the employee has exhausted FMLA, and the interactive process shows indefinite leave, then you can post the position and term the employee. There are a lot of factors at play in this.

Original Message:

Sent: 04-19-2018 08:54

From: Anonymous

Subject: LTD approved - when can I post position for candidates

—

I too still need to know if FMLA/ADA apply and if this is a work-related injury.

Anonymonk

Original Message:

Sent: 04-19-2018 08:40

From: Anonymous

Subject: LTD approved - when can I post position for candidates

—

Same questions.

FMLA?

ADA?

Work Related injury?

Original Message:

Sent: 04-19-2018 08:30

From: Anonymous

Subject: LTD approved - when can I post position for candidates

—

New to Benefits & LTD. I have an employee who just got approved for LTD. When can I post the position, and would it be a permanent position or would I have to post it as a temporary position?

---

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Apr 20, 2018 9:52 AM

Anonymous



—  
The state is VA however in order to provide accurate advice, we need information on the other questions asked.

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-----  
Original Message:

Sent: 04-19-2018 08:30

From: Anonymous

Subject: LTD approved - when can I post position for candidates

—  
New to Benefits & LTD. I have an employee who just got approved for LTD. When can I post the position, and would it be a permanent position or would I have to post it as a temporary position?

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Apr 19, 2018 1:12 PM

[Jenna Mullikin](#)

We have had JAZZ HR for 2 years now, and they are great!

-----  
Jenna Mullikin SHRM-CP  
Chantilly  
-----

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-----  
Original Message:

Sent: 04-19-2018 08:10

From: Anonymous

Subject: Jazz HR - ATS

—

Good morning!

We are also investigating new ATS & I'm pretty sure going to select JAZZ HR. Does anyone have any experience with them?

Thank you!!

---

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Apr 20, 2018 9:44 AM

[Angie McDonald](#)

â We have used Jazz for several years and have had a great experience.

-----  
Angie McDonald  
HR Generalist  
-----

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-----  
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Thank you!!

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Apr 20, 2018 10:17 AM  
Anonymous

—

Ditto here with a great experience with Jazz over the past 3+ years

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-----  
Original Message:

Sent: 04-20-2018 09:44  
From: Angie McDonald  
Subject: Jazz HR - ATS

â We have used Jazz for several years and have had a great experience.

-----  
Angie McDonald  
HR Generalist

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Apr 19, 2018 1:52 PM  
Anonymous

—

Did you give the applicant their FCRA rights?

-----  
Original Message:  
Sent: 04-18-2018 22:27  
From: Anonymous  
Subject: Paroled felon

—  
One of my managers is asking about making an offer to a convicted (paroled) felon. The company does not have a policy. The role is an internship which could lead to a full time role. Any suggestions for questions I should consider, ask the manager, or ask the potential candidate would be welcome. The crime was an unarmed store robbery and he served two years.

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Apr 19, 2018 4:26 PM  
[Elizabeth Gardner](#)

I hire 40% restitution employees for manufacturing jobs. They have been some of my best hires ever! They get free Vocational training from our local community college, and I get a tax credit for hiring them. I have found 2nd chances are an opportunity for our company to really shine! It's part of our corporate culture. There are some very competent, educated, skilled white collar ex felons who also have been with us for a period of time. I'm all for it! Of course we hire carefully and have several rounds of interviews and then competency testing.

-----  
Elizabeth Gardner  
Quality Plastics  
Sparks NV  
-----

-----  
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Sent: 04-18-2018 22:27  
From: Anonymous  
Subject: Paroled felon

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Apr 20, 2018 8:25 AM

[Monica Kennedy](#)

I'm a big proponent of giving people second chances. If you've interviewed them, they are qualified, and their past regressions don't pose a threat to the position they will be placed in, why not hire them? You already stated there's no policy against it. People who are truly trying to rehabilitate will often turn out to be your most dependable and loyal workers because you showed them you were willing to take that chance.

-----  
Emmy  
HR Manager  
Stafford, VA  
-----

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-----  
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Apr 20, 2018 8:55 AM

[Johanna Wilberding](#)

Thanks to all of you for your input. It is very much appreciated!

-----

-----

-----  
Original Message:

Sent: 04-18-2018 22:27

From: Anonymous

Subject: Paroled felon

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Apr 20, 2018 9:53 AM

Anonymous

—

Check to see if your city has the Ban the Box in effect. MI state does not, but some cities do. If yours does, you cannot NOT hire him because of his record.

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-----  
Original Message:

Sent: 04-20-2018 08:55

From: Johanna Wilberding

Subject: Paroled felon

Thanks to all of you for your input. It is very much appreciated!

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Apr 20, 2018 10:38 AM  
Anonymous

—

Check to see if your city has the Ban the Box in effect. MI state does not, but some cities do. If yours does, you cannot NOT hire him because of his record.

Anonymous, 04-20-2018 09:53

All the ban-the-box laws that I've worked under regulate when and how you can ask about the record. "Ban-the-box" refers to the removal of the question and check box from the application itself. It doesn't prohibit employers from denying employment because of a record (although there are other processes/laws about when and how you can deny that employment).

Anonymousk

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-----  
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From: Anonymous  
Subject: Paroled felon

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Sent: 04-20-2018 08:55  
From: Johanna Wilberding  
Subject: Paroled felon

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---

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Apr 19, 2018 1:55 PM

Anonymus

—

I agree start with an with an attorney.

You may be referring to a buy out package.

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-----  
Original Message:

Sent: 04-18-2018 19:43

From: Brysa Martinez

Subject: Suggested Early Retirement

Our company is currently looking for ways to cut costs and the idea of offering employees that are close to the retirement age the option of early retirement.

Does anybody have experience with this?

How should a company legally go about this? How much severance did you offer them? Are there any programs out there that could assist the employee retiring early?

Thanks in advance,

-----  
Brysa Martinez

Human Resources Manager

The MBS Group

Manhattan Beach CA  
-----

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Apr 19, 2018 2:18 PM

[Mary Dillman](#)

A former employer who offered a voluntary separation package followed what Anonymonk describes. A key observation and some considerations from an organizational capability and structure perspective: 1) carefully evaluate and identify the critical knowledge and competencies needed to be retained in the company for the future; 2) assess and plan for revised organizational structures, business process efficiencies and job responsibilities as a result of a reduced headcount; i.e., the "do more with less"; 3) if critical "tribal knowledge" and intellectual capital will be exiting the company, plan ahead for how that will be captured and transferred to remaining staff.

Good luck!

-----  
Mary Dillman  
Flemington  
-----

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-----  
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-----  
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Human Resources Manager  
The MBS Group  
Manhattan Beach CA  
-----

---

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Apr 19, 2018 3:44 PM

Anonymous

—  
Whatever offer you make you must make it to everyone that is eligible. Be prepared that you may lose some of the "wrong" people and not enough of the "right" people. It's the risk of doing something like this. Also, as pointed out by Anonymonk, you may get too many applications and you may not get enough.

The biggest change in recent years that inhibits an offer like this is that many employees can not afford the cost of health care until they are eligible for Medicare. How will you deal with this? A common severance methodology is one week of pay per year of service up to some maximum amount (3 months, six months, etc.).

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Human Resources Manager

The MBS Group

Manhattan Beach CA  
-----

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Apr 19, 2018 5:21 PM

Anonymous

I would follow Anonymonk's list, but add that it's important to run the numbers to see if it's actually going to save you money, if that is your true purpose in offering it. In other words, if everyone who is eligible did accept the package, what is that going to cost you in terms of your offer (severance, insurance, etc), compared to what it's going to cost you to replace them (if you do have to replace, of course).

Quite frankly, when we did this years ago (former employer, that was a college), although saving money was the stated purpose of the program, the real reason we wanted to do it was to help get rid of some of the tenured faculty (and staff) who had outlasted their competence/teaching effectiveness. You have to make the "pot" as sweet as you can, if you really want to incent people to take it. We really didn't do that because we couldn't afford to, so we lost people we really didn't want to lose (who were thinking about retiring anyway and were old enough to draw social security benefits), and kept people we didn't want to keep. It did save us some money, but overall not a huge savings nor an effective way to eliminate those who we could not otherwise eliminate. Tenured faculty have ridiculous job security.

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-----  
Original Message:

Sent: 04-19-2018 08:50

From: Anonymous

Subject: Suggested Early Retirement

We looked into this some time ago and based our program on the advise of and review of our attorney (which is one reason why I can't share it - the other reason being your state might have different regulations). My best piece of advice that I can give is to call an attorney.

Here are some points, assuming this is a voluntary program:

1. Define eligibility to include more than age. (If an employee is "approaching retirement", it's not early. Using only age looks like age discrimination.) Our eligibility requirements included full-time status, product of YOS x age = at least 1000, and more. Define what works for your company and the objectives that you are trying to achieve.
2. Have an application process and form. Define the application dates and identify who will make the decisions and summarize how the decisions will be made.
3. Be prepared to answer the question - what if you get too many applications? For example, our decision would be made on skill, knowledge, and seniority.
4. Be prepared to answer the question - what if there aren't enough applications? For example, our answer would be to select employees for involuntary separation based on an objective review of financials, operational needs, customer demand, volume, and availability of needed skills.
5. Describe incentives (severance, benefits, transitional assistance, that sort of thing)
6. Include a rehire provision - will you allow it or not?
7. Talk about how this separation will affect the medical, dental, 401(k), life, unemployment, voluntary, and savings benefits
8. Hold a meeting to announce the program, distribute information in advance, and be prepared to answer questions.

Anonymonk

P.S. I'm not a lawyer and I'm not in CA  
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Human Resources Manager  
The MBS Group  
Manhattan Beach CA  
-----

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Apr 19, 2018 5:26 PM

[Desmond Lee](#)

You could offer everyone in the affected unit a separation agreement to allow them to voluntarily leave employment. How much you offer them is, of course, up to you, but it should be in an amount to induce the targeted number to quit. Severance amounts are often determined by paying employees a certain amount each for year of service, but that's just one way of doing this.

Because this is being provided to a number of employees, it would constitute an "exit incentive program" under the Older Workers Benefit Protection Act (which amended the federal Age Discrimination in Employment Act). Unlike the OWBPA waiver provisions that apply on an individual basis to an employee who's more than 40 years old, the ones for an "exit incentive program" require a lot more disclosures and longer notice provisions (45 days vs 21 days), and they apply to *all* employees of a "decisional unit." For more on these requirements, check out Section IV, subsections 11 and 12 of this [EEOC publication](#) on this issue, which is also linked below.

Hope this helps!

[www.eeoc.gov/policy/docs/...](http://www.eeoc.gov/policy/docs/...)

-----  
Desmond Lee  
Member  
Decarlo & Shanley  
Los Angeles CA  
-----

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-----  
Original Message:  
Sent: 04-18-2018 19:43  
From: Brysa Martinez  
Subject: Suggested Early Retirement

Our company is currently looking for ways to cut costs and the idea of offering employees that are close to the retirement age the option of early retirement.

Does anybody have experience with this?

How should a company legally go about this? How much severance did you offer them? Are there any programs out there that could assist the employee retiring early?

Thanks in advance,

-----  
Brysa Martinez  
Human Resources Manager  
The MBS Group  
Manhattan Beach CA  
-----

---

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Apr 19, 2018 6:03 PM  
[Brysa Martinez](#)

Thank you so much for your information and reply. I will definitely take your suggestions and communicate them to upper management.

-----  
Brysa Martinez



Human Resources Manager  
CA

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-----  
Original Message:

Sent: 04-19-2018 08:50

From: Anonymous

Subject: Suggested Early Retirement

—

We looked into this some time ago and based our program on the advise of and review of our attorney (which is one reason why I can't share it - the other reason being your state might have different regulations). My best piece of advice that I can give is to call an attorney.

Here are some points, assuming this is a voluntary program:

1. Define eligibility to include more than age. (If an employee is "approaching retirement", it's not early. Using only age looks like age discrimination.) Our eligibility requirements included full-time status, product of YOS x age = at least 1000, and more. Define what works for your company and the objectives that you are trying to achieve.
2. Have an application process and form. Define the application dates and identify who will make the decisions and summarize how the decisions will be made.
3. Be prepared to answer the question - what if you get too many applications? For example, our decision would be made on skill, knowledge, and seniority.
4. Be prepared to answer the question - what if there aren't enough applications? For example, our answer would be to select employees for involuntary separation based on an objective review of financials, operational needs, customer demand, volume, and availability of needed skills.
5. Describe incentives (severance, benefits, transitional assistance, that sort of thing)
6. Include a rehire provision - will you allow it or not?
7. Talk about how this separation will affect the medical, dental, 401(k), life, unemployment, voluntary, and savings benefits
8. Hold a meeting to announce the program, distribute information in advance, and be prepared to answer questions.

Anonymous

P.S. I'm not a lawyer and I'm not in CA

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Brysa Martinez  
Human Resources Manager  
The MBS Group  
Manhattan Beach CA  
-----

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Apr 19, 2018 6:04 PM  
[Brysa Martinez](#)

Thanks for the information and taking the time to reply. I appreciate all the info!

-----  
Brysa Martinez  
Human Resources Manager  
CA  
-----

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Human Resources Manager  
The MBS Group  
Manhattan Beach CA  
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Apr 19, 2018 1:59 PM

[Suzanne Tiner](#)

I've attended several Pryor seminars and am signed up for a few more this year. They are great! The instructors have always been very informative and even entertaining, which is nice considering these are all day classes and sometimes the subject matter can be a bit boring! I joined their plus program so that I could attend as many seminars and online webinars for the membership price, worth it!

-----  
Suzanne Tiner  
Business Coordinator  
Healey Railsource LLC  
Jacksonville FL  
-----

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-----  
Original Message:  
Sent: 04-18-2018 18:27  
From: Anonymous  
Subject: Payroll Training - Pryor?

I've generally been with larger organizations that had a dedicated payroll department. While I helped review and input information, I have not previously been the primary individual responsible for payroll. In my new function (HR Dept of 1) I am now the primary individual responsible. Now I'm confident that our payroll system is great. I've got 10 years working in HR and my PHR (SHRM-CP) so I'm familiar with a lot of the information however I've always had someone to go to that was the expert regarding payroll.

I'm looking for training regarding Payroll Law/Requirements and I've received a mailer for a day of training from Pryor, however I haven't heard of them previously. Have any of you attended/used their training seminars? Did you find value in them? Do you have a training company that has provided you great value previously that you might be willing to share?

Thank you for recommendations and input!

---

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Apr 19, 2018 3:03 PM  
Anonymous

The ones that I have attended have been hit or miss. Some have been very helpful and others I only left with maybe one or two pieces of helpful information. These courses, a lot of the time, focus on Federal laws (or a general overview) and not local (or specifics). So, there could be a lot of things that you will need to find on your own. However, if you know very little it would be a great starting point and will help you to have an idea of what you should be looking for. If you feel that your basic knowledge is good I would reach out to your payroll company to see if you have any services that could help if you have more complicated questions.

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Apr 19, 2018 3:10 PM  
[Kristen Nickodemus](#)

I have been a Pryor Plus member for about three years now. I wear a few different hats at the company I work for. It has been a tremendous help to me. I have found all of the seminars I have attended to be very useful. Many of the presenters have interesting back stories that contribute to the subject of the seminar.

-----  
Kristen Nickodemus  
Human Resources  
Casper Contractors Supply, Inc.  
Casper WY  
-----

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Thank you for recommendations and input!

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Apr 19, 2018 4:10 PM

[Diana Meyers](#)

â€¢I have been a Pryor plus member for 3 years now, find it very useful. Even in the laws in your state are different, you take away something. They have 100's of webinars, seminars, etc that give you numerous options. I would highly recommend.

-----  
Diana Meyers

Warranty Processing Inc  
Rockford IL  
-----

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-----  
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Sent: 04-18-2018 18:27

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Thank you for recommendations and input!

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Apr 19, 2018 1:58 PM  
Anonymous

—

Yes obtain a release.

I would not make it mandatory. Certain religions do not ascribe to "graven images" and a picture would be considered one.

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-----  
Original Message:

Sent: 04-18-2018 18:01

From: Anonymous

Subject: Email Photo Profile

—

Is there an HR consensus on a policy for requiring staff to use a standard photo (not an image) for their internal and external email profile? Pro's or Con's?

---

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Apr 19, 2018 3:48 PM

page 350 of 432



Anonymous

—

Our policy is simple. IF the employee wishes to add a photo to their business email account it MUST be their ID badge photo. No dogs, cats, babies. If they don't like their ID badge photo we offer to take another ID photo for them. Otherwise, don't post the photo.

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---

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Apr 20, 2018 9:57 AM

Anonymous

—

Don't make this mandatory, and have a signed release for those that choose to do it. # 5 says it all.

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-----  
Original Message:

Sent: 04-19-2018 15:48

From: Anonymous

Subject: Email Photo Profile

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---

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Apr 19, 2018 3:50 PM

Anonymous

—

Some employees are just plain STUPID!

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-----  
Original Message:

Sent: 04-18-2018 16:42

From: Jennifer Armstrong

Subject: What have you learned lately?

After all these years, I just learned that a re-hire's previous service term contributes to their qualification for FML. I did not realize that the *12 months of employment* provision includes previous years of service. The employee does meet the 1250 hours of service in the previous 12 months since she was rehired nine months ago and is full time. I never had to address this scenario before, so I was surprised when I learned this.

Soooo.... what have you recently learned that surprised you?

---

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Apr 19, 2018 5:18 PM

[Mary Dillman](#)

Hi Jennifer,

Thanks for the intriguing, and pause-for-thought question. I've come to learn that perhaps I'm too much of a traditionalist, or maybe I'm just too old, regarding the business problem-solving approach I've always tried to follow: 1) clearly define the problem/objective; 2) gather data and insights to identify root causes; 3) engage key stakeholders to develop/assess solution options; 4) agree on an action plan, implement, and measure/assess impact; 5) repeat and fine-tune as necessary. I think such a process is too long and involved in today's business world of instant information, instant messaging and "need a quick answer/solution yesterday".

-----  
Mary Dillman  
Flemington  
-----

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-----  
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Soooo.... what have you recently learned that surprised you?

---

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Apr 19, 2018 5:26 PM

Anonymous

How to survive in a company that relies on the G-Suite instead of Outlook and uses Slack to communicate. This is why start-ups are for the young

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Soooo.... what have you recently learned that surprised you?

---

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Apr 19, 2018 5:32 PM

Anonymous

As much as I try to stay away from this I am here today.

We have two employees who are convinced they are exempt from tax withholding because when the new tax bill went through it exempted felons who are now working.

I have sent it up through corporate as I can't enter exempt at the plant level, however, they didn't believe the IRS site and requirements when I showed it to them. I even went as far as contacting someone I know at the local reentry program to provide them with information. He's convinced that we are all wrong and he won't have any tax liability come next year's tax time.

That and I've learned way more about hemorrhoid surgery than I ever wanted to know. And this isn't from personal experience but from an employee. And yes I have wanted to bleach my brain multiple times this week.

As for USEFUL information ... yeah not this week.

Some employees are just plain STUPID!

Anonymous, 04-19-2018 15:50

-----  
Original Message:  
Sent: 04-19-2018 15:50  
From: Anonymous  
Subject: What have you learned lately?

—  
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Sent: 04-18-2018 16:42  
From: Jennifer Armstrong  
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Soooo.... what have you recently learned that surprised you?

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Apr 19, 2018 6:00 PM  
[Mark Michaels](#)

My company also uses G-Suite but I vastly prefer Outlook. I use G Suite Sync for Microsoft Outlook® and it lets me do just about anything I'm used to, while others on the team continue to use Gmail. I'd encourage you to take a look to learn more!

relys on the G-Suite instead of Outlook

Anonymous, 04-19-2018 17:26

-----  
Mark Michaels SHRM-CP  
HR Manager  
Mukilteo WA  
-----

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-----  
Original Message:  
Sent: 04-19-2018 17:26  
From: Anonymous  
Subject: What have you learned lately?

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Soooo.... what have you recently learned that surprised you?

---

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Apr 19, 2018 6:22 PM  
Anonymous

—  
awesome tip, thanks

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Original Message:  
Sent: 04-19-2018 17:59  
From: Mark Michaels  
Subject: What have you learned lately?

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relys on the G-Suite instead of Outlook

Anonymous, 04-19-2018 17:26

-----  
Mark Michaels SHRM-CP  
HR Manager  
Mukilteo WA

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Apr 19, 2018 5:31 PM  
Anonymous

—  
[www.shrm.org/certification/pages/default.aspx](http://www.shrm.org/certification/pages/default.aspx)

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-----  
Original Message:  
Sent: 04-18-2018 16:35  
From: Anonymous  
Subject: Steps in Becoming HR Certified

Hello, I am new in HR. We currently have a PEO and I am the liaison between our PEO and our organization. My question is what steps do I need to take to become HR certified or HR Generalist Certified?

---

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Apr 19, 2018 2:01 PM

[Suzanne Tiner](#)

Yes, if the I9 documents were not submitted for review, then give the employee the list of acceptable documents and ask them to bring it in (do not advise on which documents to bring!). Here is a good guide for your self audit: [www.ice.gov/sites/default/files/documents/Document/2015/...](http://www.ice.gov/sites/default/files/documents/Document/2015/...)

-----  
Suzanne Tiner  
Business Coordinator  
Healey Railsource LLC  
Jacksonville FL  
-----

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-----  
Original Message:  
Sent: 04-18-2018 16:15  
From: Linda Lough  
Subject: I9 Audit

In performing an audit of our I9's, I discovered that only one document was presented. Can I ask the employee who is still working for us to bring in another document to satisfy the requirements?

Thanks,  
Linda K. Lough

---

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Apr 19, 2018 12:38 PM

Anonymous

OP here.. I work in a plant and most employees do not have computer access. FMLA goes along really well here with very little issues. The production managers do have employees who tell them they want to be out and it is connected to their intermittent FMLA. Sometimes the manager forgets to document and talk with HR about this. The employees badge in and out so they never see a timesheet to select a time type. The manager needs to make a special point to tell HR about the absence and I think perhaps we don't capture all the intermittent time due to this. We don't allow our managers to use the time type FMLA so that means if someone forgets to tell HR then that time is just not captured. I think it might help HR to capture all the time and it might help the managers to not forget.

Just wanted to explain but no worries on the form. It is a simple thing and I can create one really quick. I just thought someone might have one. In my HR exp the only place I have ever seen them is plants because of the lack of computers and large volumes of people.

thx!

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-----  
Original Message:

Sent: 04-19-2018 08:58

From: Anonymous

Subject: FMLA Intermittent Leave Request Form ?

-----  
If you are also using this as a way to certify each absence, it's not allowed if the certification and I'm assuming it aligns with the actual absences? There's a different way to handle this. If it's the fact that you aren't learning of the FML-related absence when you need to, you can hold the employee accountable for that - just as you would if an employee not on FML started the habit of coming in late or being absent without following your notification procedures.

If you are using this to document the absence as FML in your time records, what do you do for others who take time off but for different reasons and whether the time is paid or not?

Anonymousk

Original Message:

Sent: 04-18-2018 17:11

From: Tara Brockman

Subject: FMLA Intermittent Leave Request Form ?

-----  
OP here - I now there is no official form for this and I understand intermittent leave. The form is meant more to prevent breakdown in communication between HR and manager. thanks

-----  
Tara Brockman SHRM-SCP



Irmo SC

Original Message:

Sent: 04-18-2018 17:09

From: Anonymous

Subject: FMLA Intermittent Leave Request Form ?

—

There is no "form" for this. You mark it internally as Intermittent FMLA.

Original Message:

Sent: 04-18-2018 15:58

From: Tara Brockman

Subject: FMLA Intermittent Leave Request Form ?

Does anyone have an FMLA intermittent leave request form they would be willing to share? This would be used for cases when FMLA has been approved but employees are requesting intermittently. They request the time and have their manager sign the form and then return to HR.

Thank you!!

-----  
Tara Brockman SHRM-SCP

Irmo SC  
-----

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Apr 19, 2018 1:01 PM

Anonymous

—

Is there an ethics hotline or some sort of avenue for her to escalate her concerns anonymously? Also, does the company have a no-retaliation policy to protect her? These are typically required in publicly traded companies.

If this is not an option and it were me, I'd get a recording device or use my phone and record them yelling at me. I'd also keep records of the multiple requests coming in a short period, as this

seems to indicate the manager is not organized and does not have a good sense of what needs to be accomplished.

I'd then request another meeting with HR and play the recording and show them the 300+ requests being sent. Let them know that the manager's behavior is creating a hostile environment and that they want to file a formal complaint. You mention other women are also crying and upset at the behavior, so this sounds like it could also be harassment towards women. HR needs facts, so provide them with facts. Give them the witness names and the names of others who have said they feel the same way.

Anonymous, 04-18-2018 17:06

One- Where do you think complaints from the ethics hotline go to? (hint: its HR). They don't HR for HR or HR instead of HR.

Two- no, do not start recording people. One way to definitely lose all respect from someone is to record them without their knowledge. Even if you pull out a recording and present it to HR, its still hearsay. Recordings can be edited. An investigation would still proceed to ask witnesses to confirm anything in the recording- the same way as if you would just convey the behavior using descriptive words instead of the recording. Recordings aren't the trump card everyone thinks they are.

Three- this is a very weak case for HWE.

OP- don't HR for your friend.

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-----  
Original Message:

Sent: 04-18-2018 17:06

From: Anonymous

Subject: What is the right approach

—

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I'd then request another meeting with HR and play the recording and show them the 300+ requests being sent. Let them know that the manager's behavior is creating a hostile environment and that they want to file a formal complaint. You mention other women are also crying and upset at the behavior, so this sounds like it could also be harassment towards women. HR needs facts, so provide them with facts. Give them the witness names and the names of others who have said they feel the same way.

Good luck!

Original Message:

Sent: 04-18-2018 15:44

From: Anonymous

Subject: What is the right approach

—

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Apr 19, 2018 1:16 PM  
Anonymous

—  
Terrible advice. Recording can be illegal in some states and as an HR professional I would never ask someone to record something. HRing for someone else is also a bad idea. If they've gone through the proper channels, then they need to look for something else because it's a culture there, not just a boss issue.

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Anonymous, 04-18-2018 17:06

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-----  
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Subject: What is the right approach

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Apr 19, 2018 1:28 PM

Anonymous

—

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He was actually a decent guy who really had no clue how rough he was. I finally decided enough was enough and I confronted him with it. I told him when he wanted to say something to me he needed to chill out or he was going to get the same attitude back from me.

This is what worked for me. The behavior we tolerate is the behavior we get.

This guy turned out to be one of the best bosses I've ever had. He chilled out but on the few occasions he would get riled up, I would respond riled up and he would realize and laugh.

Not saying this approach would work but there is absolutely no reason she should not speak to him herself.

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Apr 19, 2018 1:37 PM  
Anonymous

—

Recording someone without their knowledge can be illegal, which means you not only wouldn't be able to use the recording in court, but you could have charges filed against you for recording in the first place.

Secondly, this does NOT sound like a hostile work environment. Please research what a HWE actually is. It's used incorrectly enough by employees without their HR managers not understanding what it means either..

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Apr 19, 2018 2:27 PM

Anonymous

—

This.

I worked for an attorney that would get really worked up and if you didn't stand up to him he would keep going but as soon as you stood up to him, he realized what he was doing and brought it down a notch. No one wanted to work for him but I adored him. He was actually kind and a great guy to work for. Just not as much so during board meeting and SEC annual report filing season.

That said, some people are just jerks and when you stand up to them, they'll just be a bigger jerk.

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-----  
Original Message:

Sent: 04-19-2018 13:28

From: Anonymous

page 365 of 432

Subject: What is the right approach

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Apr 20, 2018 10:13 AM

[Angie McDonald](#)

â€œNo, we do not include access to the LMS as a benefit and only include tuition reimbursement for those who use it.

-----  
Angie McDonald  
-----

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-----  
Original Message:  
Sent: 04-18-2018 15:15  
From: Anonymous  
Subject: Total Compensation Stmtms

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Im working on some total comp statements that we'll be giving out when we do pay increases mid-year, and just curious if anyone out there adds in the value of training and development? Like we pay X per ee per month to have access to a LMS....what about tuition reimbursement - would you list that as a benefit to everyone or only if someone received a reimbursement?

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Apr 20, 2018 10:19 AM  
Anonymous

—  
On our statements we have the grid which lists the actual compensation they've received, which would include any tuition reimbursement (anything on their W-2 and then add in what your company pays for benefits, retirement and the ER portion of FICA). Anything such as memberships, PTO, holidays, etc would be in a different section with a blurb similar to "In addition to the compensation listed above, we also provide you with:" and then list them as bullet points.

HRinVA

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-----  
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Apr 20, 2018 10:29 AM

[Sarah Stulga](#)

I've done exactly what HRinVA does. I would only list tuition reimbursement for those who used it, and list the LMS and general tuition reimbursement availability in another section of "general benefits".

-----  
Sarah Stulga SHRM-CP  
-----

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Sent: 04-20-2018 10:18  
From: Anonymous  
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Apr 20, 2018 10:37 AM

[Jessica Feliciano](#)

Following this. I hope some people start to discuss.

I am looking to do the same thing as part of increasing our current culture and appealing to new candidates as we are having a hard time finding good people!

-----  
Jessica Feliciano  
Farmingdale NY  
-----

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-----  
Original Message:  
Sent: 04-18-2018 14:37  
From: Anonymous  
Subject: Salary Alignment

—

HI, I am a HR department of one. I recently was asked by our CEO to do some salary research. We are a charter school in PA. At this time our starting rate does not seem to meet the market and therefore we loss good candidates. We dont operate on a salary scale just a starting base rate and than negotiations move from there leaving our salaries all over. We receive a merit increase annually.

Does in make sense to provide an across the board base increase with the understanding you will still receive a merit raise as well? This would at least level us out a bit?

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Apr 20, 2018 10:52 AM

Anonymous

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—

I don't understand a lot of this post - like the part about "...a starting base rate and than negotiations move from there..." Do you mean that your CBA governs increases? Do you have a CBA? Do people individually negotiate their salary increases? I'm just confused...

Anyway, I can tell you what we did when we found that our salaries were lagging the market:

I review our salary ranges annually and due to business performance we did not adjust our ranges for awhile. This led our salary ranges and thus individual salaries to lag the market; our recruiting and retention was obviously negatively impacted.

I presented a market adjustment plan to our Compensation Committee. I proposed a stepped approach to bringing our salaries up to market, with the majority of market adjustments being effective immediately and then a smaller amount being effective after 6 months. We also implemented a regular market review process to ensure that we don't fall so far behind the market again. Each year, we have a handful of adjustments, but those are typically quite small and have to do with transfers or off-cycle promotions.

-The HRWitch

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Apr 20, 2018 10:55 AM

[Susana Guzman-Agle](#)

I would suggest you to do a salary benchmark analysis and create a range of starting salary. This might go from a min - target and max so that you can have some flexibility, depending on the candidate qualifications / experience.

How competitive you want to be is up to your company decide. Some companies feel that what they do is simple and they can lag the market, some others feel they are so specialized and high quality they need to lead the market, but the majority of us just want to be in the middle.

Once you have your established range, test it with the next applicants. You can always adjust if necessary, but hopefully the mid to max will allow flexibility if needed.

-----  
HR Yardley  
-----

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Apr 20, 2018 11:22 AM  
Anonymous

—  
We also have a very strong work/life balance atmosphere and we do allow exempt employees to "make up" time. Our general goal is to work 40 hours per week, and we have that because our management team believes that if you are having to work very much more than that every week, then they need to hire someone to help with the work load, and if you are working much less than that

the problem goes the other way and we need to provide you more work. You have a discussion with your manager if you are over every week or if you are under every week, while there are waves of work, long term consistency is what they are looking for...40 hours is our magical life/work balance formula and it starts from the owner down.

So if an employee has to be gone for a large chunk of time (a 3 hour personal appointment, a day sick, etc.), they have the option of using PTO or getting their 40 hours in on other days in that same week so they don't have to use PTO. They don't have to get specific approval from anyone for this, just ensure coverage with their co-workers (which lends to an atmosphere of helping each other out and a team energy to ensure the customers are covered). If it is being abused the manager discusses it directly with the employee-but that rarely is an issue.

This has had a huge impact on our environment-people love to be treated like adults who can manage their own time! We are very comfortable with this and have never regretted this change. To be fair, we are a small company with business professionals. I'm sure this model wouldn't work for some industries, but it sure does for ours.

PN

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-----  
Original Message:

Sent: 04-19-2018 11:41

From: Anonymous

Subject: Can Salaried Exempt employees "make up time" for a sick day?

—

I'm in CT.

We allow all employees (Both exempt and non-exempt) to essentially "flex" hours within the same work week. We promote a very healthy work/life balance culture here. It must be approved by your manager, and is on a case by case basis, though very rarely is it ever not approved.

We ask a LOT of our employees, and even with our 9/80 schedule, many employees work on what is our "off-fridays". To charge against whichever PTO bank is most appropriate for the full day when they've put in above and beyond the typical 40 hours we require them to be on site leaves employees with a bad taste. (Due to work loads and restructuring, many employees are working 50-60 hours a week, and no, they're not going to hire more people). To give our employees that little flexibility goes a long way in creating an environment where they're willing to work those extra hours.

We also have a defined policy for this, reviewed by our corporate office and our labor attorney. They have not seen an issue with it in the 10 years I've been with the company (and the policy has been in place longer than that).

Original Message:

Sent: 04-18-2018 14:26

From: Anonymous

Subject: Can Salaried Exempt employees "make up time" for a sick day?

—

â€¢ We have a Salaried, Exempt employee who called out sick for a full day. The employee subsequently worked 4.5 hours the following weekend. They have asked if they can offset the sick day since they came in on a Saturday.

Is this reasonable or legal in CT?

Thank you!

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Apr 20, 2018 11:40 AM

Anonymous

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Anonymous, 04-20-2018 11:22

Wow, this is awesome! I'm sure your employees appreciate it. If only more companies could/would implement policies like this. Life happens and employers should be more understanding and flexible..

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-----  
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Thank you!

---

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Apr 20, 2018 11:50 AM

Anonymous

—

There's a lot of really good discussion and different perspectives on this post.

My answer would as to whether it's reasonable would be "it depends." It's certainly legal. From a legal standpoint, as long as the employee is paid on a salary basis for the week, whether or not PTO or sick time is applied or not applied, is more a policy question.

Company culture certainly plays a part in this decision.

One thing I would also consider is the role of the employee. If the employee is a warehouse supervisor and a large portion of their work is to supervise the day to day work of a staff of non-exempt employees, I'd charge PTO for the day. That day's work still needed to be covered and the supervisor was not present to do it. They may work half a day on the weekend to catch up on email, but their primary work wasn't done.

On the other hand, my direct employees are internal OD & talent consultants. They sometimes work odd hours due to meetings, presentations, etc. And primary duties can be mostly performed on any day or at any hour. IMO, flex time makes more sense in that environment.

So I don't think the answer is really dependent solely on their exempt status. The type of work they do and when it needs to be performed also makes a difference.

Moon Willow

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Apr 19, 2018 4:04 PM

Anonymous



Non-profit in western MA. We are having the same problem over the same time period. I have 35 years in HR and I have seen this before. It is the current labor market where there are more open jobs than there are candidates. Candidates can pick and choose. To keep costs down we are located in a refurbished paper mill (old brick building) in the industrial corner of a crime-infested small city. The location is not pretty. But the inside of the building is very nice.

I think candidates do a drive-by and decide "I'm not working there, I'll find something else" and it's easy for them to do that. We are running at a "No Show" rate of about 25 - 30%.

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Original Message:

Sent: 04-18-2018 14:14

From: Sandra Durda

Subject: Help! I keep getting stood up.

Hi everyone! I'm hoping you guys can give me advice-or at the very least let me know that I am not the only one this is happening to. I work for a Non Profit in Northeast, OH and have been doing all of our recruiting for the last 4 years. Since around last November I've continuously had more people not show up to their scheduled interviews then those who did. Which is turning into a huge problem when trying to fill positions.

My current process is scheduling the interview over the phone; providing them with the information needed verbally ie our address, who to ask for and informing them that they will need to complete our application and a background release form and they can do so electronically or in the office. I then email the applicants the same information, reiterating the time and date and include the link for our application and our background release form. The verbiage I typically use is as follows;

*"As we discussed your interview is scheduled for [date and time].. You will interview with myself along with [hiring managers name] who is the hiring manager for this position. The interview will take approximately 30-45min.*

*Please complete the attached background release form and return it to me either via email or you can hand it to me in person at the time of your interview. Also, please complete our application with this link [website link]. If you have any issues completing either the application or background release form please let me know.*

*We are located at [address]. There is ample free parking surrounding the building.*

*Please feel free to contact me if you have any questions or would like any additional information. Also, if for any reason you need to reschedule or are unable to make your scheduled interview please let me know.*

*We look forward to meeting you!"*

I've Googled the companies name and looked on Glass Door with nothing of concern popping up. I'm at a complete loss as to why this happening or how to prevent so many applicants from not showing up. Any insight or advice is greatly appreciated.  
Thank you!

-----  
Sandra Durda  
-----

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Apr 19, 2018 1:03 PM

[Michael Smith](#)

â€¢ Your w/c comp rep gave incorrect info. However, just heard from a lawyer advising not to do in-house drug tests. Medical facilities have strict processes and MRO's to review results. Most private companies do not have in-house trained staff.

-----  
Michael Smith  
-----

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-----  
Original Message:

Sent: 04-18-2018 12:50

From: Eric Emerson

Subject: In House drug testing

Hello all,

I met with my workers compensation representative today and during the course of the conversation, he told me that in order for me to conduct my own drug screens (we do a saliva swab) we have to get a license from the Department of Labor. I was looking through the DOL website and haven't found anything about it but will continue to search. I was curious if anyone else was familiar with this. The company that I source my drug screens through didn't say anything about this.

-----  
Eric Emerson SHRM-CP/PHR  
H.R. Manager  
Value Added Products  
Alva, Oklahoma  
-----

---

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Apr 19, 2018 1:27 PM

[Eric Emerson](#)

So I checked with the Oklahoma State Department of Health. Since we are only drug testing our own employees/candidates we do not need a license or certificate from them. The saliva test we perform gives an instant result. If the test is positive, we use a second device to mail a sample to a qualified testing laboratory for confirmation. The upside is, if the first test is negative it only cost \$9.75 for the kit rather than \$32.00 for the mail in version or \$60 to send the employee to a clinic for a whiz quiz. The downside is that a negative test has to be confirmed and cost the \$32.00 anyway on top of the \$9.75. Hopefully the number of lower cost tests will save us money over the long run.

-----  
Eric Emerson SHRM-CP/PHR  
H.R. Manager  
Value Added Products  
Alva, Oklahoma  
-----

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Alva, Oklahoma  
-----

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Apr 20, 2018 10:04 AM

[Jennifer Weber](#)

â€¢ would remind as there is so much to learn and so much going on in their first 30-60-90 days that they truly may just forget.

I do the same as Mark mentions. I ensure all employees are aware of what their enrollment deadline at orientation and they also receive a letter that lists all of the important dates/deadlines. I tell them very early and firmly that it is their responsibility to enroll for benefits by the deadline. If they fail to do so, they must wait for open enrollment in December unless they have a qualifying event. I also put a reminder on our HR calendars that "employee is eligible for benefits this month".

I then start sending them emails or tracking them down to get their paperwork in or they will have to wait.

-----  
"Compassion is a state of constant giving of the self for others."  
-----

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-----  
Original Message:

Sent: 04-18-2018 11:53

From: Anonymous

Subject: Employee Eligibility Reminder

—

Good morning,

Although I have been in HR for a while, I have never had to deal with benefits much as there was always a specialist who handled that. I am now a department of one. Currently the company does not send reminders to employees of their eligibility date. Their philosophy is if the employee wants it, they will enquire. I don't even think anyone goes over anything with them which I will be changing.

However, I am up in the air about sending reminders. I wanted your input. To send a reminder or not to send a reminder? What are your thoughts?

---

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Apr 20, 2018 10:49 AM

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Anonymous

—

Yes. You need a signed waiver under the ACA.

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-----  
Original Message:

Sent: 04-18-2018 16:01

From: Anonymous

Subject: Employee Eligibility Reminder

—

Don't you still have to have a signed waiver if they are not taking the benefits. Our broker told me I need a signed waiver and if they are refusing our health insurance they need to provide me with proof of insurance.

Original Message:

Sent: 04-18-2018 11:53

From: Anonymous

Subject: Employee Eligibility Reminder

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---

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Apr 19, 2018 12:38 PM

Anonymous



—

This was nothing more in my opinion than a mismatch. It happens. An employee wants to be manager. The employer says let's give it a chance. In this case the employer did sent the employee to training and it is not working out. At the end of the day, the employee was better as an employee than a manager. I've seen this happen. Do demotions work, in my opinion no. The loss in salary of course is one problem. The fact that the employee will feel like a failure is another. The fact that others will advertently or inadvertently comment on it will make a bad thing worse. (Oh hey I heard they demoted you. You must feel so bad about that. Hey did you hear about so and so. He couldn't hack it. Hey did you know so and so couldn't hack it?) If the employee's only out is to go back to where he came from, you may be done. The only "unless" I can think of is where there is a "special project" where his expertise is completely mandatory needed that you've no choice, you are absolutely compelled, you can't do this without him, and must pull him back from the dregs of management. No one might believe it but I figure you've got a 50/50 shot now.

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-----  
Original Message:

Sent: 04-18-2018 10:55

From: Anonymous

Subject: Do demotions really ever work out?

—

We have recently brought in a Director level employee to oversee our Quality department. The manager at the time was not able to carry the full load of the department but still at the time was proving to be working hard and doing an okay job. Nothing terminable. The department is about 15-18 people in size. The manager had been in the role about one year before the Director was brought in over the entire group. The responsibilities were split and a small restructure was done at the time, about 3 months ago.

The new Director has been in her position for about 3 months now and is discovering the manager level employee is actually very bad at managing the employees or has kinda "checked out". He's not performing to the level she's happy with. She is considering demoting him into an Engineering role that does not manage anyone. He is very technical, would prefer to sit in front of a computer rather than manage anyone. The Director would like to change his title and pay rate to a lower amount. She has documentation that he has not performed well as a manager and she has communicated this with him. He has not taken direction very well from her and when she has brought up issues with him he says things like "I'd do it the same way again if I had the chance to". Clearly not understanding what the issue is.

The question is - has anyone ever really seen a demotion/change in position and pay really work out? My thought is that it's a slippery slope messing with pay and if he's not performing to the level we expect him to that we'd move towards termination. However the Director is considering restructuring his position into something less than it was because she thinks he does hold some value in the new position (not managing anyone). He's very technical and this is a gap in that department.

Thoughts?

---

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Apr 19, 2018 12:26 PM  
Anonymous

The employee is not abusing FMLA. They using protected leave to cover absences related to a serious health condition in line with a complete and sufficient certification. There is no abuse.

Next steps are to allow the FMLA and don't retaliate against the employee for using protected leave. That includes making sure that neither you nor the manager are making comments about him abusing FMLA.

Moon Willow

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-----  
Original Message:

Sent: 04-17-2018 14:05

From: Anonymous

Subject: FMLA Abuse

We have an employee who was approved for FMLA in February 2018. Since then he has been taking off in 2 day blocks for every episode (migraine), which his certification paperwork does state the frequency can be 1 time a week with a duration of 2 days per episode. Prior to this approval this employee was out every now and then due to migraines, but it was not in 2 day increments. So far he has taken 8 full days off within a 2 month time frame. We believe he may be abusing his FMLA but he is not deviating from what his certification paperwork states. This is causing a hardship on the company and there is no other department that can absorb these absences. Can anyone advise on next steps?

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Apr 19, 2018 12:45 PM  
Anonymous

I get migraine headaches. When I do, I have a prescribed medication that I take. If I am very busy at work, I come back as soon as I get over the unbearable pain. The thing is, even after I feel better or the symptoms of migraine are gone, for at least 12 hours and if I took my meds more than once, absolutely more than that, I am not exactly 100%. While this is going on, no matter what i do not make decisions that may have a long term consequence. I may decide what to eat for lunch or approve a half a day off. Anything more serious than that, I defer for another time. If I were on FMLA, I would take that second day. As it happens, I am lucky and I get migraines, once a quarter or so. While I am in that zombie, disconnected condition, if you ask me anything that would

require attention or detail I cannot do. The point is, he may not be abusing it but using it as he should as AJ suggested. Since his certification allows it,, you should let him be.

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-----  
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---

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Apr 19, 2018 4:23 PM  
Anonymous

—  
Personally, I wouldn't get worked up on Jeanette's opinion. It's my favorite thing in the world when people who have 0 HR experience hop on this board and act like they have any legitimate idea what HR looks like at different businesses or think that HR has to act a certain way. And then throw out personal insults to those who are in the profession for posts we take time out of our day to respond to.

OP- You take feedback very well. I truly feel that when you finally find what it is that you want to do (and I think you're so close!) the organization and manager you work for will be beyond grateful to have you as an employee. Best of luck!â€œ

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-----  
Original Message:  
Sent: 04-18-2018 13:28  
From: Roberta Weingarten  
Subject: Mini-Credentials and Other Resume Indicators



I was dismayed at some of the responses I read to your question. Apparently you touched a nerve in some of the "professionals" on this forum.

[Jeanette Kingsbury](#), 04-18-2018 11:01

Why? Because not everyone fits your vision of what HR should be? Why does that make those people "professionals" rather than professionals? Maybe don't slam the people you disagree with by making the implication that they're not professionals.

-----  
Roberta Weingarten, PHR, SHRM-CP

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Apr 19, 2018 4:27 PM

[Diana Meyers](#)

We are a company that processes warranties (a lot of paperwork involved). It is pretty much following direction and following rules of a manufacturer. A lot of numbers and data entry. It is a unique outsourcing service provided only to a select clientele (new automobile dealerships). We have done both ways, staffing services are expensive but we also have a relatively high turnover rate using either option. I hope I have "filled" in some of the questions.

-----  
Diana Meyers

Warranty Processing Inc  
Rockford IL  
-----

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-----  
Original Message:

Sent: 04-16-2018 15:24

From: Anonymous

Subject: Does anyone prefer temp services over direct hires?

-----  
As usual, it depends.

Temp to hire for a director level? Nope.  
For a receptionist, sure.  
For a Sales Manager? Nope  
For high turnover manufacturing? I've used several agencies so each would send me their best candidates.  
Original Message:  
Sent: 04-16-2018 14:57  
From: Diana Meyers  
Subject: Does anyone prefer temp services over direct hires?

We had been using a temp service and are trying to determine the pros/cons to each hiring process? Which would you prefer?

---

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Apr 19, 2018 12:40 PM  
Anonymous

—  
They started calling my references!!

OP

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-----  
Original Message:  
Sent: 04-18-2018 10:15  
From: Anonymous  
Subject: Interview!

—  
For me, providing 2 references from your current employer would be sufficient. Even if your past roles were different, your reference could still speak to your work ethic, leadership skills, dependability etc. If you know your company would push you out, I would not risk it.

Original Message:  
Sent: 04-18-2018 10:06  
From: Anonymous  
Subject: Interview!

I could ask someone from the past, but none of those jobs are similar. I could ask someone from an organization I work with, but they have all been with this company longer than I have and I just get nervous. When the owners of my company find out this type of information, they force the person out... It can be very toxic and I can't be without a job.

OP

Original Message:  
Sent: 04-18-2018 10:00  
From: Anonymous  
Subject: Interview!

—

Is there anyone you've worked with in the past that could be a reference? Or someone from an association you belong to?

Original Message:  
Sent: 04-16-2018 10:53  
From: Anonymous  
Subject: Interview!

—

I have been receiving emails from Indeed for a while now. Not that I am really looking for a new job, but if I saw one worth applying I would apply. Well, I was sitting on the balcony of my resort on my Honey Moon in Costa Rica when a job popped up. It is for an Office Manager but has numerous HR tasks as well. The pay is between \$18.00 per hour and \$30.00 per hour and I am currently making \$23.00 per hour.

So, with a drink in my hand and the sun shining bright, I applied. The next day I received an email to come in for an interview on Tuesday (tomorrow).

I am beyond excited! I am also really nervous. I had to share with you all because I can't share it with anyone else here in case the word gets out!

I have yet to receive my review and raise, but I was going to tell them I make \$24.00 since that is what my raise will be. Should I aim high and ask them for the \$30.00 per hour? Or, should I be realistic and ask for \$26-28 with a settling number in my head?

Yay! Trying not to get my hopes up, but I what I have done for this job is exactly what they have in their job posting.

---

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Apr 19, 2018 1:47 PM  
[Kristin Saba](#)

Exciting!!!!!!!!!!!!!!

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Fingers crossed.

-----  
Kristin Saba  
Human Resources Administrator  
-----

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-----  
Original Message:  
Sent: 04-19-2018 12:39  
From: Anonymous  
Subject: Interview!

—

They started calling my references!!

OP  
Original Message:  
Sent: 04-18-2018 10:15  
From: Anonymous  
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Apr 19, 2018 1:52 PM

Anonymous

—

ask for \$30; you don't get what you don't ask for.

On another note, why would you outright lie about what you currently make? Don't tell them you make \$24 if you make \$23. Be honest.

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Apr 19, 2018 2:00 PM  
Anonymous

—

and your excitement about this possibility is infectious and comes across here - I am sure it did to them too. Good luck!!

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-----  
Original Message:

Sent: 04-19-2018 12:39

From: Anonymous

Subject: Interview!

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Apr 19, 2018 2:24 PM

Anonymous

—

Thank you, everyone! I already asked for \$27 on the application. The only reason I would have said \$24 if they asked, is because I got my raise today. They did not ask.

OP

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-----  
Original Message:

Sent: 04-19-2018 13:52

From: Anonymous

Subject: Interview!

—

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Apr 19, 2018 2:35 PM  
Anonymous

—

Fingers and toes crossed for you!

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-----  
Original Message:  
Sent: 04-19-2018 14:23  
From: Anonymous  
Subject: Interview!

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Apr 19, 2018 3:10 PM

Anonymous

—

Just my opinion, but your questions for the initial interview are very self-serving - tells the interviewee that you are looking out for yourself more than your potential new employer. First interviews should always be about the company, the culture, the organizational structure, future goals (of Company) and then maybe what they EXPECT FROM YOU, not what you want from them. When/if you get a second interview, you can get into more questions about what YOU are need, like pay, benefits, growth potential, etc. etc.

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-----  
Original Message:

Sent: 04-17-2018 09:46

From: Anonymous

Subject: Interview!

—

I am getting excited! My interview is at 6 pm tonight. I did so much research about the company last night, and I am really confident going into this interview.

I just read the post about the outfit for the interview in an HR field. That had a lot of advice. It's also funny because this morning I put on minimal makeup and thought I should leave my glasses off for the interview. They are a bit distracting. They're not HUGE, but they are a tad bigger since that is in style.

I have light pink/almost nude nail polish on and I was going to wear my hair straightened and down. I have a pair of black slacks that I was going to wear with ankle boots and heels. I am in New England and we just got hit with snow, so ballet flats would look silly.

I was trying on some shirts last night, but now I am not sure if the one I want to wear is too 'bold'. It is a short-sleeved white blouse with large red circles outlined in black. It is mostly red as the dots are large. I was going to wear my black blazer.

I remember interviewing for the job I have now and I was dressed up. One of the owners was wearing jeans and a sweatshirt and I felt silly. It is a production facility and I had to wait in the break room for about 20 minutes. People thought I was a salesperson.

I have my black folder with my resume in it and questions written down.

My questions:

1. What type of training will be involved? (there is overnight training listed in the job description)
2. What are the benefits and when do they start? (medical, dental, vision, STD, 401k, PTO, etc)
3. I see there is quite the pay range. What is the starting pay?
4. Was this job posted internally? (it is a dentist office and there are 3 dentists. I feel like someone in the office would want this job.)
5. What are the hours?
6. What timeframe are you looking at when it comes to hiring for this position?

Can anyone think of other questions? Eek. Thanks for being there for me, SHRM fam! :)

OP

Original Message:

Sent: 04-16-2018 15:14

From: Anonymous

Subject: Interview!

—

I agree with #7! There is a lot of information out there about asking an applicant about their current wages, at least until after an offer has been made. Good luck!

â€œ

Original Message:

Sent: 04-16-2018 10:53

From: Anonymous

Subject: Interview!

—

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---

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Apr 19, 2018 3:15 PM

Anonymous

—  
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-----  
Original Message:

Sent: 04-19-2018 14:34

From: Anonymous

Subject: Interview!

—  
Fingers and toes crossed for you!

Original Message:

Sent: 04-19-2018 14:23

From: Anonymous

Subject: Interview!

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OP

Original Message:

page 395 of 432

Sent: 04-19-2018 13:52  
From: Anonymous  
Subject: Interview!

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Apr 20, 2018 9:20 AM  
Anonymous

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Apr 20, 2018 9:28 AM  
Anonymous

—

See what direction this interview takes. They may bring benefits up, or not.

I'd wear a different outfit.

If you don't have one, try thrift shops (GoodWill, consignment shops) in upscale neighborhoods.

The suits I wear to work would typically cost \$150 - \$200 new but I get them from GoodWill for abut \$20.â€

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-----  
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Sent: 04-20-2018 09:19  
From: Anonymous  
Subject: Interview!

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Apr 20, 2018 9:38 AM  
Anonymous

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Apr 20, 2018 9:49 AM  
Anonymous

—

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Sent: 04-20-2018 09:19

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Apr 20, 2018 10:02 AM  
Anonymous

—

Thank you! It was brought up in the first interview, but not really explained. I have questions on all benefits, not just health insurance.

For example, they said you earn PTO, but they did not say when you started accruing or how much. I also want to know if they allow rollover. I have so many questions because I want to make sure this is a good career move for me.

**These are all the questions I am curious about, but I am sure I should not ask all of them...**

How many people will be reporting to me?

How long is the lunch break? (hours and 7:30-5:00) I am hoping for an hour so I can go to the gym! :)

What is your dress code policy? (I want to know if I am expected to dress up every day, wear scrubs, and if I can wear my nose ring)

When do you start to accrue PTO?  
How much do you accrue?  
Can you rollover unused PTO?  
Does sick time rollover?  
What health insurance do you offer?  
What is the deductible?  
What is the monthly premium?  
Can you tell me more about your Short Term Disability? (I have my own now, and we plan on having children in the next 2 years)  
What is your review schedule?  
When training, what is covered? (I am assuming they cover the flight and pay me while I am in the training session. However, I want to know if they pay for a car rental and reimburse for food, etc. )  
Where is the training in Florida and how far in advance will I know when I will be going? (my husband travels for work and we have some fur babies)  
Are you allowed to use PTO around holidays and still get holiday pay?  
I also have some trips planned that I want to ask them about. One is a trip to Florida to see my family and the other is for my honeymoon.

OP

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-----  
Original Message:  
Sent: 04-20-2018 09:48  
From: Anonymous  
Subject: Interview!

—  
Since the OP doesn't need health insurance at this time, I'd let them lead the discussion.

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Sent: 04-20-2018 09:38  
From: Anonymous  
Subject: Interview!

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Apr 20, 2018 10:07 AM

[Ivette Dupuis](#)

Outside of your first question, I wouldn't ask any of your other questions until I got an actual offer.

Again, you're focused on the wrong things.

-----  
Ivette Dupuis SHRM-SCP  
Orlando  
-----

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Apr 20, 2018 10:21 AM  
Anonymous

—

Thank you, Ivette! :)

OP

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-----  
Original Message:  
Sent: 04-20-2018 10:06  
From: Ivette Dupuis  
Subject: Interview!

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-----  
Ivette Dupuis SHRM-SCP  
Orlando

---

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Apr 20, 2018 10:21 AM  
Anonymous

—

How many honeymoons do you have planned?

Anyway, those questions would make me re-think my decision to hire you.  
They're all about you and your personal wants.

You need to show me you want to work for me - not that you want time off.

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Apr 20, 2018 10:22 AM

Anonymous

—

I would save the majority of those questions for after you've received an offer. All good information to have when making a decision, but those questions would lead me to believe you are more interested in the benefits than the actual job. Ask about the company, their expectations, job duties, training etc.

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-----  
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What is the deductible?

page 412 of 432

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Apr 20, 2018 10:26 AM  
Anonymous

—

â€¢ think you are drilling down way to far in your questions.

A simple, please tell me about your benefits should be enough at this time.

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Apr 20, 2018 10:31 AM

Anonymous

—

OP

I am also in a process with interviews going on. You should be focusing on the job, the culture, the fit, the challenge rather than the benefits. Granted they are important (I do have kids that depend on me), but first I want to make sure that is the place I can be for the long run.

If you are really curious you could ask the recruiter to get a copy of their benefits handbook. They typically have this information readily available and it gives a lot of the detail you are looking for.

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Sent: 04-20-2018 10:21

From: Anonymous

Subject: Interview!

—

How many honeymoons do you have planned?

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They're all about you and your personal wants.

You need to show me you want to work for me - not that you want time off.

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Apr 20, 2018 10:36 AM  
Anonymous

—

How many honeymoons do you have planned?

Anonymous, 04-20-2018 10:21

I thought that too. :-)

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Apr 20, 2018 10:50 AM

Anonymous

—

OP,

Pretty every question you asked is a huge turn off to me. The questions are too in the weeds for an interview. If this is all you asked I would definitely think you don't want to work for me.

Most of my managers could not tell you the nitty gritty about the benefits other than we offer health care, they charge me money.

Though as a manager, if you reported to me, I would love the level of detail that you think just maybe not those specific questions.

Ask, Tell me about your benefits and leave it at that.

Your question that you are asking if anyone is reporting to you, gives me pause. Did they not tell you in the interview? Perhaps no one reports to you?

You could probably recycle (or expand) on a few of the same questions from your first interview. If you asked about a trend and then got feedback, maybe state, in the first interview, Sally shared about X trend in your industry, what are your thoughts?

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Apr 20, 2018 11:07 AM  
Anonymous

—

These questions are a huge turn off to a recruiter. You know what they tell me? You're more concerned about how much flexibility you have to wear whatever you want and how much time you get to *not* be at work than you are about whether you're a fit for the culture and the actual role they're hiring for. You're focused on the wrong things, and I would not hire someone who asked those questions during an interview. I most often receive those types of questions for roles like Shipping jobs where I already know this is likely not the person's passion or a "career" for them. They're a turn-off even then and a HUGE turn-off for professional roles. These are questions to save for the offer stage.

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Apr 20, 2018 11:36 AM

Anonymous

—

I work for dentists. He is not going to know (or care) if you are paid holiday pay if you use PTO around the holiday. :-)

It sounds like the first interview went well, and you are showing a lot of enthusiasm for the opportunity. But as others have said, these questions are a turn off. Focus on the job. Best of luck!

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Does sick time rollover?

What health insurance do you offer?

What is the deductible?

What is the monthly premium?

page 427 of 432

Can you tell me more about your Short Term Disability? (I have my own now, and we plan on having children in the next 2 years)

What is your review schedule?

When training, what is covered? (I am assuming they cover the flight and pay me while I am in the training session. However, I want to know if they pay for a car rental and reimburse for food, etc. )

Where is the training in Florida and how far in advance will I know when I will be going? (my husband travels for work and we have some fur babies)

Are you allowed to use PTO around holidays and still get holiday pay?

I also have some trips planned that I want to ask them about. One is a trip to Florida to see my family and the other is for my honeymoon.

OP

Original Message:

Sent: 04-20-2018 09:48

From: Anonymous

Subject: Interview!

—

Since the OP doesn't need health insurance at this time, I'd let them lead the discussion.

Original Message:

Sent: 04-20-2018 09:38

From: Anonymous

Subject: Interview!

—

â€¢ABSOLUTELY encourage you to ask about benefits and the cost of benefits. In our co. People are SHOCKED at how high our premiums are. I feel sorry for them when they come from a company who pays for benefits. Once person said, "I thought I was getting a raise coming here, but actually with these rates, I'm making less." There's nothing wrong with asking about benefits.

Original Message:

Sent: 04-20-2018 09:19

From: Anonymous

Subject: Interview!

—

I received a phone call from them saying they would like me to come in for a second interview. She wants me to meet with her husband, who is also a dentist, and ask a few more questions.

Would this be a good time to ask about benefits and other questions I have? They gave me the most generic list of benefits they have with no details.

Also, what do I wear to this interview? Should I still wear my suit just with another shirt? Or should I just do a nice top without the blazer?

:) OP

Original Message:

Sent: 04-19-2018 15:15

From: Anonymous

Subject: Interview!

—

fingers crossed! Good Luck! seeing these updates is one of the few things that brighten my day. Your absolute joy over the potential position and change is infectious!

Original Message:  
Sent: 04-19-2018 14:34  
From: Anonymous  
Subject: Interview!

—

Fingers and toes crossed for you!

Original Message:  
Sent: 04-19-2018 14:23  
From: Anonymous  
Subject: Interview!

—

Thank you, everyone! I already asked for \$27 on the application. The only reason I would have said \$24 if they asked, is because I got my raise today. They did not ask.

OP

Original Message:  
Sent: 04-19-2018 13:52  
From: Anonymous  
Subject: Interview!

—

Ask for \$30; you don't get what you don't ask for.

On another note, why would you outright lie about what you currently make? Don't tell them you make \$24 if you make \$23. Be honest.

Original Message:  
Sent: 04-16-2018 10:53  
From: Anonymous  
Subject: Interview!

—

I have been receiving emails from Indeed for a while now. Not that I am really looking for a new job, but if I saw one worth applying I would apply. Well, I was sitting on the balcony of my resort on my Honey Moon in Costa Rica when a job popped up. It is for an Office Manager but has numerous HR tasks as well. The pay is between \$18.00 per hour and \$30.00 per hour and I am currently making \$23.00 per hour.

So, with a drink in my hand and the sun shining bright, I applied. The next day I received an email to come in for an interview on Tuesday (tomorrow).

I am beyond excited! I am also really nervous. I had to share with you all because I can't share it with anyone else here in case the word gets out!

I have yet to receive my review and raise, but I was going to tell them I make \$24.00 since that is what my raise will be. Should I aim high and ask them for the \$30.00 per hour? Or, should I be realistic and ask for \$26-28 with a settling number in my head?

Yay! Trying not to get my hopes up, but I what I have done for this job is exactly what they have in their job posting.

---

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Apr 19, 2018 12:37 PM

[Sarah Stulga](#)

I just learned that you can also earn one professional development credit by completing the SHRM Competency Self Assessment each year:  
[www.shrm.org/learningandcareer/career/pages/...](http://www.shrm.org/learningandcareer/career/pages/...)

I haven't done it yet but this is going on my personal checklist. Hope this helps you!

Sarah

-----  
Sarah Stulga SHRM-CP  
-----

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-----  
Original Message:

Sent: 04-12-2018 11:42

From: Sarah Stulga

Subject: SHRM-CP

I use HR.com as well and would recommend it. If you register for a live webinar and are unable to attend, they send you the link afterwards and you can still receive credit. Have you checked out the recertification handbook?

[www.shrm.org/certification/documents/...](http://www.shrm.org/certification/documents/...)

Here are some activities that you can get credit for you may not have realized:

- Reading books that SHRM has approved and passing a quiz
- volunteering HR services (serving as a chair for your local chapter, providing HR expertise to a non-profit)
- your SHRM membership, and any other national HR organization membership
- participating in a focus group
- writing an HR related letter or making a call to your congress/state legislature

I'm also currently trying to maintain my certification without the support of my current organization, but every little bit adds up!

-----  
Sarah Stulga SHRM-CP

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Apr 19, 2018 3:51 PM

[Michael Powell](#)

â€¢Thank you Mary:

I was able to wonder around enough in the search engines, as I am quite new here, and found a couple of very short articles. I choose one, and it was well received, I had several positive comments that they had good information, and was short to read.. :-)

-----  
Michael Powell  
Deputy Chief of Police/University Safety Officer  
McNeese State University  
Lake Charles LA  
-----

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-----  
Original Message:  
Sent: 04-04-2018 09:50  
From: Mary Dillman  
Subject: Fwd: Work Related Stress Relief

Hi Mike,  
This SHRM article on stress management may point you to some resources - scroll down to the hot links under "Employer Resources":

[SHRM - Stress Management](#)

I also did a search of the SHRM web site on "wellness and stress" and some other articles/resources popped up. Good luck to you!



-----  
Mary Dillman  
Flemington

You are subscribed to "General HR" as therese.rodriguez@carlsbad.k12.nm.us. To change your subscriptions, go to [My Subscriptions](#). To unsubscribe from this community discussion, go to [Unsubscribe](#).

From: "Infobase" <Email-Manager@Infobase.com>  
Sent Date: Mon, 12 Feb 2018 05:41:39 -0700 (MST)  
Subject: Get Instant Access--Give Students All They Need to Analyze Hot-Button Issues  
To: <MAYJ2@NMSU.EDU>

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From: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>  
Sent Date: Mon, 29 Jan 2018 08:31:21 -0700 (MST)  
Subject: GO BOND PO - ABDO  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments: Copy of CARLSBAD MONTERRERY ABDO SPRING FOR PO.xlsm (9.51 MB) CMS Libraries Purchase Order Request - ABDO GO BOND 2018.xlsx (17.29k)

---

Thank You!!

Juhree

From: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>  
Sent Date: Mon, 12 Feb 2018 08:29:28 -0700 (MST)  
Subject: GO BOND with ABDO  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:ABDO FEB 18 (003).xlsm (9.1 MB) CMS Libraries Purchase Order Request - ABDOsp18.xlsx (18.97k)

---

Good morning Lorie,

I have tried my best to fill out the form. I couldn't get the x next to GO Bond and tried to put the total in but went wacko on me. So instead of messing that one up...Here is what I could get. Slowly but surely I am going to get all this again. Thanks!

Julie Klein  
Sunset Elementary Library  
[julie.klein@carlsbad.k12.nm.us](mailto:julie.klein@carlsbad.k12.nm.us)

From: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>  
Sent Date: Tue, 27 Feb 2018 11:58:30 -0700 (MST)  
Subject: go bonds...  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:CMS Libraries Purchase Order Request - ABDOsp18.xlsx (18.99k) ABDO FEB 18 (003).xlsm (9.1 MB)

---

Good afternoon Lorie,

I sent the Capstone Go Bond into Cathy. You do have the ABDO one also right? Here it is again in case. I still can't get editing to let me put the x in front of Go Bond. I did put the total in at the top and didn't see it at the final cost. Only this one left. Thanks.

Julie

Julie Klein  
Sunset Elementary Library  
[julie.klein@carlsbad.k12.nm.us](mailto:julie.klein@carlsbad.k12.nm.us)

From: "Smith, Lindsay (Inside Sales)" <Lindsay.Smith@cengage.com>  
Sent Date: Fri, 5 Jan 2018 12:24:49 -0700 (MST)  
Subject: Happy New Year and a few fun Gale facts for New Mexico  
To: "lorie.mitchell@carlsbad.k12.nm.us" <lorie.mitchell@carlsbad.k12.nm.us>

Attachments: image005.jpg (2.78k) image014.jpg (3.83k) image015.jpg (3.79k) image016.jpg (4.1k) image017.jpg (3.03k) image018.jpg (3.23k) image020.jpg (2.53k) image022.jpg (2.6k) image024.jpg (2.73k) image026.jpg (2.68k) image028.jpg (2.51k) Popular HS Required Reading.pdf (937.03k)

---

Hi Lorie!

Happy New Year! I hope you had a great holiday break!

Thought I'd start the year out with some fun facts and exciting things that are going on here at Gale!

#### **Fun Gale Facts for 12/2016- 12/2017:**

- 1) **The most used GVRL title across all U.S. K12 Schools is [Novels for Students](#) series with over 100,000 retrievals!**
- 2) **Industrial Revolution, Frankenstein, Homework, Sewing and Criminal Brains** are some of the most searched for terms by New Mexico K12 students during 2017.

#### **What's exciting?**

Nicole, our [GVRL specialist](#) has been busy curating GVRL collections that support curriculum standards so they can easily be used in class by teachers for instruction. In the links below read how Nicole talks about how teachers can use titles like [Hidden Human Computers](#) and the [Tuskegee Airmen](#) in the classroom for [Black History Month](#) year round. For more blog articles visit <http://blog.gale.com/category/schools/>

If you can get teacher pacing guides (unit plans or scope and sequence), send them to me and Nicole will suggest GVRL titles that will specifically support teacher lessons. This can be a HUGE time saver for teachers, let's help them save time.

#### **New Teacher Tools!**

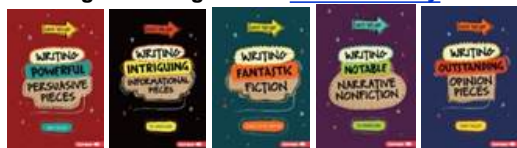
[Teacher tools are available for Britannica eBooks](#) for 300 + titles, this is a great way to collaborate with (new) teachers.

New GVRL titles supporting top searches across the US for [Immigration](#), [Gun Control](#) & [Death Penalty](#):



for additional titles visit [www.gale.com](http://www.gale.com)

Working on writing skills? [Write this Way](#) from Lerner is designed for students in grades 6-8





Students at one point will get frustrated with, rebel against or struggle with literature assignments [For Students Series to the rescue!](#) ---Gale's popular K12 [For Students](#) series supports required reading and provides students with an easy guide to understanding the most studied literature in high school (For Students is Gale's most used K12 series!). Attached PDF includes how teachers can use these series. If it were me, I'd email it AND put a printed copy in their mailbox with a note that includes what in your collection supports their course(s).

Here's a link to the [Table of Contents](#) if you'd like compare to your school's required reading list.

If you would like to update your collection, you can refer to the above TOC to see what titles are in each volume or let me know what's on your required reading list and I can look for you.

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For a look inside GVRL visit <https://www.gale.com/ebooks> and I'm always happy to set up a trial . You purchase only 1 copy per school and own it. With unlimited simultaneous usage, nothing to check out and Google Drive/Classroom and MS Office integrated, eReference doesn't get any easier than GVRL!

Let me know how I can help in any way, iff I don't hear from you sooner, I'll circle back with you next week to make sure you got this email.

Much thanks!

Lindsay

**Remember: *Gale Before Google!***

**Lindsay Smith**

K12 Sr. Educational Sales Consultant/ Gale

Gale Cengage Learning

27500 Drake Road, Farmington Hills, MI 48336

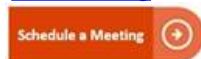
[1-800-877-4253](tel:1-800-877-4253) x18374

[Lindsay.smith@cengage.com](mailto:Lindsay.smith@cengage.com)

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Thu, 15 Mar 2018 05:35:52 -0600 (MDT)  
Subject: House Passes School Safety Bill 407-10  
To: <jana.smith@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Jana Smith

Thursday, March 15, 2018

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#### High School Students Across Nation Demonstrate In Support Of Gun Control.

All three major networks led their newscasts last nights with reports on walkouts by students across the country in support of gun control measures. [ABC World News Tonight](#) (3/14, lead story, 3:30, Muir) referred to "powerful images playing out across this country," with "tens of thousands of students staging a massive coordinated protest against gun violence, one month after the shooting rampage killed 17 people at Stoneman Douglas High School in Parkland, FL."

[NBC Nightly News](#) (3/14, lead story, 3:00, Gutierrez) said "across the country, the loudest lesson was outside the classroom," because "a generation" is "sitting silent no more," and the [CBS Evening News](#) (3/14, lead story, 2:45, Diaz) spoke of "a sea of students" that "streamed out

of the school behind a national movement," and added that "while the walkout was under way, the NRA tweeted, 'Let's work together and secure our schools and stop school violence. We protect our banks, our sports stadiums and our government buildings better than we protect our schools.' The NRA wants Congress to push through legislation increases school safety."

[Reuters](#) (3/14) reports that "with some students dressed in orange, the color adopted by the gun control movement, the walkouts began at 10 a.m. local time in each time zone and were scheduled to last 17 minutes. Many rallies went longer." Reuters adds that "the duration was a tribute to 17 students and staff killed at Marjory Stoneman Douglas High School."

The [Washington Post](#) (3/14, Heim, Lang, Svrluga) says "supporters say the walkouts and demonstrations represent a realization of power and influence by young people raised on social media who have come of age in an

era of never-ending wars, highly publicized mass shootings and virulent national politics.” The Post says the walkouts “came 10 days before a march on Washington that could draw hundreds of thousands of students to the nation’s capital.” The [AP](#) (3/14, Binkley) says the “wave of protests” could be “the largest of its kind in American history,” and the [Wall Street Journal](#) (3/14, Campo-Flores, Subscription Publication) runs a similar assessment..

**WPost Hails Protesters.** The [Washington Post](#) (3/14) editorializes about the “extraordinary nationwide demonstration for safer schools and stronger gun control,” and hails the “‘Enough is Enough’...posters of a movement that has made clear it won’t go away until something real is done to combat gun violence.”

**Many Students Take Part In Political Rallies With “Top Democrats.”** The [Washington Times](#) (3/14, Richardson) reports that many students walking out of schools “headed straight for political rallies starring top Democrats. The National School Walkout drew charges of partisanship and ‘political indoctrination’ after students in a number of major cities, including New York, Chicago and Washington, D.C., wound up skipping class to attend gun-control events headlined by Democrats.”

**South Carolina Governor Calls Student Walkouts Protesting Gun Violence “Shameful.”** [The Hill](#) (3/14, Gstalter) reported that Gov. Henry McMaster on Wednesday “blasted the national student walkout as a ‘shameful’ attempt by left-wing groups to push their own political agenda. ‘It appears that these school children, innocent school children, are being used as a tool by [this] left-wing group to further their own agenda,’ McMaster told South Carolina public television network ETV.” McMaster added that the walkout is “a political statement by a left-wing group and it’s shameful.” The Hill added, “High school students in cities across the country including Washington, D.C., marched out of their classrooms for 17 minutes on Wednesday to protest gun violence a month after 17 students and faculty were killed at Marjory Stoneman Douglas High School in Parkland, Fla.” McMaster is seeking a full four-year term this fall.

**Many Students Brave Punishment Threats To Attend Rallies.** The [Wall Street Journal](#) (3/14, Korn, Brody, Subscription Publication) reports that a number of districts around the country have threatened students who take part in walkouts with suspensions or unexcused absences. The Journal reports that the Southern Christian Leadership Conference chapter in Cobb County, Georgia received reports of teachers physically preventing students from exiting schools.

**Several Schools Cancel Planned Demonstrations Due To Threats.** The [Huffington Post](#) (3/14) reports that a number of schools across the country that had planned walkouts or other related events canceled their plans after receiving threats. For example, “Righetti High School in Santa Maria, California, received a threat that forced the school to go into lockdown, preventing students from leaving the building.”

Other news outlets covering the walkouts and related demonstrations include [USA Today](#) (3/14), the [Los Angeles Times](#) (3/14, Jarvie, Lee), [Politico Morning Education](#) (3/14, Emma), [Education Week](#) (3/14), [Chalkbeat](#) (3/14), [CNN](#) (3/14, Diaz), the [Sauk Valley \(IL\) Newspapers](#) (3/14), the [Colorado Springs \(CO\) Gazette](#) (3/14), the [Boston Herald](#) (3/14), the [Milwaukee Journal Sentinel](#) (3/14), the [Uniontown \(PA\) Herald-Standard](#) (3/14), an [AP](#) (3/14) article out of Ohio, an [AP](#) (3/14) article out of Minnesota, an [AP](#) (3/14) article out of New Jersey, an [AP](#) (3/14) article out of Wyoming, an [AP](#) (3/14) article out of Alaska, the [Bellevue \(NE\) Leader](#) (3/14), the [State Journal \(KY\)](#) (3/14), the [Connecticut Post](#) (3/15), the [Pittsfield \(MA\) Berkshire Eagle](#) (3/14), [Philly \(PA\)](#) (3/14), [Newsday \(NY\)](#) (3/14), the [Milwaukee Journal Sentinel](#) (3/14), an [AP](#) (3/14) article out of Wisconsin, the [Denver Post](#) (3/14), and the [Omaha \(NE\) World-Herald](#) (3/14).

### **Cruz Lawyers Offer Guilty Plea In Exchange For Life.**

The [CBS Evening News](#) (3/14, story 2, 0:40, Glor) reported lawyers for Nikolas Cruz “repeated their offer” for Cruz to “plead guilty if his life is spared,” but “prosecutors rejected it.” The report added that “newly released 911 calls from inside the high school reveal a frantic effort to save the wounded before help arrived.”

### **Teacher Accidentally Discharges Gun In California School.**

In continued coverage, the [CBS Evening News](#) (3/14, story 3, 1:30, Glor) reported, “At a high school in Seaside, California, a lesson in gun safety” Tuesday “did not go as planned.” It “ended with three students wounded” in what “was not an isolated incident.” CBS (Villarreal) added, “As a California teacher attempted to instruct students about gun safety in his criminal justice class, the gun accidentally went off.” CBS added that “Dennis Alexander, a reserve officer, city councilman, and teacher, is now on administrative leave.” [NBC Nightly News](#) (3/14, story 7, 1:50, Holt) said one student sustained slight injuries, but the incident “could have easily turned deadly.” The [New York Times](#) (3/14, Caron, Subscription Publication) and the [Los Angeles Times](#) (3/14, Tchekmedyian) also cover this story.

### **New York City Settles Federal Lawsuit Over Response To School Bullying.**

The [AP](#) (3/14, Matthews) reports that the New York City Department of Education has settled a 2016 federal lawsuit brought “by public school parents who charged that school violence and bullying were not being adequately addressed.” The district must “report bullying incidents into an electronic system within one day” under the terms of the settlement, which also allows parents to “submit school bullying complaints electronically.” The AP says the complaint alleged that “violence in schools was underreported and that incidents of bullying were often not taken seriously by school administrators.”

The [New York Daily News](#) (3/14) reports that under the settlement, the district agreed “to beef up protections for students victimized by bullying.” The agreement continues efforts “that outgoing schools Chancellor Carmen Fariña announced after a student was killed at the Bronx Urban Assembly School for Wildlife Conservation in September.”

### **Alabama Proposal To Arm Teachers Draws Mixed Reaction.**

The [AP](#) (3/14, Chandler) reports on “support and criticism” voiced over a “proposal to let trained teachers carry firearms in public schools” in the Alabama legislature on Wednesday “as a committee grappled with the first action on a gun-related bill introduced in the wake of the fatal shooting last month at a Florida high school.”

### **Indiana Senate Passes “Watered Down” Measure On Teacher Licensing Laws.**

The [Indianapolis Star](#) (3/14, Herron) reports that the Indiana Senate passed “a watered down bill making small changes to the state’s teacher licensing laws” on Wednesday “after controversial language making it easier for schools to hire teachers without licenses was stripped out.” The article says language giving “traditional public schools that same flexibility already afforded to charter schools” in terms of the education teachers are required to have to enter the classroom “was removed during the conference committee process.” The article provides further background on the legislation.

### **Maine School Team Wins New England FIRST Competition.**

The [Bangor \(ME\) Daily News](#) (3/14, Bennett) reports that a team from Brewer High School in Bangor, Maine “won the New England FIRST (For Inspiration and Recognition of Science and Technology) Worcester Polytechnic Institute Robotics Competition event in Massachusetts earlier this month.” The team “also earned the Quality Award for ‘machine robustness and fabrication.’”

### **Charlotte Schools Promote Technical Education.**

The [Fayetteville \(NC\) Observer](#) (3/14, Helms) reports on “the booming auto shop” at Myers Park High in Charlotte, North Carolina, which “illustrates a crucial part of Charlotte-Mecklenburg Schools’ strategy: All schools should offer pathways to hands-on careers as well as college.” The strategy also emphasizes that those programs “should try to

attract students who might not traditionally sign up.” The article focuses the success of the all-girls introductory class to the auto shop courses.

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### Ed-Data Releases New California Common Core Testing Results.

[EdSource](#) (3/14) says Ed-Data unveiled new graphs today on results from the Common-Core aligned tests in California. The new graphs present the test results “as trend graphs with multiple years of data for both the English language arts/literacy and mathematics tests,” and show results “at the school, district, county, and statewide level” as well as “by gender, race/ethnicity, and grade.”

### Robinson: Standardized Tests Are Not Helping.

Detroit Parent Network Board of Directors Chairman Jeffrey Robinson, in a column in the [Detroit News](#) (3/14), writes that “the standardized test given to the mostly black and brown children who attend...mostly public districts don’t help the children learn, but in many cases prevent learning.” Robinson argues that “very few people seem to be able to agree on” the standards and measures the tests should include, and that the tests “have been erroneously used to criticize black and brown urban school districts, their teachers, parents, and unions, for their alleged failure to educate children.” This has meant that “radical reform-based legislation allowing for the redistributions of public money to charter schools is used to promote charters as viable alternatives to public education that are unfounded and unproven.” Instead, the data show that “the educational reform measures and the proliferation of low-performing charter schools...have contributed to low student achievement that standardized test scores highlight.”

### Denver Union Votes To Ask Teachers To Strike.

[Chalkbeat](#) (3/14, Asmar) says the Denver teacher’s union’s board of directors “voted Tuesday to ask its members to strike if the union and the school district fail to reach an agreement Wednesday on teacher pay.” Union Deputy Executive Director Corey Kern “said Denver teachers are fed up with the district and inspired by the recent actions of teachers in West Virginia and Oklahoma.” Kern also “said he didn’t know when a strike vote would be held, but it probably wouldn’t happen immediately.”

### DoDEA Lacks Policy Mechanisms To Respond To Student Sexual Assaults.

The [AP](#) (3/14, Dunklin, Pritchard) reports on the plight of children of military families attending DoDEA schools around the world who have been victims of sexual assault but are unable to get justice. If such students “are sexually violated by a classmate, a neighborhood kid or a sibling, they often get lost in a legal and bureaucratic netherworld . That’s because military law doesn’t apply to civilians, and the federal legal system that typically handles civilian crimes on base isn’t equipped or inclined to prosecute juveniles.”

## FROM NASSP

**NASSP Student Leadership Initiative Focuses on Global Citizenship**

Schools and students worldwide are invited to participate in the NASSP Student Leadership Initiative: Global Citizenship. This initiative brings NASSP and its student programs—the National Honor Society, National Junior Honor Society, National Elementary Honor Society, and National Student Council—together for the first time to encourage all students to think globally and act locally. The initiative embraces five strands: equity, civic engagement, positive social change, empathetic actions and wellness, and awareness/perspectives. Students are sharing their work by posting on social media with #MakingGlobalChange. The initiative's website showcases these social media posts in real time. The website also serves as a gateway to a database of project and activity ideas. Visit [www.makingglobalchange.org](http://www.makingglobalchange.org) to learn more.

Connect with NASSP:   

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## EDUCATION POLICY

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## WEDNESDAY'S LEAD STORIES

- [Students Around Country Planning Gun Violence Demonstrations Wednesday.](#)
- [Nebraska Education Official Nominated For ED Rehabilitative Services Post.](#)
- [Study Argues States Shouldn't Use SAT, ACT To Measure High School Achievement.](#)
- [Tennessee State Lawmakers Consider Granting In-State Tuition To Undocumented Immigrants.](#)

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Sent Date: Thu, 15 Mar 2018 05:35:52 -0600 (MDT)  
Subject: House Passes School Safety Bill 407-10  
To: <eric.spencer@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Eric Spencer

Thursday, March 15, 2018

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#### High School Students Across Nation Demonstrate In Support Of Gun Control.

All three major networks led their newscasts last nights with reports on walkouts by students across the country in support of gun control measures. [ABC World News Tonight](#) (3/14, lead story, 3:30, Muir) referred to "powerful images playing out across this country," with "tens of thousands of students staging a massive coordinated protest against gun violence, one month after the shooting rampage killed 17 people at Stoneman Douglas High School in Parkland, FL."

[NBC Nightly News](#) (3/14, lead story, 3:00, Gutierrez) said "across the country, the loudest lesson was outside the classroom," because "a generation" is "sitting silent no more," and the [CBS Evening News](#) (3/14, lead story, 2:45, Diaz) spoke of "a sea of students" that "streamed out

of the school behind a national movement," and added that "while the walkout was under way, the NRA tweeted, 'Let's work together and secure our schools and stop school violence. We protect our banks, our sports stadiums and our government buildings better than we protect our schools.' The NRA wants Congress to push through legislation increases school safety."

[Reuters](#) (3/14) reports that "with some students dressed in orange, the color adopted by the gun control movement, the walkouts began at 10 a.m. local time in each time zone and were scheduled to last 17 minutes. Many rallies went longer." Reuters adds that "the duration was a tribute to 17 students and staff killed at Marjory Stoneman Douglas High School."

The [Washington Post](#) (3/14, Heim, Lang, Svrluga) says "supporters say the walkouts and demonstrations represent a realization of power and influence by young people raised on social media who have come of age in an

era of never-ending wars, highly publicized mass shootings and virulent national politics.” The Post says the walkouts “came 10 days before a march on Washington that could draw hundreds of thousands of students to the nation’s capital.” The [AP](#) (3/14, Binkley) says the “wave of protests” could be “the largest of its kind in American history,” and the [Wall Street Journal](#) (3/14, Campo-Flores, Subscription Publication) runs a similar assessment..

**WPost Hails Protesters.** The [Washington Post](#) (3/14) editorializes about the “extraordinary nationwide demonstration for safer schools and stronger gun control,” and hails the “‘Enough is Enough’...posters of a movement that has made clear it won’t go away until something real is done to combat gun violence.”

**Many Students Take Part In Political Rallies With “Top Democrats.”** The [Washington Times](#) (3/14, Richardson) reports that many students walking out of schools “headed straight for political rallies starring top Democrats. The National School Walkout drew charges of partisanship and ‘political indoctrination’ after students in a number of major cities, including New York, Chicago and Washington, D.C., wound up skipping class to attend gun-control events headlined by Democrats.”

**South Carolina Governor Calls Student Walkouts Protesting Gun Violence “Shameful.”** [The Hill](#) (3/14, Gstalter) reported that Gov. Henry McMaster on Wednesday “blasted the national student walkout as a ‘shameful’ attempt by left-wing groups to push their own political agenda. ‘It appears that these school children, innocent school children, are being used as a tool by [this] left-wing group to further their own agenda,’ McMaster told South Carolina public television network ETV.” McMaster added that the walkout is “a political statement by a left-wing group and it’s shameful.” The Hill added, “High school students in cities across the country including Washington, D.C., marched out of their classrooms for 17 minutes on Wednesday to protest gun violence a month after 17 students and faculty were killed at Marjory Stoneman Douglas High School in Parkland, Fla.” McMaster is seeking a full four-year term this fall.

**Many Students Brave Punishment Threats To Attend Rallies.** The [Wall Street Journal](#) (3/14, Korn, Brody, Subscription Publication) reports that a number of districts around the country have threatened students who take part in walkouts with suspensions or unexcused absences. The Journal reports that the Southern Christian Leadership Conference chapter in Cobb County, Georgia received reports of teachers physically preventing students from exiting schools.

**Several Schools Cancel Planned Demonstrations Due To Threats.** The [Huffington Post](#) (3/14) reports that a number of schools across the country that had planned walkouts or other related events canceled their plans after receiving threats. For example, “Righetti High School in Santa Maria, California, received a threat that forced the school to go into lockdown, preventing students from leaving the building.”

Other news outlets covering the walkouts and related demonstrations include [USA Today](#) (3/14), the [Los Angeles Times](#) (3/14, Jarvie, Lee), [Politico Morning Education](#) (3/14, Emma), [Education Week](#) (3/14), [Chalkbeat](#) (3/14), [CNN](#) (3/14, Diaz), the [Sauk Valley \(IL\) Newspapers](#) (3/14), the [Colorado Springs \(CO\) Gazette](#) (3/14), the [Boston Herald](#) (3/14), the [Milwaukee Journal Sentinel](#) (3/14), the [Uniontown \(PA\) Herald-Standard](#) (3/14), an [AP](#) (3/14) article out of Ohio, an [AP](#) (3/14) article out of Minnesota, an [AP](#) (3/14) article out of New Jersey, an [AP](#) (3/14) article out of Wyoming, an [AP](#) (3/14) article out of Alaska, the [Bellevue \(NE\) Leader](#) (3/14), the [State Journal \(KY\)](#) (3/14), the [Connecticut Post](#) (3/15), the [Pittsfield \(MA\) Berkshire Eagle](#) (3/14), [Philly \(PA\)](#) (3/14), [Newsday \(NY\)](#) (3/14), the [Milwaukee Journal Sentinel](#) (3/14), an [AP](#) (3/14) article out of Wisconsin, the [Denver Post](#) (3/14), and the [Omaha \(NE\) World-Herald](#) (3/14).

### **Cruz Lawyers Offer Guilty Plea In Exchange For Life.**

The [CBS Evening News](#) (3/14, story 2, 0:40, Glor) reported lawyers for Nikolas Cruz “repeated their offer” for Cruz to “plead guilty if his life is spared,” but “prosecutors rejected it.” The report added that “newly released 911 calls from inside the high school reveal a frantic effort to save the wounded before help arrived.”

### **Teacher Accidentally Discharges Gun In California School.**

In continued coverage, the [CBS Evening News](#) (3/14, story 3, 1:30, Glor) reported, “At a high school in Seaside, California, a lesson in gun safety” Tuesday “did not go as planned.” It “ended with three students wounded” in what “was not an isolated incident.” CBS (Villarreal) added, “As a California teacher attempted to instruct students about gun safety in his criminal justice class, the gun accidentally went off.” CBS added that “Dennis Alexander, a reserve officer, city councilman, and teacher, is now on administrative leave.” [NBC Nightly News](#) (3/14, story 7, 1:50, Holt) said one student sustained slight injuries, but the incident “could have easily turned deadly.” The [New York Times](#) (3/14, Caron, Subscription Publication) and the [Los Angeles Times](#) (3/14, Tchekmedyian) also cover this story.

### **New York City Settles Federal Lawsuit Over Response To School Bullying.**

The [AP](#) (3/14, Matthews) reports that the New York City Department of Education has settled a 2016 federal lawsuit brought “by public school parents who charged that school violence and bullying were not being adequately addressed.” The district must “report bullying incidents into an electronic system within one day” under the terms of the settlement, which also allows parents to “submit school bullying complaints electronically.” The AP says the complaint alleged that “violence in schools was underreported and that incidents of bullying were often not taken seriously by school administrators.”

The [New York Daily News](#) (3/14) reports that under the settlement, the district agreed “to beef up protections for students victimized by bullying.” The agreement continues efforts “that outgoing schools Chancellor Carmen Fariña announced after a student was killed at the Bronx Urban Assembly School for Wildlife Conservation in September.”

### **Alabama Proposal To Arm Teachers Draws Mixed Reaction.**

The [AP](#) (3/14, Chandler) reports on “support and criticism” voiced over a “proposal to let trained teachers carry firearms in public schools” in the Alabama legislature on Wednesday “as a committee grappled with the first action on a gun-related bill introduced in the wake of the fatal shooting last month at a Florida high school.”

### **Indiana Senate Passes “Watered Down” Measure On Teacher Licensing Laws.**

The [Indianapolis Star](#) (3/14, Herron) reports that the Indiana Senate passed “a watered down bill making small changes to the state’s teacher licensing laws” on Wednesday “after controversial language making it easier for schools to hire teachers without licenses was stripped out.” The article says language giving “traditional public schools that same flexibility already afforded to charter schools” in terms of the education teachers are required to have to enter the classroom “was removed during the conference committee process.” The article provides further background on the legislation.

### **Maine School Team Wins New England FIRST Competition.**

The [Bangor \(ME\) Daily News](#) (3/14, Bennett) reports that a team from Brewer High School in Bangor, Maine “won the New England FIRST (For Inspiration and Recognition of Science and Technology) Worcester Polytechnic Institute Robotics Competition event in Massachusetts earlier this month.” The team “also earned the Quality Award for ‘machine robustness and fabrication.’”

### **Charlotte Schools Promote Technical Education.**

The [Fayetteville \(NC\) Observer](#) (3/14, Helms) reports on “the booming auto shop” at Myers Park High in Charlotte, North Carolina, which “illustrates a crucial part of Charlotte-Mecklenburg Schools’ strategy: All schools should offer pathways to hands-on careers as well as college.” The strategy also emphasizes that those programs “should try to

attract students who might not traditionally sign up.” The article focuses the success of the all-girls introductory class to the auto shop courses.

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### Ed-Data Releases New California Common Core Testing Results.

[EdSource](#) (3/14) says Ed-Data unveiled new graphs today on results from the Common-Core aligned tests in California. The new graphs present the test results “as trend graphs with multiple years of data for both the English language arts/literacy and mathematics tests,” and show results “at the school, district, county, and statewide level” as well as “by gender, race/ethnicity, and grade.”

### Robinson: Standardized Tests Are Not Helping.

Detroit Parent Network Board of Directors Chairman Jeffrey Robinson, in a column in the [Detroit News](#) (3/14), writes that “the standardized test given to the mostly black and brown children who attend...mostly public districts don’t help the children learn, but in many cases prevent learning.” Robinson argues that “very few people seem to be able to agree on” the standards and measures the tests should include, and that the tests “have been erroneously used to criticize black and brown urban school districts, their teachers, parents, and unions, for their alleged failure to educate children.” This has meant that “radical reform-based legislation allowing for the redistributions of public money to charter schools is used to promote charters as viable alternatives to public education that are unfounded and unproven.” Instead, the data show that “the educational reform measures and the proliferation of low-performing charter schools...have contributed to low student achievement that standardized test scores highlight.”

### Denver Union Votes To Ask Teachers To Strike.

[Chalkbeat](#) (3/14, Asmar) says the Denver teacher’s union’s board of directors “voted Tuesday to ask its members to strike if the union and the school district fail to reach an agreement Wednesday on teacher pay.” Union Deputy Executive Director Corey Kern “said Denver teachers are fed up with the district and inspired by the recent actions of teachers in West Virginia and Oklahoma.” Kern also “said he didn’t know when a strike vote would be held, but it probably wouldn’t happen immediately.”

### DoDEA Lacks Policy Mechanisms To Respond To Student Sexual Assaults.

The [AP](#) (3/14, Dunklin, Pritchard) reports on the plight of children of military families attending DoDEA schools around the world who have been victims of sexual assault but are unable to get justice. If such students “are sexually violated by a classmate, a neighborhood kid or a sibling, they often get lost in a legal and bureaucratic netherworld . That’s because military law doesn’t apply to civilians, and the federal legal system that typically handles civilian crimes on base isn’t equipped or inclined to prosecute juveniles.”

## FROM NASSP

**NASSP Student Leadership Initiative Focuses on Global Citizenship**

Schools and students worldwide are invited to participate in the NASSP Student Leadership Initiative: Global Citizenship. This initiative brings NASSP and its student programs—the National Honor Society, National Junior Honor Society, National Elementary Honor Society, and National Student Council—together for the first time to encourage all students to think globally and act locally. The initiative embraces five strands: equity, civic engagement, positive social change, empathetic actions and wellness, and awareness/perspectives. Students are sharing their work by posting on social media with #MakingGlobalChange. The initiative's website showcases these social media posts in real time. The website also serves as a gateway to a database of project and activity ideas. Visit [www.makingglobalchange.org](http://www.makingglobalchange.org) to learn more.

Connect with NASSP:   

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The [Chronicle of Higher Education](#) (3/14) reports on the ethical challenges facing a tech industry beset by the racism and sexism that proliferate on social media, the spread of fake news, and perceptions that data sharing have



rendered privacy obsolete. “Jim Malazita, an assistant professor of science and technology studies at Rensselaer Polytechnic Institute, believes higher education has played a role. He thinks there’s something about how the STEM disciplines are taught — science, technology, engineering, and mathematics — that discourages students from considering ethical questions as they learn the skills they need to work for big technology companies.” Malazita has launched a pilot “initiative to inject discussions of ethics and politics into introductory computer-science courses at Rensselaer, in New York. He is pushing back against the idea that programmers should focus purely on technical work and leave the softer questions about how their products are used to social scientists.”

## WEDNESDAY'S LEAD STORIES

- [Students Around Country Planning Gun Violence Demonstrations Wednesday.](#)
- [Nebraska Education Official Nominated For ED Rehabilitative Services Post.](#)
- [Study Argues States Shouldn't Use SAT, ACT To Measure High School Achievement.](#)
- [Tennessee State Lawmakers Consider Granting In-State Tuition To Undocumented Immigrants.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Wed, 7 Mar 2018 05:28:06 -0700 (MST)  
Subject: House To Debate School Safety Bill Next Week  
To: <david.shoup@carlsbad.k12.nm.us>

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Good morning David Shoup

March 7, 2018

## LEADING THE NEWS

### House To Debate School Safety Bill Next Week.

House Majority Leader McCarthy said Tuesday that the House will debate legislation next week "aimed at preventing violence at schools," [Reuters](#) (3/6) reports. McCarthy "did not outline any other bills the chamber might consider that are urged by gun control groups, such as raising the minimum age for buying semi-automatic rifles or banning them altogether." House Minority Whip Hoyer "said the House floor should be opened to a wide-ranging debate on gun measures," and argued that alongside the school safety bill, "We ought to put additional protections, not just for students, but people in theaters, nightclubs, shopping malls and churches alike." In addition, Hoyer "called for votes on assault weapon restrictions, broader gun-sale background checks and banning 'bump stocks.'"

Kathleen Parker writes in the [Washington Post](#) (3/6, Parker) that in the wake of the Florida school shooting, state legislators "cobbed together a bill that likely wouldn't do much good." Parker details what she views as problems with the measure and notes that "in Washington, everyone passes through some level of security during the course of a day. Such is life in a target zone." Parker argues that "schools should be treated as target zones, too, and security starts at the door." The [AP](#) (3/6, Daly) also covers this story.

**Alexander Calls For ESSA Amendments For School Counselors, Safety Technology.** [Education Week](#) (3/6) reports Senate HELP Chairman Lamar Alexander said Tuesday he "wants to change the main federal education law to allow schools to hire more counselors, make infrastructure improvements, and fund violence-prevention programs." Alexander's School Safety and Mental Health Service Improvement Act "would change Title IV, which gets \$400 billion in the fiscal 2018 federal budget, in order to let schools pay for new safety technology, 'physical security,' and training school personnel to help them recognize and defuse threats of violence. And his proposal would also change Title II to make it easier for the \$2 billion program for educator professional development to fund school counselors. Both Title II and Title IV are part of the Every Student Succeeds Act—Title IV was created when ESSA became law in 2015."

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## POLITICS & POLICY

### DeVos Under Pressure To End Obama's School Discipline Directive.

The [Washington Times](#) (3/6, Richardson) reports there is increasing pressure on Education Secretary Betsy DeVos to end "the Obama administration's lenient school-discipline directive, which critics say backfired tragically with last month's high school shooting in Parkland, Florida." The policies, which were "embraced at the outset by the Broward County Public Schools, have been blamed for allowing shooting suspect Nikolas Cruz to avoid being arrested or taken into custody despite committing offenses such as assault and carrying bullets to Marjory Stoneman Douglas High School." In a letter to DeVos Monday, Sen. Marco Rubio wrote, "The overarching goals of the 2014 directive to mitigate the school-to-prison pipeline, reduce suspensions and expulsions, and to prevent racially biased discipline are laudable and should be explored. ... However, any policy seeking to achieve these goals requires basic common sense and an understanding that failure to report troubled students, like Cruz, to law enforcement can have dangerous repercussions." [U.S. News & World Report](#) (3/6) also covers this story.

### Banks Urges School Choice For Military Families.

In an op-ed for the [Wall Street Journal](#) (3/6, Subscription Publication), Rep. Jim Banks makes a case for the Education Savings Accounts for Military Families Act, legislation he will introduce Wednesday would allow military-dependent children to use funds allocated to the Federal Impact Aid program to pay for private-school tuition, among other educational expenses. Banks writes that Education Secretary Betsy DeVos and several members of Congress support the idea.

### DeVos CCSSO Comments Counter States' ESSA Plan PR Campaign.

[Education Week](#) (3/6) reports that Education Secretary Betsy DeVos' criticism of states' ESSA plans at a conference of the Council of Chief State Schools Officers on Monday came "on the heels of education think tanks that have described the plans in terms such as 'ineffective,' and 'uninteresting,' as well as a chorus of civil rights groups that have blasted the plans for failing to set a strict framework to assure progress for minority students, those with disabilities, and English-learners." States have pushed back with a "sleek public relations campaign to highlight some of the innovation tucked into states' plans." However, DeVos "seemed to scoff at the PR effort in her speech to the CCSSO on Monday. 'Even the best plan is short on the meaningful solutions that the law encourages,' she said to a visibly stunned audience. 'Even the best plan doesn't take full advantage of the law's built-in flexibility. And launching a PR push to defend these plans doesn't change that. It misses the point.'"

## TEACHING & LEARNING

### West Virginia Teachers End Strike, Other States Could Strike.

[ABC World News Tonight](#) (3/6, story 12, 0:10, Muir) reported that "cheers rang at the state capital" in West Virginia on Tuesday after "lawmakers agreed to a five percent raise for teachers and all state employees." The state's

teachers are now ending “their nine-day walkout.”

The [CBS Evening News](#) (3/6, story 8, 0:45, Glor) reported, “Most public schools will be open in West Virginia tomorrow.” CBS’ Meg Oliver said the deal includes a pay increase “for all state employees, not just striking teachers,” and added “this strike has motivated other teachers across the country to follow suit. Oklahoma teachers could strike as early as next month.” On [NBC Nightly News](#)’ (3/6, story 6, 1:45, Holt), Ron Allen said, “It’s being called the biggest pay raise ever in West Virginia, five percent.”

The [Washington Post](#) (3/6, Larimer) reports Gov. Jim Justice “proclaimed a new day for education in his state,” quoting him saying, “We will move forward. No more looking back. West Virginia renews its investment in education and our precious children today.” The Post reports the deal ends “a nine-day strike by educators that swept across all of West Virginia’s 55 counties and left more than 277,000 public-school students out of school. Teachers — and all state workers — would get a 5 percent raise.” Districts immediately announced plans to reopen schools, and American Federation of Teachers President Randi Weingarten “described a sense of relief and joy.”

The [AP](#) (3/6) reports legislators will seek to pay for the raise by cutting “state spending by \$20 million, taking funds from general services and Medicaid, Senate Finance Committee Chairman Craig Blair said.” In a subsequent article, the [AP](#) (3/6) reports “lawmakers acted swiftly Tuesday after Gov. Jim Justice and Republican leaders tentatively agreed to end the state’s nine-day teachers’ walkout by giving 5 percent raises not just to teachers, but to all state workers.” Both chambers voted unanimously to pass the bill.

[Bloomberg News](#) (3/6, Eidelson) reports the “fury among low-paid teachers that triggered a wildcat teachers’ strike in West Virginia...may be spreading.” The piece notes that the Oklahoma Education Association “said it will shut down schools within months if its demands aren’t met, and some teachers said they may strike even if a deal is reached.” According to Heidi Shierholz, “who served as chief economist for the US Department of Labor during the Obama administration,” teachers across the country “are benefiting from a tailwind these days thanks to a tightening private-sector labor market, which brings stronger state revenue as well as alternative job opportunities.” [CNN](#) (3/6) also covers this story.

### **Tulsa School District Leaders Support Statewide Teachers Strike.**

The [Washington Post](#) (3/6, Strauss) reports a coalition of Oklahoma teachers, union and school district leaders, and activists have been organizing a public teacher strike “to push for better classroom conditions and higher pay.” Notably, the Tulsa schools superintendent and the presidents of the School board and the PTA council “joined the heads of the teachers union to pledge support for a Tulsa Board of Education resolution that supports ‘any steps necessary to improve conditions for our teachers — including a districtwide suspension of classes.’”

### **Arizona Teachers Plan Wednesday Protest Over Low Pay.**

The [Arizona Republic](#) (3/6) reports thousands of public school teachers and their supporters in Arizona, emboldened “by the efforts of the West Virginia teachers who started a nine-day strike across all 55 of the state’s school districts, ” are planning “to wear red to work Wednesday in protest of the low pay they say has exacerbated the state’s critical shortage of qualified teachers.” Meanwhile, music teacher Noah Karvelis, one of the protest organizers, “created a closed Facebook group over the weekend called Arizona Teachers United to mobilize teachers’ support for the protest.” As of Tuesday evening, more than 11,000 people joined the group. The Republic notes that last year, the state legislature approved a one percent pay increase and “an infusion of cash from a ballot measure.” Still, “many teachers have been unsatisfied by the state’s efforts and have said they don’t do enough to address the flood of qualified educators leaving Arizona’s classrooms.”

The [AP](#) (3/6) reports Arizona Education Association president Joe Thomas “said he’s seen increasing interest in a teacher strike,” and “suggested to Karvelis recently that a group action like wearing red would be a good way to gauge teachers’ sentiments and the potential willingness for a statewide job action.” Social studies teacher Dylan

Wegela, a moderator for Arizona Teachers United, said while teachers are hoping to avoid a strike, “I’m hesitant to say it’s out of the realm of possibility, but the organization needs to be there and there needs to be support for it.” The AP notes “Arizona teacher pay is among the lowest in the nation,” and educators “in another low-teacher pay state, Oklahoma, are also organizing for possible job action.”

### **Indiana Bill Would Let School Leaders Hire Unlicensed Teachers To Fill Shortages.**

The [Indianapolis Star](#) (3/6, Herron) reports Indiana lawmakers have proposed using unlicensed teachers to fill public school classrooms. Public schools can currently only hire teachers who have met the state’s licensing requirements, which usually requires a “college teacher preparation program, student teaching and licensing exams in content and pedagogy, the actual practice of teaching.” A Senate bill would “give new flexibility to Indiana’s public schools in their hiring practices, allowing for schools to fill up to 10 percent of their teaching staff with unlicensed teachers.” According to the Star, the decision to hire unlicensed teachers would be made by the superintendent and local school boards.

### **Working Paper Suggests Prospective Teachers Dissuaded By Evaluation Reforms.**

[Education Week](#)’s (3/6, Will) “Teacher Beat” blog reports on a working [paper](#) that suggested teacher-evaluation reforms have the “unintended consequence” of dissuading prospective teachers, including “some from selective universities, an indication that high-quality would-be teachers might be among those being deterred.” The researchers found “the new teacher labor supply fell more than 20 percent” between 2007 and 2016 – the very same years during which “states across the country beefed up their teacher-evaluation systems, in part due to incentives from the Obama administration’s Race to the Top grant competition.” Brown University education and economics assistant professor Matthew Kraft, a co-author of the paper, said reforms are not meant to dissuade prospective teachers, but it “looks as if it did have that negative overall effect.” Kraft explained many believe the reforms are aimed primarily at “dismissing low-performing teachers, and that’s a harsh working environment to enter,” when in fact “very few teachers were dismissed under this system,’ but the perception is still there.”

### **Supreme Court Hears Oral Arguments In Key Union Fees Case.**

In what [Education Week](#) (3/7) calls the “latest showdown over public-employee unions,” the Supreme Court on Feb. 26 heard oral arguments in the case Janus v. American Federation of State, County, and Municipal Employees Council 31 (AFSCME). The courtroom “was packed,” with Education Secretary Betsy DeVos in attendance. On behalf of AFSCME, attorney David Frederick defended a 1977 case that authorized “public unions to charge fees for collective bargaining-related services to those workers who decline to join the union.” Justices Neil Gorsuch and Clarence Thomas are expected to side with Justices Samuel Alito and Anthony Kennedy, who “aggressively – and at times angrily – questioned lawyers for the state of Illinois and for AFSCME.” Chief Justice John Roberts Jr. similarly “made comments sympathetic to the side of Mark Janus.” Meanwhile, Justices Sonia Sotomayor, Ruth Bader Ginsburg, Stephen Breyer, and Elena Kagan – the “liberal bloc” – “were just as aggressive in questioning the lawyers arguing for overruling the 1977 decision.”

### **Teachers Balance Student Interest, Ethics In “Cyber Hygiene” Curriculum.**

[Education Week](#) (3/7, Schwartz) reports a growing number of schools are “teaching what is being dubbed ‘cyber hygiene,’ the basic cybersecurity habits that will keep students safe online at home and on their school networks.” One district, Louisiana’s Bossier Parish, uses “the CyberPatriot program, a national competition for middle and high school students run by the Air Force Association,” and “also offers cyber literacy and cyber science electives, taught with National Integrated Cyber Education Research Center curriculum materials.” Educators are challenged on how

to “present lessons on cybersecurity habits in ways that engage, rather than overwhelm, students and resonate with their daily experiences, educators and advocates say.” Teachers also maintain that “there’s a need to remind students of the ethical choices that come with making decisions about how they use technology.” I-SAFE chief strategy officer Jonathan King said schools must take security precautions, and anything teachers “can do to help mitigate irregular use on their infrastructure helps them in the long run.”

### **Report Shows Decline In Proficiency Among Michigan Third-Graders.**

The [Detroit Free Press](#) (3/6, Higgins) reports an analysis of Michigan public student achievement by the Education Trust-Midwest “raises concerns about big declines in proficiency among third-graders — struggles that are impacting kids across all demographic areas, including higher-income students and white students.” The report compared Michigan’s performance with 11 states that use a similar standardized exam based on the Common Core Standards. The findings indicate Michigan saw the largest decline in third-grade English language proficiency for the 11 states that had annual data from 2014 to 2016. Michigan was also the “only state that saw a decline in third-grade math from 2014 to 2016.” The [Detroit News](#) (3/6) also covers this story.

### **DC Students Worried About Not Graduating Due To Tightened Attendance Enforcement.**

The [Washington Post](#) (3/6, A1, Stein) reports in a front-page story that a recent investigation found nearly a third of graduates from DC’s public schools last year missed too many classes or improperly took makeup classes, “undermining the validity of hundreds of diplomas.” In response, school administrators “tightened enforcement of long-ignored attendance rules, meaning seniors with too many absences will not be allowed to graduate.” These students want city leaders to realize that it is they who “stand to face the steepest consequences over the graduation scandal and the stricter enforcement of standards for receiving a diploma.”

## **OPERATIONS**

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### **WPost: Transfer Of DC School Chancellor’s Daughter Should Be DC IG’s “Top Priority.”**

In an editorial, the [Washington Post](#) (3/6) calls it “striking” that former DC Public Schools chancellor Antwan Wilson claims “that he did nothing wrong when his daughter bypassed the system’s competitive lottery to transfer to one of the city’s most desirable high schools – even though the transfer violated a rule that Mr. Wilson himself had promulgated only months before.” The Post adds that Wilson’s claim that DC Mayor Muriel Bowser “knew and had no objections to plans to transfer his daughter from Duke Ellington School for the Arts, where she was unhappy, must be investigated.” Noting that Bowser denies the claim, the Post says her “credibility [is] under challenge in an election year,” and urges DC Inspector General Daniel W. Lucas, who investigating the matter, to give it “top priority” and “report to the public as expeditiously as possible.”

### **Superintendent Of NYC Renewal Turnaround Program Leaves For Separate Initiative.**

[Chalkbeat New York](#) (3/6, Zimmerman) reports Aimee Horowitz, superintendent of New York Mayor Bill de Blasio’s Renewal turnaround program, has accepted a role in the education department to lead an initiative to support schools that share the same buildings. Horowitz’s exit means that “incoming chancellor Richard Carranza will get to choose a permanent leader for the three-year-old Renewal program, according to department officials. The \$582 million effort has given struggling schools additional social services and academic support.”

### **Puerto Rico Evaluating Mental Health Of Public School Students, Teachers.**

[Education Week](#) (3/7, Ujifusa) reports that last month, the Puerto Rico Department of Education “began a formal needs-assessment of all students from the 3rd grade up, as well as all teachers, to determine which schools have the most acute need for aid from counselors and social workers in managing trauma triggered by Hurricane Maria.” Research also suggests that “roughly six months after something like the hurricane, young Puerto Ricans could experience a wave of new symptoms stemming from Maria’s devastating effects,” such as fear of rain at night to violent behavior. The department is training “a team of 30 psychologists and other mental-health professionals to go into those highly affected schools to address the trauma of children and educators.”

### **School Choice Group To Advise Puerto Rico On Expanding Charters, Vouchers.**

[Chalkbeat](#) (3/6, Barnum) reports school voucher group EdChoice is preparing to help Puerto Rico officials expand school choice. EdChoice President Robert Enlow said the request came from Julia Keleher, Puerto Rico’s secretary of education, and that his group would “provide some technical assistance.” In the wake of Hurricane Maria, “Keleher and Governor Ricardo Rosselló have proposed closing 300 of its 1,100 traditional public schools. Rosselló also introduced a bill to Puerto Rico’s legislature that would allow for charter schools and vouchers.” This move was met with “fierce pushback” from Puerto Rico’s teacher unions and progressive US Senators who oppose “school privatization” efforts.

## **DIGITAL LEARNING**

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### **Google’s Influence On Modern Classroom Explored.**

[Education Week](#)’s (3/6, Lynch) “Education Futures: Emerging Trends in K-12” blog reports on ways Google has “made a lasting effort to take over the modern classroom with its variety and cost efficiency.” Google devices are less expensive than other manufacturers, offering school districts the cheaper Chromebook instead of more expensive laptops. Students can also use the Google Docs platform to conveniently share documents. The Google Admin panel also “allows educators to be more involved in what their students are doing on their Chromebooks.”

### **Rural Schools Consider Online AP Classes To Boost College Readiness, But Experts Urge Caution.**

The [Hechinger Report](#) (3/6, Mader) reports on how online AP classes mixed with in-person learning can help students in rural parts of the country get access to similar classes as students in more affluent areas. A lack of teachers, tight budgets, and “dwindling enrollment numbers” make it difficult for schools to offer electives offered in many suburban and urban schools. As a result, rural students “often lag their peers in advanced courses, and also in college and completion.” Moreover, the lack of AP classes “may increase the financial burden on college-bound rural students.” But as more rural schools turn to virtual programs, “there’s little evidence that online learning is equal to or can exceed outcomes from traditional in-person instruction,” and some of the “more time intensive virtual programs have shown poor outcomes.”

## **SCHOOL FINANCE**

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### **Indiana District’s Board Delays Request To Put Additional Funding Referendum On Ballot.**

The [AP](#) (3/6) reports the Indianapolis Public Schools Board of School Commissioners on Monday pulled a request to put a proposed tax referendum on the May ballot. If the operating referendum is put before voters and passed in



November, it “will provide the school district with an additional \$65.7 million each year.” A \$200 million capital referendum also seeks to “help build improvements and other capital projects.” The AP notes IPS initially sought to generate about \$936 million in additional taxes over eight years, but it dropped the amount to \$725 million in a revised request submitted last month “amid concerns about the impact on taxes.”

### **Iowa State Senator Summarizes Recent Actions On Education Funding Measures.**

In a piece for the [Newton \(IA\) Daily News](#) (3/5), Iowa state Sen. Amy Sinclair describes education funding bills that were finalized in the state Senate last week, among other legislative actions. The first bill, House File 2230, would increase education funding in the next fiscal year by \$32 million. The second, an amended version of Senate File 455, “provides \$14 million in new money for schools to dedicate to transportation and funding to educate all our students fairly, regardless of zip code.” She notes that in a bipartisan 38-12 vote, the state Senate also passed Senate File 2341, which would require “students to pass a civics exam with a score of 60 percent or above in order to graduate from high school.” While the state remains focused on STEM, Sinclair writes, “it also important students are learning the history of our country, how government works, and the basics of the United States Constitution.”

### **Wyoming State Senate Committee Votes On Amended Education Funding Bill.**

The [Wyoming Tribune Eagle](#) (3/6) reports the Wyoming state Legislature’s “push and pull on K-12 education funding continued Monday,” with both the state House and state Senate putting “forward their own bills amending K-12 education funding with significant differences in cuts.” House Bill 140 called for “far lower level of reductions – by around \$30 million – in the next three years and attempted to divert savings in a way proponents hoped would ensure stable funding levels in coming years without raising taxes.” The state Senate’s amended version of the bill, Senate File 117, failed to gain “the support of the House’s committee as it was voted down 8-1 Friday.” State senators “essentially returned the favor Monday in the form of an amendment proposed by House Education Committee Chairman Hank Coe” that ultimately “passed committee 3-2.” Prior to the vote, high school students and “several adult representatives of K-12 education” warned the committee against additional education funding cuts.

[Wyoming Public Radio](#) (3/6) reports state “Speaker of the House Steve Harshman and House Education Chairman David Northrup were frustrated” with the state Senate Education Committee’s decision to remove the “innovative school funding amendments” from the bill. Northrup stressed that new revenue is needed for education, but the amended bill “now probably amounts to a \$13 million cut to education funding.”

## **SAFETY & SECURITY**

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### **Quinnipiac Poll: Majority Of Americans Oppose Teachers Carrying Guns.**

The [New York Post](#) (3/6, Fredericks) reports that according to a Quinnipiac University poll, “a majority of American voters don’t want teachers packing heat in the classroom – but they overwhelmingly support staffing schools with armed security guards.” The survey “showed that by 58 percent to 40 percent, voters oppose allowing teachers and school officials to carry guns on school grounds,” but by “82 percent to 14 percent” they support “having armed security officers in schools.”

### **WPost Analysis: Student Gun Control Advocate Foreshadows New Generation Of Latino Youth.**

The [Washington Post](#) (3/1, Morales) reports on the youth protest movement that has emerged in the wake of the Florida school shooting, calling it “the strongest voice for changing laws about automatic assault weapons since the Columbine massacre of 1999.” The Post says that Marjory Stoneman Douglas High School student Emma González,



who has taken a leadership role in the movement, “stands out as an emblematic challenge to the old ways of Cuban-American voting preferences in Florida,” and “portends a new generation of Latino youth who have the potential to be major political players through their ability to straddle different constituencies and mold a coherent message for change.”

### **Florida House Debates School Safety Measures.**

The [AP](#) (3/6, Farrington, Spencer, Fineout) reports the Florida state House on Tuesday debated “a proposal to arm some teachers and school employees,” noting that the legislation also “would put some restrictions on rifle sales, provide new mental health programs for schools and improve communication between school districts, law enforcement and state agencies.” The AP says “students’ anger at the availability of guns, access to weapons by the mentally ill and school safety spurred lawmakers to act.” A number of Democrats balked at “language from the bill that would create a program to arm some teachers and school employees who have undergone law enforcement training.”

The [Tallahassee \(FL\) Democrat](#) (3/6, Call) reports that all told, the chamber spent “nearly seven hours Tuesday debating a school safety plan that would arm some school employees.” Noting that students from Florida State and Florida A&M “held a die-in at the Capitol Rotunda to call for stricter gun-control measures,” the paper reports that the legislation being debated “faces criticism from both sides of the gun-control debate. Those in favor of stricter measures lament its lack of a ban on semi-automatic weapons, expanded background checks and proposals to close the gun show loophole on background checks and waiting periods. The National Rifle Association views the proposal as a do-nothing, unnecessary infringement on Second Amendment rights.”

The [Orlando \(FL\) Sentinel](#) (3/6) reports, “Democratic attempts to eliminate arming of public school staff and establish a memorial for Pulse nightclub victims were voted down Tuesday, as the Florida House spent hours in an emotional debate over the \$400 million school-safety bill prompted by the mass shooting at Marjory Stoneman Douglas High School.” Republicans “rejected an amendment to remove the ‘guardian’ program from the bill to allow some school employees to carry weapons.”

### **New Mexico Governor Backs School Security Bill.**

The [AP](#) (3/6) reports the office of New Mexico Gov. Susana Martinez says she will sign a bill “that would set aside up to \$10 million over four years for bolstering security at schools around New Mexico.” The funding “would go to projects such as perimeter fencing, intercom systems and restricting campus access.”

### **South Carolina Law Enforcement Chief Rejects Arming Teachers.**

The [AP](#) (3/6) reports South Carolina State Law Enforcement Division Chief Mark Keel, testifying before a state Senate panel on Tuesday, said “arming the state’s teachers ‘is not the answer’ to making schools safer.” Keel said “he feels teachers should be focused on teaching, not weapons training. Keel also says he feels the presence of school resource officers is the best way to keep students safe.”

### **Alabama Governor Announces School Security Task Force.**

The [AP](#) (3/6) reports Alabama Gov. Kay Ivey “announced Tuesday that she is creating a school safety council to make recommendations on securing schools.” Ivey said the panel “will seek to make sure that schools have an updated security response plan and training as well as plans for sharing information about potential threats.”

### **Minnesota Legislature Moving Toward Adopting School Safety Measures.**

The [Minneapolis Star Tribune](#) (3/6) reports on rising momentum in the Minnesota legislature “for changes to school

safety and gun laws in the wake of the Feb. 14 shooting at a Florida high school that left 17 dead.” Gov. Mark Dayton (D), who said last week, “I’m willing to consider anything and everything,” is to release a school safety plan on Wednesday. On Tuesday, a state House panel discussed legislation “that would allow schools to use for the first time a routine maintenance fund for safety upgrades, including secure entrances, security cameras and communications devices.”

## SPECIAL NEEDS

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### Education Week Package Explores “Teaching Vulnerable Students.”

[Education Week](#) (3/7) runs a special package of stories titled “Teaching Vulnerable Students” that explores policies regarding “fragile student populations, their needs, and the challenges educators face in engaging them in learning.” Topics include [effectively teaching incarcerated students](#) (3/7), [challenges keeping undocumented students engaged](#) (3/7), [helping homeless students with disabilities](#) (3/7), and [teaching gifted students in foster care](#) (3/7).

## TUESDAY'S LEAD STORIES

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- [DeVos Pushes State Schools Chiefs To Improve Innovation, Better Serve Students.](#)
- [Lawmakers Call On ED To Investigate Transgender Bathroom Complaints.](#)
- [West Virginia Teacher Strike Continues.](#)
- [New York Mayor Taps Houston Superintendent After Carvalho Backs Out.](#)
- [Wyoming State Legislature At Impasse Over Education Spending.](#)

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To: <ron.singleton@carlsbad.k12.nm.us>

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Good morning Ron Singleton

March 7, 2018

## LEADING THE NEWS

### House To Debate School Safety Bill Next Week.

House Majority Leader McCarthy said Tuesday that the House will debate legislation next week "aimed at preventing violence at schools," [Reuters](#) (3/6) reports. McCarthy "did not outline any other bills the chamber might consider that are urged by gun control groups, such as raising the minimum age for buying semi-automatic rifles or banning them altogether." House Minority Whip Hoyer "said the House floor should be opened to a wide-ranging debate on gun measures," and argued that alongside the school safety bill, "We ought to put additional protections, not just for students, but people in theaters, nightclubs, shopping malls and churches alike." In addition, Hoyer "called for votes on assault weapon restrictions, broader gun-sale background checks and banning 'bump stocks.'"

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**Alexander Calls For ESSA Amendments For School Counselors, Safety Technology.** [Education Week](#) (3/6) reports Senate HELP Chairman Lamar Alexander said Tuesday he "wants to change the main federal education law to allow schools to hire more counselors, make infrastructure improvements, and fund violence-prevention programs." Alexander's School Safety and Mental Health Service Improvement Act "would change Title IV, which gets \$400 billion in the fiscal 2018 federal budget, in order to let schools pay for new safety technology, 'physical security,' and training school personnel to help them recognize and defuse threats of violence. And his proposal would also change Title II to make it easier for the \$2 billion program for educator professional development to fund school counselors. Both Title II and Title IV are part of the Every Student Succeeds Act—Title IV was created when ESSA became law in 2015."

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## POLITICS & POLICY

### DeVos Under Pressure To End Obama's School Discipline Directive.

The [Washington Times](#) (3/6, Richardson) reports there is increasing pressure on Education Secretary Betsy DeVos to end "the Obama administration's lenient school-discipline directive, which critics say backfired tragically with last month's high school shooting in Parkland, Florida." The policies, which were "embraced at the outset by the Broward County Public Schools, have been blamed for allowing shooting suspect Nikolas Cruz to avoid being arrested or taken into custody despite committing offenses such as assault and carrying bullets to Marjory Stoneman Douglas High School." In a letter to DeVos Monday, Sen. Marco Rubio wrote, "The overarching goals of the 2014 directive to mitigate the school-to-prison pipeline, reduce suspensions and expulsions, and to prevent racially biased discipline are laudable and should be explored. ... However, any policy seeking to achieve these goals requires basic common sense and an understanding that failure to report troubled students, like Cruz, to law enforcement can have dangerous repercussions." [U.S. News & World Report](#) (3/6) also covers this story.

### Banks Urges School Choice For Military Families.

In an op-ed for the [Wall Street Journal](#) (3/6, Subscription Publication), Rep. Jim Banks makes a case for the Education Savings Accounts for Military Families Act, legislation he will introduce Wednesday would allow military-dependent children to use funds allocated to the Federal Impact Aid program to pay for private-school tuition, among other educational expenses. Banks writes that Education Secretary Betsy DeVos and several members of Congress support the idea.

### DeVos CCSSO Comments Counter States' ESSA Plan PR Campaign.

[Education Week](#) (3/6) reports that Education Secretary Betsy DeVos' criticism of states' ESSA plans at a conference of the Council of Chief State Schools Officers on Monday came "on the heels of education think tanks that have described the plans in terms such as 'ineffective,' and 'uninteresting,' as well as a chorus of civil rights groups that have blasted the plans for failing to set a strict framework to assure progress for minority students, those with disabilities, and English-learners." States have pushed back with a "sleek public relations campaign to highlight some of the innovation tucked into states' plans." However, DeVos "seemed to scoff at the PR effort in her speech to the CCSSO on Monday. 'Even the best plan is short on the meaningful solutions that the law encourages,' she said to a visibly stunned audience. 'Even the best plan doesn't take full advantage of the law's built-in flexibility. And launching a PR push to defend these plans doesn't change that. It misses the point.'"

## TEACHING & LEARNING

### West Virginia Teachers End Strike, Other States Could Strike.

[ABC World News Tonight](#) (3/6, story 12, 0:10, Muir) reported that "cheers rang at the state capital" in West Virginia on Tuesday after "lawmakers agreed to a five percent raise for teachers and all state employees." The state's

teachers are now ending “their nine-day walkout.”

The [CBS Evening News](#) (3/6, story 8, 0:45, Glor) reported, “Most public schools will be open in West Virginia tomorrow.” CBS’ Meg Oliver said the deal includes a pay increase “for all state employees, not just striking teachers,” and added “this strike has motivated other teachers across the country to follow suit. Oklahoma teachers could strike as early as next month.” On [NBC Nightly News](#)’ (3/6, story 6, 1:45, Holt), Ron Allen said, “It’s being called the biggest pay raise ever in West Virginia, five percent.”

The [Washington Post](#) (3/6, Larimer) reports Gov. Jim Justice “proclaimed a new day for education in his state,” quoting him saying, “We will move forward. No more looking back. West Virginia renews its investment in education and our precious children today.” The Post reports the deal ends “a nine-day strike by educators that swept across all of West Virginia’s 55 counties and left more than 277,000 public-school students out of school. Teachers — and all state workers — would get a 5 percent raise.” Districts immediately announced plans to reopen schools, and American Federation of Teachers President Randi Weingarten “described a sense of relief and joy.”

The [AP](#) (3/6) reports legislators will seek to pay for the raise by cutting “state spending by \$20 million, taking funds from general services and Medicaid, Senate Finance Committee Chairman Craig Blair said.” In a subsequent article, the [AP](#) (3/6) reports “lawmakers acted swiftly Tuesday after Gov. Jim Justice and Republican leaders tentatively agreed to end the state’s nine-day teachers’ walkout by giving 5 percent raises not just to teachers, but to all state workers.” Both chambers voted unanimously to pass the bill.

[Bloomberg News](#) (3/6, Eidelson) reports the “fury among low-paid teachers that triggered a wildcat teachers’ strike in West Virginia...may be spreading.” The piece notes that the Oklahoma Education Association “said it will shut down schools within months if its demands aren’t met, and some teachers said they may strike even if a deal is reached.” According to Heidi Shierholz, “who served as chief economist for the US Department of Labor during the Obama administration,” teachers across the country “are benefiting from a tailwind these days thanks to a tightening private-sector labor market, which brings stronger state revenue as well as alternative job opportunities.” [CNN](#) (3/6) also covers this story.

### **Tulsa School District Leaders Support Statewide Teachers Strike.**

The [Washington Post](#) (3/6, Strauss) reports a coalition of Oklahoma teachers, union and school district leaders, and activists have been organizing a public teacher strike “to push for better classroom conditions and higher pay.” Notably, the Tulsa schools superintendent and the presidents of the School board and the PTA council “joined the heads of the teachers union to pledge support for a Tulsa Board of Education resolution that supports ‘any steps necessary to improve conditions for our teachers — including a districtwide suspension of classes.’”

### **Arizona Teachers Plan Wednesday Protest Over Low Pay.**

The [Arizona Republic](#) (3/6) reports thousands of public school teachers and their supporters in Arizona, emboldened “by the efforts of the West Virginia teachers who started a nine-day strike across all 55 of the state’s school districts, ” are planning “to wear red to work Wednesday in protest of the low pay they say has exacerbated the state’s critical shortage of qualified teachers.” Meanwhile, music teacher Noah Karvelis, one of the protest organizers, “created a closed Facebook group over the weekend called Arizona Teachers United to mobilize teachers’ support for the protest.” As of Tuesday evening, more than 11,000 people joined the group. The Republic notes that last year, the state legislature approved a one percent pay increase and “an infusion of cash from a ballot measure.” Still, “many teachers have been unsatisfied by the state’s efforts and have said they don’t do enough to address the flood of qualified educators leaving Arizona’s classrooms.”

The [AP](#) (3/6) reports Arizona Education Association president Joe Thomas “said he’s seen increasing interest in a teacher strike,” and “suggested to Karvelis recently that a group action like wearing red would be a good way to gauge teachers’ sentiments and the potential willingness for a statewide job action.” Social studies teacher Dylan

Wegela, a moderator for Arizona Teachers United, said while teachers are hoping to avoid a strike, “I’m hesitant to say it’s out of the realm of possibility, but the organization needs to be there and there needs to be support for it.” The AP notes “Arizona teacher pay is among the lowest in the nation,” and educators “in another low-teacher pay state, Oklahoma, are also organizing for possible job action.”

### **Indiana Bill Would Let School Leaders Hire Unlicensed Teachers To Fill Shortages.**

The [Indianapolis Star](#) (3/6, Herron) reports Indiana lawmakers have proposed using unlicensed teachers to fill public school classrooms. Public schools can currently only hire teachers who have met the state’s licensing requirements, which usually requires a “college teacher preparation program, student teaching and licensing exams in content and pedagogy, the actual practice of teaching.” A Senate bill would “give new flexibility to Indiana’s public schools in their hiring practices, allowing for schools to fill up to 10 percent of their teaching staff with unlicensed teachers.” According to the Star, the decision to hire unlicensed teachers would be made by the superintendent and local school boards.

### **Working Paper Suggests Prospective Teachers Dissuaded By Evaluation Reforms.**

[Education Week](#)’s (3/6, Will) “Teacher Beat” blog reports on a working [paper](#) that suggested teacher-evaluation reforms have the “unintended consequence” of dissuading prospective teachers, including “some from selective universities, an indication that high-quality would-be teachers might be among those being deterred.” The researchers found “the new teacher labor supply fell more than 20 percent” between 2007 and 2016 – the very same years during which “states across the country beefed up their teacher-evaluation systems, in part due to incentives from the Obama administration’s Race to the Top grant competition.” Brown University education and economics assistant professor Matthew Kraft, a co-author of the paper, said reforms are not meant to dissuade prospective teachers, but it “looks as if it did have that negative overall effect.” Kraft explained many believe the reforms are aimed primarily at “dismissing low-performing teachers, and that’s a harsh working environment to enter,” when in fact “very few teachers were dismissed under this system,’ but the perception is still there.”

### **Supreme Court Hears Oral Arguments In Key Union Fees Case.**

In what [Education Week](#) (3/7) calls the “latest showdown over public-employee unions,” the Supreme Court on Feb. 26 heard oral arguments in the case Janus v. American Federation of State, County, and Municipal Employees Council 31 (AFSCME). The courtroom “was packed,” with Education Secretary Betsy DeVos in attendance. On behalf of AFSCME, attorney David Frederick defended a 1977 case that authorized “public unions to charge fees for collective bargaining-related services to those workers who decline to join the union.” Justices Neil Gorsuch and Clarence Thomas are expected to side with Justices Samuel Alito and Anthony Kennedy, who “aggressively – and at times angrily – questioned lawyers for the state of Illinois and for AFSCME.” Chief Justice John Roberts Jr. similarly “made comments sympathetic to the side of Mark Janus.” Meanwhile, Justices Sonia Sotomayor, Ruth Bader Ginsburg, Stephen Breyer, and Elena Kagan – the “liberal bloc” – “were just as aggressive in questioning the lawyers arguing for overruling the 1977 decision.”

### **Teachers Balance Student Interest, Ethics In “Cyber Hygiene” Curriculum.**

[Education Week](#) (3/7, Schwartz) reports a growing number of schools are “teaching what is being dubbed ‘cyber hygiene,’ the basic cybersecurity habits that will keep students safe online at home and on their school networks.” One district, Louisiana’s Bossier Parish, uses “the CyberPatriot program, a national competition for middle and high school students run by the Air Force Association,” and “also offers cyber literacy and cyber science electives, taught with National Integrated Cyber Education Research Center curriculum materials.” Educators are challenged on how



to “present lessons on cybersecurity habits in ways that engage, rather than overwhelm, students and resonate with their daily experiences, educators and advocates say.” Teachers also maintain that “there’s a need to remind students of the ethical choices that come with making decisions about how they use technology.” I-SAFE chief strategy officer Jonathan King said schools must take security precautions, and anything teachers “can do to help mitigate irregular use on their infrastructure helps them in the long run.”

### **Report Shows Decline In Proficiency Among Michigan Third-Graders.**

The [Detroit Free Press](#) (3/6, Higgins) reports an analysis of Michigan public student achievement by the Education Trust-Midwest “raises concerns about big declines in proficiency among third-graders — struggles that are impacting kids across all demographic areas, including higher-income students and white students.” The report compared Michigan’s performance with 11 states that use a similar standardized exam based on the Common Core Standards. The findings indicate Michigan saw the largest decline in third-grade English language proficiency for the 11 states that had annual data from 2014 to 2016. Michigan was also the “only state that saw a decline in third-grade math from 2014 to 2016.” The [Detroit News](#) (3/6) also covers this story.

### **DC Students Worried About Not Graduating Due To Tightened Attendance Enforcement.**

The [Washington Post](#) (3/6, A1, Stein) reports in a front-page story that a recent investigation found nearly a third of graduates from DC’s public schools last year missed too many classes or improperly took makeup classes, “undermining the validity of hundreds of diplomas.” In response, school administrators “tightened enforcement of long-ignored attendance rules, meaning seniors with too many absences will not be allowed to graduate.” These students want city leaders to realize that it is they who “stand to face the steepest consequences over the graduation scandal and the stricter enforcement of standards for receiving a diploma.”

## **OPERATIONS**

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### **WPost: Transfer Of DC School Chancellor’s Daughter Should Be DC IG’s “Top Priority.”**

In an editorial, the [Washington Post](#) (3/6) calls it “striking” that former DC Public Schools chancellor Antwan Wilson claims “that he did nothing wrong when his daughter bypassed the system’s competitive lottery to transfer to one of the city’s most desirable high schools – even though the transfer violated a rule that Mr. Wilson himself had promulgated only months before.” The Post adds that Wilson’s claim that DC Mayor Muriel Bowser “knew and had no objections to plans to transfer his daughter from Duke Ellington School for the Arts, where she was unhappy, must be investigated.” Noting that Bowser denies the claim, the Post says her “credibility [is] under challenge in an election year,” and urges DC Inspector General Daniel W. Lucas, who investigating the matter, to give it “top priority” and “report to the public as expeditiously as possible.”

### **Superintendent Of NYC Renewal Turnaround Program Leaves For Separate Initiative.**

[Chalkbeat New York](#) (3/6, Zimmerman) reports Aimee Horowitz, superintendent of New York Mayor Bill de Blasio’s Renewal turnaround program, has accepted a role in the education department to lead an initiative to support schools that share the same buildings. Horowitz’s exit means that “incoming chancellor Richard Carranza will get to choose a permanent leader for the three-year-old Renewal program, according to department officials. The \$582 million effort has given struggling schools additional social services and academic support.”

### **Puerto Rico Evaluating Mental Health Of Public School Students, Teachers.**



[Education Week](#) (3/7, Ujifusa) reports that last month, the Puerto Rico Department of Education “began a formal needs-assessment of all students from the 3rd grade up, as well as all teachers, to determine which schools have the most acute need for aid from counselors and social workers in managing trauma triggered by Hurricane Maria.” Research also suggests that “roughly six months after something like the hurricane, young Puerto Ricans could experience a wave of new symptoms stemming from Maria’s devastating effects,” such as fear of rain at night to violent behavior. The department is training “a team of 30 psychologists and other mental-health professionals to go into those highly affected schools to address the trauma of children and educators.”

### **School Choice Group To Advise Puerto Rico On Expanding Charters, Vouchers.**

[Chalkbeat](#) (3/6, Barnum) reports school voucher group EdChoice is preparing to help Puerto Rico officials expand school choice. EdChoice President Robert Enlow said the request came from Julia Keleher, Puerto Rico’s secretary of education, and that his group would “provide some technical assistance.” In the wake of Hurricane Maria, “Keleher and Governor Ricardo Rosselló have proposed closing 300 of its 1,100 traditional public schools. Rosselló also introduced a bill to Puerto Rico’s legislature that would allow for charter schools and vouchers.” This move was met with “fierce pushback” from Puerto Rico’s teacher unions and progressive US Senators who oppose “school privatization” efforts.

## **DIGITAL LEARNING**

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### **Google’s Influence On Modern Classroom Explored.**

[Education Week](#)’s (3/6, Lynch) “Education Futures: Emerging Trends in K-12” blog reports on ways Google has “made a lasting effort to take over the modern classroom with its variety and cost efficiency.” Google devices are less expensive than other manufacturers, offering school districts the cheaper Chromebook instead of more expensive laptops. Students can also use the Google Docs platform to conveniently share documents. The Google Admin panel also “allows educators to be more involved in what their students are doing on their Chromebooks.”

### **Rural Schools Consider Online AP Classes To Boost College Readiness, But Experts Urge Caution.**

The [Hechinger Report](#) (3/6, Mader) reports on how online AP classes mixed with in-person learning can help students in rural parts of the country get access to similar classes as students in more affluent areas. A lack of teachers, tight budgets, and “dwindling enrollment numbers” make it difficult for schools to offer electives offered in many suburban and urban schools. As a result, rural students “often lag their peers in advanced courses, and also in college and completion.” Moreover, the lack of AP classes “may increase the financial burden on college-bound rural students.” But as more rural schools turn to virtual programs, “there’s little evidence that online learning is equal to or can exceed outcomes from traditional in-person instruction,” and some of the “more time intensive virtual programs have shown poor outcomes.”

## **SCHOOL FINANCE**

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### **Indiana District’s Board Delays Request To Put Additional Funding Referendum On Ballot.**

The [AP](#) (3/6) reports the Indianapolis Public Schools Board of School Commissioners on Monday pulled a request to put a proposed tax referendum on the May ballot. If the operating referendum is put before voters and passed in

November, it “will provide the school district with an additional \$65.7 million each year.” A \$200 million capital referendum also seeks to “help build improvements and other capital projects.” The AP notes IPS initially sought to generate about \$936 million in additional taxes over eight years, but it dropped the amount to \$725 million in a revised request submitted last month “amid concerns about the impact on taxes.”

### **Iowa State Senator Summarizes Recent Actions On Education Funding Measures.**

In a piece for the [Newton \(IA\) Daily News](#) (3/5), Iowa state Sen. Amy Sinclair describes education funding bills that were finalized in the state Senate last week, among other legislative actions. The first bill, House File 2230, would increase education funding in the next fiscal year by \$32 million. The second, an amended version of Senate File 455, “provides \$14 million in new money for schools to dedicate to transportation and funding to educate all our students fairly, regardless of zip code.” She notes that in a bipartisan 38-12 vote, the state Senate also passed Senate File 2341, which would require “students to pass a civics exam with a score of 60 percent or above in order to graduate from high school.” While the state remains focused on STEM, Sinclair writes, “it also important students are learning the history of our country, how government works, and the basics of the United States Constitution.”

### **Wyoming State Senate Committee Votes On Amended Education Funding Bill.**

The [Wyoming Tribune Eagle](#) (3/6) reports the Wyoming state Legislature’s “push and pull on K-12 education funding continued Monday,” with both the state House and state Senate putting “forward their own bills amending K-12 education funding with significant differences in cuts.” House Bill 140 called for “far lower level of reductions – by around \$30 million – in the next three years and attempted to divert savings in a way proponents hoped would ensure stable funding levels in coming years without raising taxes.” The state Senate’s amended version of the bill, Senate File 117, failed to gain “the support of the House’s committee as it was voted down 8-1 Friday.” State senators “essentially returned the favor Monday in the form of an amendment proposed by House Education Committee Chairman Hank Coe” that ultimately “passed committee 3-2.” Prior to the vote, high school students and “several adult representatives of K-12 education” warned the committee against additional education funding cuts.

[Wyoming Public Radio](#) (3/6) reports state “Speaker of the House Steve Harshman and House Education Chairman David Northrup were frustrated” with the state Senate Education Committee’s decision to remove the “innovative school funding amendments” from the bill. Northrup stressed that new revenue is needed for education, but the amended bill “now probably amounts to a \$13 million cut to education funding.”

## **SAFETY & SECURITY**

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### **Quinnipiac Poll: Majority Of Americans Oppose Teachers Carrying Guns.**

The [New York Post](#) (3/6, Fredericks) reports that according to a Quinnipiac University poll, “a majority of American voters don’t want teachers packing heat in the classroom – but they overwhelmingly support staffing schools with armed security guards.” The survey “showed that by 58 percent to 40 percent, voters oppose allowing teachers and school officials to carry guns on school grounds,” but by “82 percent to 14 percent” they support “having armed security officers in schools.”

### **WPost Analysis: Student Gun Control Advocate Foreshadows New Generation Of Latino Youth.**

The [Washington Post](#) (3/1, Morales) reports on the youth protest movement that has emerged in the wake of the Florida school shooting, calling it “the strongest voice for changing laws about automatic assault weapons since the Columbine massacre of 1999.” The Post says that Marjory Stoneman Douglas High School student Emma González,

who has taken a leadership role in the movement, “stands out as an emblematic challenge to the old ways of Cuban-American voting preferences in Florida,” and “portends a new generation of Latino youth who have the potential to be major political players through their ability to straddle different constituencies and mold a coherent message for change.”

### **Florida House Debates School Safety Measures.**

The [AP](#) (3/6, Farrington, Spencer, Fineout) reports the Florida state House on Tuesday debated “a proposal to arm some teachers and school employees,” noting that the legislation also “would put some restrictions on rifle sales, provide new mental health programs for schools and improve communication between school districts, law enforcement and state agencies.” The AP says “students’ anger at the availability of guns, access to weapons by the mentally ill and school safety spurred lawmakers to act.” A number of Democrats balked at “language from the bill that would create a program to arm some teachers and school employees who have undergone law enforcement training.”

The [Tallahassee \(FL\) Democrat](#) (3/6, Call) reports that all told, the chamber spent “nearly seven hours Tuesday debating a school safety plan that would arm some school employees.” Noting that students from Florida State and Florida A&M “held a die-in at the Capitol Rotunda to call for stricter gun-control measures,” the paper reports that the legislation being debated “faces criticism from both sides of the gun-control debate. Those in favor of stricter measures lament its lack of a ban on semi-automatic weapons, expanded background checks and proposals to close the gun show loophole on background checks and waiting periods. The National Rifle Association views the proposal as a do-nothing, unnecessary infringement on Second Amendment rights.”

The [Orlando \(FL\) Sentinel](#) (3/6) reports, “Democratic attempts to eliminate arming of public school staff and establish a memorial for Pulse nightclub victims were voted down Tuesday, as the Florida House spent hours in an emotional debate over the \$400 million school-safety bill prompted by the mass shooting at Marjory Stoneman Douglas High School.” Republicans “rejected an amendment to remove the ‘guardian’ program from the bill to allow some school employees to carry weapons.”

### **New Mexico Governor Backs School Security Bill.**

The [AP](#) (3/6) reports the office of New Mexico Gov. Susana Martinez says she will sign a bill “that would set aside up to \$10 million over four years for bolstering security at schools around New Mexico.” The funding “would go to projects such as perimeter fencing, intercom systems and restricting campus access.”

### **South Carolina Law Enforcement Chief Rejects Arming Teachers.**

The [AP](#) (3/6) reports South Carolina State Law Enforcement Division Chief Mark Keel, testifying before a state Senate panel on Tuesday, said “arming the state’s teachers ‘is not the answer’ to making schools safer.” Keel said “he feels teachers should be focused on teaching, not weapons training. Keel also says he feels the presence of school resource officers is the best way to keep students safe.”

### **Alabama Governor Announces School Security Task Force.**

The [AP](#) (3/6) reports Alabama Gov. Kay Ivey “announced Tuesday that she is creating a school safety council to make recommendations on securing schools.” Ivey said the panel “will seek to make sure that schools have an updated security response plan and training as well as plans for sharing information about potential threats.”

### **Minnesota Legislature Moving Toward Adopting School Safety Measures.**

The [Minneapolis Star Tribune](#) (3/6) reports on rising momentum in the Minnesota legislature “for changes to school

safety and gun laws in the wake of the Feb. 14 shooting at a Florida high school that left 17 dead.” Gov. Mark Dayton (D), who said last week, “I’m willing to consider anything and everything,” is to release a school safety plan on Wednesday. On Tuesday, a state House panel discussed legislation “that would allow schools to use for the first time a routine maintenance fund for safety upgrades, including secure entrances, security cameras and communications devices.”

## SPECIAL NEEDS

### Education Week Package Explores “Teaching Vulnerable Students.”

[Education Week](#) (3/7) runs a special package of stories titled “Teaching Vulnerable Students” that explores policies regarding “fragile student populations, their needs, and the challenges educators face in engaging them in learning.” Topics include [effectively teaching incarcerated students](#) (3/7), [challenges keeping undocumented students engaged](#) (3/7), [helping homeless students with disabilities](#) (3/7), and [teaching gifted students in foster care](#) (3/7).

## TUESDAY'S LEAD STORIES

- [DeVos Pushes State Schools Chiefs To Improve Innovation, Better Serve Students.](#)
- [Lawmakers Call On ED To Investigate Transgender Bathroom Complaints.](#)
- [West Virginia Teacher Strike Continues.](#)
- [New York Mayor Taps Houston Superintendent After Carvalho Backs Out.](#)
- [Wyoming State Legislature At Impasse Over Education Spending.](#)

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To: <cindy.romero@carlsbad.k12.nm.us>

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Good morning Cindy Romero

March 7, 2018

## LEADING THE NEWS

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## TEACHING & LEARNING

### West Virginia Teachers End Strike, Other States Could Strike.

[ABC World News Tonight](#) (3/6, story 12, 0:10, Muir) reported that "cheers rang at the state capital" in West Virginia on Tuesday after "lawmakers agreed to a five percent raise for teachers and all state employees." The state's



teachers are now ending “their nine-day walkout.”

The [CBS Evening News](#) (3/6, story 8, 0:45, Glor) reported, “Most public schools will be open in West Virginia tomorrow.” CBS’ Meg Oliver said the deal includes a pay increase “for all state employees, not just striking teachers,” and added “this strike has motivated other teachers across the country to follow suit. Oklahoma teachers could strike as early as next month.” On [NBC Nightly News](#)’ (3/6, story 6, 1:45, Holt), Ron Allen said, “It’s being called the biggest pay raise ever in West Virginia, five percent.”

The [Washington Post](#) (3/6, Larimer) reports Gov. Jim Justice “proclaimed a new day for education in his state,” quoting him saying, “We will move forward. No more looking back. West Virginia renews its investment in education and our precious children today.” The Post reports the deal ends “a nine-day strike by educators that swept across all of West Virginia’s 55 counties and left more than 277,000 public-school students out of school. Teachers — and all state workers — would get a 5 percent raise.” Districts immediately announced plans to reopen schools, and American Federation of Teachers President Randi Weingarten “described a sense of relief and joy.”

The [AP](#) (3/6) reports legislators will seek to pay for the raise by cutting “state spending by \$20 million, taking funds from general services and Medicaid, Senate Finance Committee Chairman Craig Blair said.” In a subsequent article, the [AP](#) (3/6) reports “lawmakers acted swiftly Tuesday after Gov. Jim Justice and Republican leaders tentatively agreed to end the state’s nine-day teachers’ walkout by giving 5 percent raises not just to teachers, but to all state workers.” Both chambers voted unanimously to pass the bill.

[Bloomberg News](#) (3/6, Eidelson) reports the “fury among low-paid teachers that triggered a wildcat teachers’ strike in West Virginia...may be spreading.” The piece notes that the Oklahoma Education Association “said it will shut down schools within months if its demands aren’t met, and some teachers said they may strike even if a deal is reached.” According to Heidi Shierholz, “who served as chief economist for the US Department of Labor during the Obama administration,” teachers across the country “are benefiting from a tailwind these days thanks to a tightening private-sector labor market, which brings stronger state revenue as well as alternative job opportunities.” [CNN](#) (3/6) also covers this story.

### **Tulsa School District Leaders Support Statewide Teachers Strike.**

The [Washington Post](#) (3/6, Strauss) reports a coalition of Oklahoma teachers, union and school district leaders, and activists have been organizing a public teacher strike “to push for better classroom conditions and higher pay.” Notably, the Tulsa schools superintendent and the presidents of the School board and the PTA council “joined the heads of the teachers union to pledge support for a Tulsa Board of Education resolution that supports ‘any steps necessary to improve conditions for our teachers — including a districtwide suspension of classes.’”

### **Arizona Teachers Plan Wednesday Protest Over Low Pay.**

The [Arizona Republic](#) (3/6) reports thousands of public school teachers and their supporters in Arizona, emboldened “by the efforts of the West Virginia teachers who started a nine-day strike across all 55 of the state’s school districts, ” are planning “to wear red to work Wednesday in protest of the low pay they say has exacerbated the state’s critical shortage of qualified teachers.” Meanwhile, music teacher Noah Karvelis, one of the protest organizers, “created a closed Facebook group over the weekend called Arizona Teachers United to mobilize teachers’ support for the protest.” As of Tuesday evening, more than 11,000 people joined the group. The Republic notes that last year, the state legislature approved a one percent pay increase and “an infusion of cash from a ballot measure.” Still, “many teachers have been unsatisfied by the state’s efforts and have said they don’t do enough to address the flood of qualified educators leaving Arizona’s classrooms.”

The [AP](#) (3/6) reports Arizona Education Association president Joe Thomas “said he’s seen increasing interest in a teacher strike,” and “suggested to Karvelis recently that a group action like wearing red would be a good way to gauge teachers’ sentiments and the potential willingness for a statewide job action.” Social studies teacher Dylan



Wegela, a moderator for Arizona Teachers United, said while teachers are hoping to avoid a strike, “I’m hesitant to say it’s out of the realm of possibility, but the organization needs to be there and there needs to be support for it.” The AP notes “Arizona teacher pay is among the lowest in the nation,” and educators “in another low-teacher pay state, Oklahoma, are also organizing for possible job action.”

### **Indiana Bill Would Let School Leaders Hire Unlicensed Teachers To Fill Shortages.**

The [Indianapolis Star](#) (3/6, Herron) reports Indiana lawmakers have proposed using unlicensed teachers to fill public school classrooms. Public schools can currently only hire teachers who have met the state’s licensing requirements, which usually requires a “college teacher preparation program, student teaching and licensing exams in content and pedagogy, the actual practice of teaching.” A Senate bill would “give new flexibility to Indiana’s public schools in their hiring practices, allowing for schools to fill up to 10 percent of their teaching staff with unlicensed teachers.” According to the Star, the decision to hire unlicensed teachers would be made by the superintendent and local school boards.

### **Working Paper Suggests Prospective Teachers Dissuaded By Evaluation Reforms.**

[Education Week](#)’s (3/6, Will) “Teacher Beat” blog reports on a working [paper](#) that suggested teacher-evaluation reforms have the “unintended consequence” of dissuading prospective teachers, including “some from selective universities, an indication that high-quality would-be teachers might be among those being deterred.” The researchers found “the new teacher labor supply fell more than 20 percent” between 2007 and 2016 – the very same years during which “states across the country beefed up their teacher-evaluation systems, in part due to incentives from the Obama administration’s Race to the Top grant competition.” Brown University education and economics assistant professor Matthew Kraft, a co-author of the paper, said reforms are not meant to dissuade prospective teachers, but it “looks as if it did have that negative overall effect.” Kraft explained many believe the reforms are aimed primarily at “dismissing low-performing teachers, and that’s a harsh working environment to enter,” when in fact “very few teachers were dismissed under this system,’ but the perception is still there.”

### **Supreme Court Hears Oral Arguments In Key Union Fees Case.**

In what [Education Week](#) (3/7) calls the “latest showdown over public-employee unions,” the Supreme Court on Feb. 26 heard oral arguments in the case Janus v. American Federation of State, County, and Municipal Employees Council 31 (AFSCME). The courtroom “was packed,” with Education Secretary Betsy DeVos in attendance. On behalf of AFSCME, attorney David Frederick defended a 1977 case that authorized “public unions to charge fees for collective bargaining-related services to those workers who decline to join the union.” Justices Neil Gorsuch and Clarence Thomas are expected to side with Justices Samuel Alito and Anthony Kennedy, who “aggressively – and at times angrily – questioned lawyers for the state of Illinois and for AFSCME.” Chief Justice John Roberts Jr. similarly “made comments sympathetic to the side of Mark Janus.” Meanwhile, Justices Sonia Sotomayor, Ruth Bader Ginsburg, Stephen Breyer, and Elena Kagan – the “liberal bloc” – “were just as aggressive in questioning the lawyers arguing for overruling the 1977 decision.”

### **Teachers Balance Student Interest, Ethics In “Cyber Hygiene” Curriculum.**

[Education Week](#) (3/7, Schwartz) reports a growing number of schools are “teaching what is being dubbed ‘cyber hygiene,’ the basic cybersecurity habits that will keep students safe online at home and on their school networks.” One district, Louisiana’s Bossier Parish, uses “the CyberPatriot program, a national competition for middle and high school students run by the Air Force Association,” and “also offers cyber literacy and cyber science electives, taught with National Integrated Cyber Education Research Center curriculum materials.” Educators are challenged on how

to “present lessons on cybersecurity habits in ways that engage, rather than overwhelm, students and resonate with their daily experiences, educators and advocates say.” Teachers also maintain that “there’s a need to remind students of the ethical choices that come with making decisions about how they use technology.” I-SAFE chief strategy officer Jonathan King said schools must take security precautions, and anything teachers “can do to help mitigate irregular use on their infrastructure helps them in the long run.”

### **Report Shows Decline In Proficiency Among Michigan Third-Graders.**

The [Detroit Free Press](#) (3/6, Higgins) reports an analysis of Michigan public student achievement by the Education Trust-Midwest “raises concerns about big declines in proficiency among third-graders — struggles that are impacting kids across all demographic areas, including higher-income students and white students.” The report compared Michigan’s performance with 11 states that use a similar standardized exam based on the Common Core Standards. The findings indicate Michigan saw the largest decline in third-grade English language proficiency for the 11 states that had annual data from 2014 to 2016. Michigan was also the “only state that saw a decline in third-grade math from 2014 to 2016.” The [Detroit News](#) (3/6) also covers this story.

### **DC Students Worried About Not Graduating Due To Tightened Attendance Enforcement.**

The [Washington Post](#) (3/6, A1, Stein) reports in a front-page story that a recent investigation found nearly a third of graduates from DC’s public schools last year missed too many classes or improperly took makeup classes, “undermining the validity of hundreds of diplomas.” In response, school administrators “tightened enforcement of long-ignored attendance rules, meaning seniors with too many absences will not be allowed to graduate.” These students want city leaders to realize that it is they who “stand to face the steepest consequences over the graduation scandal and the stricter enforcement of standards for receiving a diploma.”

## **OPERATIONS**

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### **WPost: Transfer Of DC School Chancellor’s Daughter Should Be DC IG’s “Top Priority.”**

In an editorial, the [Washington Post](#) (3/6) calls it “striking” that former DC Public Schools chancellor Antwan Wilson claims “that he did nothing wrong when his daughter bypassed the system’s competitive lottery to transfer to one of the city’s most desirable high schools – even though the transfer violated a rule that Mr. Wilson himself had promulgated only months before.” The Post adds that Wilson’s claim that DC Mayor Muriel Bowser “knew and had no objections to plans to transfer his daughter from Duke Ellington School for the Arts, where she was unhappy, must be investigated.” Noting that Bowser denies the claim, the Post says her “credibility [is] under challenge in an election year,” and urges DC Inspector General Daniel W. Lucas, who investigating the matter, to give it “top priority” and “report to the public as expeditiously as possible.”

### **Superintendent Of NYC Renewal Turnaround Program Leaves For Separate Initiative.**

[Chalkbeat New York](#) (3/6, Zimmerman) reports Aimee Horowitz, superintendent of New York Mayor Bill de Blasio’s Renewal turnaround program, has accepted a role in the education department to lead an initiative to support schools that share the same buildings. Horowitz’s exit means that “incoming chancellor Richard Carranza will get to choose a permanent leader for the three-year-old Renewal program, according to department officials. The \$582 million effort has given struggling schools additional social services and academic support.”

### **Puerto Rico Evaluating Mental Health Of Public School Students, Teachers.**

[Education Week](#) (3/7, Ujifusa) reports that last month, the Puerto Rico Department of Education “began a formal needs-assessment of all students from the 3rd grade up, as well as all teachers, to determine which schools have the most acute need for aid from counselors and social workers in managing trauma triggered by Hurricane Maria.” Research also suggests that “roughly six months after something like the hurricane, young Puerto Ricans could experience a wave of new symptoms stemming from Maria’s devastating effects,” such as fear of rain at night to violent behavior. The department is training “a team of 30 psychologists and other mental-health professionals to go into those highly affected schools to address the trauma of children and educators.”

### **School Choice Group To Advise Puerto Rico On Expanding Charters, Vouchers.**

[Chalkbeat](#) (3/6, Barnum) reports school voucher group EdChoice is preparing to help Puerto Rico officials expand school choice. EdChoice President Robert Enlow said the request came from Julia Keleher, Puerto Rico’s secretary of education, and that his group would “provide some technical assistance.” In the wake of Hurricane Maria, “Keleher and Governor Ricardo Rosselló have proposed closing 300 of its 1,100 traditional public schools. Rosselló also introduced a bill to Puerto Rico’s legislature that would allow for charter schools and vouchers.” This move was met with “fierce pushback” from Puerto Rico’s teacher unions and progressive US Senators who oppose “school privatization” efforts.

## **DIGITAL LEARNING**

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### **Google’s Influence On Modern Classroom Explored.**

[Education Week](#)’s (3/6, Lynch) “Education Futures: Emerging Trends in K-12” blog reports on ways Google has “made a lasting effort to take over the modern classroom with its variety and cost efficiency.” Google devices are less expensive than other manufacturers, offering school districts the cheaper Chromebook instead of more expensive laptops. Students can also use the Google Docs platform to conveniently share documents. The Google Admin panel also “allows educators to be more involved in what their students are doing on their Chromebooks.”

### **Rural Schools Consider Online AP Classes To Boost College Readiness, But Experts Urge Caution.**

The [Hechinger Report](#) (3/6, Mader) reports on how online AP classes mixed with in-person learning can help students in rural parts of the country get access to similar classes as students in more affluent areas. A lack of teachers, tight budgets, and “dwindling enrollment numbers” make it difficult for schools to offer electives offered in many suburban and urban schools. As a result, rural students “often lag their peers in advanced courses, and also in college and completion.” Moreover, the lack of AP classes “may increase the financial burden on college-bound rural students.” But as more rural schools turn to virtual programs, “there’s little evidence that online learning is equal to or can exceed outcomes from traditional in-person instruction,” and some of the “more time intensive virtual programs have shown poor outcomes.”

## **SCHOOL FINANCE**

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### **Indiana District’s Board Delays Request To Put Additional Funding Referendum On Ballot.**

The [AP](#) (3/6) reports the Indianapolis Public Schools Board of School Commissioners on Monday pulled a request to put a proposed tax referendum on the May ballot. If the operating referendum is put before voters and passed in

November, it “will provide the school district with an additional \$65.7 million each year.” A \$200 million capital referendum also seeks to “help build improvements and other capital projects.” The AP notes IPS initially sought to generate about \$936 million in additional taxes over eight years, but it dropped the amount to \$725 million in a revised request submitted last month “amid concerns about the impact on taxes.”

### **Iowa State Senator Summarizes Recent Actions On Education Funding Measures.**

In a piece for the [Newton \(IA\) Daily News](#) (3/5), Iowa state Sen. Amy Sinclair describes education funding bills that were finalized in the state Senate last week, among other legislative actions. The first bill, House File 2230, would increase education funding in the next fiscal year by \$32 million. The second, an amended version of Senate File 455, “provides \$14 million in new money for schools to dedicate to transportation and funding to educate all our students fairly, regardless of zip code.” She notes that in a bipartisan 38-12 vote, the state Senate also passed Senate File 2341, which would require “students to pass a civics exam with a score of 60 percent or above in order to graduate from high school.” While the state remains focused on STEM, Sinclair writes, “it also important students are learning the history of our country, how government works, and the basics of the United States Constitution.”

### **Wyoming State Senate Committee Votes On Amended Education Funding Bill.**

The [Wyoming Tribune Eagle](#) (3/6) reports the Wyoming state Legislature’s “push and pull on K-12 education funding continued Monday,” with both the state House and state Senate putting “forward their own bills amending K-12 education funding with significant differences in cuts.” House Bill 140 called for “far lower level of reductions – by around \$30 million – in the next three years and attempted to divert savings in a way proponents hoped would ensure stable funding levels in coming years without raising taxes.” The state Senate’s amended version of the bill, Senate File 117, failed to gain “the support of the House’s committee as it was voted down 8-1 Friday.” State senators “essentially returned the favor Monday in the form of an amendment proposed by House Education Committee Chairman Hank Coe” that ultimately “passed committee 3-2.” Prior to the vote, high school students and “several adult representatives of K-12 education” warned the committee against additional education funding cuts.

[Wyoming Public Radio](#) (3/6) reports state “Speaker of the House Steve Harshman and House Education Chairman David Northrup were frustrated” with the state Senate Education Committee’s decision to remove the “innovative school funding amendments” from the bill. Northrup stressed that new revenue is needed for education, but the amended bill “now probably amounts to a \$13 million cut to education funding.”

## **SAFETY & SECURITY**

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### **Quinnipiac Poll: Majority Of Americans Oppose Teachers Carrying Guns.**

The [New York Post](#) (3/6, Fredericks) reports that according to a Quinnipiac University poll, “a majority of American voters don’t want teachers packing heat in the classroom – but they overwhelmingly support staffing schools with armed security guards.” The survey “showed that by 58 percent to 40 percent, voters oppose allowing teachers and school officials to carry guns on school grounds,” but by “82 percent to 14 percent” they support “having armed security officers in schools.”

### **WPost Analysis: Student Gun Control Advocate Foreshadows New Generation Of Latino Youth.**

The [Washington Post](#) (3/1, Morales) reports on the youth protest movement that has emerged in the wake of the Florida school shooting, calling it “the strongest voice for changing laws about automatic assault weapons since the Columbine massacre of 1999.” The Post says that Marjory Stoneman Douglas High School student Emma González,

who has taken a leadership role in the movement, “stands out as an emblematic challenge to the old ways of Cuban-American voting preferences in Florida,” and “portends a new generation of Latino youth who have the potential to be major political players through their ability to straddle different constituencies and mold a coherent message for change.”

### **Florida House Debates School Safety Measures.**

The [AP](#) (3/6, Farrington, Spencer, Fineout) reports the Florida state House on Tuesday debated “a proposal to arm some teachers and school employees,” noting that the legislation also “would put some restrictions on rifle sales, provide new mental health programs for schools and improve communication between school districts, law enforcement and state agencies.” The AP says “students’ anger at the availability of guns, access to weapons by the mentally ill and school safety spurred lawmakers to act.” A number of Democrats balked at “language from the bill that would create a program to arm some teachers and school employees who have undergone law enforcement training.”

The [Tallahassee \(FL\) Democrat](#) (3/6, Call) reports that all told, the chamber spent “nearly seven hours Tuesday debating a school safety plan that would arm some school employees.” Noting that students from Florida State and Florida A&M “held a die-in at the Capitol Rotunda to call for stricter gun-control measures,” the paper reports that the legislation being debated “faces criticism from both sides of the gun-control debate. Those in favor of stricter measures lament its lack of a ban on semi-automatic weapons, expanded background checks and proposals to close the gun show loophole on background checks and waiting periods. The National Rifle Association views the proposal as a do-nothing, unnecessary infringement on Second Amendment rights.”

The [Orlando \(FL\) Sentinel](#) (3/6) reports, “Democratic attempts to eliminate arming of public school staff and establish a memorial for Pulse nightclub victims were voted down Tuesday, as the Florida House spent hours in an emotional debate over the \$400 million school-safety bill prompted by the mass shooting at Marjory Stoneman Douglas High School.” Republicans “rejected an amendment to remove the ‘guardian’ program from the bill to allow some school employees to carry weapons.”

### **New Mexico Governor Backs School Security Bill.**

The [AP](#) (3/6) reports the office of New Mexico Gov. Susana Martinez says she will sign a bill “that would set aside up to \$10 million over four years for bolstering security at schools around New Mexico.” The funding “would go to projects such as perimeter fencing, intercom systems and restricting campus access.”

### **South Carolina Law Enforcement Chief Rejects Arming Teachers.**

The [AP](#) (3/6) reports South Carolina State Law Enforcement Division Chief Mark Keel, testifying before a state Senate panel on Tuesday, said “arming the state’s teachers ‘is not the answer’ to making schools safer.” Keel said “he feels teachers should be focused on teaching, not weapons training. Keel also says he feels the presence of school resource officers is the best way to keep students safe.”

### **Alabama Governor Announces School Security Task Force.**

The [AP](#) (3/6) reports Alabama Gov. Kay Ivey “announced Tuesday that she is creating a school safety council to make recommendations on securing schools.” Ivey said the panel “will seek to make sure that schools have an updated security response plan and training as well as plans for sharing information about potential threats.”

### **Minnesota Legislature Moving Toward Adopting School Safety Measures.**

The [Minneapolis Star Tribune](#) (3/6) reports on rising momentum in the Minnesota legislature “for changes to school

safety and gun laws in the wake of the Feb. 14 shooting at a Florida high school that left 17 dead.” Gov. Mark Dayton (D), who said last week, “I’m willing to consider anything and everything,” is to release a school safety plan on Wednesday. On Tuesday, a state House panel discussed legislation “that would allow schools to use for the first time a routine maintenance fund for safety upgrades, including secure entrances, security cameras and communications devices.”

## SPECIAL NEEDS

### Education Week Package Explores “Teaching Vulnerable Students.”

[Education Week](#) (3/7) runs a special package of stories titled “Teaching Vulnerable Students” that explores policies regarding “fragile student populations, their needs, and the challenges educators face in engaging them in learning.” Topics include [effectively teaching incarcerated students](#) (3/7), [challenges keeping undocumented students engaged](#) (3/7), [helping homeless students with disabilities](#) (3/7), and [teaching gifted students in foster care](#) (3/7).

## TUESDAY'S LEAD STORIES

- [DeVos Pushes State Schools Chiefs To Improve Innovation, Better Serve Students.](#)
- [Lawmakers Call On ED To Investigate Transgender Bathroom Complaints.](#)
- [West Virginia Teacher Strike Continues.](#)
- [New York Mayor Taps Houston Superintendent After Carvalho Backs Out.](#)
- [Wyoming State Legislature At Impasse Over Education Spending.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Wed, 7 Mar 2018 05:28:06 -0700 (MST)  
Subject: House To Debate School Safety Bill Next Week  
To: <greg.rodriguez@carlsbad.k12.nm.us>

If you are unable to see the message or images below, [click here to view](#)



Good morning Greg Rodriguez

March 7, 2018

## LEADING THE NEWS

### House To Debate School Safety Bill Next Week.

House Majority Leader McCarthy said Tuesday that the House will debate legislation next week "aimed at preventing violence at schools," [Reuters](#) (3/6) reports. McCarthy "did not outline any other bills the chamber might consider that are urged by gun control groups, such as raising the minimum age for buying semi-automatic rifles or banning them altogether." House Minority Whip Hoyer "said the House floor should be opened to a wide-ranging debate on gun measures," and argued that alongside the school safety bill, "We ought to put additional protections, not just for students, but people in theaters, nightclubs, shopping malls and churches alike." In addition, Hoyer "called for votes on assault weapon restrictions, broader gun-sale background checks and banning 'bump stocks.'"

Kathleen Parker writes in the [Washington Post](#) (3/6, Parker) that in the wake of the Florida school shooting, state legislators "cobbed together a bill that likely wouldn't do much good." Parker details what she views as problems with the measure and notes that "in Washington, everyone passes through some level of security during the course of a day. Such is life in a target zone." Parker argues that "schools should be treated as target zones, too, and security starts at the door." The [AP](#) (3/6, Daly) also covers this story.

**Alexander Calls For ESSA Amendments For School Counselors, Safety Technology.** [Education Week](#) (3/6) reports Senate HELP Chairman Lamar Alexander said Tuesday he "wants to change the main federal education law to allow schools to hire more counselors, make infrastructure improvements, and fund violence-prevention programs." Alexander's School Safety and Mental Health Service Improvement Act "would change Title IV, which gets \$400 billion in the fiscal 2018 federal budget, in order to let schools pay for new safety technology, 'physical security,' and training school personnel to help them recognize and defuse threats of violence. And his proposal would also change Title II to make it easier for the \$2 billion program for educator professional development to fund school counselors. Both Title II and Title IV are part of the Every Student Succeeds Act—Title IV was created when ESSA became law in 2015."

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## POLITICS & POLICY

### DeVos Under Pressure To End Obama's School Discipline Directive.

The [Washington Times](#) (3/6, Richardson) reports there is increasing pressure on Education Secretary Betsy DeVos to end "the Obama administration's lenient school-discipline directive, which critics say backfired tragically with last month's high school shooting in Parkland, Florida." The policies, which were "embraced at the outset by the Broward County Public Schools, have been blamed for allowing shooting suspect Nikolas Cruz to avoid being arrested or taken into custody despite committing offenses such as assault and carrying bullets to Marjory Stoneman Douglas High School." In a letter to DeVos Monday, Sen. Marco Rubio wrote, "The overarching goals of the 2014 directive to mitigate the school-to-prison pipeline, reduce suspensions and expulsions, and to prevent racially biased discipline are laudable and should be explored. ... However, any policy seeking to achieve these goals requires basic common sense and an understanding that failure to report troubled students, like Cruz, to law enforcement can have dangerous repercussions." [U.S. News & World Report](#) (3/6) also covers this story.

### Banks Urges School Choice For Military Families.

In an op-ed for the [Wall Street Journal](#) (3/6, Subscription Publication), Rep. Jim Banks makes a case for the Education Savings Accounts for Military Families Act, legislation he will introduce Wednesday would allow military-dependent children to use funds allocated to the Federal Impact Aid program to pay for private-school tuition, among other educational expenses. Banks writes that Education Secretary Betsy DeVos and several members of Congress support the idea.

### DeVos CCSSO Comments Counter States' ESSA Plan PR Campaign.

[Education Week](#) (3/6) reports that Education Secretary Betsy DeVos' criticism of states' ESSA plans at a conference of the Council of Chief State Schools Officers on Monday came "on the heels of education think tanks that have described the plans in terms such as 'ineffective,' and 'uninteresting,' as well as a chorus of civil rights groups that have blasted the plans for failing to set a strict framework to assure progress for minority students, those with disabilities, and English-learners." States have pushed back with a "sleek public relations campaign to highlight some of the innovation tucked into states' plans." However, DeVos "seemed to scoff at the PR effort in her speech to the CCSSO on Monday. 'Even the best plan is short on the meaningful solutions that the law encourages,' she said to a visibly stunned audience. 'Even the best plan doesn't take full advantage of the law's built-in flexibility. And launching a PR push to defend these plans doesn't change that. It misses the point.'"

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The [Washington Post](#) (3/6, Strauss) reports a coalition of Oklahoma teachers, union and school district leaders, and activists have been organizing a public teacher strike “to push for better classroom conditions and higher pay.” Notably, the Tulsa schools superintendent and the presidents of the School board and the PTA council “joined the heads of the teachers union to pledge support for a Tulsa Board of Education resolution that supports ‘any steps necessary to improve conditions for our teachers — including a districtwide suspension of classes.’”

### **Arizona Teachers Plan Wednesday Protest Over Low Pay.**

The [Arizona Republic](#) (3/6) reports thousands of public school teachers and their supporters in Arizona, emboldened “by the efforts of the West Virginia teachers who started a nine-day strike across all 55 of the state’s school districts, ” are planning “to wear red to work Wednesday in protest of the low pay they say has exacerbated the state’s critical shortage of qualified teachers.” Meanwhile, music teacher Noah Karvelis, one of the protest organizers, “created a closed Facebook group over the weekend called Arizona Teachers United to mobilize teachers’ support for the protest.” As of Tuesday evening, more than 11,000 people joined the group. The Republic notes that last year, the state legislature approved a one percent pay increase and “an infusion of cash from a ballot measure.” Still, “many teachers have been unsatisfied by the state’s efforts and have said they don’t do enough to address the flood of qualified educators leaving Arizona’s classrooms.”

The [AP](#) (3/6) reports Arizona Education Association president Joe Thomas “said he’s seen increasing interest in a teacher strike,” and “suggested to Karvelis recently that a group action like wearing red would be a good way to gauge teachers’ sentiments and the potential willingness for a statewide job action.” Social studies teacher Dylan

Wegela, a moderator for Arizona Teachers United, said while teachers are hoping to avoid a strike, “I’m hesitant to say it’s out of the realm of possibility, but the organization needs to be there and there needs to be support for it.” The AP notes “Arizona teacher pay is among the lowest in the nation,” and educators “in another low-teacher pay state, Oklahoma, are also organizing for possible job action.”

### **Indiana Bill Would Let School Leaders Hire Unlicensed Teachers To Fill Shortages.**

The [Indianapolis Star](#) (3/6, Herron) reports Indiana lawmakers have proposed using unlicensed teachers to fill public school classrooms. Public schools can currently only hire teachers who have met the state’s licensing requirements, which usually requires a “college teacher preparation program, student teaching and licensing exams in content and pedagogy, the actual practice of teaching.” A Senate bill would “give new flexibility to Indiana’s public schools in their hiring practices, allowing for schools to fill up to 10 percent of their teaching staff with unlicensed teachers.” According to the Star, the decision to hire unlicensed teachers would be made by the superintendent and local school boards.

### **Working Paper Suggests Prospective Teachers Dissuaded By Evaluation Reforms.**

[Education Week](#)’s (3/6, Will) “Teacher Beat” blog reports on a working [paper](#) that suggested teacher-evaluation reforms have the “unintended consequence” of dissuading prospective teachers, including “some from selective universities, an indication that high-quality would-be teachers might be among those being deterred.” The researchers found “the new teacher labor supply fell more than 20 percent” between 2007 and 2016 – the very same years during which “states across the country beefed up their teacher-evaluation systems, in part due to incentives from the Obama administration’s Race to the Top grant competition.” Brown University education and economics assistant professor Matthew Kraft, a co-author of the paper, said reforms are not meant to dissuade prospective teachers, but it “looks as if it did have that negative overall effect.” Kraft explained many believe the reforms are aimed primarily at “dismissing low-performing teachers, and that’s a harsh working environment to enter,” when in fact “very few teachers were dismissed under this system,’ but the perception is still there.”

### **Supreme Court Hears Oral Arguments In Key Union Fees Case.**

In what [Education Week](#) (3/7) calls the “latest showdown over public-employee unions,” the Supreme Court on Feb. 26 heard oral arguments in the case Janus v. American Federation of State, County, and Municipal Employees Council 31 (AFSCME). The courtroom “was packed,” with Education Secretary Betsy DeVos in attendance. On behalf of AFSCME, attorney David Frederick defended a 1977 case that authorized “public unions to charge fees for collective bargaining-related services to those workers who decline to join the union.” Justices Neil Gorsuch and Clarence Thomas are expected to side with Justices Samuel Alito and Anthony Kennedy, who “aggressively – and at times angrily – questioned lawyers for the state of Illinois and for AFSCME.” Chief Justice John Roberts Jr. similarly “made comments sympathetic to the side of Mark Janus.” Meanwhile, Justices Sonia Sotomayor, Ruth Bader Ginsburg, Stephen Breyer, and Elena Kagan – the “liberal bloc” – “were just as aggressive in questioning the lawyers arguing for overruling the 1977 decision.”

### **Teachers Balance Student Interest, Ethics In “Cyber Hygiene” Curriculum.**

[Education Week](#) (3/7, Schwartz) reports a growing number of schools are “teaching what is being dubbed ‘cyber hygiene,’ the basic cybersecurity habits that will keep students safe online at home and on their school networks.” One district, Louisiana’s Bossier Parish, uses “the CyberPatriot program, a national competition for middle and high school students run by the Air Force Association,” and “also offers cyber literacy and cyber science electives, taught with National Integrated Cyber Education Research Center curriculum materials.” Educators are challenged on how

to “present lessons on cybersecurity habits in ways that engage, rather than overwhelm, students and resonate with their daily experiences, educators and advocates say.” Teachers also maintain that “there’s a need to remind students of the ethical choices that come with making decisions about how they use technology.” I-SAFE chief strategy officer Jonathan King said schools must take security precautions, and anything teachers “can do to help mitigate irregular use on their infrastructure helps them in the long run.”

### **Report Shows Decline In Proficiency Among Michigan Third-Graders.**

The [Detroit Free Press](#) (3/6, Higgins) reports an analysis of Michigan public student achievement by the Education Trust-Midwest “raises concerns about big declines in proficiency among third-graders — struggles that are impacting kids across all demographic areas, including higher-income students and white students.” The report compared Michigan’s performance with 11 states that use a similar standardized exam based on the Common Core Standards. The findings indicate Michigan saw the largest decline in third-grade English language proficiency for the 11 states that had annual data from 2014 to 2016. Michigan was also the “only state that saw a decline in third-grade math from 2014 to 2016.” The [Detroit News](#) (3/6) also covers this story.

### **DC Students Worried About Not Graduating Due To Tightened Attendance Enforcement.**

The [Washington Post](#) (3/6, A1, Stein) reports in a front-page story that a recent investigation found nearly a third of graduates from DC’s public schools last year missed too many classes or improperly took makeup classes, “undermining the validity of hundreds of diplomas.” In response, school administrators “tightened enforcement of long-ignored attendance rules, meaning seniors with too many absences will not be allowed to graduate.” These students want city leaders to realize that it is they who “stand to face the steepest consequences over the graduation scandal and the stricter enforcement of standards for receiving a diploma.”

## **OPERATIONS**

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### **WPost: Transfer Of DC School Chancellor’s Daughter Should Be DC IG’s “Top Priority.”**

In an editorial, the [Washington Post](#) (3/6) calls it “striking” that former DC Public Schools chancellor Antwan Wilson claims “that he did nothing wrong when his daughter bypassed the system’s competitive lottery to transfer to one of the city’s most desirable high schools – even though the transfer violated a rule that Mr. Wilson himself had promulgated only months before.” The Post adds that Wilson’s claim that DC Mayor Muriel Bowser “knew and had no objections to plans to transfer his daughter from Duke Ellington School for the Arts, where she was unhappy, must be investigated.” Noting that Bowser denies the claim, the Post says her “credibility [is] under challenge in an election year,” and urges DC Inspector General Daniel W. Lucas, who investigating the matter, to give it “top priority” and “report to the public as expeditiously as possible.”

### **Superintendent Of NYC Renewal Turnaround Program Leaves For Separate Initiative.**

[Chalkbeat New York](#) (3/6, Zimmerman) reports Aimee Horowitz, superintendent of New York Mayor Bill de Blasio’s Renewal turnaround program, has accepted a role in the education department to lead an initiative to support schools that share the same buildings. Horowitz’s exit means that “incoming chancellor Richard Carranza will get to choose a permanent leader for the three-year-old Renewal program, according to department officials. The \$582 million effort has given struggling schools additional social services and academic support.”

### **Puerto Rico Evaluating Mental Health Of Public School Students, Teachers.**

[Education Week](#) (3/7, Ujifusa) reports that last month, the Puerto Rico Department of Education “began a formal needs-assessment of all students from the 3rd grade up, as well as all teachers, to determine which schools have the most acute need for aid from counselors and social workers in managing trauma triggered by Hurricane Maria.” Research also suggests that “roughly six months after something like the hurricane, young Puerto Ricans could experience a wave of new symptoms stemming from Maria’s devastating effects,” such as fear of rain at night to violent behavior. The department is training “a team of 30 psychologists and other mental-health professionals to go into those highly affected schools to address the trauma of children and educators.”

### **School Choice Group To Advise Puerto Rico On Expanding Charters, Vouchers.**

[Chalkbeat](#) (3/6, Barnum) reports school voucher group EdChoice is preparing to help Puerto Rico officials expand school choice. EdChoice President Robert Enlow said the request came from Julia Keleher, Puerto Rico’s secretary of education, and that his group would “provide some technical assistance.” In the wake of Hurricane Maria, “Keleher and Governor Ricardo Rosselló have proposed closing 300 of its 1,100 traditional public schools. Rosselló also introduced a bill to Puerto Rico’s legislature that would allow for charter schools and vouchers.” This move was met with “fierce pushback” from Puerto Rico’s teacher unions and progressive US Senators who oppose “school privatization” efforts.

## **DIGITAL LEARNING**

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### **Google’s Influence On Modern Classroom Explored.**

[Education Week](#)’s (3/6, Lynch) “Education Futures: Emerging Trends in K-12” blog reports on ways Google has “made a lasting effort to take over the modern classroom with its variety and cost efficiency.” Google devices are less expensive than other manufacturers, offering school districts the cheaper Chromebook instead of more expensive laptops. Students can also use the Google Docs platform to conveniently share documents. The Google Admin panel also “allows educators to be more involved in what their students are doing on their Chromebooks.”

### **Rural Schools Consider Online AP Classes To Boost College Readiness, But Experts Urge Caution.**

The [Hechinger Report](#) (3/6, Mader) reports on how online AP classes mixed with in-person learning can help students in rural parts of the country get access to similar classes as students in more affluent areas. A lack of teachers, right budgets, and “dwindling enrollment numbers” make it difficult for schools to offer electives offered in many suburban and urban schools. As a result, rural students “often lag their peers in advances courses, and also in college and completion.” Moreover, the lack of AP classes “may increase the financial burden on college-bound rural students.” But as more rural schools turn to virtual programs, “there’s little evidence that online learning is equal to or can exceed outcomes from traditional in-person instruction,” and some of the “more time intensive virtual programs have shown poor outcomes.”

## **SCHOOL FINANCE**

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### **Indiana District’s Board Delays Request To Put Additional Funding Referendum On Ballot.**

The [AP](#) (3/6) reports the Indianapolis Public Schools Board of School Commissioners on Monday pulled a request to put a proposed tax referendum on the May ballot. If the operating referendum is put before voters and passed in

November, it “will provide the school district with an additional \$65.7 million each year.” A \$200 million capital referendum also seeks to “help build improvements and other capital projects.” The AP notes IPS initially sought to generate about \$936 million in additional taxes over eight years, but it dropped the amount to \$725 million in a revised request submitted last month “amid concerns about the impact on taxes.”

### **Iowa State Senator Summarizes Recent Actions On Education Funding Measures.**

In a piece for the [Newton \(IA\) Daily News](#) (3/5), Iowa state Sen. Amy Sinclair describes education funding bills that were finalized in the state Senate last week, among other legislative actions. The first bill, House File 2230, would increase education funding in the next fiscal year by \$32 million. The second, an amended version of Senate File 455, “provides \$14 million in new money for schools to dedicate to transportation and funding to educate all our students fairly, regardless of zip code.” She notes that in a bipartisan 38-12 vote, the state Senate also passed Senate File 2341, which would require “students to pass a civics exam with a score of 60 percent or above in order to graduate from high school.” While the state remains focused on STEM, Sinclair writes, “it also important students are learning the history of our country, how government works, and the basics of the United States Constitution.”

### **Wyoming State Senate Committee Votes On Amended Education Funding Bill.**

The [Wyoming Tribune Eagle](#) (3/6) reports the Wyoming state Legislature’s “push and pull on K-12 education funding continued Monday,” with both the state House and state Senate putting “forward their own bills amending K-12 education funding with significant differences in cuts.” House Bill 140 called for “far lower level of reductions – by around \$30 million – in the next three years and attempted to divert savings in a way proponents hoped would ensure stable funding levels in coming years without raising taxes.” The state Senate’s amended version of the bill, Senate File 117, failed to gain “the support of the House’s committee as it was voted down 8-1 Friday.” State senators “essentially returned the favor Monday in the form of an amendment proposed by House Education Committee Chairman Hank Coe” that ultimately “passed committee 3-2.” Prior to the vote, high school students and “several adult representatives of K-12 education” warned the committee against additional education funding cuts.

[Wyoming Public Radio](#) (3/6) reports state “Speaker of the House Steve Harshman and House Education Chairman David Northrup were frustrated” with the state Senate Education Committee’s decision to remove the “innovative school funding amendments” from the bill. Northrup stressed that new revenue is needed for education, but the amended bill “now probably amounts to a \$13 million cut to education funding.”

## **SAFETY & SECURITY**

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### **Quinnipiac Poll: Majority Of Americans Oppose Teachers Carrying Guns.**

The [New York Post](#) (3/6, Fredericks) reports that according to a Quinnipiac University poll, “a majority of American voters don’t want teachers packing heat in the classroom – but they overwhelmingly support staffing schools with armed security guards.” The survey “showed that by 58 percent to 40 percent, voters oppose allowing teachers and school officials to carry guns on school grounds,” but by “82 percent to 14 percent” they support “having armed security officers in schools.”

### **WPost Analysis: Student Gun Control Advocate Foreshadows New Generation Of Latino Youth.**

The [Washington Post](#) (3/1, Morales) reports on the youth protest movement that has emerged in the wake of the Florida school shooting, calling it “the strongest voice for changing laws about automatic assault weapons since the Columbine massacre of 1999.” The Post says that Marjory Stoneman Douglas High School student Emma González,



who has taken a leadership role in the movement, “stands out as an emblematic challenge to the old ways of Cuban-American voting preferences in Florida,” and “portends a new generation of Latino youth who have the potential to be major political players through their ability to straddle different constituencies and mold a coherent message for change.”

### **Florida House Debates School Safety Measures.**

The [AP](#) (3/6, Farrington, Spencer, Fineout) reports the Florida state House on Tuesday debated “a proposal to arm some teachers and school employees,” noting that the legislation also “would put some restrictions on rifle sales, provide new mental health programs for schools and improve communication between school districts, law enforcement and state agencies.” The AP says “students’ anger at the availability of guns, access to weapons by the mentally ill and school safety spurred lawmakers to act.” A number of Democrats balked at “language from the bill that would create a program to arm some teachers and school employees who have undergone law enforcement training.”

The [Tallahassee \(FL\) Democrat](#) (3/6, Call) reports that all told, the chamber spent “nearly seven hours Tuesday debating a school safety plan that would arm some school employees.” Noting that students from Florida State and Florida A&M “held a die-in at the Capitol Rotunda to call for stricter gun-control measures,” the paper reports that the legislation being debated “faces criticism from both sides of the gun-control debate. Those in favor of stricter measures lament its lack of a ban on semi-automatic weapons, expanded background checks and proposals to close the gun show loophole on background checks and waiting periods. The National Rifle Association views the proposal as a do-nothing, unnecessary infringement on Second Amendment rights.”

The [Orlando \(FL\) Sentinel](#) (3/6) reports, “Democratic attempts to eliminate arming of public school staff and establish a memorial for Pulse nightclub victims were voted down Tuesday, as the Florida House spent hours in an emotional debate over the \$400 million school-safety bill prompted by the mass shooting at Marjory Stoneman Douglas High School.” Republicans “rejected an amendment to remove the ‘guardian’ program from the bill to allow some school employees to carry weapons.”

### **New Mexico Governor Backs School Security Bill.**

The [AP](#) (3/6) reports the office of New Mexico Gov. Susana Martinez says she will sign a bill “that would set aside up to \$10 million over four years for bolstering security at schools around New Mexico.” The funding “would go to projects such as perimeter fencing, intercom systems and restricting campus access.”

### **South Carolina Law Enforcement Chief Rejects Arming Teachers.**

The [AP](#) (3/6) reports South Carolina State Law Enforcement Division Chief Mark Keel, testifying before a state Senate panel on Tuesday, said “arming the state’s teachers ‘is not the answer’ to making schools safer.” Keel said “he feels teachers should be focused on teaching, not weapons training. Keel also says he feels the presence of school resource officers is the best way to keep students safe.”

### **Alabama Governor Announces School Security Task Force.**

The [AP](#) (3/6) reports Alabama Gov. Kay Ivey “announced Tuesday that she is creating a school safety council to make recommendations on securing schools.” Ivey said the panel “will seek to make sure that schools have an updated security response plan and training as well as plans for sharing information about potential threats.”

### **Minnesota Legislature Moving Toward Adopting School Safety Measures.**

The [Minneapolis Star Tribune](#) (3/6) reports on rising momentum in the Minnesota legislature “for changes to school

safety and gun laws in the wake of the Feb. 14 shooting at a Florida high school that left 17 dead.” Gov. Mark Dayton (D), who said last week, “I’m willing to consider anything and everything,” is to release a school safety plan on Wednesday. On Tuesday, a state House panel discussed legislation “that would allow schools to use for the first time a routine maintenance fund for safety upgrades, including secure entrances, security cameras and communications devices.”

## SPECIAL NEEDS

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### Education Week Package Explores “Teaching Vulnerable Students.”

[Education Week](#) (3/7) runs a special package of stories titled “Teaching Vulnerable Students” that explores policies regarding “fragile student populations, their needs, and the challenges educators face in engaging them in learning.” Topics include [effectively teaching incarcerated students](#) (3/7), [challenges keeping undocumented students engaged](#) (3/7), [helping homeless students with disabilities](#) (3/7), and [teaching gifted students in foster care](#) (3/7).

## TUESDAY'S LEAD STORIES

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- [DeVos Pushes State Schools Chiefs To Improve Innovation, Better Serve Students.](#)
- [Lawmakers Call On ED To Investigate Transgender Bathroom Complaints.](#)
- [West Virginia Teacher Strike Continues.](#)
- [New York Mayor Taps Houston Superintendent After Carvalho Backs Out.](#)
- [Wyoming State Legislature At Impasse Over Education Spending.](#)

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Subject: Hundreds Of Thousands Gather To Protest Gun Violence At Parkland-Inspired Rallies  
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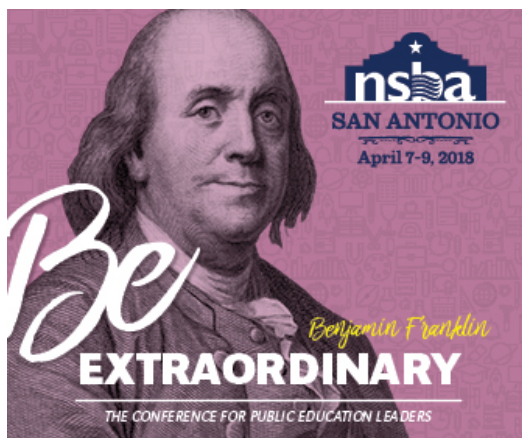


Good morning Cindy Romero

March 26, 2018

## LEADING THE NEWS

Advertisement



### Hundreds Of Thousands Gather To Protest Gun Violence At Parkland-Inspired Rallies.

The [AP](#) (3/24, Khalil, Woodward) reports that "in a historic groundswell of youth activism, hundreds of thousands of teenagers and their supporters rallied across the U.S. against gun violence Saturday, vowing to transform fear and grief into a "vote-them-out" movement and tougher laws against weapons and ammo." The AP adds that demonstrators "took to the streets of the nation's capital and such cities as Boston, New York, Chicago, Houston, Minneapolis, Phoenix, Los Angeles and Oakland, California, in the kind of numbers seen during the Vietnam era, sweeping up activists long frustrated by stalemate in the gun debate and bringing in lots of new, young voices."

The [Washington Post](#) (3/24, A1, Jamison, Chason, Heim) in a front-page article reports that "organized by students from Marjory Stoneman Douglas High School, where a gunman killed 17 last month, the March for Our Lives showcased impassioned teens calling on Congress to enact stricter gun-control laws to end the nation's two-decade stretch of campus shootings." According to the Post, "hundreds of "sibling protests" took place across the world, from New York City – where demonstrators spread across 20 blocks – to Jonesboro, Ark., a small city marking the 20th anniversary of a middle-school shooting that left four students and a teacher dead."

[USA Today](#) (3/24, Hayes, Jackson, Collins, Dastagir) reports "well over 1 million students – and their supporters" took part in marches "around the globe Saturday to make a powerful statement against gun violence and call on lawmakers to pass stricter laws or face their wrath at the polls."

In a separate article, the [Washington Post](#) (3/24, Zezima) says "more than 800 events were scheduled worldwide, according to the gun-control group Everytown for Gun Safety," while "counterprotests and separate

rallies organized by gun rights groups” also took place. In the lead [ABC World News Tonight](#) (3/24, lead story, 4:05, Llamas) segment, David Wright reported that “in Parkland, Florida, in Texas and other deep red states, in California and other blue states, the crowds exceeded expectations” while the [Wall Street Journal](#) (3/24, Hackman, Gordon, Levitz, McWhirter, Mahtani, King, Malas, Subscription Publication) live feed also recaps the large rallies that took place in Washington, DC as well as Boston, Atlanta, Chicago, New York City, and Los Angeles.

The [New York Times](#) (3/24, A1, Shear, Subscription Publication) in a front-page article reports that “standing before vast crowds from Washington to Los Angeles to Parkland, Fla., the speakers – nearly all of them students, some still in elementary school – delivered an anguished and defiant message: They are ‘done hiding’ from gun violence, and will ‘stop at nothing’ to get politicians to finally prevent it.” In the lead [NBC Nightly News](#) (3/24, lead story, 3:30, Diaz-Balart) segment, Kate Snow reported 1,300 children under the age of 17 “are killed by guns every year.” Snow highlighted that as “gun violence is the third leading cause of death for that age group” and she added “the voices of a younger generation” on Saturday said that they have had enough.

[Bloomberg News](#) (3/24, Yang, Flatley, Shields) reports the “protesters...demand[ed] protection from gun violence, including a ban on assault weapons such as the rifle used in Parkland, a prohibition on high-capacity magazines that let killers shoot long bursts without reloading, and more effective background checks for gun purchases.” On the [CBS Weekend News](#) (3/24, story 3, 1:55, Quijano), Adriana Diaz reported “students told us this isn’t the culminating end of their movement. It’s just the beginning. They say if they don’t see legislative action, they will continue to march and they even have another walkout scheduled.”

[Reuters](#) (3/24, Simpson, Johnson, Johnson, Young, Popovici, Tso, Fagenson, Chiarito, Oliphant, Hay) says that in what was “the largest March For Our Lives protest, demonstrators jammed Washington’s Pennsylvania Avenue where they listened to speeches from survivors of the Feb. 14 mass shooting at Marjory Stoneman Douglas High School.” On the lead [CBS Weekend News](#) (3/24, lead story, 2:45, Quijano) segment, Jeff Pegues reported “an expected crowd of half a million people” took part in the March For Our Lives in Washington, DC.

## **POLITICS & POLICY**

### **WPost Analysis: GOP Governors Increasingly Investing In Education.**

In an analysis piece, the [Washington Post](#) (3/25, Scherer) writes that in “a major turnabout for a generation of conservative leaders,” cost-cutting GOP governors are now bragging about investing in public schools. The Post attributes this to “the backlash that boiled over into a teacher walkout in West Virginia” as well as teachers and the public demands for “more money after years of tight budgets and a Republican focus on tax cuts” having “forced a change in strategy.” The piece reports that declining revenues in states have resulted in “educators leaving en masse for higher-wage jobs, classroom conditions deteriorating and some districts even adopting four-day school weeks.”

## **TEACHING & LEARNING**

### **North Carolina Nonprofit Aims To Prepare New Generation Of Pilots.**

The [AP](#) (3/24, Childress) reported on the Airlina Young Aviators Program (AYA), a nonprofit and STEM (science, technology, engineering and math) program for high school students in Durham. The program “is open to all students,” but is focused on helping “prepare the next generation of black aviators for the opportunities that will present themselves over the next two decades as thousands of commercial pilots reach the mandatory retirement age of 65.” The story mentions that flying lessons in today’s day and age “cost about \$180 an hour, compared to

the \$14 an hour” students used to pay back in the ‘60s. The AP mentions that FAA “requires 40 hours of flight time in addition to passing the FAA Private Pilot written exam and the Private Pilot Oral and Practical (Flying) Exam to earn a pilot’s license.”

### **Carnegie Foundation Program Helps Teachers Use Motivation To Improve Math Proficiency.**

The National Center for Education Statistics found that in 2015, “a mere 25 percent of high school seniors were proficient or higher” in math, underscoring for the [Washington Post](#) (3/25, Spencer) that “American students are bombing” the subject. “Efforts to improve these numbers have abounded,” but a program by the Carnegie Foundation for the Advancement of Teaching may be yielding results. Hundreds of teachers across the country are working with the foundation to test “their own ways to re-energize students plagued by past failures through merging specific emotional skills with academic ones.” At KAPPA International High School in the Bronx, for example, attendance and four-year-graduation rates have climbed as more teachers sign on to the program. Additionally, the “school’s overall average Algebra Regents exam score went from 60 in 2015 to 67 last year.” Notably, the Post says, teachers participating in the Carnegie Foundation program at “other schools around the country have reported similar gains.”

### **North Carolina STEM School Prepares Future Commercial Pilots.**

The [AP](#) (3/24) profiled the Airlina Young Aviators Program (AYA), a nonprofit STEM program that provides introductory flight training and mentoring to Durham, North Carolina high school students. Instructor Warren Hervey Wheeler, “one of the nation’s first black commercial pilots,” said that “the program can help students perform better in the classroom.” He pointed to the practical math problems used in flight school and said he “fault[s] the school system for not making math interesting and relevant.” Wheeler added that he “believes it’s important to help prepare the next generation of black aviators for the opportunities that will present themselves over the next two decades as thousands of commercial pilots reach the mandatory retirement age of 65.” The AP notes AYA helps students defray the costs of flight lessons, but it “has found that increasingly difficult to do in recent months.”

### **Apple Poised To Announce Education-Focused Tool In Chicago.**

The [Seventy Four](#) (3/25) reports that on March 27 at Lane Tech College Prep High School in Chicago, Apple will unveil “what type of educational focus the brand has in mind for 2018 and beyond.” Apple events are “almost always cloaked in vagueness to get folks talking beforehand,” and so “there’s no shortage of guesses as to what the big reveal will be.” Still, in light of the announcement’s timing and location – “Apple announced a partnership with the City of Chicago to bring its Everyone Can Code effort to 500,000 students” in December – the Seventy Four speculates that Apple’s focus will be “on expanding coding in education.” The company could also unveil its “rumored ClassKit,” which helps teachers and students make educational apps; “a more cost-effective MacBook Air” to be used in classrooms; or an Apple Pencil 2, which is currently too costly to “have appeal inside schools.”

### **Virginia Student Wins National Engineering Contest.**

The [Hampton Roads \(VA\) Virginian-Pilot](#) (3/25) reports that earlier this month, Virginia eighth-grader Jason Qin won the junior division of the “Two for the Crew” challenge, a national engineering competition that encourages students “to come up with something useful for the International Space Station.” The event is supported by the American Society of Mechanical Engineers and “Future Engineers, an online educational platform that hosts national innovation challenges for students from kindergarten through 12th grade.” Qin’s “tool combines needle-nose and lineman’s pliers, as well as a set of attachable handles.” He “suggested that NASA keep the heads of the pliers on the station, and astronauts use a 3-D printer in space to create custom handles that fit their hand sizes,” with

previous crew members' handles "melted down and recycled into a new set of customized handles using the 3-D printer."

### **Massachusetts Bill Seeks To Expand Civics, History Requirements.**

The [AP](#) (3/24, Leblanc) reported the Massachusetts state Senate has approved a bill, dubbed "An Act to Promote and Enhance Civic Engagement," that "would require schools to expand on existing requirements that American history and civics education be taught." It would also mandate instruction on "the function and makeup of the branches of local, state and federal government" and electoral process, and help students "navigate an increasingly complex media environment." The measure, which is now headed to the state House, was opposed by some state "lawmakers concerned the state is dumping more requirements on schools without additional resources." Supporters of the measure, meanwhile, argue that "civics education is something schools should be expected to teach." One "supporter of the bill is Secretary of the Commonwealth William Galvin, who linked the push for civic education to the recent rise in activism among young people pushing for stricter gun laws."

### **NYTimes Analysis: Concern Over Status As Professionals Drove WV Teachers' Strike.**

In an analysis piece, the [New York Times](#) (3/25, Scheiber, Subscription Publication) writes that the "rare statewide walkout" by West Virginia teachers was not just due to questions of pay and benefits, but "anxiety about their status as professionals," and "the anger shows little sign of dissipating." Such concerns put teachers "in the mainstream of recent labor history," with doctors, nurses, government workers, and journalists, among others. "Some of the most aggressive and successful labor actions in recent years have erupted when professionals felt their judgment, expertise and autonomy were under assault." Part of the concern arises as "technological developments like the internet have undermined claims to expertise," tight budgets reduced professionals' resources, and consolidation made them "feel like cogs in corporate machines that don't share their values."

### **Threat Of Teacher Walkout Looms Over Oklahoma In Week Before Deadline.**

The [Tulsa \(OK\) World](#) (3/25) reports the Oklahoma Education Association, the "state's largest teachers union," is striving to unite and direct "a grass-roots movement for what could be an extended school shutdown and teacher walkout." Meanwhile, "the state's other large teachers union, Professional Oklahoma Educators, with its 11,000 members, has said it doesn't support a walkout." With support "from the Oklahoma City American Federation of Teachers and the Oklahoma Public Employees Association," the OEA "identified \$905.7 million in recurring revenue that could fund teacher raises." The union granted state lawmakers an April 1 deadline to "fund a teacher and support personnel pay raise as well as restore common education funding." School districts across the state have already "authorized their superintendents to shut down school if" the walkout proceeds on April 2.

In an editorial, [Tulsa \(OK\) World](#) (3/25) says state lawmaker cannot "claim they weren't warned" about the strike, because even though the ultimatum was announced on March 6, "anyone could have seen it coming for months – years – before that." Tulsa World outlines various events over the last four years that put state lawmakers on notice about the growing demand for "better education funding." Despite those incidents, Tulsa World says, "Oklahoma's funding of public schools has gone down more than that of any other state since 2008," even though "the number of students went up."

## **OPERATIONS**

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### **Florida District Braces For Enrollment Growth.**

The [Lakeland \(FL\) Ledger](#) (3/25) reports the population in Polk County, Florida is expected to grow by 350,000 over the next 20 to 25 years. Polk County School District anticipates an enrollment surge, but already it cannot keep up with routine maintenance costs. Currently, the district spends roughly “\$10 million each year just to maintain its 135 school campuses and facilities, and another \$10.4 million on major projects.” Because of a lack of funds, PCSD’s “deferred maintenance backlog now stands at \$421 million, and there’s another \$172 million in scheduled new construction on hold.” The district is hoping voters will renew a half-cent sales tax in November, because without that “projected \$40 million in sales-tax funds, the district would have only about \$65 million at its disposal for annual capital needs, everything from replacing an air conditioner to building a new school from scratch.”

## **DIGITAL LEARNING**

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### **Ohio State Lawmakers Consider Bill To Expand Rural High-Speed Internet Accessibility.**

The [Columbus \(OH\) Dispatch](#) (3/25) reports roughly a third of Ohio’s rural residents – more than one million people – “lack home access to broadband, compared with just 2 percent of urbanites, according to Federal Communications Commission estimates.” Last week, a bill before state lawmakers “to establish a \$50-million-per-year broadband development grant program inched forward, fueling the hopes of advocates” who caution that “the implications of an internetless life – or one where connection is slow, expensive, limited and unreliable – are far-reaching,” especially for students. If the bill is passed, the program would provide “grants to private businesses, political subdivisions, nonprofit organizations and phone and internet cooperatives.” It would also “expand coverage to about 14,000 Ohio households annually without raising taxes or using money from the state’s General Revenue Fund.”

## **SCHOOL FINANCE**

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### **Arizona State Lawmakers Secure \$500 Million In School Funding Through Sales Tax Extension.**

In what the [AP](#) (3/25, Christie) calls “an unexpected move that averts a looming ‘fiscal cliff’ that threatened more than 10 percent of” school funding in Arizona, the state legislature “overwhelmingly passed legislation” to extend “a sales tax that provides more than \$500 million a year for K-12 education.” On Thursday, only 10 of the 90 state lawmakers – “all majority Republicans” – opposed the measure, leaving “a bipartisan group of Republicans and Democrats cheering the approval, although both sides acknowledged that the state’s woefully underfunded schools need more money, not just current funding levels.” The bill’s original sponsor, Republican state Rep. Doug Coleman, said the “Band-Aid” measure provides “\$13 billion over the next 20 years that would have gone away.” He conceded, however, that “much more needs to be done.”

### **Alabama District Reimbursed \$1.4 Million In Misdirected Funds.**

The [AP](#) (3/24) reported the Alabama state Department of Education reimbursed \$1.4 million to Montgomery Public Schools “for money that was wrongly sent to another school system in 2016.” The Alabama Education Association had mentioned the misdirected funds in a lawsuit filed last month against state “Interim Superintendent Ed Richardson to block the sale of Georgia Washington Middle School to the Pike Road system,” which received the funds. Richardson, who “is overseeing an intervention of Montgomery Public Schools by the state for financial and academic reasons,” announced the planned middle school sale “to help shore up finances for the Montgomery system.” AEA’s lawsuit alleged “that Richardson had no authority to sell the school and was not acting in the best interests of Montgomery schools, noting that he had worked as a consultant for Pike Road when it separated from the Montgomery system.” The funds were ultimately reimbursed to MPS through “mediation in the lawsuit.”



## SAFETY & SECURITY

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### Many Teachers Joins Students At DC Rally.

The [Washington Post](#) (3/24, Stein, Truong) reports “the youth led the rally, but alongside them were teachers who said they witness each day how fear and violence puncture their students’ lives.” The Post adds “teachers said the conversation needs to go beyond mass shootings and include the violence that the nation’s most vulnerable children face daily in their communities.” According to Anna Fusco, president of the Broward Teachers Union, hundreds of the district’s teachers “attended the rally to call for change and to honor the students and co-workers murdered on campus last month.”

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### White House Praises “Courageous” Youths Marching Over School Shootings.

White House deputy press secretary Lindsay Walters issued a statement on Saturday applauding the youths participating in the nationwide “March For Our Lives” demonstrations against school shootings. While a number of articles noted the White House’s remarks in a favorable context, several highlighted that President Trump’s motorcade took a detour to avoid the protests as he traveled to and from his Palm Beach, Florida golf course. However, the media coverage, which included nearly 27 minutes on the network newscasts, was overall much more focused on the student speakers at the rallies and their calls for more gun control.

The [Washington Times](#) (3/24, Boyer) reports that “as hundreds of thousands of students, parents and teachers

marched on Washington and other cities Saturday against gun violence, the White House said President Trump praised their activism.” [The Hill](#) (3/24, Anapol) reports Walters said the White House “applaud[s] the many courageous young Americans exercising their First Amendment rights today.” According to The Hill, Walters also “underscored efforts President Trump has taken on school safety, including support for bills strengthening the background check system for gun purchases and an anti-school violence act while also moving to ban bump stocks, which allow semi-automatic weapons to fire more rapidly.” She asserted, “Keeping our children safe is a top priority of the President’s, which is why he urged Congress to pass the Fix NICS [National Instant Criminal Background Check System] and STOP School Violence Acts, and signed them into law.” Walters added the Department of Justice on Friday “issued the rule to ban bump stocks following through on the President’s commitment to ban devices that turn legal weapons into illegal machine guns.”

However, the [Los Angeles Times](#) (3/24, Megerian) reports the statement “was not issued in [Trump’s] name” and states that the White House “has not responded to questions about his plans for the day.” [The Hill](#) (3/24, Anapol) says that although the White House “did not say whether the president was golfing,” Saturday was “the 101st day he has spent at one of his golf properties, and the 135th he has spent at one of his properties since taking office.”

## SPECIAL NEEDS

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### Analysis: South-Central Idaho Grapples With Special Education Growth.

In a more than 3,000-word article, the [Twin Falls \(ID\) Times-News](#) (3/25, Wootton-Greener) examines how south-central Idaho schools are accommodating a nationwide increase in students in need of special education services. The region has seen the largest increase in the state, and its schools face “a multitude of challenges with educating students who have special needs.” There is “no shortage of theories for why local schools are seeing more special education students,” especially “those with severe needs and behavioral issues,” and teachers “don’t have a firm answer for the cause of those trends.” The region is already struggling with “a shortage of federal funding,” meaning “school districts are dipping more into their general fund to pay for services they’re required by law to provide.” Furthermore, the region is “being hit the hardest of any region in the state by a teacher shortage” – a “monumental challenge” rendering it “especially tough to find teachers and other support professionals, such as occupational and speech therapists.”

## FRIDAY’S LEAD STORIES

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- [Spending Bill Omits Administration Education Proposals.](#)
- [New Project Aims To Promote Digital Media Literacy To Arm Students Against Fake News.](#)
- [Success Academy Charters Show High Success Rate.](#)
- [Kansas Senate Advances First Part Of School Funding Fix.](#)
- [Parkland Superintendent Introduces New Security Measures Including Clear Backpacks.](#)

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Mon, 26 Mar 2018 05:32:21 -0600 (MDT)  
Subject: Hundreds Of Thousands Gather To Protest Gun Violence At Parkland-Inspired Rallies  
To: <jana.smith@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Jana Smith

Monday, March 26, 2018

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## FROM NASSP

### College Decision-Making Is Focus of Next NHS/NJHS College Planning Webinar

The National Honor Societies will present a comprehensive guide to the entire college search process as the final college admission and planning webinar of the 2017–18 academic year. “**Getting Started with Your College Search**” will air Wednesday, April 18, from 7:00 to 8:00 p.m. (ET). Expert panelists will cover a wide range of needs related to the search process—from developing a college wish list to meeting with admissions officers to submitting an application. The webinar is offered exclusively for NHS and NJHS members and their parents, as well as faculty/staff of NHS and NJHS affiliated schools. Registration is now open at [www.nhs.us/webinars](http://www.nhs.us/webinars) and [www.njhs.us/webinars](http://www.njhs.us/webinars).

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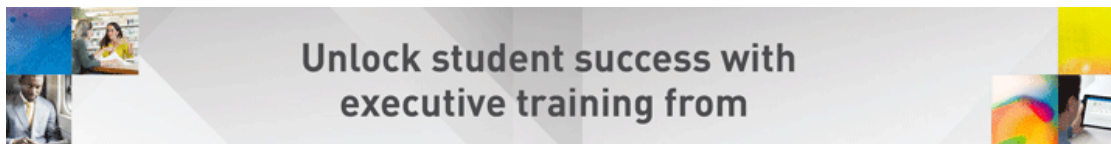


## EDUCATION POLICY

### WPost Analysis: GOP Governors Increasingly Investing In Education.

In an analysis piece, the [Washington Post](#) (3/25, Scherer) writes that in “a major turnabout for a generation of conservative leaders,” cost-cutting GOP governors are now bragging about investing in public schools. The Post attributes this to “the backlash that boiled over into a teacher walkout in West Virginia” as well as teachers and the public demands for “more money after years of tight budgets and a Republican focus on tax cuts” having “forced a change in strategy.” The piece reports that declining revenues in states have resulted in “educators leaving en masse for higher-wage jobs, classroom conditions deteriorating and some districts even adopting four-day school weeks.”

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## DIGITAL LEARNING

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## HIGHER EDUCATION

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### **Harvard University Will Allow Students To Report Offensive Professors.**

The [Washington Times](#) (3/23, Richardson) says Harvard University on Thursday night announced an update to its online course evaluation system, which will “allow students to report professors who say ‘offensive’ things in class or make them feel ‘uncomfortable.’” Dean of Undergraduate Education Jay Harris made the announcement at “a town hall convened to discuss the power dynamic between students and professors.” Attendees at the town hall “expressed fear that reporting misbehavior could result in academic or professional retaliation.” Harris said the school was working to revise the evaluations, saying “There will be a question of some kind that at least is trying to get at that.”

### **Community Colleges, Trade Schools Looking To Attract More Adult Students.**

The [Wall Street Journal](#) (3/25, Ward, Subscription Publication) reports that community colleges and technical schools across the country are hoping to attract more adult students by lowering costs and shortening the amount of time needed to earn a degree or credential. Several state governments are supporting the effort in an attempt to improve their pools of skilled workers.

### **Report: New York For-Profit Colleges Fail To Serve Students.**

[Diverse Education](#) (3/25) reports according to a study published by think tank The Century Foundation, “New York's for-profit colleges leave students with huge debt and have little impact on earning potential.” The study “compared student outcomes at 427 colleges and universities, including 112 public, 196 nonprofit and 119 for-profit institutions,” finding that “for-profit schools display a pattern of failing to meaningfully serve their students, especially African-Americans and first-generation students.” Moreover, “many for-profit schools show high default rates on student loans.”

## FRIDAY'S LEAD STORIES

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Mon, 26 Mar 2018 05:32:21 -0600 (MDT)  
Subject: Hundreds Of Thousands Gather To Protest Gun Violence At Parkland-Inspired Rallies  
To: <eric.spencer@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Eric Spencer

Monday, March 26, 2018

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## FROM NASSP

### College Decision-Making Is Focus of Next NHS/NJHS College Planning Webinar

The National Honor Societies will present a comprehensive guide to the entire college search process as the final college admission and planning webinar of the 2017–18 academic year. “**Getting Started with Your College Search**” will air Wednesday, April 18, from 7:00 to 8:00 p.m. (ET). Expert panelists will cover a wide range of needs related to the search process—from developing a college wish list to meeting with admissions officers to submitting an application. The webinar is offered exclusively for NHS and NJHS members and their parents, as well as faculty/staff of NHS and NJHS affiliated schools. Registration is now open at [www.nhs.us/webinars](http://www.nhs.us/webinars) and [www.njhs.us/webinars](http://www.njhs.us/webinars).

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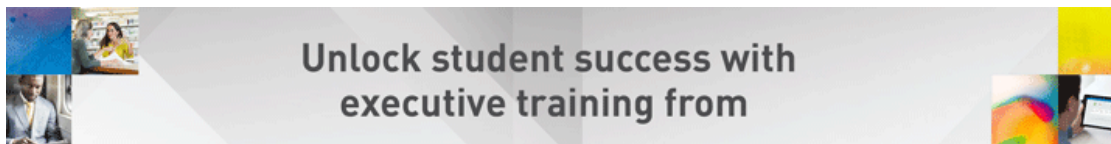


## EDUCATION POLICY

### WPost Analysis: GOP Governors Increasingly Investing In Education.

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## DIGITAL LEARNING

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## HIGHER EDUCATION

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### **Harvard University Will Allow Students To Report Offensive Professors.**

The [Washington Times](#) (3/23, Richardson) says Harvard University on Thursday night announced an update to its online course evaluation system, which will “allow students to report professors who say ‘offensive’ things in class or make them feel ‘uncomfortable.’” Dean of Undergraduate Education Jay Harris made the announcement at “a town hall convened to discuss the power dynamic between students and professors.” Attendees at the town hall “expressed fear that reporting misbehavior could result in academic or professional retaliation.” Harris said the school was working to revise the evaluations, saying “There will be a question of some kind that at least is trying to get at that.”

### **Community Colleges, Trade Schools Looking To Attract More Adult Students.**

The [Wall Street Journal](#) (3/25, Ward, Subscription Publication) reports that community colleges and technical schools across the country are hoping to attract more adult students by lowering costs and shortening the amount of time needed to earn a degree or credential. Several state governments are supporting the effort in an attempt to improve their pools of skilled workers.

### **Report: New York For-Profit Colleges Fail To Serve Students.**

[Diverse Education](#) (3/25) reports according to a study published by think tank The Century Foundation, “New York's for-profit colleges leave students with huge debt and have little impact on earning potential.” The study “compared student outcomes at 427 colleges and universities, including 112 public, 196 nonprofit and 119 for-profit institutions,” finding that “for-profit schools display a pattern of failing to meaningfully serve their students, especially African-Americans and first-generation students.” Moreover, “many for-profit schools show high default rates on student loans.”

## FRIDAY'S LEAD STORIES

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- [Parkland Superintendent Introduces New Security Measures Including Clear Backpacks.](#)
- [Spending Bill Omits Administration Education Proposals.](#)
- [WSJournal Analysis: Companies Decreasing Reliance On Degrees In Hiring.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 26 Mar 2018 05:31:05 -0600 (MDT)  
Subject: Hundreds Of Thousands Gather To Protest Gun Violence At Parkland-Inspired Rallies  
To: <ron.singleton@carlsbad.k12.nm.us>

If you are unable to see the message or images below, [click here to view](#)

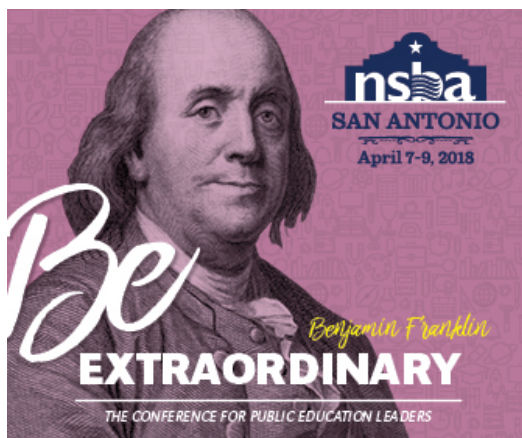


Good morning Ron Singleton

March 26, 2018

## LEADING THE NEWS

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### Hundreds Of Thousands Gather To Protest Gun Violence At Parkland-Inspired Rallies.

The [AP](#) (3/24, Khalil, Woodward) reports that "in a historic groundswell of youth activism, hundreds of thousands of teenagers and their supporters rallied across the U.S. against gun violence Saturday, vowing to transform fear and grief into a "vote-them-out" movement and tougher laws against weapons and ammo." The AP adds that demonstrators "took to the streets of the nation's capital and such cities as Boston, New York, Chicago, Houston, Minneapolis, Phoenix, Los Angeles and Oakland, California, in the kind of numbers seen during the Vietnam era, sweeping up activists long frustrated by stalemate in the gun debate and bringing in lots of new, young voices."

The [Washington Post](#) (3/24, A1, Jamison, Chason, Heim) in a front-page article reports that "organized by students from Marjory Stoneman Douglas High School, where a gunman killed 17 last month, the March for Our Lives showcased impassioned teens calling on Congress to enact stricter gun-control laws to end the nation's two-decade stretch of campus shootings." According to the Post, "hundreds of "sibling protests" took place across the world, from New York City – where demonstrators spread across 20 blocks – to Jonesboro, Ark., a small city marking the 20th anniversary of a middle-school shooting that left four students and a teacher dead."

[USA Today](#) (3/24, Hayes, Jackson, Collins, Dastagir) reports "well over 1 million students – and their supporters" took part in marches "around the globe Saturday to make a powerful statement against gun violence and call on lawmakers to pass stricter laws or face their wrath at the polls."

In a separate article, the [Washington Post](#) (3/24, Zezima) says "more than 800 events were scheduled worldwide, according to the gun-control group Everytown for Gun Safety," while "counterprotests and separate

rallies organized by gun rights groups” also took place. In the lead [ABC World News Tonight](#) (3/24, lead story, 4:05, Llamas) segment, David Wright reported that “in Parkland, Florida, in Texas and other deep red states, in California and other blue states, the crowds exceeded expectations” while the [Wall Street Journal](#) (3/24, Hackman, Gordon, Levitz, McWhirter, Mahtani, King, Malas, Subscription Publication) live feed also recaps the large rallies that took place in Washington, DC as well as Boston, Atlanta, Chicago, New York City, and Los Angeles.

The [New York Times](#) (3/24, A1, Shear, Subscription Publication) in a front-page article reports that “standing before vast crowds from Washington to Los Angeles to Parkland, Fla., the speakers – nearly all of them students, some still in elementary school – delivered an anguished and defiant message: They are ‘done hiding’ from gun violence, and will ‘stop at nothing’ to get politicians to finally prevent it.” In the lead [NBC Nightly News](#) (3/24, lead story, 3:30, Diaz-Balart) segment, Kate Snow reported 1,300 children under the age of 17 “are killed by guns every year.” Snow highlighted that as “gun violence is the third leading cause of death for that age group” and she added “the voices of a younger generation” on Saturday said that they have had enough.

[Bloomberg News](#) (3/24, Yang, Flatley, Shields) reports the “protesters...demand[ed] protection from gun violence, including a ban on assault weapons such as the rifle used in Parkland, a prohibition on high-capacity magazines that let killers shoot long bursts without reloading, and more effective background checks for gun purchases.” On the [CBS Weekend News](#) (3/24, story 3, 1:55, Quijano), Adriana Diaz reported “students told us this isn’t the culminating end of their movement. It’s just the beginning. They say if they don’t see legislative action, they will continue to march and they even have another walkout scheduled.”

[Reuters](#) (3/24, Simpson, Johnson, Johnson, Young, Popovici, Tso, Fagenson, Chiarito, Oliphant, Hay) says that in what was “the largest March For Our Lives protest, demonstrators jammed Washington’s Pennsylvania Avenue where they listened to speeches from survivors of the Feb. 14 mass shooting at Marjory Stoneman Douglas High School.” On the lead [CBS Weekend News](#) (3/24, lead story, 2:45, Quijano) segment, Jeff Pegues reported “an expected crowd of half a million people” took part in the March For Our Lives in Washington, DC.

## **POLITICS & POLICY**

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### **WPost Analysis: GOP Governors Increasingly Investing In Education.**

In an analysis piece, the [Washington Post](#) (3/25, Scherer) writes that in “a major turnabout for a generation of conservative leaders,” cost-cutting GOP governors are now bragging about investing in public schools. The Post attributes this to “the backlash that boiled over into a teacher walkout in West Virginia” as well as teachers and the public demands for “more money after years of tight budgets and a Republican focus on tax cuts” having “forced a change in strategy.” The piece reports that declining revenues in states have resulted in “educators leaving en masse for higher-wage jobs, classroom conditions deteriorating and some districts even adopting four-day school weeks.”

## **TEACHING & LEARNING**

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### **North Carolina Nonprofit Aims To Prepare New Generation Of Pilots.**

The [AP](#) (3/24, Childress) reported on the Airlina Young Aviators Program (AYA), a nonprofit and STEM (science, technology, engineering and math) program for high school students in Durham. The program “is open to all students,” but is focused on helping “prepare the next generation of black aviators for the opportunities that will present themselves over the next two decades as thousands of commercial pilots reach the mandatory retirement age of 65.” The story mentions that flying lessons in today’s day and age “cost about \$180 an hour, compared to

the \$14 an hour” students used to pay back in the ‘60s. The AP mentions that FAA “requires 40 hours of flight time in addition to passing the FAA Private Pilot written exam and the Private Pilot Oral and Practical (Flying) Exam to earn a pilot’s license.”

### **Carnegie Foundation Program Helps Teachers Use Motivation To Improve Math Proficiency.**

The National Center for Education Statistics found that in 2015, “a mere 25 percent of high school seniors were proficient or higher” in math, underscoring for the [Washington Post](#) (3/25, Spencer) that “American students are bombing” the subject. “Efforts to improve these numbers have abounded,” but a program by the Carnegie Foundation for the Advancement of Teaching may be yielding results. Hundreds of teachers across the country are working with the foundation to test “their own ways to re-energize students plagued by past failures through merging specific emotional skills with academic ones.” At KAPPA International High School in the Bronx, for example, attendance and four-year-graduation rates have climbed as more teachers sign on to the program. Additionally, the “school’s overall average Algebra Regents exam score went from 60 in 2015 to 67 last year.” Notably, the Post says, teachers participating in the Carnegie Foundation program at “other schools around the country have reported similar gains.”

### **North Carolina STEM School Prepares Future Commercial Pilots.**

The [AP](#) (3/24) profiled the Airlina Young Aviators Program (AYA), a nonprofit STEM program that provides introductory flight training and mentoring to Durham, North Carolina high school students. Instructor Warren Hervey Wheeler, “one of the nation’s first black commercial pilots,” said that “the program can help students perform better in the classroom.” He pointed to the practical math problems used in flight school and said he “fault[s] the school system for not making math interesting and relevant.” Wheeler added that he “believes it’s important to help prepare the next generation of black aviators for the opportunities that will present themselves over the next two decades as thousands of commercial pilots reach the mandatory retirement age of 65.” The AP notes AYA helps students defray the costs of flight lessons, but it “has found that increasingly difficult to do in recent months.”

### **Apple Poised To Announce Education-Focused Tool In Chicago.**

The [Seventy Four](#) (3/25) reports that on March 27 at Lane Tech College Prep High School in Chicago, Apple will unveil “what type of educational focus the brand has in mind for 2018 and beyond.” Apple events are “almost always cloaked in vagueness to get folks talking beforehand,” and so “there’s no shortage of guesses as to what the big reveal will be.” Still, in light of the announcement’s timing and location – “Apple announced a partnership with the City of Chicago to bring its Everyone Can Code effort to 500,000 students” in December – the Seventy Four speculates that Apple’s focus will be “on expanding coding in education.” The company could also unveil its “rumored ClassKit,” which helps teachers and students make educational apps; “a more cost-effective MacBook Air” to be used in classrooms; or an Apple Pencil 2, which is currently too costly to “have appeal inside schools.”

### **Virginia Student Wins National Engineering Contest.**

The [Hampton Roads \(VA\) Virginian-Pilot](#) (3/25) reports that earlier this month, Virginia eighth-grader Jason Qin won the junior division of the “Two for the Crew” challenge, a national engineering competition that encourages students “to come up with something useful for the International Space Station.” The event is supported by the American Society of Mechanical Engineers and “Future Engineers, an online educational platform that hosts national innovation challenges for students from kindergarten through 12th grade.” Qin’s “tool combines needle-nose and lineman’s pliers, as well as a set of attachable handles.” He “suggested that NASA keep the heads of the pliers on the station, and astronauts use a 3-D printer in space to create custom handles that fit their hand sizes,” with



previous crew members' handles "melted down and recycled into a new set of customized handles using the 3-D printer."

### **Massachusetts Bill Seeks To Expand Civics, History Requirements.**

The [AP](#) (3/24, Leblanc) reported the Massachusetts state Senate has approved a bill, dubbed "An Act to Promote and Enhance Civic Engagement," that "would require schools to expand on existing requirements that American history and civics education be taught." It would also mandate instruction on "the function and makeup of the branches of local, state and federal government" and electoral process, and help students "navigate an increasingly complex media environment." The measure, which is now headed to the state House, was opposed by some state "lawmakers concerned the state is dumping more requirements on schools without additional resources." Supporters of the measure, meanwhile, argue that "civics education is something schools should be expected to teach." One "supporter of the bill is Secretary of the Commonwealth William Galvin, who linked the push for civic education to the recent rise in activism among young people pushing for stricter gun laws."

### **NYTimes Analysis: Concern Over Status As Professionals Drove WV Teachers' Strike.**

In an analysis piece, the [New York Times](#) (3/25, Scheiber, Subscription Publication) writes that the "rare statewide walkout" by West Virginia teachers was not just due to questions of pay and benefits, but "anxiety about their status as professionals," and "the anger shows little sign of dissipating." Such concerns put teachers "in the mainstream of recent labor history," with doctors, nurses, government workers, and journalists, among others. "Some of the most aggressive and successful labor actions in recent years have erupted when professionals felt their judgment, expertise and autonomy were under assault." Part of the concern arises as "technological developments like the internet have undermined claims to expertise," tight budgets reduced professionals' resources, and consolidation made them "feel like cogs in corporate machines that don't share their values."

### **Threat Of Teacher Walkout Looms Over Oklahoma In Week Before Deadline.**

The [Tulsa \(OK\) World](#) (3/25) reports the Oklahoma Education Association, the "state's largest teachers union," is striving to unite and direct "a grass-roots movement for what could be an extended school shutdown and teacher walkout." Meanwhile, "the state's other large teachers union, Professional Oklahoma Educators, with its 11,000 members, has said it doesn't support a walkout." With support "from the Oklahoma City American Federation of Teachers and the Oklahoma Public Employees Association," the OEA "identified \$905.7 million in recurring revenue that could fund teacher raises." The union granted state lawmakers an April 1 deadline to "fund a teacher and support personnel pay raise as well as restore common education funding." School districts across the state have already "authorized their superintendents to shut down school if" the walkout proceeds on April 2.

In an editorial, [Tulsa \(OK\) World](#) (3/25) says state lawmaker cannot "claim they weren't warned" about the strike, because even though the ultimatum was announced on March 6, "anyone could have seen it coming for months – years – before that." Tulsa World outlines various events over the last four years that put state lawmakers on notice about the growing demand for "better education funding." Despite those incidents, Tulsa World says, "Oklahoma's funding of public schools has gone down more than that of any other state since 2008," even though "the number of students went up."

## **OPERATIONS**

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### **Florida District Braces For Enrollment Growth.**

The [Lakeland \(FL\) Ledger](#) (3/25) reports the population in Polk County, Florida is expected to grow by 350,000 over the next 20 to 25 years. Polk County School District anticipates an enrollment surge, but already it cannot keep up with routine maintenance costs. Currently, the district spends roughly “\$10 million each year just to maintain its 135 school campuses and facilities, and another \$10.4 million on major projects.” Because of a lack of funds, PCSD’s “deferred maintenance backlog now stands at \$421 million, and there’s another \$172 million in scheduled new construction on hold.” The district is hoping voters will renew a half-cent sales tax in November, because without that “projected \$40 million in sales-tax funds, the district would have only about \$65 million at its disposal for annual capital needs, everything from replacing an air conditioner to building a new school from scratch.”

## **DIGITAL LEARNING**

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### **Ohio State Lawmakers Consider Bill To Expand Rural High-Speed Internet Accessibility.**

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## **SCHOOL FINANCE**

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### **Arizona State Lawmakers Secure \$500 Million In School Funding Through Sales Tax Extension.**

In what the [AP](#) (3/25, Christie) calls “an unexpected move that averts a looming ‘fiscal cliff’ that threatened more than 10 percent of” school funding in Arizona, the state legislature “overwhelmingly passed legislation” to extend “a sales tax that provides more than \$500 million a year for K-12 education.” On Thursday, only 10 of the 90 state lawmakers – “all majority Republicans” – opposed the measure, leaving “a bipartisan group of Republicans and Democrats cheering the approval, although both sides acknowledged that the state’s woefully underfunded schools need more money, not just current funding levels.” The bill’s original sponsor, Republican state Rep. Doug Coleman, said the “Band-Aid” measure provides “\$13 billion over the next 20 years that would have gone away.” He conceded, however, that “much more needs to be done.”

### **Alabama District Reimbursed \$1.4 Million In Misdirected Funds.**

The [AP](#) (3/24) reported the Alabama state Department of Education reimbursed \$1.4 million to Montgomery Public Schools “for money that was wrongly sent to another school system in 2016.” The Alabama Education Association had mentioned the misdirected funds in a lawsuit filed last month against state “Interim Superintendent Ed Richardson to block the sale of Georgia Washington Middle School to the Pike Road system,” which received the funds. Richardson, who “is overseeing an intervention of Montgomery Public Schools by the state for financial and academic reasons,” announced the planned middle school sale “to help shore up finances for the Montgomery system.” AEA’s lawsuit alleged “that Richardson had no authority to sell the school and was not acting in the best interests of Montgomery schools, noting that he had worked as a consultant for Pike Road when it separated from the Montgomery system.” The funds were ultimately reimbursed to MPS through “mediation in the lawsuit.”



## SAFETY & SECURITY

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### Many Teachers Joins Students At DC Rally.

The [Washington Post](#) (3/24, Stein, Truong) reports “the youth led the rally, but alongside them were teachers who said they witness each day how fear and violence puncture their students’ lives.” The Post adds “teachers said the conversation needs to go beyond mass shootings and include the violence that the nation’s most vulnerable children face daily in their communities.” According to Anna Fusco, president of the Broward Teachers Union, hundreds of the district’s teachers “attended the rally to call for change and to honor the students and co-workers murdered on campus last month.”

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### White House Praises “Courageous” Youths Marching Over School Shootings.

White House deputy press secretary Lindsay Walters issued a statement on Saturday applauding the youths participating in the nationwide “March For Our Lives” demonstrations against school shootings. While a number of articles noted the White House’s remarks in a favorable context, several highlighted that President Trump’s motorcade took a detour to avoid the protests as he traveled to and from his Palm Beach, Florida golf course. However, the media coverage, which included nearly 27 minutes on the network newscasts, was overall much more focused on the student speakers at the rallies and their calls for more gun control.

The [Washington Times](#) (3/24, Boyer) reports that “as hundreds of thousands of students, parents and teachers

marched on Washington and other cities Saturday against gun violence, the White House said President Trump praised their activism.” [The Hill](#) (3/24, Anapol) reports Walters said the White House “applaud[s] the many courageous young Americans exercising their First Amendment rights today.” According to The Hill, Walters also “underscored efforts President Trump has taken on school safety, including support for bills strengthening the background check system for gun purchases and an anti-school violence act while also moving to ban bump stocks, which allow semi-automatic weapons to fire more rapidly.” She asserted, “Keeping our children safe is a top priority of the President’s, which is why he urged Congress to pass the Fix NICS [National Instant Criminal Background Check System] and STOP School Violence Acts, and signed them into law.” Walters added the Department of Justice on Friday “issued the rule to ban bump stocks following through on the President’s commitment to ban devices that turn legal weapons into illegal machine guns.”

However, the [Los Angeles Times](#) (3/24, Megerian) reports the statement “was not issued in [Trump’s] name” and states that the White House “has not responded to questions about his plans for the day.” [The Hill](#) (3/24, Anapol) says that although the White House “did not say whether the president was golfing,” Saturday was “the 101st day he has spent at one of his golf properties, and the 135th he has spent at one of his properties since taking office.”

## SPECIAL NEEDS

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### Analysis: South-Central Idaho Grapples With Special Education Growth.

In a more than 3,000-word article, the [Twin Falls \(ID\) Times-News](#) (3/25, Wootton-Greener) examines how south-central Idaho schools are accommodating a nationwide increase in students in need of special education services. The region has seen the largest increase in the state, and its schools face “a multitude of challenges with educating students who have special needs.” There is “no shortage of theories for why local schools are seeing more special education students,” especially “those with severe needs and behavioral issues,” and teachers “don’t have a firm answer for the cause of those trends.” The region is already struggling with “a shortage of federal funding,” meaning “school districts are dipping more into their general fund to pay for services they’re required by law to provide.” Furthermore, the region is “being hit the hardest of any region in the state by a teacher shortage” – a “monumental challenge” rendering it “especially tough to find teachers and other support professionals, such as occupational and speech therapists.”

## FRIDAY’S LEAD STORIES

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- [Spending Bill Omits Administration Education Proposals.](#)
- [New Project Aims To Promote Digital Media Literacy To Arm Students Against Fake News.](#)
- [Success Academy Charters Show High Success Rate.](#)
- [Kansas Senate Advances First Part Of School Funding Fix.](#)
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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 26 Mar 2018 05:31:05 -0600 (MDT)  
Subject: Hundreds Of Thousands Gather To Protest Gun Violence At Parkland-Inspired Rallies  
To: <david.shoup@carlsbad.k12.nm.us>

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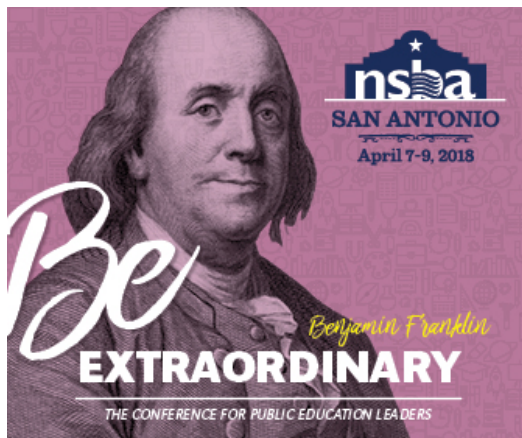


Good morning David Shoup

March 26, 2018

## LEADING THE NEWS

Advertisement



### Hundreds Of Thousands Gather To Protest Gun Violence At Parkland-Inspired Rallies.

The [AP](#) (3/24, Khalil, Woodward) reports that "in a historic groundswell of youth activism, hundreds of thousands of teenagers and their supporters rallied across the U.S. against gun violence Saturday, vowing to transform fear and grief into a "vote-them-out" movement and tougher laws against weapons and ammo." The AP adds that demonstrators "took to the streets of the nation's capital and such cities as Boston, New York, Chicago, Houston, Minneapolis, Phoenix, Los Angeles and Oakland, California, in the kind of numbers seen during the Vietnam era, sweeping up activists long frustrated by stalemate in the gun debate and bringing in lots of new, young voices."

The [Washington Post](#) (3/24, A1, Jamison, Chason, Heim) in a front-page article reports that "organized by students from Marjory Stoneman Douglas High School, where a gunman killed 17 last month, the March for Our Lives showcased impassioned teens calling on Congress to enact stricter gun-control laws to end the nation's two-decade stretch of campus shootings." According to the Post, "hundreds of "sibling protests" took place across the world, from New York City – where demonstrators spread across 20 blocks – to Jonesboro, Ark., a small city marking the 20th anniversary of a middle-school shooting that left four students and a teacher dead."

[USA Today](#) (3/24, Hayes, Jackson, Collins, Dastagir) reports "well over 1 million students – and their supporters" took part in marches "around the globe Saturday to make a powerful statement against gun violence and call on lawmakers to pass stricter laws or face their wrath at the polls."

In a separate article, the [Washington Post](#) (3/24, Zezima) says "more than 800 events were scheduled worldwide, according to the gun-control group Everytown for Gun Safety," while "counterprotests and separate

rallies organized by gun rights groups” also took place. In the lead [ABC World News Tonight](#) (3/24, lead story, 4:05, Llamas) segment, David Wright reported that “in Parkland, Florida, in Texas and other deep red states, in California and other blue states, the crowds exceeded expectations” while the [Wall Street Journal](#) (3/24, Hackman, Gordon, Levitz, McWhirter, Mahtani, King, Malas, Subscription Publication) live feed also recaps the large rallies that took place in Washington, DC as well as Boston, Atlanta, Chicago, New York City, and Los Angeles.

The [New York Times](#) (3/24, A1, Shear, Subscription Publication) in a front-page article reports that “standing before vast crowds from Washington to Los Angeles to Parkland, Fla., the speakers – nearly all of them students, some still in elementary school – delivered an anguished and defiant message: They are ‘done hiding’ from gun violence, and will ‘stop at nothing’ to get politicians to finally prevent it.” In the lead [NBC Nightly News](#) (3/24, lead story, 3:30, Diaz-Balart) segment, Kate Snow reported 1,300 children under the age of 17 “are killed by guns every year.” Snow highlighted that as “gun violence is the third leading cause of death for that age group” and she added “the voices of a younger generation” on Saturday said that they have had enough.

[Bloomberg News](#) (3/24, Yang, Flatley, Shields) reports the “protesters...demand[ed] protection from gun violence, including a ban on assault weapons such as the rifle used in Parkland, a prohibition on high-capacity magazines that let killers shoot long bursts without reloading, and more effective background checks for gun purchases.” On the [CBS Weekend News](#) (3/24, story 3, 1:55, Quijano), Adriana Diaz reported “students told us this isn’t the culminating end of their movement. It’s just the beginning. They say if they don’t see legislative action, they will continue to march and they even have another walkout scheduled.”

[Reuters](#) (3/24, Simpson, Johnson, Johnson, Young, Popovici, Tso, Fagenson, Chiarito, Oliphant, Hay) says that in what was “the largest March For Our Lives protest, demonstrators jammed Washington’s Pennsylvania Avenue where they listened to speeches from survivors of the Feb. 14 mass shooting at Marjory Stoneman Douglas High School.” On the lead [CBS Weekend News](#) (3/24, lead story, 2:45, Quijano) segment, Jeff Pegues reported “an expected crowd of half a million people” took part in the March For Our Lives in Washington, DC.

## **POLITICS & POLICY**

### **WPost Analysis: GOP Governors Increasingly Investing In Education.**

In an analysis piece, the [Washington Post](#) (3/25, Scherer) writes that in “a major turnabout for a generation of conservative leaders,” cost-cutting GOP governors are now bragging about investing in public schools. The Post attributes this to “the backlash that boiled over into a teacher walkout in West Virginia” as well as teachers and the public demands for “more money after years of tight budgets and a Republican focus on tax cuts” having “forced a change in strategy.” The piece reports that declining revenues in states have resulted in “educators leaving en masse for higher-wage jobs, classroom conditions deteriorating and some districts even adopting four-day school weeks.”

## **TEACHING & LEARNING**

### **North Carolina Nonprofit Aims To Prepare New Generation Of Pilots.**

The [AP](#) (3/24, Childress) reported on the Airlina Young Aviators Program (AYA), a nonprofit and STEM (science, technology, engineering and math) program for high school students in Durham. The program “is open to all students,” but is focused on helping “prepare the next generation of black aviators for the opportunities that will present themselves over the next two decades as thousands of commercial pilots reach the mandatory retirement age of 65.” The story mentions that flying lessons in today’s day and age “cost about \$180 an hour, compared to

the \$14 an hour” students used to pay back in the ‘60s. The AP mentions that FAA “requires 40 hours of flight time in addition to passing the FAA Private Pilot written exam and the Private Pilot Oral and Practical (Flying) Exam to earn a pilot’s license.”

### **Carnegie Foundation Program Helps Teachers Use Motivation To Improve Math Proficiency.**

The National Center for Education Statistics found that in 2015, “a mere 25 percent of high school seniors were proficient or higher” in math, underscoring for the [Washington Post](#) (3/25, Spencer) that “American students are bombing” the subject. “Efforts to improve these numbers have abounded,” but a program by the Carnegie Foundation for the Advancement of Teaching may be yielding results. Hundreds of teachers across the country are working with the foundation to test “their own ways to re-energize students plagued by past failures through merging specific emotional skills with academic ones.” At KAPPA International High School in the Bronx, for example, attendance and four-year-graduation rates have climbed as more teachers sign on to the program. Additionally, the “school’s overall average Algebra Regents exam score went from 60 in 2015 to 67 last year.” Notably, the Post says, teachers participating in the Carnegie Foundation program at “other schools around the country have reported similar gains.”

### **North Carolina STEM School Prepares Future Commercial Pilots.**

The [AP](#) (3/24) profiled the Airlina Young Aviators Program (AYA), a nonprofit STEM program that provides introductory flight training and mentoring to Durham, North Carolina high school students. Instructor Warren Hervey Wheeler, “one of the nation’s first black commercial pilots,” said that “the program can help students perform better in the classroom.” He pointed to the practical math problems used in flight school and said he “fault[s] the school system for not making math interesting and relevant.” Wheeler added that he “believes it’s important to help prepare the next generation of black aviators for the opportunities that will present themselves over the next two decades as thousands of commercial pilots reach the mandatory retirement age of 65.” The AP notes AYA helps students defray the costs of flight lessons, but it “has found that increasingly difficult to do in recent months.”

### **Apple Poised To Announce Education-Focused Tool In Chicago.**

The [Seventy Four](#) (3/25) reports that on March 27 at Lane Tech College Prep High School in Chicago, Apple will unveil “what type of educational focus the brand has in mind for 2018 and beyond.” Apple events are “almost always cloaked in vagueness to get folks talking beforehand,” and so “there’s no shortage of guesses as to what the big reveal will be.” Still, in light of the announcement’s timing and location – “Apple announced a partnership with the City of Chicago to bring its Everyone Can Code effort to 500,000 students” in December – the Seventy Four speculates that Apple’s focus will be “on expanding coding in education.” The company could also unveil its “rumored ClassKit,” which helps teachers and students make educational apps; “a more cost-effective MacBook Air” to be used in classrooms; or an Apple Pencil 2, which is currently too costly to “have appeal inside schools.”

### **Virginia Student Wins National Engineering Contest.**

The [Hampton Roads \(VA\) Virginian-Pilot](#) (3/25) reports that earlier this month, Virginia eighth-grader Jason Qin won the junior division of the “Two for the Crew” challenge, a national engineering competition that encourages students “to come up with something useful for the International Space Station.” The event is supported by the American Society of Mechanical Engineers and “Future Engineers, an online educational platform that hosts national innovation challenges for students from kindergarten through 12th grade.” Qin’s “tool combines needle-nose and lineman’s pliers, as well as a set of attachable handles.” He “suggested that NASA keep the heads of the pliers on the station, and astronauts use a 3-D printer in space to create custom handles that fit their hand sizes,” with



previous crew members' handles "melted down and recycled into a new set of customized handles using the 3-D printer."

### **Massachusetts Bill Seeks To Expand Civics, History Requirements.**

The [AP](#) (3/24, Leblanc) reported the Massachusetts state Senate has approved a bill, dubbed "An Act to Promote and Enhance Civic Engagement," that "would require schools to expand on existing requirements that American history and civics education be taught." It would also mandate instruction on "the function and makeup of the branches of local, state and federal government" and electoral process, and help students "navigate an increasingly complex media environment." The measure, which is now headed to the state House, was opposed by some state "lawmakers concerned the state is dumping more requirements on schools without additional resources." Supporters of the measure, meanwhile, argue that "civics education is something schools should be expected to teach." One "supporter of the bill is Secretary of the Commonwealth William Galvin, who linked the push for civic education to the recent rise in activism among young people pushing for stricter gun laws."

### **NYTimes Analysis: Concern Over Status As Professionals Drove WV Teachers' Strike.**

In an analysis piece, the [New York Times](#) (3/25, Scheiber, Subscription Publication) writes that the "rare statewide walkout" by West Virginia teachers was not just due to questions of pay and benefits, but "anxiety about their status as professionals," and "the anger shows little sign of dissipating." Such concerns put teachers "in the mainstream of recent labor history," with doctors, nurses, government workers, and journalists, among others. "Some of the most aggressive and successful labor actions in recent years have erupted when professionals felt their judgment, expertise and autonomy were under assault." Part of the concern arises as "technological developments like the internet have undermined claims to expertise," tight budgets reduced professionals' resources, and consolidation made them "feel like cogs in corporate machines that don't share their values."

### **Threat Of Teacher Walkout Looms Over Oklahoma In Week Before Deadline.**

The [Tulsa \(OK\) World](#) (3/25) reports the Oklahoma Education Association, the "state's largest teachers union," is striving to unite and direct "a grass-roots movement for what could be an extended school shutdown and teacher walkout." Meanwhile, "the state's other large teachers union, Professional Oklahoma Educators, with its 11,000 members, has said it doesn't support a walkout." With support "from the Oklahoma City American Federation of Teachers and the Oklahoma Public Employees Association," the OEA "identified \$905.7 million in recurring revenue that could fund teacher raises." The union granted state lawmakers an April 1 deadline to "fund a teacher and support personnel pay raise as well as restore common education funding." School districts across the state have already "authorized their superintendents to shut down school if" the walkout proceeds on April 2.

In an editorial, [Tulsa \(OK\) World](#) (3/25) says state lawmaker cannot "claim they weren't warned" about the strike, because even though the ultimatum was announced on March 6, "anyone could have seen it coming for months – years – before that." Tulsa World outlines various events over the last four years that put state lawmakers on notice about the growing demand for "better education funding." Despite those incidents, Tulsa World says, "Oklahoma's funding of public schools has gone down more than that of any other state since 2008," even though "the number of students went up."

## **OPERATIONS**

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### **Florida District Braces For Enrollment Growth.**

The [Lakeland \(FL\) Ledger](#) (3/25) reports the population in Polk County, Florida is expected to grow by 350,000 over the next 20 to 25 years. Polk County School District anticipates an enrollment surge, but already it cannot keep up with routine maintenance costs. Currently, the district spends roughly “\$10 million each year just to maintain its 135 school campuses and facilities, and another \$10.4 million on major projects.” Because of a lack of funds, PCSD’s “deferred maintenance backlog now stands at \$421 million, and there’s another \$172 million in scheduled new construction on hold.” The district is hoping voters will renew a half-cent sales tax in November, because without that “projected \$40 million in sales-tax funds, the district would have only about \$65 million at its disposal for annual capital needs, everything from replacing an air conditioner to building a new school from scratch.”

## **DIGITAL LEARNING**

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### **Ohio State Lawmakers Consider Bill To Expand Rural High-Speed Internet Accessibility.**

The [Columbus \(OH\) Dispatch](#) (3/25) reports roughly a third of Ohio’s rural residents – more than one million people – “lack home access to broadband, compared with just 2 percent of urbanites, according to Federal Communications Commission estimates.” Last week, a bill before state lawmakers “to establish a \$50-million-per-year broadband development grant program inched forward, fueling the hopes of advocates” who caution that “the implications of an internetless life – or one where connection is slow, expensive, limited and unreliable – are far-reaching,” especially for students. If the bill is passed, the program would provide “grants to private businesses, political subdivisions, nonprofit organizations and phone and internet cooperatives.” It would also “expand coverage to about 14,000 Ohio households annually without raising taxes or using money from the state’s General Revenue Fund.”

## **SCHOOL FINANCE**

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### **Arizona State Lawmakers Secure \$500 Million In School Funding Through Sales Tax Extension.**

In what the [AP](#) (3/25, Christie) calls “an unexpected move that averts a looming ‘fiscal cliff’ that threatened more than 10 percent of” school funding in Arizona, the state legislature “overwhelmingly passed legislation” to extend “a sales tax that provides more than \$500 million a year for K-12 education.” On Thursday, only 10 of the 90 state lawmakers – “all majority Republicans” – opposed the measure, leaving “a bipartisan group of Republicans and Democrats cheering the approval, although both sides acknowledged that the state’s woefully underfunded schools need more money, not just current funding levels.” The bill’s original sponsor, Republican state Rep. Doug Coleman, said the “Band-Aid” measure provides “\$13 billion over the next 20 years that would have gone away.” He conceded, however, that “much more needs to be done.”

### **Alabama District Reimbursed \$1.4 Million In Misdirected Funds.**

The [AP](#) (3/24) reported the Alabama state Department of Education reimbursed \$1.4 million to Montgomery Public Schools “for money that was wrongly sent to another school system in 2016.” The Alabama Education Association had mentioned the misdirected funds in a lawsuit filed last month against state “Interim Superintendent Ed Richardson to block the sale of Georgia Washington Middle School to the Pike Road system,” which received the funds. Richardson, who “is overseeing an intervention of Montgomery Public Schools by the state for financial and academic reasons,” announced the planned middle school sale “to help shore up finances for the Montgomery system.” AEA’s lawsuit alleged “that Richardson had no authority to sell the school and was not acting in the best interests of Montgomery schools, noting that he had worked as a consultant for Pike Road when it separated from the Montgomery system.” The funds were ultimately reimbursed to MPS through “mediation in the lawsuit.”



## SAFETY & SECURITY

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### Many Teachers Joins Students At DC Rally.

The [Washington Post](#) (3/24, Stein, Truong) reports “the youth led the rally, but alongside them were teachers who said they witness each day how fear and violence puncture their students’ lives.” The Post adds “teachers said the conversation needs to go beyond mass shootings and include the violence that the nation’s most vulnerable children face daily in their communities.” According to Anna Fusco, president of the Broward Teachers Union, hundreds of the district’s teachers “attended the rally to call for change and to honor the students and co-workers murdered on campus last month.”

The [Huffington Post](#) (3/24, Fang) reports that teachers were “rallying for safer schools and better protections for their students. When asked about the subject of safety in the wake of countless school shootings, many of them vehemently opposed arming teachers,” a proposal which “had gained traction in response to the Parkland, Florida, school shooting, including support from President Donald Trump.”

### Media Analyses: Students Sought To Make Gun Control A Key 2018 Issue.

In a brief segment, [ABC World News Tonight](#) (3/25, story 5, 0:20, Llamas) offered “an update on the March for Our Lives protests, taking place across the US and overseas [Saturday]. The global event is now considered to be the largest youth-led protest since the Vietnam War-era. The students say they’re determined to stop gun violence, and will go to the polls to make it happen.” On the [CBS Weekend News](#) (3/25, lead story, 2:20), DeMarco Morgan reported, “At least 4,000 young Americans reportedly registered to vote Saturday at gun control rallies across the country. About 4 million Americans will turn 18 this year.”

The [New York Times](#) (3/25, Burns, Martin, Subscription Publication) reports, “The passionate gun-control rallies that brought out large crowds around the country over the weekend signaled that gun violence is not going away as an issue in the 2018 midterm elections,” raising the possibility that GOP “candidates might be pushed mainly on the defensive on gun issues for the first time in decades.” The Times adds that “across the landscape of midterm races, Republican and Democratic leaders say the gun issue appears to have become a potent rallying point for voters opposed to President Trump and fed up with what they see as Washington’s indifference to mass shootings.”

The [AP](#) (3/25, Irvine) reports, “The marches unified hundreds of thousands of people in cities across the country and have galvanized this movement,” according to some students who took part. Those students “are vowing to get young voters registered and send a message in upcoming elections.” [USA Today](#) (3/24, Hayes) reports that in the wake of Saturday’s marches, “the question is whether these young people who call themselves ‘the mass-shooting generation’ will fade into the background of the debate over gun control or be the leading charge in changing the country’s policies. Many of the Parkland students at the march in Washington on Saturday made it clear one of the next revolutions would be at the polls.”

### White House Praises “Courageous” Youths Marching Over School Shootings.

White House deputy press secretary Lindsay Walters issued a statement on Saturday applauding the youths participating in the nationwide “March For Our Lives” demonstrations against school shootings. While a number of articles noted the White House’s remarks in a favorable context, several highlighted that President Trump’s motorcade took a detour to avoid the protests as he traveled to and from his Palm Beach, Florida golf course. However, the media coverage, which included nearly 27 minutes on the network newscasts, was overall much more focused on the student speakers at the rallies and their calls for more gun control.

The [Washington Times](#) (3/24, Boyer) reports that “as hundreds of thousands of students, parents and teachers

marched on Washington and other cities Saturday against gun violence, the White House said President Trump praised their activism.” [The Hill](#) (3/24, Anapol) reports Walters said the White House “applaud[s] the many courageous young Americans exercising their First Amendment rights today.” According to The Hill, Walters also “underscored efforts President Trump has taken on school safety, including support for bills strengthening the background check system for gun purchases and an anti-school violence act while also moving to ban bump stocks, which allow semi-automatic weapons to fire more rapidly.” She asserted, “Keeping our children safe is a top priority of the President’s, which is why he urged Congress to pass the Fix NICS [National Instant Criminal Background Check System] and STOP School Violence Acts, and signed them into law.” Walters added the Department of Justice on Friday “issued the rule to ban bump stocks following through on the President’s commitment to ban devices that turn legal weapons into illegal machine guns.”

However, the [Los Angeles Times](#) (3/24, Megerian) reports the statement “was not issued in [Trump’s] name” and states that the White House “has not responded to questions about his plans for the day.” [The Hill](#) (3/24, Anapol) says that although the White House “did not say whether the president was golfing,” Saturday was “the 101st day he has spent at one of his golf properties, and the 135th he has spent at one of his properties since taking office.”

## SPECIAL NEEDS

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### Analysis: South-Central Idaho Grapples With Special Education Growth.

In a more than 3,000-word article, the [Twin Falls \(ID\) Times-News](#) (3/25, Wootton-Greener) examines how south-central Idaho schools are accommodating a nationwide increase in students in need of special education services. The region has seen the largest increase in the state, and its schools face “a multitude of challenges with educating students who have special needs.” There is “no shortage of theories for why local schools are seeing more special education students,” especially “those with severe needs and behavioral issues,” and teachers “don’t have a firm answer for the cause of those trends.” The region is already struggling with “a shortage of federal funding,” meaning “school districts are dipping more into their general fund to pay for services they’re required by law to provide.” Furthermore, the region is “being hit the hardest of any region in the state by a teacher shortage” – a “monumental challenge” rendering it “especially tough to find teachers and other support professionals, such as occupational and speech therapists.”

## FRIDAY’S LEAD STORIES

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- [Spending Bill Omits Administration Education Proposals.](#)
- [New Project Aims To Promote Digital Media Literacy To Arm Students Against Fake News.](#)
- [Success Academy Charters Show High Success Rate.](#)
- [Kansas Senate Advances First Part Of School Funding Fix.](#)
- [Parkland Superintendent Introduces New Security Measures Including Clear Backpacks.](#)

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To: <greg.rodriguez@carlsbad.k12.nm.us>

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## Instruct

Edtech insights for decision makers

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In the wake of a school shooting in Parkland, Fla. that killed 17 students, once again social media finds itself as the gathering place for a difficult and harrowing conversation about gun control legislation and safety in schools.

From panicked real-time updates to messages of support (and debate) in the days that followed, adolescents have turned to social media—including Twitter and Facebook—in a big way, perhaps in part because these platforms “are interwoven with the fabric of many young people's lives, in ways that many adults struggle to grasp,” as one [EdWeek article recently noted](#).

And while some may cast teens' use of social media as superficial, a group of Parkland students directly impacted by the tragedy have used its reach to spread their message to millions of people, including state and federal politicians. After [creating their first Twitter accounts](#), and the trending hashtag #NeverAgain, they helped ignite a discussion that culminated in a live-streamed listening session with President Trump.

“This isn't easy for us,” senior Sofie Whitney told Buzzfeed, summing up her recent experiences. “But it's something I need to do.”

## LIVE FROM THE FIELD

**PERSONAL LOOK AT PERSONALIZED LEARNING:** Implementing technology is only part of the struggle for schools trying to implement personalized learning models and get students to steer their own learning. EdSurge reporter Jenny Abamu visited two D.C. public schools for a **firsthand look at the complex changes and challenges involved**—from distracted pupils to departing teachers—in putting the Summit Learning Platform and Program in place.

**INTANGIBLE GROWTH:** Some things just don't show up on the stat sheet or gradebook, like showing up to class or setting goals. For Georgia high school teacher Farhat Ahmad, "little things matter a lot when it comes to recognizing student growth." Here's a personal story about providing the emotional supports needed to help one troubled student **find his voice and the confidence to change course.**

**BETTER BLENDS:** When each school has its own interpretation of what "blended learning" means, how do you distinguish good programs from bad? Fortunately, the best initiatives share some common threads, such as intentional tech use and smart student engagement strategies. And there are plenty of things every program should avoid. **Check out one educator's take on the good, the bad and the ugly of blended learning.**

## IN-SCHOOL DEBATES

**CODE OF SILENCE:** There are some boys out there who believe that because they're interested in computers and video games, coding should come easily to them. When it doesn't, they're often reluctant to ask for help. **Fortunately, there are plenty of ways to get them motivated and engaged**, argues EdSurge columnist Sheena Vaidyanathan. (Just don't expect it to happen by itself.)

**VR'S REAL RISKS:** The use of virtual reality tools in the classroom is on the rise. Yet what gives VR builders and their investors reasons to cheer raises concerns for health experts. A recent study from Children and Virtual Reality finds that **using VR tools could have significant health**

impacts on children.

Follow your EdSurgents [@tonywan](#), [@JennyAbamu](#), [@jryoung](#), [@sydneyfjohnson](#), [@journoinred](#) and [@stephenoonoo](#) for the latest news and scoops as they hit the wire.

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## ALL SCHOOL

**EDUCATION ACCELERATOR TURNS NONPROFIT:** In an interview with EdSurge, Bart Epstein, CEO of the Jefferson Education Accelerator, says he is embarking on a new project—and winding down the accelerator. The main reason, he notes, was that **despite his team’s efforts to bring research-backed products to the education market, there was a low demand among educators for such validated tools.**

**2017 AP TEST RESULTS:** The College Board recently released its Advanced Placement (AP) program results for the class of 2017—and it’s largely a mixed bag, with a greater number of overall test takers but significant achievement gaps still impacting success rates. [Here are the top takeaways from this year’s numbers](#) .

**MARCH MADNESS:** An AR/VR “playground,” free project-based learning workshops and a whole lot of Google talk. Those are just a few of the highlights to be found at next month’s Spring CUE conference in Palm Springs, Calif. [Find out what else is on tap for the 5,000 educators expected to attend.](#)

**Better Writing Grades:** That’s what The Graide Network wants to accomplish, and has raised \$1 million in a seed round led by Network Ventures to do so. The Chicago-based company [uses a network of remote teaching assistants to help improve K-12 students’ writing and critical thinking skills.](#)

## BUZZ ABOUT TOWN

According to [a new report](#), media literacy needs an overhaul—and today’s “fake news” crisis is the perfect time to do it. (Data & Society)

ISTE is teaming up with The Teachers Guild, [asking educators for ideas on how to improve digital citizenship instruction](#). Teachers behind the top three ideas will receive a year of free ISTE membership and an opportunity to present it at ISTE’s annual conference in June. (The Teachers Guild)

“ [How To Talk With Kids About Terrible Things](#)” (Mindshift)

## S’COOL TOOLS

Internet news curator [Flipboard](#) can be a great tool for students learning the ins and outs of media literacy, says Sabrina Creen, a preservice teacher at Del Lago Academy in California, who shares her experiences below.

**The Claim:** Think of Flipboard as a custom online magazine—for mobile or the web—where you select the stories, sources and topics. Bookmark a page from the web and add it to a collection. It’s a tool mainly used by adults, especially Twitter fans looking to organize information, but it’s reasonably kid friendly as it doesn’t allow users to search for inappropriate content.

**The Consensus:** Creen calls the site a “tidier Pinterest-esque platform for resource organization,” and uses it with students for topic-specific curation assignments. Since Flipboard allows commenting on posts, she’s also used it to spark online discussions and for formative assessment.

**The Cons:** Creen notes that you need to register for an account to leave a comment—so that’s a no-go for kids under 13 years old. And the content censoring isn’t 100 percent perfect (she’d like to see better filtering for education-specific accounts).

**The Cost:** Free

Have a favorite tech tool you'd like to share? [Fill out our short Google form](#) and let the world know.

## EVENTS AND UPDATES

**Personalized learning doesn't start or end with technology.** It needs to fit into a holistic picture of the whole learner. That is why this October at the **EdSurge Fusion Conference** we will focus on the Whole Learner—bringing together speakers and practitioners focused on school models, learning sciences and social emotional learning as they relate to personalized learning. [Apply today!](#)

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#### **2nd-7th Grade Computer Science Teacher** Brooke Charter School Network

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From: "EdSurge" <feedback@edsurge.com>  
Sent Date: Thu, 22 Feb 2018 05:04:03 -0700 (MST)  
Subject: Instruct 315: How D.C. students steer their learning; VR's real risks  
To: <sherry.day@carlsbad.k12.nm.us>

No. 315 | February 22, 2018

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## Instruct

Edtech insights for decision makers

This issue is sponsored by

In the wake of a school shooting in Parkland, Fla. that killed 17 students, once again social media finds itself as the gathering place for a difficult and harrowing conversation about gun control legislation and safety in schools.

From panicked real-time updates to messages of support (and debate) in the days that followed, adolescents have turned to social media—including Twitter and Facebook—in a big way, perhaps in part because these platforms “are interwoven with the fabric of many young people’s lives, in ways that many adults struggle to grasp,” as one [EdWeek article recently noted](#).

And while some may cast teens’ use of social media as superficial, a group of Parkland students directly impacted by the tragedy have used its reach to spread their message to millions of people, including state and federal politicians. After [creating their first Twitter accounts](#), and the trending hashtag #NeverAgain, they helped ignite a discussion that culminated in a live-streamed listening session with President Trump.

“This isn’t easy for us,” senior Sofie Whitney told Buzzfeed, summing up her recent experiences. “But it’s something I need to do.”

## LIVE FROM THE FIELD

**PERSONAL LOOK AT PERSONALIZED LEARNING:** Implementing technology is only part of the struggle for schools trying to implement personalized learning models and get students to steer their own learning. EdSurge reporter Jenny Abamu visited two D.C. public schools for a **firsthand look at the complex changes and challenges involved**—from distracted pupils to departing teachers—in putting the Summit Learning Platform and Program in place.

**INTANGIBLE GROWTH:** Some things just don't show up on the stat sheet or gradebook, like showing up to class or setting goals. For Georgia high school teacher Farhat Ahmad, "little things matter a lot when it comes to recognizing student growth." Here's a personal story about providing the emotional supports needed to help one troubled student **find his voice and the confidence to change course.**

**BETTER BLENDS:** When each school has its own interpretation of what "blended learning" means, how do you distinguish good programs from bad? Fortunately, the best initiatives share some common threads, such as intentional tech use and smart student engagement strategies. And there are plenty of things every program should avoid. **Check out one educator's take on the good, the bad and the ugly of blended learning.**

## IN-SCHOOL DEBATES

**CODE OF SILENCE:** There are some boys out there who believe that because they're interested in computers and video games, coding should come easily to them. When it doesn't, they're often reluctant to ask for help. **Fortunately, there are plenty of ways to get them motivated and engaged**, argues EdSurge columnist Sheena Vaidyanathan. (Just don't expect it to happen by itself.)

**VR'S REAL RISKS:** The use of virtual reality tools in the classroom is on the rise. Yet what gives VR builders and their investors reasons to cheer raises concerns for health experts. A recent study from Children and Virtual Reality finds that **using VR tools could have significant health**

impacts on children.

Follow your EdSurgents [@tonywan](#), [@JennyAbamu](#), [@jryoung](#), [@sydneyfjohnson](#), [@journoinred](#) and [@stephenoonoo](#) for the latest news and scoops as they hit the wire.

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## ALL SCHOOL

**EDUCATION ACCELERATOR TURNS NONPROFIT:** In an interview with EdSurge, Bart Epstein, CEO of the Jefferson Education Accelerator, says he is embarking on a new project—and winding down the accelerator. The main reason, he notes, was that **despite his team’s efforts to bring research-backed products to the education market, there was a low demand among educators for such validated tools.**

**2017 AP TEST RESULTS:** The College Board recently released its Advanced Placement (AP) program results for the class of 2017—and it’s largely a mixed bag, with a greater number of overall test takers but significant achievement gaps still impacting success rates. [Here are the top takeaways from this year’s numbers](#) .

**MARCH MADNESS:** An AR/VR “playground,” free project-based learning workshops and a whole lot of Google talk. Those are just a few of the highlights to be found at next month’s Spring CUE conference in Palm Springs, Calif. [Find out what else is on tap for the 5,000 educators expected to attend.](#)

**Better Writing Grades:** That’s what The Graide Network wants to accomplish, and has raised \$1 million in a seed round led by Network Ventures to do so. The Chicago-based company [uses a network of remote teaching assistants to help improve K-12 students’ writing and critical thinking skills.](#)

## BUZZ ABOUT TOWN

According to [a new report](#), media literacy needs an overhaul—and today’s “fake news” crisis is the perfect time to do it. (Data & Society)

ISTE is teaming up with The Teachers Guild, [asking educators for ideas on how to improve digital citizenship instruction](#). Teachers behind the top three ideas will receive a year of free ISTE membership and an opportunity to present it at ISTE’s annual conference in June. (The Teachers Guild)

“ [How To Talk With Kids About Terrible Things](#)” (Mindshift)

## S’COOL TOOLS

Internet news curator [Flipboard](#) can be a great tool for students learning the ins and outs of media literacy, says Sabrina Creen, a preservice teacher at Del Lago Academy in California, who shares her experiences below.

**The Claim:** Think of Flipboard as a custom online magazine—for mobile or the web—where you select the stories, sources and topics. Bookmark a page from the web and add it to a collection. It’s a tool mainly used by adults, especially Twitter fans looking to organize information, but it’s reasonably kid friendly as it doesn’t allow users to search for inappropriate content.

**The Consensus:** Creen calls the site a “tidier Pinterest-esque platform for resource organization,” and uses it with students for topic-specific curation assignments. Since Flipboard allows commenting on posts, she’s also used it to spark online discussions and for formative assessment.

**The Cons:** Creen notes that you need to register for an account to leave a comment—so that’s a no-go for kids under 13 years old. And the content censoring isn’t 100 percent perfect (she’d like to see better filtering for education-specific accounts).

**The Cost:** Free

Have a favorite tech tool you'd like to share? [Fill out our short Google form](#) and let the world know.

## EVENTS AND UPDATES

**Personalized learning doesn't start or end with technology.** It needs to fit into a holistic picture of the whole learner. That is why this October at the **EdSurge Fusion Conference** we will focus on the Whole Learner—bringing together speakers and practitioners focused on school models, learning sciences and social emotional learning as they relate to personalized learning. [Apply today!](#)

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From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Sun, 28 Jan 2018 21:17:52 -0700 (MST)  
Subject: jappleseed  
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY JAM JAN 18 ALPHABET FOR PO.xlsm (4.98 MB)

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**From:** Juhree Cope [mailto:Juhree.Cope@CarlsbadSchools.net]  
**Sent:** Sunday, January 28, 2018 6:11 PM  
**To:** Coye Duncan <abookworm@suddenlink.net>  
**Subject:** Re: TOTALS

Please take off any of the other Where's Waldo books. It does not matter which one.  
Thanks,  
Juhree

Sent from my iPad

On Jan 26, 2018, at 9:04 PM, Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)> wrote:

Juhree

I am so sorry.. I put the wrong amount for Jappleseed.. I have taken off The Great Picture Hunt..but need one more book..I am still over  
Coye

---

**From:** Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]  
**Sent:** Friday, January 26, 2018 3:49 PM  
**To:** Coye Duncan <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** RE: totals and Jappleseed

Thank you!!!  
Please take off Where's Waldo: The Great Picture Hunt.

---

**From:** Coye Duncan [<mailto:abookworm@suddenlink.net>]  
**Sent:** Friday, January 26, 2018 1:43 PM  
**To:** Juhree Cope <[Juhree.Cope@CarlsbadSchools.net](mailto:Juhree.Cope@CarlsbadSchools.net)>  
**Subject:** totals and Jappleseed

THANK YOU I will send these in alphabetical order after we make a little adjustment.. it is just easier for you to see what you have.

I am over by \$18.05  
One reason on  
Abdo Black Lagoon set 4 has 10 books instead of 6

Just tell me what book to take off and I will..can be from any list.. just close to \$18..

---

**From:** Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]  
**Sent:** Thursday, January 25, 2018 10:08 AM  
**To:** Coye DUNCAN <[abookworm@suddenlink.net](mailto:abookworm@suddenlink.net)>  
**Subject:** Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

Cathey is requesting that the quotes list the books in **alphabetical order by title with the ISBN number. And your company order number.**

There is not a big rush. The orders are due to her by **Feb. 23** and we have to receive them by **April 6**.

My total budget is **\$2636**.

Thanks,

Juhree

<CARLSBAD MONTERREY TOTALS JAN 18 (002).xlsx>

From: "Joanna Suarez" <automailer@edlio.com>  
Sent Date: Wed, 25 Apr 2018 15:22:34 -0600 (MDT)  
Subject: Mail from Carlsbad Municipal Schools  
To: <Cindy.Romero@carlsbadschools.net>

---

**From:** Joanna Suarez <[joanna.suarez@fusion.net](mailto:joanna.suarez@fusion.net)>

Hello, My name is Joanna Suarez and I'm a producer at FUSION TV. We're a digital and cable channel based in South Florida. Our team is working on a documentary speaking to students across the country on their views regarding the second amendment and the current gun control debate. I understand that Will Riley, a student at Carlsbad HS, has organized a Stand for the Second walkout on May 2. My understanding is that the students participating will not be walking off school grounds (which we have seen happen in other schools and is understandable). Would media outlets -- like our own -- interested in covering this short event be granted permission to be on campus for the duration of the walkout to get footage of it? I can be reached at Joanna.Suarez@fusion.net Many thanks for your time. Best, Joanna Suarez Joanna.Suarez@fusion.net

This email was automatically sent at by IP address 2600:1006:b06e:8d41:2456:d4a5:6254:b390 (computer id: 0.9281865956329509) on Wednesday, April 25, 2018 at 03:22 PM US/Mountain timezone.

This user has been authenticated with the following credentials from google: display name: Joanna Suarez; email: joanna.suarez@fusion.net; ID: 116520402056194283427.

From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Mon, 9 Apr 2018 05:29:30 -0600 (MDT)  
Subject: Majority Of Teachers Believe Digital Devices Are "Mostly Harmful" For Students' Mental Health, Poll Says  
To: <eric.spencer@carlsbad.k12.nm.us>

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## Principal's Update

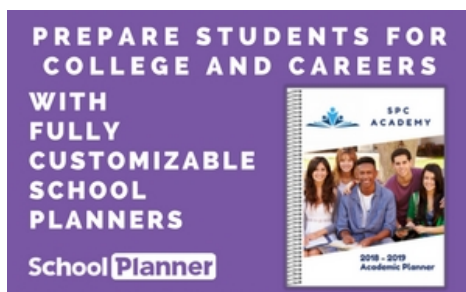


Good morning Eric Spencer

Monday, April 9, 2018

### NATIONAL EDUCATION TRENDS

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#### Oklahoma Teachers Call For Increased Funding, Enter Second Week Of Walkouts.

[Reuters](#) (4/6, Krehbiel-Burton) reports that teachers in Oklahoma will enter their second week of strikes, having "walked out in protest of a decade of education budget cuts and low salaries," calling for "\$200 million in increased annual education funding." The strike, which has affected over 500,000 students, has "garnered strong public backing."

The [AP](#) (4/6, Murphy) reports that the teacher's union said the strike would continue, despite lawmakers approval of "an additional \$40 million for public schools Friday," to be funded through taxes on Internet sales and gambling. Oklahoma Education Association President Alicia Priest called for additional funding through the elimination of "a capital gains tax exemption"

and of "a repeal of a proposed lodging tax" to end the protests.

[NBC Nightly News](#) (4/8, story 8, 1:45, Snow) reported, "There is no sign" of an end to the teacher walkout in Oklahoma, which has been "extended into a second week in the state's biggest districts as the teachers keep up their pressure on lawmakers to find more money for the schools." NBC (McCoy) added the teachers "are finding unexpected allies" in nearly 200 attorneys who "will visit the capital Monday to mediate a resolution, or they say they'll run for the legislators' seats come November."

#### Column: Teachers Are Competing With The Elderly For Scarce State Funds.

Robert J. Samuelson writes in the [Washington Post](#) (4/8) that the recent teacher strikes for higher pay in West Virginia and Oklahoma are "a harbinger of things to come" because teachers and schools are "competing with the elderly for scarce" public funds. Samuelson says, "Spending on the elderly is squeezing K-12 schools, police, parks,

libraries, roads and other infrastructure (water projects, sewers), mainly through two programs: (a) Medicaid, a joint state-federal program of health insurance for the poor, which pays about half of nursing-home and long-term-care costs for the aged and disabled (on average, states pay about 37 percent of Medicaid's costs); and (b) contributions to underfunded pensions for state and local workers.” He proposes that coverage for long-term care should “be moved into Medicare, which is fully paid by the federal government.”

### **Analysis: Teacher Walkouts Repeat Cycle From Decades Ago.**

The [Huffington Post](#) (4/7, Jamieson, Waldron) reports that the current wave of teacher walkouts in states such as West Virginia, Oklahoma, and Kentucky can be attributed in part to austerity measures since the recession, “but the longer explanation stretches back a full generation, to when teachers in West Virginia, Oklahoma and Kentucky last walked off the job.” The piece describes such actions in the late 80s and early 90s, calling them “seminal revolts that today’s striking teachers still remember, either as students or young educators early in their careers. The work stoppages led to meaningful raises and investment at the time. But the promise they held eventually lost out to the anti-tax ideology of both legislators and voters.”

### **Teacher Shortage, Walkouts Impact Hiring Scene.**

The [Denver Post](#) (4/8) reports on the prospects that teachers entering the workforce face, noting that “a nationwide shortage of teachers means new teachers have the freedom to choose the job that fits them best.” However, “given teacher walkouts in Oklahoma, West Virginia, Kentucky and Arizona because of low wages and a lack of resources, the profession may be less valued than ever.” The article describes a teacher employment fair at the University of Northern Colorado, which “attracted 161 school districts from 18 states and about 500 UNC teaching students. ... The teacher shortage allows these students to be more selective in the offers they accept, but it may also drive prospective teachers away from the areas of greatest need.”

### **California Districts Introduce Alternative Course On Big Data.**

[EdSource](#) (4/8, Burdman) reports Los Angeles Unified is offering a new course, called “Introduction to Data Science,” at 21 of its “roughly 100 comprehensive high schools.” The approximately 1,000 juniors and seniors enrolled in the course “are collecting, analyzing and interpreting sets of data from their own lives,” while “learning basic statistics and computer programming, not to mention gaining insights into things like their stress levels and snacking habits.” Since Los Angeles Unified piloted the course “four years ago with funding from the National Science Foundation,” six other southern California districts have piloted it, “with eight more lining up.” EdSource says the “course rests at the vanguard of a quiet revolt against the dominance of algebra in the high school curriculum, a revolt that could reshape the pathway to college for years to come.” EdSource adds that the new approaches to teaching offered by alternative courses “have the potential to improve equity and ensure that quantitative literacy is a right, not a privilege.”

### **New Mexico District To Launch Dual-Language Spanish, Navajo Programs.**

The [AP](#) (4/7) reported Farmington Municipal School District, located “in New Mexico’s Four Corners region,” is launching two new dual-language programs next year aimed at having “some students fluent in Spanish or Navajo by time they graduate from high school.” In the first year, the district will offer “a 20-student kindergarten class learning Diné at Apache Elementary School, and another 20-student class learning Spanish at McCormick Elementary School.” Superintendent Gene Schmidt said FMSD hopes to expand the two programs to other schools as well.

### **Following Parkland Shooting, Dick’s Sporting Goods CEO Becomes Gun Control Advocate.**

The [Wall Street Journal](#) (4/6, Germano, Subscription Publication) profiles Dick's Sporting Goods CEO Edward Stack, who became an advocate for stricter gun controls following the Parkland, Florida school shooting. The Journal says Stack now supports an outright ban on assault weapons and a minimum purchase age of 21 for all firearms.

#### **Kansas State Lawmakers Approve Pilot Mental Health Program For Students.**

The [AP](#) (4/8, Willetts) reports Kansas state lawmakers approved a \$10 million "pilot program to team up schools and community mental health centers" and "treat and track two pre-selected groups of children in six school districts." The state "House approved the plan as part of a larger education funding bill aimed at satisfying a state Supreme Court mandate to boost spending on public schools," and state lawmakers kept the "initiative intact in the final version of the education funding bill, which passed early Sunday and went to Gov. Jeff Colyer." To National Alliance on Mental Illness of Kansas executive director Richard Cagan, however, "the \$10 million is inadequate." State Board of Education Vice Chairwoman Kathy Busch, meanwhile, "said that when it comes to addressing students' mental and emotional needs, schools are being asked to do more with less."

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#### **Maryland State House Advances Bill To Increase School Safety.**

The [AP](#) (4/7, Witte, Press) reported that on Saturday, the Maryland state House of Delegates advanced a bill with bipartisan support that "aims to create a variety of standards and guidelines for school safety statewide." The bill addressed issues "involving the training of school resource officers, safety drills for staff and students, and identifying mental health concerns that could threaten student safety." Gov. Larry Hogan and state lawmakers proposed the legislation "after the February school shooting in Parkland, Florida," but the "issue of school safety" garnered "even greater interest in Maryland after the March 20 shooting in southern Maryland at Great Mills High School, where a student shot and killed a former girlfriend before killing himself."

#### **University Of Michigan Initiative Helps Robotics Students Prepare For World Competition.**

The [AP](#) (4/7) reported a University of Michigan initiative dubbed the "Michigan Engineering Zone" has "helped more than 2,800 Detroit high school students build robotics, train for competitions and expand their science, technology, engineering and math education." Involved students "will be able to put their practice to the test as Detroit gears up to host the FIRST Championship, a global robotics competition," from April 25-29. Many students in the Detroit area lack the tools, resources, or staff to sustain a robotics team, and so MEZ is offering "workstations, equipment, storage and a cadre of mentors, including professional engineers and graduate students." It also "gives high school students a hands-on learning environment to practice real job skills, such as problem-solving and critical thinking," as well as "assistance on college applications" and financial aid.

#### **Washington District's Natural Resource Program Profiled.**

The [AP](#) (4/7) reported Kalama Middle-High School in Kalama, Washington launched a natural resources program this year to expose students to hands-on instruction and "real-life applications of science." Superintendent Eric Nerison said more importantly, the course "makes students aware of career opportunities in forestry in particular." Last

week, 10 students in science teacher Chris Stone's class planted roughly 300 Douglas fir seedlings "in the school district's 38-acre forest." Stone also "leads lessons on invasive species, ecology, tree identification and other topics" inside the classroom. The program is both a science course and career and technical education course, with students "learn[ing] forestry management first-hand from industry partners, ranging from government agencies such as DNR and the state Department of Fish and Wildlife to private companies." Students interested in a career in forest management can also pursue "internships, jobs and course credit with Grays Harbor College."

### Nebraska Girls Outscore Boys On Statewide ACT Exam.

The [Omaha \(NE\) World-Herald](#) (4/8) reports female students in Nebraska outscored their male counterparts "on the initial statewide ACT exam" for the 2016-17 junior class, "matching the boys in science and beating them in reading and English." While male students scored higher in math by a half-point, female students "achieved a higher 'STEM' score" overall – and STEM "is a sort of holy grail in the fight to close the gender gap." While a single "year of data does not make a trend," the World-Herald says that "a reliable national test has shown that Nebraska girls tested well, relative to the boys, across the board, giving hope to those eager to see them close the gender gap." University of Nebraska-Lincoln Center for Science, Mathematics and Computer Education associate director and professor Wendy Smith said evidence of a narrowing gender gap "is what we're looking for," but she cautioned that "some pretty big gaps" along racial and income lines persist.

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## EDUCATION POLICY

### After Extending Session Through Weekend, Kansas Legislature Passes \$522 Million School Funding Boost.

The [Lawrence \(KS\) Journal World](#) (4/8) reports on Sunday morning, the Kansas legislature passed "a \$522 million increase in annual K-12 school funding, phased in over five years." The plan is "based largely on the one originally offered by the House, one that is nearly twice as large as the Senate's original plan." Gov. Jeff Colyer announced that he intends to sign the measure, which "came only after lawmakers waited until literally the last possible minute to pass a resolution allowing the session to continue beyond midnight."

The [AP](#) (4/8, Hanna) reports that Republicans pushed the bill "over the bitter objections of some GOP colleagues in hopes of meeting a court mandate." A number of teachers demonstrating at the Statehouse cheered



the bill's passage. The AP explains that the state Supreme Court "ruled last fall that the state isn't spending enough money on its public schools. Colyer and some members of the Republican-controlled Legislature worried that a frustrated high court would take the unprecedented step of preventing the state from distributing dollars through a flawed education funding system, effectively closing schools statewide." The piece notes that most House Democrats voted against the plan, concerned that it "would not satisfy the Supreme Court." However, "the measure had bipartisan support in the Senate."

The [AP](#) (4/8) reports in a separate article that the debate surrounding the bill "highlighted deep divisions among top Republicans." Colyer and other key Republicans had supported the measure, but "the plan that passed did not feel like a compromise to the Senate's GOP leaders, who favored phasing in a \$274 million increase over five years. They argued the bigger plan, approved early Sunday and sent to Colyer, would force lawmakers to raise taxes within two years."

The [Kansas City \(MO\) Star](#) (4/7) reports the Senate approved the bill "after hours of drama, angry speeches and bitterness that further showed the divisions within the Republican caucus. ... Conservatives in the Senate largely opposed the bill, saying that just giving more money wasn't enough." Earlier this week, the Star reports, the Senate passed a bill "that would add about \$250 million over five years and fund additional programs."

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### **University Of Wyoming Introduces Campus Safety Smartphone App.**

The [Casper \(WY\) Star-Tribune](#) (4/8) reports the University of Wyoming introduced “a new smartphone safety app as part of a push to increase campus security.” While the “debate about campus safety has raged nationally for years,” it “hit UW especially hard in late fall” when a “man tackled and sexually assaulted a female victim near the school’s football stadium.” After the incident, “students held a walkout and delivered a petition to President Laurie Nichols’ office, calling for better lighting and faster notifications of assaults, among other things.” In January, Associated Students of the University of Wyoming president Ben Wetzel “formed an ad hoc committee to study campus safety” that “included members of the government, the university’s police chief, the dean of students and representatives from UW’s Title IX office.” At the committee’s recommendation, UW entered into a three-year contract with Rave Guardian for a security app featuring real-time security, emergency 911 service, and the ability to send anonymous tips to university police.

### **WPost Profiles Howard University Student Embroiled In Financial Aid Misappropriation Scandal.**

The [Washington Post](#) (4/8, Hesse, Contrera) profiles Tyrone Hankerson, Jr., a 2015 Howard University graduate and “All-Star for historically black colleges and universities – a White House-bestowed recognition given to only 75 students at HBCUs.” Howard was pressured last week “to reveal that, over nine years, workers in the financial aid office had misappropriated money, double-dipping by accepting tuition benefits and simultaneously awarding themselves university grants.” A now-deleted Medium post alleged Hankerson awarded himself more than \$400,000. Hankerson denies the allegations, but he has nonetheless “gone from symbolizing Howard’s success to being a scapegoat of the university’s struggles, and one of the most vilified students in America.” For example, the activist group HU Resist, which was formed around the time of Education Secretary Betsy DeVos’ spring 2017 visit, used the case against Hankerson to bolster their cause during a sit-in to demand “guaranteed housing for students under 21, no tuition hikes, the disarming of campus police and changes in university leadership.”

## FRIDAY'S LEAD STORIES

- [Oklahoma Teachers Rally In Support Of Education Funding Measures.](#)
- [Maryland Legislature Overrides Veto Of Bill Overhauling School Constructing Funding.](#)
- [“Trauma Informed” Approach To Sexual Assault Changing Campuses Investigations.](#)

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Mon, 9 Apr 2018 05:29:30 -0600 (MDT)  
Subject: Majority Of Teachers Believe Digital Devices Are "Mostly Harmful" For Students' Mental Health, Poll Says  
To: <jana.smith@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Jana Smith

Monday, April 9, 2018

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#### Oklahoma Teachers Call For Increased Funding, Enter Second Week Of Walkouts.

[Reuters](#) (4/6, Krehbiel-Burton) reports that teachers in Oklahoma will enter their second week of strikes, having "walked out in protest of a decade of education budget cuts and low salaries," calling for "\$200 million in increased annual education funding." The strike, which has affected over 500,000 students, has "garnered strong public backing."

The [AP](#) (4/6, Murphy) reports that the teacher's union said the strike would continue, despite lawmakers approval of "an additional \$40 million for public schools Friday," to be funded through taxes on Internet sales and gambling. Oklahoma Education Association President Alicia Priest called for additional funding through the elimination of "a capital gains tax exemption"

and of "a repeal of a proposed lodging tax" to end the protests.

[NBC Nightly News](#) (4/8, story 8, 1:45, Snow) reported, "There is no sign" of an end to the teacher walkout in Oklahoma, which has been "extended into a second week in the state's biggest districts as the teachers keep up their pressure on lawmakers to find more money for the schools." NBC (McCoy) added the teachers "are finding unexpected allies" in nearly 200 attorneys who "will visit the capital Monday to mediate a resolution, or they say they'll run for the legislators' seats come November."

#### Column: Teachers Are Competing With The Elderly For Scarce State Funds.

Robert J. Samuelson writes in the [Washington Post](#) (4/8) that the recent teacher strikes for higher pay in West Virginia and Oklahoma are "a harbinger of things to come" because teachers and schools are "competing with the elderly for scarce" public funds. Samuelson says, "Spending on the elderly is squeezing K-12 schools, police, parks,

libraries, roads and other infrastructure (water projects, sewers), mainly through two programs: (a) Medicaid, a joint state-federal program of health insurance for the poor, which pays about half of nursing-home and long-term-care costs for the aged and disabled (on average, states pay about 37 percent of Medicaid's costs); and (b) contributions to underfunded pensions for state and local workers.” He proposes that coverage for long-term care should “be moved into Medicare, which is fully paid by the federal government.”

### **Analysis: Teacher Walkouts Repeat Cycle From Decades Ago.**

The [Huffington Post](#) (4/7, Jamieson, Waldron) reports that the current wave of teacher walkouts in states such as West Virginia, Oklahoma, and Kentucky can be attributed in part to austerity measures since the recession, “but the longer explanation stretches back a full generation, to when teachers in West Virginia, Oklahoma and Kentucky last walked off the job.” The piece describes such actions in the late 80s and early 90s, calling them “seminal revolts that today’s striking teachers still remember, either as students or young educators early in their careers. The work stoppages led to meaningful raises and investment at the time. But the promise they held eventually lost out to the anti-tax ideology of both legislators and voters.”

### **Teacher Shortage, Walkouts Impact Hiring Scene.**

The [Denver Post](#) (4/8) reports on the prospects that teachers entering the workforce face, noting that “a nationwide shortage of teachers means new teachers have the freedom to choose the job that fits them best.” However, “given teacher walkouts in Oklahoma, West Virginia, Kentucky and Arizona because of low wages and a lack of resources, the profession may be less valued than ever.” The article describes a teacher employment fair at the University of Northern Colorado, which “attracted 161 school districts from 18 states and about 500 UNC teaching students. ... The teacher shortage allows these students to be more selective in the offers they accept, but it may also drive prospective teachers away from the areas of greatest need.”

### **California Districts Introduce Alternative Course On Big Data.**

[EdSource](#) (4/8, Burdman) reports Los Angeles Unified is offering a new course, called “Introduction to Data Science,” at 21 of its “roughly 100 comprehensive high schools.” The approximately 1,000 juniors and seniors enrolled in the course “are collecting, analyzing and interpreting sets of data from their own lives,” while “learning basic statistics and computer programming, not to mention gaining insights into things like their stress levels and snacking habits.” Since Los Angeles Unified piloted the course “four years ago with funding from the National Science Foundation,” six other southern California districts have piloted it, “with eight more lining up.” EdSource says the “course rests at the vanguard of a quiet revolt against the dominance of algebra in the high school curriculum, a revolt that could reshape the pathway to college for years to come.” EdSource adds that the new approaches to teaching offered by alternative courses “have the potential to improve equity and ensure that quantitative literacy is a right, not a privilege.”

### **New Mexico District To Launch Dual-Language Spanish, Navajo Programs.**

The [AP](#) (4/7) reported Farmington Municipal School District, located “in New Mexico’s Four Corners region,” is launching two new dual-language programs next year aimed at having “some students fluent in Spanish or Navajo by time they graduate from high school.” In the first year, the district will offer “a 20-student kindergarten class learning Diné at Apache Elementary School, and another 20-student class learning Spanish at McCormick Elementary School.” Superintendent Gene Schmidt said FMSD hopes to expand the two programs to other schools as well.

### **Following Parkland Shooting, Dick’s Sporting Goods CEO Becomes Gun Control Advocate.**



The [Wall Street Journal](#) (4/6, Germano, Subscription Publication) profiles Dick's Sporting Goods CEO Edward Stack, who became an advocate for stricter gun controls following the Parkland, Florida school shooting. The Journal says Stack now supports an outright ban on assault weapons and a minimum purchase age of 21 for all firearms.

### **Kansas State Lawmakers Approve Pilot Mental Health Program For Students.**

The [AP](#) (4/8, Willetts) reports Kansas state lawmakers approved a \$10 million "pilot program to team up schools and community mental health centers" and "treat and track two pre-selected groups of children in six school districts." The state "House approved the plan as part of a larger education funding bill aimed at satisfying a state Supreme Court mandate to boost spending on public schools," and state lawmakers kept the "initiative intact in the final version of the education funding bill, which passed early Sunday and went to Gov. Jeff Colyer." To National Alliance on Mental Illness of Kansas executive director Richard Cagan, however, "the \$10 million is inadequate." State Board of Education Vice Chairwoman Kathy Busch, meanwhile, "said that when it comes to addressing students' mental and emotional needs, schools are being asked to do more with less."

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### **Maryland State House Advances Bill To Increase School Safety.**

The [AP](#) (4/7, Witte, Press) reported that on Saturday, the Maryland state House of Delegates advanced a bill with bipartisan support that "aims to create a variety of standards and guidelines for school safety statewide." The bill addressed issues "involving the training of school resource officers, safety drills for staff and students, and identifying mental health concerns that could threaten student safety." Gov. Larry Hogan and state lawmakers proposed the legislation "after the February school shooting in Parkland, Florida," but the "issue of school safety" garnered "even greater interest in Maryland after the March 20 shooting in southern Maryland at Great Mills High School, where a student shot and killed a former girlfriend before killing himself."

### **University Of Michigan Initiative Helps Robotics Students Prepare For World Competition.**

The [AP](#) (4/7) reported a University of Michigan initiative dubbed the "Michigan Engineering Zone" has "helped more than 2,800 Detroit high school students build robotics, train for competitions and expand their science, technology, engineering and math education." Involved students "will be able to put their practice to the test as Detroit gears up to host the FIRST Championship, a global robotics competition," from April 25-29. Many students in the Detroit area lack the tools, resources, or staff to sustain a robotics team, and so MEZ is offering "workstations, equipment, storage and a cadre of mentors, including professional engineers and graduate students." It also "gives high school students a hands-on learning environment to practice real job skills, such as problem-solving and critical thinking," as well as "assistance on college applications" and financial aid.

### **Washington District's Natural Resource Program Profiled.**

The [AP](#) (4/7) reported Kalama Middle-High School in Kalama, Washington launched a natural resources program this year to expose students to hands-on instruction and "real-life applications of science." Superintendent Eric Nerison said more importantly, the course "makes students aware of career opportunities in forestry in particular." Last

week, 10 students in science teacher Chris Stone's class planted roughly 300 Douglas fir seedlings "in the school district's 38-acre forest." Stone also "leads lessons on invasive species, ecology, tree identification and other topics" inside the classroom. The program is both a science course and career and technical education course, with students "learn[ing] forestry management first-hand from industry partners, ranging from government agencies such as DNR and the state Department of Fish and Wildlife to private companies." Students interested in a career in forest management can also pursue "internships, jobs and course credit with Grays Harbor College."

### Nebraska Girls Outscore Boys On Statewide ACT Exam.

The [Omaha \(NE\) World-Herald](#) (4/8) reports female students in Nebraska outscored their male counterparts "on the initial statewide ACT exam" for the 2016-17 junior class, "matching the boys in science and beating them in reading and English." While male students scored higher in math by a half-point, female students "achieved a higher 'STEM' score" overall – and STEM "is a sort of holy grail in the fight to close the gender gap." While a single "year of data does not make a trend," the World-Herald says that "a reliable national test has shown that Nebraska girls tested well, relative to the boys, across the board, giving hope to those eager to see them close the gender gap." University of Nebraska-Lincoln Center for Science, Mathematics and Computer Education associate director and professor Wendy Smith said evidence of a narrowing gender gap "is what we're looking for," but she cautioned that "some pretty big gaps" along racial and income lines persist.

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## EDUCATION POLICY

### After Extending Session Through Weekend, Kansas Legislature Passes \$522 Million School Funding Boost.

The [Lawrence \(KS\) Journal World](#) (4/8) reports on Sunday morning, the Kansas legislature passed "a \$522 million increase in annual K-12 school funding, phased in over five years." The plan is "based largely on the one originally offered by the House, one that is nearly twice as large as the Senate's original plan." Gov. Jeff Colyer announced that he intends to sign the measure, which "came only after lawmakers waited until literally the last possible minute to pass a resolution allowing the session to continue beyond midnight."

The [AP](#) (4/8, Hanna) reports that Republicans pushed the bill "over the bitter objections of some GOP colleagues in hopes of meeting a court mandate." A number of teachers demonstrating at the Statehouse cheered



the bill's passage. The AP explains that the state Supreme Court "ruled last fall that the state isn't spending enough money on its public schools. Colyer and some members of the Republican-controlled Legislature worried that a frustrated high court would take the unprecedented step of preventing the state from distributing dollars through a flawed education funding system, effectively closing schools statewide." The piece notes that most House Democrats voted against the plan, concerned that it "would not satisfy the Supreme Court." However, "the measure had bipartisan support in the Senate."

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Former New York City schools chancellor and Jack Kent Cooke Foundation director Harold O. Levy and education author Peg Tyre write in a [New York Times](#) (4/7, Subscription Publication) op-ed that the pipeline between “some academically talented children from poor and working-poor families to selective colleges” remains “frustratingly narrow.” The authors concede the problem has “no easy fix,” as creating “economically diverse campuses is complicated and costly,” but they outline “some fundamental steps that people of good conscience might take to make sure higher education is aligned with the democratic values we share.” Levy and Tyre conclude in stressing that college campuses “overwhelmingly populated by wealthy students amplify the voices that jeer at our higher education system and energize those who seek to destroy it. It would be a tragedy if they succeeded.”

### University Of Wyoming Introduces Campus Safety Smartphone App.

The [Casper \(WY\) Star-Tribune](#) (4/8) reports the University of Wyoming introduced “a new smartphone safety app as part of a push to increase campus security.” While the “debate about campus safety has raged nationally for years,” it “hit UW especially hard in late fall” when a “man tackled and sexually assaulted a female victim near the school’s football stadium.” After the incident, “students held a walkout and delivered a petition to President Laurie Nichols’ office, calling for better lighting and faster notifications of assaults, among other things.” In January, Associated Students of the University of Wyoming president Ben Wetzal “formed an ad hoc committee to study campus safety” that “included members of the government, the university’s police chief, the dean of students and representatives from UW’s Title IX office.” At the committee’s recommendation, UW entered into a three-year contract with Rave Guardian for a security app featuring real-time security, emergency 911 service, and the ability to send anonymous tips to university police.

### WPost Profiles Howard University Student Embroiled In Financial Aid Misappropriation Scandal.

The [Washington Post](#) (4/8, Hesse, Contrera) profiles Tyrone Hankerson, Jr., a 2015 Howard University graduate and “All-Star for historically black colleges and universities – a White House-bestowed recognition given to only 75 students at HBCUs.” Howard was pressured last week “to reveal that, over nine years, workers in the financial aid office had misappropriated money, double-dipping by accepting tuition benefits and simultaneously awarding themselves university grants.” A now-deleted Medium post alleged Hankerson awarded himself more than \$400,000. Hankerson denies the allegations, but he has nonetheless “gone from symbolizing Howard’s success to being a scapegoat of the university’s struggles, and one of the most vilified students in America.” For example, the activist group HU Resist, which was formed around the time of Education Secretary Betsy DeVos’ spring 2017 visit, used the case against Hankerson to bolster their cause during a sit-in to demand “guaranteed housing for students under 21, no tuition hikes, the disarming of campus police and changes in university leadership.”

## FRIDAY'S LEAD STORIES

- [Oklahoma Teachers Rally In Support Of Education Funding Measures.](#)
- [Maryland Legislature Overrides Veto Of Bill Overhauling School Constructing Funding.](#)
- [“Trauma Informed” Approach To Sexual Assault Changing Campuses Investigations.](#)

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## Students Without Borders

### March For Our Lives

In your city, in your community, at your school



#Neveragain, #Standup,  
#Shameonyou, #Enoughisenough

February 23, 2018

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- Ban high-capacity magazines, bump stocks, trigger cranks and enhancements that change semi-automatic weapons to automatic weapons
- Do not allow people with mental health issues to purchase guns
- Do not allow people on "No Fly" list to purchase guns

- Impose stiff penalties for vendors violating gun purchasing laws
- Create a minimum age requirement for owning a gun
- Close "gun show" loophole to better track the selling guns outside of gunshops
- Create a required gun owner public safety training course
- Create a nationally sanctioned "Gun Buy Back" program
- Ensure that all firearms will be kept in proper locking storage units
- Mandatory reporting of stolen firearms
- Create guidelines and controls on guns and violence in video games, media and music

Please visit [MarchforOurLives.com](http://MarchforOurLives.com) for more information. Please call 773.285.9600 to register and coordinate your activities in the Midwest.



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From: "Heidi Hess, CREDO Action" <act@credoaction.com>  
Sent Date: Thu, 26 Apr 2018 07:14:30 -0600 (MDT)  
Subject: Next step in stopping the NRA  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

## [Get the NRA off Sturm Ruger's board](#)

*Tell BlackRock, Vanguard and other major fund managers:*

**"Sandra Froman is a long-time NRA leader who has no place on the Sturm Ruger board of directors. Use your votes to help stop her from getting another term."**

Add your name:

[Sign the petition](#)

Dear Landreth,

**On May 9, we've got another chance to show that we are more powerful than the NRA.**

That's the day Sturm Ruger, the country's largest gun manufacturer, will hold its annual shareholder meeting. And that's the day we can help get Sandra Froman, a long-time leader of the NRA, off the Sturm Ruger board of directors.

**Froman, who has been an NRA board member since 1992, is in a prime position to advance the NRA's extremist "guns everywhere" agenda at Sturm Ruger.** That means shutting down efforts to increase gun safety or support for gun control. Company executives see allegiance with the NRA as key to their bottom line, so they won't make change on their own. But together, we can demand that major investors vote against re-electing Froman — and the NRA — to the Sturm Ruger board.



**[Tell BlackRock, Vanguard and other major fund managers: Get the NRA out of Sturm Ruger's boardroom. Click here to sign the petition.](#)**

BlackRock and Vanguard are major shareholders in the most prominent gun manufacturers.<sup>1</sup> **They have been able to make massive amounts of money off of gun sales without lifting a finger to end the culture of death in America.** We can help make sure that stops.

More than 140,000 CREDO members have already joined Sen. Elizabeth Warren in asking investors to use their financial power and power as shareholders to force gun makers to make change. Under pressure after Parkland — as corporations dropped their partnerships with the NRA and large retailers and banks supported gun reform — some investors said they would also do better.<sup>2,3</sup> **Now they have a chance to show those weren't empty promises.**

**[Tell BlackRock, Vanguard and other major fund managers: Get the NRA out of Sturm Ruger's boardroom. Click here to sign the petition.](#)**

**The pressure on companies to tow the NRA's line is intense.** In 1999, after the Columbine shooting, the Clinton administration sued manufacturers for the violence committed with their products. Smith & Wesson agreed to a settlement to develop child-safe triggers and safer "smart" guns and to block dealers from selling guns to criminals. <sup>4</sup> The NRA went on the attack — trying to destroy Smith & Wesson and keep other gun makers from joining the settlement. After death threats, boycotts, lay-offs, near bankruptcy and the firing of Smith & Wesson's CEO, the changes agreed to in the settlement were never made. In 2013, Smith & Wesson's current CEO James Debney, was inducted into the NRA's Golden Ring of Freedom for donating more than 1 million dollars to the NRA. <sup>5</sup> In February, a Smith & Wesson AR-15 was used to commit the Parkland massacre.

We will never end our gun violence epidemic if we can't break corporations' allegiance to the NRA. And neither side will let go without a fight. Right now, **investors in gun companies have to decide whether they are going to be part of the problem or part of the solution.** In May, they have a chance to show where they stand. **That's why we're joining with our friends at SumOfUs and Majority Action to demand that investors use their shareholder proxies to vote against Sandra Froman's re-election to the Sturm Ruger board.**

Click the link below to sign the petition:

[https://act.credoaction.com/sign/NRA\\_SturmRuger?t=8&akid=28306%2E12772310%2EUWgkzZ](https://act.credoaction.com/sign/NRA_SturmRuger?t=8&akid=28306%2E12772310%2EUWgkzZ)

Thank you for helping stand up to the NRA,

Heidi Hess, Co-Director

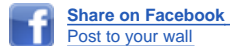
[CREDO Action from Working Assets](#)

Add your name:

**Sign the petition▶**

*References:*

1. Reshma Kapadia, "[Big Investors in Gun Companies Weigh In on Violence](#)," Barron's, Feb. 22, 2018.
2. Adam Shell, "[Amalgamated Bank pressures Sturm, Ruger to take steps to reduce gun violence](#)," USA Today, April 20, 2018.
3. Liz Moyer, "[BlackRock says it's time to take action on guns, may use voting power to influence](#)," CNBC, March 2, 2018.
4. Avi Selk, "[A gunmaker once tried to reform itself. The NRA nearly destroyed it.](#)" The Washington Post, Feb. 27, 2018.
5. Michael Daly, "[He Made the Gun That Slaughtered Parkland's Kids](#)," The Daily Beast, Feb. 24, 2018.



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This email was sent to patrice.landreth@carlsbad.k12.nm.us.

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**CREDO**  
action

From: "Will Riley" <willriley999@gmail.com>  
Sent Date: Fri, 6 Apr 2018 14:32:29 -0600 (MDT)  
Subject: <no subject>  
To: <lisa.caplis@carlsbadschools.net>

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## Parkland Students Don't Speak for Me or My Generation

By Will Riley, Carlsbad High School senior

(word count: 645)

For the past month, Americans have been subjected to wall-to-wall cable news coverage of a well-orchestrated campaign to dismantle the Second Amendment. This campaign, organized and funded by national gun control groups, has exploited a handful of grieving teens from the Parkland, Florida high school shooting tragedy. As a high school senior in Carlsbad who supports gun rights, I am disgusted by how these students and their adult handlers are trying to define my generation. My generation is not anti-Second Amendment. My generation does not agree with retired Justice John Paul Stevens that the Second Amendment should be repealed. In fact, millennials are more pro-gun than our parents are. It's time the media starts hearing from the millions of young Americans who respect the Constitution and recognize that the Second Amendment is fundamental to our protection and safety, as both individuals, and as a nation.

A recent Gallup poll found that 66 percent of 18-to-29-year-olds said they think that concealed carry guns would make the U.S. safer, 10 percentage points higher than the national average of 56 percent. A separate Pew Research Center poll found differences between millennials and the generations before them on two gun control proposals, outlawing "assault-style" weapons and banning magazines that hold more than 10 rounds. Both Republican and Democratic millennials are more conservative on these proposals and less likely to favor them than Generation Xers, baby boomers, and even members of the so-called "silent generation," those born between the mid-1920s and mid-1940s. These Parkland high school students do not speak for my generation.

I am not a hunter. I am not much of a shooter. But this issue is not only about guns. This is a battle for the very heart and soul of our country. My goal is simple. I want to spread awareness that not all of my generation shares in this shortsighted crusade to strike a grievous blow to our nation. That is why I have decided to start this movement, Stand for the Second, and began planning a student walkout paralleling the National Day of Action and March for our Lives.

Rather than focus on the victims of firearms, as the gun control walkout did, our walkout will recognize all the American lives saved each year by firearms. Every year an estimated 1.5 million Americans use a firearm to defend themselves. During a 16 minute walkout, that breaks down to 88,000 American lives saved every minute. We want Americans to know that firearms are overwhelmingly used for good in our country. More importantly, the Constitution guarantees the right of every law abiding American to Keep and Bear Arms. That is what we want to remind people of – our Constitution is still relevant today and the Second Amendment in particular is still sacred.

Currently, my Stand for the Second walkout is expected to draw several hundred students at Carlsbad High School, with a small residual effect causing smaller walkouts in Artesia, Hobbs, and possibly Roswell. However, this is not the vision I want for our movement. I want a nationwide movement to defend the Constitution. Unfortunately, I don't have the benefit of wealthy organizers and funders like the Parkland students enjoyed. It's pretty much just me and my friends trying to get the word out. I am asking everyone who sees this, to consider a Stand for the Second walk out at your high school. Because my generation is so connected on social media, I think our message should be spread on Twitter and Instagram, and whatever other sites you use. You can link to my website on social media to help promote it: [standforthesecond.com](http://standforthesecond.com)

My generation has an obligation to define itself and not let ourselves be defined by national gun control groups. This is our opportunity to stand up for the Second Amendment and have our voices heard in this critical national debate.



From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 19 Mar 2018 05:31:22 -0600 (MDT)  
Subject: Officials Recommended Involuntary Commitment For Cruz In 2016  
To: <david.shoup@carlsbad.k12.nm.us>

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Good morning David Shoup

March 19, 2018

## LEADING THE NEWS

Advertisement



### Officials Recommended Involuntary Commitment For Cruz In 2016.

The [AP](#) (3/18) reports that according to documents in the criminal case against accused Florida school shooter Nikolas Cruz, in September 2016, school officials and a sheriff's deputy recommended that Cruz be "involuntarily committed for a mental evaluation." The documents show that Cruz "had written the word 'kill' in a notebook, told a classmate that he wanted to buy a gun and use it, and had cut his arm supposedly in anger because he had broken up with a girlfriend." The AP adds that an involuntary commitment would have been "a high obstacle if not a complete barrier to legally obtaining a firearm, such as the AR-15 rifle used in the Stoneman Douglas massacre on Feb. 14, authorities say."

The [New York Times](#) (3/18, Mazzei, Subscription Publication) says an involuntary commitment "could have kept Mr. Cruz from passing a background check required to buy a firearm," but he "appears never to have been institutionalized." The Times says it "appeared to be another in a string of missed opportunities to deal with the troubled young man."

## POLITICS & POLICY

### WPost: Education Department Should Emulate Court Ruling Defending Transgender Student's Rights.

A [Washington Post](#) (3/16, Board) editorial says that while the Administration "has made no secret of its animus toward transgender people," US District Judge George L. Russell III ruled that it was discriminatory and illegal for a



Maryland high school to prevent a 15-year-old transgender student “from using the boy’s locker room, which aligned with his gender identity.” The Post asserts “other school districts should pay attention and realize that fair treatment of transgender children is not just the right thing to do, but is, in fact, the law.” The Post also expresses “hope [that] this ruling – consistent with other federal court decisions in similar cases – prompts the federal Education Department to revisit the wobbly reasoning used to justify its decision to stop handling complaints from transgender students who have been victimized by prejudice and barred from school bathrooms and locker rooms.”

### **Administration Seeks To Reverse Obama Era School Discipline Policy.**

The [New York Times](#) (3/18, Green, Subscription Publication) reports that Minnesota’s largest school district “suspends an inordinate number of black students compared with white ones, and it is struggling to figure out why.” Across the district last year, “black students were 41 percent of the overall student population, but made up 76 percent of the suspensions.” Based on numbers like that, the Obama Administration drafted “tough new policies to try to address racial disparities in school discipline across the country,” which the Trump Administration is now “trying to reverse...in part, administration officials say, as a response to school shootings like the massacre last month at Marjory Stoneman Douglas High School in Parkland, Fla.” The issue has “divided educators in the Twin Cities,” with some arguing in support of “reversing the 2014 guidelines,” and others for keeping them in place.

### **North Dakota Schools Chief: Innovation Goes Beyond ESSA Plans.**

In a piece for the [Forum of Fargo-Moorhead \(ND\)](#) (3/18), North Dakota Superintendent Kirsten Baesler writes about Education Secretary Betsy DeVos’ criticism of states’ ESSA plans at the recent conference of the Council of Chief State School Officers in Washington, DC, in which she “said that states need to do more to innovate education,” emphasizing “the need to give local schools and communities the flexibility and authority to transform classrooms.” Baesler counters that DeVos “may have overlooked...the transformative initiatives states like North Dakota already have in place — ones that cannot be communicated effectively in a regulatory document such as a templated ESSA application.”

## **TEACHING & LEARNING**

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### **Proposed Oklahoma Teacher Pay Hike Would Raise State Out Of Regional Bottom.**

The [Tulsa \(OK\) World](#) (3/18) reports on the impact that a proposed \$10,000 teacher pay raise in Oklahoma would have on individual educators, noting that the “Oklahoma Education Association has put its weight behind a three-year, \$10,000 raise for teachers that could potentially bring Oklahoma teacher pay out of the bottom rungs nationwide.” The plan “would allow average Oklahoma teacher pay to surpass all neighboring states’ current average except for Texas, which it would only trail by \$614, a Tulsa World analysis shows.” The piece notes, however, that there are proposals for smaller raises being considered by the state legislature.

The [Oklahoman](#) (3/18) reports the proposed \$10,000 raise would mean public school teachers would earn more than teachers at public two-year colleges in the state. The piece reports that Redlands Community College President Jack Bryant says that his college “lost a valued professor who moved to Colorado to teach at the high school level for \$15,000 more, he said. If the Legislature gives schoolteachers a significant raise, Bryant expects to start losing faculty to high schools in the state.”

### ***Paper Criticizes Oklahoma Education Association Funding Proposal Over Lack Of Transparency.***

The [Oklahoman](#) (3/18) editorializes that the Oklahoma Education Association “has demanded \$1.4 billion in increased annual state spending [for education] within three years.” However, “it’s increasingly notable that teacher pay doesn’t represent the majority of costs associated with some proposed ‘teacher pay’ measures. This risks

offending citizens who will suspect they are being manipulated or worse.” The paper explains that much of the overall funding would go to raises for other school staff and “millions more that will be run through Oklahoma’s school funding formula. There’s no specific uses outlined for that last item, which will have a total cost of \$200 million annually within three years.”

### **Jersey City Teachers Stage Strike.**

The [New York Times](#) (3/16, Harris, Subscription Publication) reported that members of the Jersey City Education Association “went on strike Friday after they and the school district failed to reach an agreement over the cost of health insurance.” The teachers “had been working under an expired contract since Sep. 1,” but on Friday afternoon “a judge ordered the teachers to return to work on Monday.”

### **Jersey City Teachers Strike Over Stalled Contract Negotiations.**

[NJ News](#) (3/17) reported that after Jersey City teachers walked off the job on Friday in protest of stalled contract negotiations between the Jersey City Education Association and the Jersey City Board of Education, there were “boisterous protests outside city schools” as students “skipped class to join their teachers on the picket line.” However, Hudson County Superior Court Judge Barry P. Sarkisian issued an injunction ordering Jersey City teachers to end their strike.

### **Virginia District Program Aims To Remove Racial Barriers For Gifted Classes.**

The [Richmond \(VA\) Times-Dispatch](#) (3/18, Remmers) reports on a program at a number of elementary schools in Virginia’s Chesterfield County “designed to help students build the kind of skills they would need to enroll — and succeed — within a Chesterfield gifted classroom. Another end goal: to break down barriers that have prevented students of color from enrolling in gifted classes.” The article details racial disparities in the district’s gifted programs.

### **Middle Schoolers Build, Race Election Cars.**

[The Doings \(IL\)](#) (3/18, Wright) reports that at the annual Electric Car Kit Competition, sponsored by Argonne National Laboratory, middle school students built and raced electric cars. Engineers said that car designs at the competition have advanced over the years, with some teams 3D printing components and others using creative designs.

### **Two Utah High School Receive Award For Expanding STEM Education.**

[KUTV-TV](#) Salt Lake City (3/18) reports Hala Louviere and Cassandra Ivie, two high school seniors at Entheos Academy in Kearns, Utah, “won the 2018 Youth Leadership for Service-Learning Excellence Award by the National Youth Leadership Council for their efforts in launching a new STEM curriculum.” the two created a “portable engineering club kit called the ‘Incredible Machine,’” which “can be rented at minimal cost by groups throughout Utah to help educate students and teachers on engineering.” The award “includes a \$1,000 grant to help the girls increase the reach of STEM education in Utah.”

### **Many Districts Offering Free College Admission Testing, But No Essay Portion.**

The [Washington Post](#) (3/17, Anderson) reports that districts around the country are increasingly offering “college admission testing to high school juniors at no charge. But there’s a catch for many of these students and others around the country: The free exams won’t include the essay-writing portion that some highly selective universities require.”

### **New Jersey Criticized For Seeking To End PARCC Test.**

Former Lawrence, New Jersey, school board member Laura Waters, in an op-ed on the [Seventy Four](#) (3/18), wrote that while New Jersey Gov. Phil Murphy and new education commissioner, Lamont Repollet are moving to scrap the PARCC exams, “how they would accomplish this goal seems problematic,” as “replacing the data on student growth that PARCC provides with – well, something else – is complex, expensive, and inevitably disruptive, and it serves no academic purpose beyond pandering to union leaders and allied lobbying groups.” Waters argues that PARCC is “a highly regarded test aligned with state standards and lauded by local education leaders” and the state shouldn’t seeking indulge the teacher’s union, which “had a temper tantrum because our teacher evaluation law ties teacher quality to student outcomes” but instead should do “what’s best for kids” and retain the test.

### **Bloomberg Calls For High School Exit Exams.**

In an editorial, [Bloomberg View](#) (3/16) wrote, “America’s high schools have a credibility problem,” as students are graduating with earning their diplomas, and calls for high school exit examinations, as “most rich countries” require. Bloomberg argued the exams should have different levels of scoring to indicate basic proficiency and college readiness. Acknowledging critics arguments that such exams “disproportionately hurt low-income students and minorities,” Bloomberg called for simultaneously “investing more in helping all students meet high standards.”

## **OPERATIONS**

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### **Arizona Charter School Breaks Ground On New Campus.**

The [Albuquerque \(NM\) Journal](#) (3/17, Carrillo) reported, the New Mexico School for the Arts charter school “broke ground Friday at the former Sanbusco Center in Santa Fe’s Railyard,” and is expected to first hold classes in the 2019 school year. Head of School Eric Crites said the new location will allow all school facilities to be on site. The school “hopes to grow to about 400 students in coming years and will build dormitories” to house about 100 students.

### **Incoming New York City School Chancellor Profiled.**

The [New York Times](#) (3/18, Harris, Fernandez, Subscription Publication) profiles Richard A. Carranza, who will become chancellor of the New York City school system on April 2. The job “is organizationally complex, intensely political – in a word, daunting” – and Carranza has “only modest big-district experience on his résumé.” He held his last job, as head of the Houston school system, for just 18 months. There Carranza proposed a “controversial” plan to give some preference to children from low-income families and eliminated many “test-score and academic requirements” for magnet-school programs. He also proposed funding changes that “would take some discretion away from principals but provide a minimum level of staffing at every school.” Neither proposal has been approved yet.

## **DIGITAL LEARNING**

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### **Organization Says Its Personalized Learning Programs Produce Reading Gains.**

The [Seventy Four](#) (3/18, Stringer) reports an analysis by LEAP Innovations, a national personalized learning organization, found that personalized learning programs in Chicago, where the company is works “to individualize student instruction by pairing schools with education technology and coaches who help teachers reimagine their

instruction and classroom design,” helps “boost reading scores for students by an amount equivalent to 13 percentile points of growth.” Phyllis Lockett, founder and CEO of LEAP Innovations, “attributes the growth in scores to LEAP’s work improving professional development for educators.”

## **SCHOOL FINANCE**

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### **New York Educational Leaders Concerned About Per-Pupil Spending Disclosure.**

[Newsday \(NY\)](#) (3/18) reports, “Many Long Island educational leaders” are concerned that the “new national requirement that school districts disclose per-pupil spending for each school” will cause people to believe “some students are being shortchanged, even when this is not the case.” Issues in interpreting the data include larger schools benefiting from economies of scale and special education costing more per student. However, supporters cast the reporting “as a means of encouraging greater educational equity.”

### **Arizona Charters School Challenging Audit That Found It Received Too Much State Aid.**

The [Mohave Valley \(AZ\) Daily News](#) (3/18, Cayton) reports the Fort Mohave, Arizona, Desert Star Academy “is disputing an audit by the Arizona Department of Education” that found the school incorrectly calculated its enrollment figures and has to pay back \$115,526 in state aid. Desert Star founder Margie Montgomery disputed the finding that some students were too young and that some kindergarten students were placed in first grade based on their academic abilities.

## **SAFETY & SECURITY**

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### **Senate Hearing Examines Law Enforcement’s Role In Permitting Parkland Shooting.**

The [Los Angeles Times](#) (3/14, Tanfani) reports on a hearing in the Senate Judiciary Committee examining “law enforcement agencies’ failure to heed multiple warnings about” the Parkland, Florida school shooting. During the hearing, acting Deputy FBI Director Bill Bowdich “told the Senate panel that the agency obviously erred when it failed to follow up on a long, detailed warning on a tip line that Cruz was ‘going to explode.’” The article says the hearing took place “as students walked out of schools across the country Wednesday to protest gun violence” and “as the accused gunman, Nikolas Cruz...appeared in court in Fort Lauderdale,” and provides further detail on the proceedings.

### **Parkland School Students Address Gun Control At Dubai Forum.**

The [AP](#) (3/17, Batrawy) reports that three seniors at Marjory Stoneman Douglas High School “spoke in Dubai at the Global Education and Skills Forum,” where they “talked about their experience” during the Feb. 14 mass shooting at the school “and their push for stricter gun safety measures.” The students each “wore a red ribbon representing the color of their school in honor of the victims.”

### **Poll Finds Nearly 75 Percent Of Teachers Oppose Arming School Staff.**

The [New York Times](#) (3/16, Chokshi, Subscription Publication) reports on a new Gallup poll released Friday which found that “nearly three out of four teachers oppose letting staff members carry guns in schools.” The study found that 20 percent of teachers support the proposal, which the article says “has become central to President Trump’s response to the school shooting last month in Parkland, Florida.”

### **California Teacher Apologizes For Accidentally Firing Gun During Lecture.**

The [Los Angeles Times](#) (3/16, Knoll) reports that Dennis Alexander, a California high school teacher “who accidentally fired a gun during a lecture on ‘public safety awareness,’” has “publicly apologized for the classroom incident that injured three students.” In “an impromptu speech Thursday at a regularly scheduled City Council meeting,” Alexander said, “I want to apologize from the bottom of my heart...I can’t find the words to say how sorry I am.”

### **Police Arrest Sister Of South Carolina Church Shooter With Gun On School Campus.**

The [AP](#) (3/16) reports that Morgan Roof, sister of “the man sentenced to die for killing nine people at a South Carolina church in 2015,” was arrested Wednesday at A.C. Flora High School in South Carolina, according to a news release from the local county sheriff. Roof “is charged with two counts of carrying a weapon on school grounds and one count of simple possession of marijuana.”

### **Gun Manufacturers Worried By Sandy Hook Families’ Lawsuit Against Remington.**

The [Wall Street Journal](#) (3/16, Gershman, Subscription Publication) reports the Connecticut Supreme Court is hearing a lawsuit brought against Remington, a leading manufacturer of AR-15 rifles. The case was brought by families of victims killed at the shooting at Sandy Hook Elementary School in 2012, and the Court will decide whether the gun industry can be held legally responsible for mass shootings. The article provides detail on the case.

### **Students Hoping Half A Million Will Join Anti-Gun March In Washington.**

Sharyn Alfonsi reported on [CBS’ 60 Minutes](#) (3/18) that in the wake of the Florida school shooting, the students of Marjory Stoneman Douglas High School “gathered in living rooms and in front of cameras, declaring, ‘never again,’” and in “less than a month, the teens did what few thought possible. They changed gun laws in Florida and ignited a national movement.” On Saturday, the students are “hoping a half million people will join them to march in Washington. They want Congress to ban military style rifles, like this, along with the kind of high-capacity magazines that were used in Las Vegas and at Sandy Hook.”

The [Miami Herald](#) (3/18, Teproff) reports that the five students “behind the #NeverAgain movement that was born in the wake” of the Florida shooting appeared on “60 Minutes” to discuss “how they’ve been able to accomplish things adults haven’t been able to.”

### **Alabama Lawmaker Opposes Arming Female Teachers.**

The [Washington Post](#) (3/18, Horton) reports that Alabama state Rep. Henry Shiver has taken a position against arming teachers “by declaring that it would violate the feminine sensibilities of teachers.” Shiver argued “that guns should not be placed in the hands of ‘our ladies’ – meaning female teachers – many of whom he believes are ‘scared’ of firearms.” In an interview with AL.com published Thursday, Shiver said, “I’m not saying all [women], but in most schools, women are [the majority] of the teachers. ... Some of them just don’t want to [be trained to possess firearms]. If they want to, then that’s good. But most of them don’t want to learn how to shoot like that and carry a gun.”

### **Parkland Survivors Visit Chicago Students To Plan Gun Control March.**

The [Chicago Sun-Times](#) (3/17) reports a group of survivors of the Parkland massacre “visited Chicago Public Schools students Saturday to brainstorm ideas for next weekend’s March for Our Lives demonstration in Chicago.” The meeting “followed a week of walkouts at schools across the country, as teenage organizers continue their push

for more strict gun control measures.” Former Education Secretary Arne Duncan “joined students who said they shouldn’t have to do the jobs of elected officials to keep them safe, arguing that their lives should matter more than ‘a piece of metal.’”

#### **Arkansas High School Students Paddled For Taking Part In Walkout.**

The [AP](#) (3/17) reports three students at Greenbrier High School in rural Arkansas “were swatted with a paddle for participating in a national walkout against gun violence Wednesday.” Greenbrier Schools Superintendent Scott Spainhour “said students were disciplined for not alerting the school about the demonstration and leaving class.” The students were given the choice between two days suspension or two “swats with a wooden paddle.”

#### **Unspent Money In Florida “Guardian” Plan Could Be Used To Hire More Resource Officers.**

The [AP](#) (3/18) reports the Florida legislature earlier this month passed “a \$400 million school safety proposal that includes \$97 million for more school resource officers and \$67 million for the ‘school guardian’ program” which would allow trained teachers to carry weapons. However, many districts have said they are not planning to use the program, and “Senate President Joe Negron said Friday that if there is unspent money in the guardian program, it might be used to hire school resource officers.”

#### **Arizona Governor To Release School Safety Plan.**

The [Kingman \(AZ\) Daily Miner](#) (3/18) reports Arizona Gov. Doug Ducey on Monday plans to release a proposal for improving school security, and describes differences between Ducey’s plan and the law that Florida Gov. Rick Scott recently signed. “The common thread of what he will propose and what he will not, Ducey said, is separating out who should and should not have guns.”

#### **Alabama House To Debate Arming Teachers Tuesday.**

[Alabama Live](#) (3/18) reports the Alabama House is scheduled to hold a Tuesday hearing on “a bill that would allow approved teachers to carry or keep guns in schools,” noting that the topic “could spark an intense debate.” The piece describes a public hearing on the issue last week which “week revealed a sharp divide between those who say it would add a last line of defense in some schools and those who say it would be a risky and poor alternative to putting police officers in schools.”

#### **Walkouts Reveal Divisions Among Students.**

The [AP](#) (3/18) reports that the wave of “walkouts to protest gun violence” that swept schools across the nation last week “also created tensions in hallways and classrooms as a new generation was thrust into the debate over guns. While those calling for new restrictions stood in the spotlight, the surge of youth activism has exposed sharp differences of opinion.” Meanwhile, administrators are “sorting through the fallout as some schools hand out discipline for those who defied school instructions and participated in the walkouts,” even as some teachers worked to ease tensions among students.

#### **States Implementing Student Safety Tip-lines Based On Colorado Program.**

The [AP](#) (3/18) reports that in an effort to prevent school shootings and teenage suicides, “states across the country” are creating safety tip-lines based on a Colorado “anonymous tip line and mobile app, known as Safe2Tell.” The AP reports these programs “aim to prevent young people from behaving dangerously, whether that means bullying, using drugs or killing someone.”

## FRIDAY'S LEAD STORIES

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- [Video Footage Shows Officer Standing Outside Parkland School.](#)
- [Puerto Rico, Indianapolis, Other Districts Express Interest In ESSA Funding Pilot.](#)
- [Survey: Helping Children With Homework Does Little To Boost Test Scores.](#)
- [New York City Audit Finds Educators Allowed Homeless Students To Miss School.](#)
- [Southeast Asian Refugee Group Opposes Connecticut Student Data Bill.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 19 Mar 2018 05:31:22 -0600 (MDT)  
Subject: Officials Recommended Involuntary Commitment For Cruz In 2016  
To: <cindy.romero@carlsbad.k12.nm.us>

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Good morning Cindy Romero

March 19, 2018

## LEADING THE NEWS

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### Officials Recommended Involuntary Commitment For Cruz In 2016.

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## POLITICS & POLICY

### WPost: Education Department Should Emulate Court Ruling Defending Transgender Student's Rights.

A [Washington Post](#) (3/16, Board) editorial says that while the Administration "has made no secret of its animus toward transgender people," US District Judge George L. Russell III ruled that it was discriminatory and illegal for a



Maryland high school to prevent a 15-year-old transgender student “from using the boy’s locker room, which aligned with his gender identity.” The Post asserts “other school districts should pay attention and realize that fair treatment of transgender children is not just the right thing to do, but is, in fact, the law.” The Post also expresses “hope [that] this ruling – consistent with other federal court decisions in similar cases – prompts the federal Education Department to revisit the wobbly reasoning used to justify its decision to stop handling complaints from transgender students who have been victimized by prejudice and barred from school bathrooms and locker rooms.”

### **Administration Seeks To Reverse Obama Era School Discipline Policy.**

The [New York Times](#) (3/18, Green, Subscription Publication) reports that Minnesota’s largest school district “suspends an inordinate number of black students compared with white ones, and it is struggling to figure out why.” Across the district last year, “black students were 41 percent of the overall student population, but made up 76 percent of the suspensions.” Based on numbers like that, the Obama Administration drafted “tough new policies to try to address racial disparities in school discipline across the country,” which the Trump Administration is now “trying to reverse...in part, administration officials say, as a response to school shootings like the massacre last month at Marjory Stoneman Douglas High School in Parkland, Fla.” The issue has “divided educators in the Twin Cities,” with some arguing in support of “reversing the 2014 guidelines,” and others for keeping them in place.

### **North Dakota Schools Chief: Innovation Goes Beyond ESSA Plans.**

In a piece for the [Forum of Fargo-Moorhead \(ND\)](#) (3/18), North Dakota Superintendent Kirsten Baesler writes about Education Secretary Betsy DeVos’ criticism of states’ ESSA plans at the recent conference of the Council of Chief State School Officers in Washington, DC, in which she “said that states need to do more to innovate education,” emphasizing “the need to give local schools and communities the flexibility and authority to transform classrooms.” Baesler counters that DeVos “may have overlooked...the transformative initiatives states like North Dakota already have in place — ones that cannot be communicated effectively in a regulatory document such as a templated ESSA application.”

## **TEACHING & LEARNING**

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### **Proposed Oklahoma Teacher Pay Hike Would Raise State Out Of Regional Bottom.**

The [Tulsa \(OK\) World](#) (3/18) reports on the impact that a proposed \$10,000 teacher pay raise in Oklahoma would have on individual educators, noting that the “Oklahoma Education Association has put its weight behind a three-year, \$10,000 raise for teachers that could potentially bring Oklahoma teacher pay out of the bottom rungs nationwide.” The plan “would allow average Oklahoma teacher pay to surpass all neighboring states’ current average except for Texas, which it would only trail by \$614, a Tulsa World analysis shows.” The piece notes, however, that there are proposals for smaller raises being considered by the state legislature.

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### **Two Utah High School Receive Award For Expanding STEM Education.**

[KUTV-TV](#) Salt Lake City (3/18) reports Hala Louviere and Cassandra Ivie, two high school seniors at Entheos Academy in Kearns, Utah, “won the 2018 Youth Leadership for Service-Learning Excellence Award by the National Youth Leadership Council for their efforts in launching a new STEM curriculum.” the two created a “portable engineering club kit called the ‘Incredible Machine,’” which “can be rented at minimal cost by groups throughout Utah to help educate students and teachers on engineering.” The award “includes a \$1,000 grant to help the girls increase the reach of STEM education in Utah.”

### **Many Districts Offering Free College Admission Testing, But No Essay Portion.**

The [Washington Post](#) (3/17, Anderson) reports that districts around the country are increasingly offering “college admission testing to high school juniors at no charge. But there’s a catch for many of these students and others around the country: The free exams won’t include the essay-writing portion that some highly selective universities require.”

### **New Jersey Criticized For Seeking To End PARCC Test.**

Former Lawrence, New Jersey, school board member Laura Waters, in an op-ed on the [Seventy Four](#) (3/18), wrote that while New Jersey Gov. Phil Murphy and new education commissioner, Lamont Repollet are moving to scrap the PARCC exams, “how they would accomplish this goal seems problematic,” as “replacing the data on student growth that PARCC provides with – well, something else – is complex, expensive, and inevitably disruptive, and it serves no academic purpose beyond pandering to union leaders and allied lobbying groups.” Waters argues that PARCC is “a highly regarded test aligned with state standards and lauded by local education leaders” and the state shouldn’t seeking indulge the teacher’s union, which “had a temper tantrum because our teacher evaluation law ties teacher quality to student outcomes” but instead should do “what’s best for kids” and retain the test.

### **Bloomberg Calls For High School Exit Exams.**

In an editorial, [Bloomberg View](#) (3/16) wrote, “America’s high schools have a credibility problem,” as students are graduating with earning their diplomas, and calls for high school exit examinations, as “most rich countries” require. Bloomberg argued the exams should have different levels of scoring to indicate basic proficiency and college readiness. Acknowledging critics arguments that such exams “disproportionately hurt low-income students and minorities,” Bloomberg called for simultaneously “investing more in helping all students meet high standards.”

## **OPERATIONS**

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### **Arizona Charter School Breaks Ground On New Campus.**

The [Albuquerque \(NM\) Journal](#) (3/17, Carrillo) reported, the New Mexico School for the Arts charter school “broke ground Friday at the former Sanbusco Center in Santa Fe’s Railyard,” and is expected to first hold classes in the 2019 school year. Head of School Eric Crites said the new location will allow all school facilities to be on site. The school “hopes to grow to about 400 students in coming years and will build dormitories” to house about 100 students.

### **Incoming New York City School Chancellor Profiled.**

The [New York Times](#) (3/18, Harris, Fernandez, Subscription Publication) profiles Richard A. Carranza, who will become chancellor of the New York City school system on April 2. The job “is organizationally complex, intensely political – in a word, daunting” – and Carranza has “only modest big-district experience on his résumé.” He held his last job, as head of the Houston school system, for just 18 months. There Carranza proposed a “controversial” plan to give some preference to children from low-income families and eliminated many “test-score and academic requirements” for magnet-school programs. He also proposed funding changes that “would take some discretion away from principals but provide a minimum level of staffing at every school.” Neither proposal has been approved yet.

## **DIGITAL LEARNING**

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### **Organization Says Its Personalized Learning Programs Produce Reading Gains.**

The [Seventy Four](#) (3/18, Stringer) reports an analysis by LEAP Innovations, a national personalized learning organization, found that personalized learning programs in Chicago, where the company is works “to individualize student instruction by pairing schools with education technology and coaches who help teachers reimagine their

instruction and classroom design,” helps “boost reading scores for students by an amount equivalent to 13 percentile points of growth.” Phyllis Lockett, founder and CEO of LEAP Innovations, “attributes the growth in scores to LEAP’s work improving professional development for educators.”

## **SCHOOL FINANCE**

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### **New York Educational Leaders Concerned About Per-Pupil Spending Disclosure.**

[Newsday \(NY\)](#) (3/18) reports, “Many Long Island educational leaders” are concerned that the “new national requirement that school districts disclose per-pupil spending for each school” will cause people to believe “some students are being shortchanged, even when this is not the case.” Issues in interpreting the data include larger schools benefiting from economies of scale and special education costing more per student. However, supporters cast the reporting “as a means of encouraging greater educational equity.”

### **Arizona Charters School Challenging Audit That Found It Received Too Much State Aid.**

The [Mohave Valley \(AZ\) Daily News](#) (3/18, Cayton) reports the Fort Mohave, Arizona, Desert Star Academy “is disputing an audit by the Arizona Department of Education” that found the school incorrectly calculated its enrollment figures and has to pay back \$115,526 in state aid. Desert Star founder Margie Montgomery disputed the finding that some students were too young and that some kindergarten students were placed in first grade based on their academic abilities.

## **SAFETY & SECURITY**

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### **Senate Hearing Examines Law Enforcement’s Role In Permitting Parkland Shooting.**

The [Los Angeles Times](#) (3/14, Tanfani) reports on a hearing in the Senate Judiciary Committee examining “law enforcement agencies’ failure to heed multiple warnings about” the Parkland, Florida school shooting. During the hearing, acting Deputy FBI Director Bill Bowdich “told the Senate panel that the agency obviously erred when it failed to follow up on a long, detailed warning on a tip line that Cruz was ‘going to explode.’” The article says the hearing took place “as students walked out of schools across the country Wednesday to protest gun violence” and “as the accused gunman, Nikolas Cruz...appeared in court in Fort Lauderdale,” and provides further detail on the proceedings.

### **Parkland School Students Address Gun Control At Dubai Forum.**

The [AP](#) (3/17, Batrawy) reports that three seniors at Marjory Stoneman Douglas High School “spoke in Dubai at the Global Education and Skills Forum,” where they “talked about their experience” during the Feb. 14 mass shooting at the school “and their push for stricter gun safety measures.” The students each “wore a red ribbon representing the color of their school in honor of the victims.”

### **Poll Finds Nearly 75 Percent Of Teachers Oppose Arming School Staff.**

The [New York Times](#) (3/16, Chokshi, Subscription Publication) reports on a new Gallup poll released Friday which found that “nearly three out of four teachers oppose letting staff members carry guns in schools.” The study found that 20 percent of teachers support the proposal, which the article says “has become central to President Trump’s response to the school shooting last month in Parkland, Florida.”

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The [AP](#) (3/17) reports three students at Greenbrier High School in rural Arkansas “were swatted with a paddle for participating in a national walkout against gun violence Wednesday.” Greenbrier Schools Superintendent Scott Spainhour “said students were disciplined for not alerting the school about the demonstration and leaving class.” The students were given the choice between two days suspension or two “swats with a wooden paddle.”

#### **Unspent Money In Florida “Guardian” Plan Could Be Used To Hire More Resource Officers.**

The [AP](#) (3/18) reports the Florida legislature earlier this month passed “a \$400 million school safety proposal that includes \$97 million for more school resource officers and \$67 million for the ‘school guardian’ program” which would allow trained teachers to carry weapons. However, many districts have said they are not planning to use the program, and “Senate President Joe Negron said Friday that if there is unspent money in the guardian program, it might be used to hire school resource officers.”

#### **Arizona Governor To Release School Safety Plan.**

The [Kingman \(AZ\) Daily Miner](#) (3/18) reports Arizona Gov. Doug Ducey on Monday plans to release a proposal for improving school security, and describes differences between Ducey’s plan and the law that Florida Gov. Rick Scott recently signed. “The common thread of what he will propose and what he will not, Ducey said, is separating out who should and should not have guns.”

#### **Alabama House To Debate Arming Teachers Tuesday.**

[Alabama Live](#) (3/18) reports the Alabama House is scheduled to hold a Tuesday hearing on “a bill that would allow approved teachers to carry or keep guns in schools,” noting that the topic “could spark an intense debate.” The piece describes a public hearing on the issue last week which “week revealed a sharp divide between those who say it would add a last line of defense in some schools and those who say it would be a risky and poor alternative to putting police officers in schools.”

#### **Walkouts Reveal Divisions Among Students.**

The [AP](#) (3/18) reports that the wave of “walkouts to protest gun violence” that swept schools across the nation last week “also created tensions in hallways and classrooms as a new generation was thrust into the debate over guns. While those calling for new restrictions stood in the spotlight, the surge of youth activism has exposed sharp differences of opinion.” Meanwhile, administrators are “sorting through the fallout as some schools hand out discipline for those who defied school instructions and participated in the walkouts,” even as some teachers worked to ease tensions among students.

#### **States Implementing Student Safety Tip-lines Based On Colorado Program.**

The [AP](#) (3/18) reports that in an effort to prevent school shootings and teenage suicides, “states across the country” are creating safety tip-lines based on a Colorado “anonymous tip line and mobile app, known as Safe2Tell.” The AP reports these programs “aim to prevent young people from behaving dangerously, whether that means bullying, using drugs or killing someone.”

## FRIDAY'S LEAD STORIES

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- [Video Footage Shows Officer Standing Outside Parkland School.](#)
- [Puerto Rico, Indianapolis, Other Districts Express Interest In ESSA Funding Pilot.](#)
- [Survey: Helping Children With Homework Does Little To Boost Test Scores.](#)
- [New York City Audit Finds Educators Allowed Homeless Students To Miss School.](#)
- [Southeast Asian Refugee Group Opposes Connecticut Student Data Bill.](#)

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## Principal's Update



Good morning Jana Smith

Monday, March 19, 2018

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The Principals' Center

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## DIVE INTO PROFESSIONAL LEARNING



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## HIGHER EDUCATION

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### Dueling Op-eds On Free College Tuition.

In an op-ed in the [Wall Street Journal](#) (3/18, Subscription Publication), Temple University professor Sara Goldrick-Rab, argues higher education should be free, pointing to the personal, economic, and societal costs of increasing student debt and the decreasing graduation rates. She argues that free tuition is an investment similar to libraries, roads, and fire departments, and would similarly would benefit everyone through increased tax revenue. In a paired op-ed, Cato Institute Center for Educational Freedom Director Neal McCluskey argues that the costs of free tuition would unfair to taxpayers who choose not to pursue college degrees. He argues the current demand for degrees in the workplace is cause by government subsidies for higher education and that the holders of such degrees don't have greater useful knowledge or skills than those without them. He also argues that free tuition would end the competition between schools that produced the excellent quality of US colleges.

### Blogger Calls For Ending Greater Student Loan Debt For Women.

Contributor Chelsea Brenann, in a blog on [Forbes](#) (3/17) wrote that student loan debt is affecting women more than men, as they, on average, "carry more student loan debt, and take longer to pay it off, than men," and that addressing this is needed to reduce the gender wealth gap. Reasons that women carry more debt include families helping women pay for education less than men, women being less likely to understand financial aid options, and women receiving lower paying jobs after graduation.

## FRIDAY'S LEAD STORIES

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- [Video Footage Shows Officer Standing Outside Parkland School.](#)
- [Puerto Rico, Indianapolis, Other Districts Express Interest In ESSA Funding Pilot.](#)
- [Southeast Asian Refugee Group Opposes Connecticut Senate Bill.](#)
- [Cooper Union Aims To Provide Tuition-Free Education In 10 Years.](#)

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Mon, 19 Mar 2018 05:32:23 -0600 (MDT)  
Subject: Officials Recommended Involuntary Commitment For Cruz In 2016  
To: <eric.spencer@carlsbad.k12.nm.us>

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## Principal's Update

in affiliation with



Good morning Eric Spencer

Monday, March 19, 2018

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The Principals' Center

#### Officials Recommended Involuntary Commitment For Cruz In 2016.

The [AP](#) (3/18) reports that according to documents in the criminal case against accused Florida school shooter Nikolas Cruz, in September 2016, school officials and a sheriff's deputy recommended that Cruz be "involuntarily committed for a mental evaluation." The documents show that Cruz "had written the word 'kill' in a notebook, told a classmate that he wanted to buy a gun and use it, and had cut his arm supposedly in anger because he had broken up with a girlfriend." The AP adds that an involuntary commitment would have been "a high obstacle if not a complete barrier to legally obtaining a firearm, such as the AR-15 rifle used in the Stoneman Douglas massacre on Feb. 14, authorities say."

The [New York Times](#) (3/18, Mazzei, Subscription Publication) says an involuntary commitment "could have kept Mr. Cruz from passing a background check required to buy a firearm," but he "appears never to have been institutionalized." The Times says it "appeared to be another in a string of missed opportunities to deal with the troubled young man."

#### Proposed Oklahoma Teacher Pay Hike Would Raise State Out Of Regional Bottom.

The [Tulsa \(OK\) World](#) (3/18) reports on the impact that a proposed \$10,000 teacher pay raise in Oklahoma would have on individual educators, noting that the "Oklahoma Education Association has put its weight behind a three-year, \$10,000 raise for teachers that could potentially bring Oklahoma teacher pay out of the bottom rungs nationwide." The plan "would allow average Oklahoma teacher pay to surpass all neighboring states' current

average except for Texas, which it would only trail by \$614, a Tulsa World analysis shows.” The piece notes, however, that there are proposals for smaller raises being considered by the state legislature.

The [Oklahoman](#) (3/18) reports the proposed \$10,000 raise would mean public school teachers would earn more than teachers at public two-year colleges in the state. The piece reports that Redlands Community College President Jack Bryant says that his college “lost a valued professor who moved to Colorado to teach at the high school level for \$15,000 more, he said. If the Legislature gives schoolteachers a significant raise, Bryant expects to start losing faculty to high schools in the state.”

***Paper Criticizes Oklahoma Education Association Funding Proposal Over Lack Of Transparency.*** The [Oklahoman](#) (3/18) editorializes that the Oklahoma Education Association “has demanded \$1.4 billion in increased annual state spending [for education] within three years.” However, “it’s increasingly notable that teacher pay doesn’t represent the majority of costs associated with some proposed ‘teacher pay’ measures. This risks offending citizens who will suspect they are being manipulated or worse.” The paper explains that much of the overall funding would go to raises for other school staff and “millions more that will be run through Oklahoma’s school funding formula. There’s no specific uses outlined for that last item, which will have a total cost of \$200 million annually within three years.”

### **Jersey City Teachers Stage Strike.**

The [New York Times](#) (3/16, Harris, Subscription Publication) reported that members of the Jersey City Education Association “went on strike Friday after they and the school district failed to reach an agreement over the cost of health insurance.” The teachers “had been working under an expired contract since Sep. 1,” but on Friday afternoon “a judge ordered the teachers to return to work on Monday.”

### **Jersey City Teachers Strike Over Stalled Contract Negotiations.**

[NJ News](#) (3/17) reported that after Jersey City teachers walked off the job on Friday in protest of stalled contract negotiations between the Jersey City Education Association and the Jersey City Board of Education, there were “boisterous protests outside city schools” as students “skipped class to join their teachers on the picket line.” However, Hudson County Superior Court Judge Barry P. Sarkisian issued an injunction ordering Jersey City teachers to end their strike.

### **Virginia District Program Aims To Remove Racial Barriers For Gifted Classes.**

The [Richmond \(VA\) Times-Dispatch](#) (3/18, Remmers) reports on a program at a number of elementary schools in Virginia’s Chesterfield County “designed to help students build the kind of skills they would need to enroll — and succeed — within a Chesterfield gifted classroom. Another end goal: to break down barriers that have prevented students of color from enrolling in gifted classes.” The article details racial disparities in the district’s gifted programs.

### **Middle Schoolers Build, Race Election Cars.**

[The Doings \(IL\)](#) (3/18, Wright) reports that at the annual Electric Car Kit Competition, sponsored by Argonne National Laboratory, middle school students built and raced electric cars. Engineers said that car designs at the competition have advanced over the years, with some teams 3D printing components and others using creative designs.

### **California Teacher Apologizes For Accidentally Firing Gun During Lecture.**

The [Los Angeles Times](#) (3/16, Knoll) reports that Dennis Alexander, a California high school teacher “who accidentally fired a gun during a lecture on ‘public safety awareness,’” has “publicly apologized for the classroom incident that injured three students.” In “an impromptu speech Thursday at a regularly scheduled City Council

meeting,” Alexander said, “I want to apologize from the bottom of my heart...I can’t find the words to say how sorry I am.”

### **Police Arrest Sister Of South Carolina Church Shooter With Gun On School Campus.**

The [AP](#) (3/16) reports that Morgan Roof, sister of “the man sentenced to die for killing nine people at a South Carolina church in 2015,” was arrested Wednesday at A.C. Flora High School in South Carolina, according to a news release from the local county sheriff. Roof “is charged with two counts of carrying a weapon on school grounds and one count of simple possession of marijuana.”

### **Gun Manufacturers Worried By Sandy Hook Families’ Lawsuit Against Remington.**

The [Wall Street Journal](#) (3/16, Gershman, Subscription Publication) reports the Connecticut Supreme Court is hearing a lawsuit brought against Remington, a leading manufacturer of AR-15 rifles. The case was brought by families of victims killed at the shooting at Sandy Hook Elementary School in 2012, and the Court will decide whether the gun industry can be held legally responsible for mass shootings. The article provides detail on the case.

### **Students Hoping Half A Million Will Join Anti-Gun March In Washington.**

Sharyn Alfonsi reported on [CBS’ 60 Minutes](#) (3/18) that in the wake of the Florida school shooting, the students of Marjory Stoneman Douglas High School “gathered in living rooms and in front of cameras, declaring, ‘never again,’ ” and in “less than a month, the teens did what few thought possible. They changed gun laws in Florida and ignited a national movement.” On Saturday, the students are “hoping a half million people will join them to march in Washington. They want Congress to ban military style rifles, like this, along with the kind of high-capacity magazines that were used in Las Vegas and at Sandy Hook.”

The [Miami Herald](#) (3/18, Teproff) reports that the five students “behind the #NeverAgain movement that was born in the wake” of the Florida shooting appeared on “60 Minutes” to discuss “how they’ve been able to accomplish things adults haven’t been able to.”

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### **Alabama Lawmaker Opposes Arming Female Teachers.**

The [Washington Post](#) (3/18, Horton) reports that Alabama state Rep. Henry Shiver has taken a position against arming teachers “by declaring that it would violate the feminine sensibilities of teachers.” Shiver argued “that guns should not be placed in the hands of ‘our ladies’ – meaning female teachers – many of whom he believes are ‘scared’ of firearms.” In an interview with AL.com published Thursday, Shiver said, “I’m not saying all [women], but in most schools, women are [the majority] of the teachers. ... Some of them just don’t want to [be trained to possess firearms]. If they want to, then that’s good. But most of them don’t want to learn how to shoot like that and carry a gun.”

### **Parkland Survivors Visit Chicago Students To Plan Gun Control March.**

The [Chicago Sun-Times](#) (3/17) reports a group of survivors of the Parkland massacre “visited Chicago Public Schools students Saturday to brainstorm ideas for next weekend’s March for Our Lives demonstration in Chicago.” The meeting “followed a week of walkouts at schools across the country, as teenage organizers continue their push for more strict gun control measures.” Former Education Secretary Arne Duncan “joined students who said they shouldn’t have to do the jobs of elected officials to keep



## DIVE INTO PROFESSIONAL LEARNING



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### Dueling Op-eds On Free College Tuition.

In an op-ed in the [Wall Street Journal](#) (3/18, Subscription Publication), Temple University professor Sara Goldrick-Rab, argues higher education should be free, pointing to the personal, economic, and societal costs of increasing student debt and the decreasing graduation rates. She argues that free tuition is an investment similar to libraries, roads, and fire departments, and would similarly would benefit everyone through increased tax revenue. In a paired op-ed, Cato Institute Center for Educational Freedom Director Neal McCluskey argues that the costs of free tuition would unfair to taxpayers who choose not to pursue college degrees. He argues the current demand for degrees in the workplace is cause by government subsidies for higher education and that the holders of such degrees don't have greater useful knowledge or skills than those without them. He also argues that free tuition would end the competition between schools that produced the excellent quality of US colleges.

### Blogger Calls For Ending Greater Student Loan Debt For Women.

Contributor Chelsea Brenann, in a blog on [Forbes](#) (3/17) wrote that student loan debt is affecting women more than men, as they, on average, "carry more student loan debt, and take longer to pay it off, than men," and that addressing this is needed to reduce the gender wealth gap. Reasons that women carry more debt include families helping women pay for education less than men, women being less likely to understand financial aid options, and women receiving lower paying jobs after graduation.

## FRIDAY'S LEAD STORIES

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- [Video Footage Shows Officer Standing Outside Parkland School.](#)
- [Puerto Rico, Indianapolis, Other Districts Express Interest In ESSA Funding Pilot.](#)
- [Southeast Asian Refugee Group Opposes Connecticut Senate Bill.](#)
- [Cooper Union Aims To Provide Tuition-Free Education In 10 Years.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 19 Mar 2018 05:31:22 -0600 (MDT)  
Subject: Officials Recommended Involuntary Commitment For Cruz In 2016  
To: <ron.singleton@carlsbad.k12.nm.us>

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Good morning Ron Singleton

March 19, 2018

## LEADING THE NEWS

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### Officials Recommended Involuntary Commitment For Cruz In 2016.

The [AP](#) (3/18) reports that according to documents in the criminal case against accused Florida school shooter Nikolas Cruz, in September 2016, school officials and a sheriff's deputy recommended that Cruz be "involuntarily committed for a mental evaluation." The documents show that Cruz "had written the word 'kill' in a notebook, told a classmate that he wanted to buy a gun and use it, and had cut his arm supposedly in anger because he had broken up with a girlfriend." The AP adds that an involuntary commitment would have been "a high obstacle if not a complete barrier to legally obtaining a firearm, such as the AR-15 rifle used in the Stoneman Douglas massacre on Feb. 14, authorities say."

The [New York Times](#) (3/18, Mazzei, Subscription Publication) says an involuntary commitment "could have kept Mr. Cruz from passing a background check required to buy a firearm," but he "appears never to have been institutionalized." The Times says it "appeared to be another in a string of missed opportunities to deal with the troubled young man."

## POLITICS & POLICY

### WPost: Education Department Should Emulate Court Ruling Defending Transgender Student's Rights.

A [Washington Post](#) (3/16, Board) editorial says that while the Administration "has made no secret of its animus toward transgender people," US District Judge George L. Russell III ruled that it was discriminatory and illegal for a

Maryland high school to prevent a 15-year-old transgender student “from using the boy’s locker room, which aligned with his gender identity.” The Post asserts “other school districts should pay attention and realize that fair treatment of transgender children is not just the right thing to do, but is, in fact, the law.” The Post also expresses “hope [that] this ruling – consistent with other federal court decisions in similar cases – prompts the federal Education Department to revisit the wobbly reasoning used to justify its decision to stop handling complaints from transgender students who have been victimized by prejudice and barred from school bathrooms and locker rooms.”

### **Administration Seeks To Reverse Obama Era School Discipline Policy.**

The [New York Times](#) (3/18, Green, Subscription Publication) reports that Minnesota’s largest school district “suspends an inordinate number of black students compared with white ones, and it is struggling to figure out why.” Across the district last year, “black students were 41 percent of the overall student population, but made up 76 percent of the suspensions.” Based on numbers like that, the Obama Administration drafted “tough new policies to try to address racial disparities in school discipline across the country,” which the Trump Administration is now “trying to reverse...in part, administration officials say, as a response to school shootings like the massacre last month at Marjory Stoneman Douglas High School in Parkland, Fla.” The issue has “divided educators in the Twin Cities,” with some arguing in support of “reversing the 2014 guidelines,” and others for keeping them in place.

### **North Dakota Schools Chief: Innovation Goes Beyond ESSA Plans.**

In a piece for the [Forum of Fargo-Moorhead \(ND\)](#) (3/18), North Dakota Superintendent Kirsten Baesler writes about Education Secretary Betsy DeVos’ criticism of states’ ESSA plans at the recent conference of the Council of Chief State School Officers in Washington, DC, in which she “said that states need to do more to innovate education,” emphasizing “the need to give local schools and communities the flexibility and authority to transform classrooms.” Baesler counters that DeVos “may have overlooked...the transformative initiatives states like North Dakota already have in place — ones that cannot be communicated effectively in a regulatory document such as a templated ESSA application.”

## **TEACHING & LEARNING**

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### **Proposed Oklahoma Teacher Pay Hike Would Raise State Out Of Regional Bottom.**

The [Tulsa \(OK\) World](#) (3/18) reports on the impact that a proposed \$10,000 teacher pay raise in Oklahoma would have on individual educators, noting that the “Oklahoma Education Association has put its weight behind a three-year, \$10,000 raise for teachers that could potentially bring Oklahoma teacher pay out of the bottom rungs nationwide.” The plan “would allow average Oklahoma teacher pay to surpass all neighboring states’ current average except for Texas, which it would only trail by \$614, a Tulsa World analysis shows.” The piece notes, however, that there are proposals for smaller raises being considered by the state legislature.

The [Oklahoman](#) (3/18) reports the proposed \$10,000 raise would mean public school teachers would earn more than teachers at public two-year colleges in the state. The piece reports that Redlands Community College President Jack Bryant says that his college “lost a valued professor who moved to Colorado to teach at the high school level for \$15,000 more, he said. If the Legislature gives schoolteachers a significant raise, Bryant expects to start losing faculty to high schools in the state.”

### ***Paper Criticizes Oklahoma Education Association Funding Proposal Over Lack Of Transparency.***

The [Oklahoman](#) (3/18) editorializes that the Oklahoma Education Association “has demanded \$1.4 billion in increased annual state spending [for education] within three years.” However, “it’s increasingly notable that teacher pay doesn’t represent the majority of costs associated with some proposed ‘teacher pay’ measures. This risks

offending citizens who will suspect they are being manipulated or worse.” The paper explains that much of the overall funding would go to raises for other school staff and “millions more that will be run through Oklahoma’s school funding formula. There’s no specific uses outlined for that last item, which will have a total cost of \$200 million annually within three years.”

### **Jersey City Teachers Stage Strike.**

The [New York Times](#) (3/16, Harris, Subscription Publication) reported that members of the Jersey City Education Association “went on strike Friday after they and the school district failed to reach an agreement over the cost of health insurance.” The teachers “had been working under an expired contract since Sep. 1,” but on Friday afternoon “a judge ordered the teachers to return to work on Monday.”

### **Jersey City Teachers Strike Over Stalled Contract Negotiations.**

[NJ News](#) (3/17) reported that after Jersey City teachers walked off the job on Friday in protest of stalled contract negotiations between the Jersey City Education Association and the Jersey City Board of Education, there were “boisterous protests outside city schools” as students “skipped class to join their teachers on the picket line.” However, Hudson County Superior Court Judge Barry P. Sarkisian issued an injunction ordering Jersey City teachers to end their strike.

### **Virginia District Program Aims To Remove Racial Barriers For Gifted Classes.**

The [Richmond \(VA\) Times-Dispatch](#) (3/18, Remmers) reports on a program at a number of elementary schools in Virginia’s Chesterfield County “designed to help students build the kind of skills they would need to enroll — and succeed — within a Chesterfield gifted classroom. Another end goal: to break down barriers that have prevented students of color from enrolling in gifted classes.” The article details racial disparities in the district’s gifted programs.

### **Middle Schoolers Build, Race Election Cars.**

[The Doings \(IL\)](#) (3/18, Wright) reports that at the annual Electric Car Kit Competition, sponsored by Argonne National Laboratory, middle school students built and raced electric cars. Engineers said that car designs at the competition have advanced over the years, with some teams 3D printing components and others using creative designs.

### **Two Utah High School Receive Award For Expanding STEM Education.**

[KUTV-TV](#) Salt Lake City (3/18) reports Hala Louviere and Cassandra Ivie, two high school seniors at Entheos Academy in Kearns, Utah, “won the 2018 Youth Leadership for Service-Learning Excellence Award by the National Youth Leadership Council for their efforts in launching a new STEM curriculum.” the two created a “portable engineering club kit called the ‘Incredible Machine,’” which “can be rented at minimal cost by groups throughout Utah to help educate students and teachers on engineering.” The award “includes a \$1,000 grant to help the girls increase the reach of STEM education in Utah.”

### **Many Districts Offering Free College Admission Testing, But No Essay Portion.**

The [Washington Post](#) (3/17, Anderson) reports that districts around the country are increasingly offering “college admission testing to high school juniors at no charge. But there’s a catch for many of these students and others around the country: The free exams won’t include the essay-writing portion that some highly selective universities require.”

### **New Jersey Criticized For Seeking To End PARCC Test.**

Former Lawrence, New Jersey, school board member Laura Waters, in an op-ed on the [Seventy Four](#) (3/18), wrote that while New Jersey Gov. Phil Murphy and new education commissioner, Lamont Repollet are moving to scrap the PARCC exams, “how they would accomplish this goal seems problematic,” as “replacing the data on student growth that PARCC provides with – well, something else – is complex, expensive, and inevitably disruptive, and it serves no academic purpose beyond pandering to union leaders and allied lobbying groups.” Waters argues that PARCC is “a highly regarded test aligned with state standards and lauded by local education leaders” and the state shouldn’t seeking indulge the teacher’s union, which “had a temper tantrum because our teacher evaluation law ties teacher quality to student outcomes” but instead should do “what’s best for kids” and retain the test.

### **Bloomberg Calls For High School Exit Exams.**

In an editorial, [Bloomberg View](#) (3/16) wrote, “America’s high schools have a credibility problem,” as students are graduating with earning their diplomas, and calls for high school exit examinations, as “most rich countries” require. Bloomberg argued the exams should have different levels of scoring to indicate basic proficiency and college readiness. Acknowledging critics arguments that such exams “disproportionately hurt low-income students and minorities,” Bloomberg called for simultaneously “investing more in helping all students meet high standards.”

## **OPERATIONS**

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### **Arizona Charter School Breaks Ground On New Campus.**

The [Albuquerque \(NM\) Journal](#) (3/17, Carrillo) reported, the New Mexico School for the Arts charter school “broke ground Friday at the former Sanbusco Center in Santa Fe’s Railyard,” and is expected to first hold classes in the 2019 school year. Head of School Eric Crites said the new location will allow all school facilities to be on site. The school “hopes to grow to about 400 students in coming years and will build dormitories” to house about 100 students.

### **Incoming New York City School Chancellor Profiled.**

The [New York Times](#) (3/18, Harris, Fernandez, Subscription Publication) profiles Richard A. Carranza, who will become chancellor of the New York City school system on April 2. The job “is organizationally complex, intensely political – in a word, daunting” – and Carranza has “only modest big-district experience on his résumé.” He held his last job, as head of the Houston school system, for just 18 months. There Carranza proposed a “controversial” plan to give some preference to children from low-income families and eliminated many “test-score and academic requirements” for magnet-school programs. He also proposed funding changes that “would take some discretion away from principals but provide a minimum level of staffing at every school.” Neither proposal has been approved yet.

## **DIGITAL LEARNING**

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### **Organization Says Its Personalized Learning Programs Produce Reading Gains.**

The [Seventy Four](#) (3/18, Stringer) reports an analysis by LEAP Innovations, a national personalized learning organization, found that personalized learning programs in Chicago, where the company is works “to individualize student instruction by pairing schools with education technology and coaches who help teachers reimagine their

instruction and classroom design,” helps “boost reading scores for students by an amount equivalent to 13 percentile points of growth.” Phyllis Lockett, founder and CEO of LEAP Innovations, “attributes the growth in scores to LEAP’s work improving professional development for educators.”

## **SCHOOL FINANCE**

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### **New York Educational Leaders Concerned About Per-Pupil Spending Disclosure.**

[Newsday \(NY\)](#) (3/18) reports, “Many Long Island educational leaders” are concerned that the “new national requirement that school districts disclose per-pupil spending for each school” will cause people to believe “some students are being shortchanged, even when this is not the case.” Issues in interpreting the data include larger schools benefiting from economies of scale and special education costing more per student. However, supporters cast the reporting “as a means of encouraging greater educational equity.”

### **Arizona Charters School Challenging Audit That Found It Received Too Much State Aid.**

The [Mohave Valley \(AZ\) Daily News](#) (3/18, Cayton) reports the Fort Mohave, Arizona, Desert Star Academy “is disputing an audit by the Arizona Department of Education” that found the school incorrectly calculated its enrollment figures and has to pay back \$115,526 in state aid. Desert Star founder Margie Montgomery disputed the finding that some students were too young and that some kindergarten students were placed in first grade based on their academic abilities.

## **SAFETY & SECURITY**

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### **Senate Hearing Examines Law Enforcement’s Role In Permitting Parkland Shooting.**

The [Los Angeles Times](#) (3/14, Tanfani) reports on a hearing in the Senate Judiciary Committee examining “law enforcement agencies’ failure to heed multiple warnings about” the Parkland, Florida school shooting. During the hearing, acting Deputy FBI Director Bill Bowdich “told the Senate panel that the agency obviously erred when it failed to follow up on a long, detailed warning on a tip line that Cruz was ‘going to explode.’” The article says the hearing took place “as students walked out of schools across the country Wednesday to protest gun violence” and “as the accused gunman, Nikolas Cruz...appeared in court in Fort Lauderdale,” and provides further detail on the proceedings.

### **Parkland School Students Address Gun Control At Dubai Forum.**

The [AP](#) (3/17, Batrawy) reports that three seniors at Marjory Stoneman Douglas High School “spoke in Dubai at the Global Education and Skills Forum,” where they “talked about their experience” during the Feb. 14 mass shooting at the school “and their push for stricter gun safety measures.” The students each “wore a red ribbon representing the color of their school in honor of the victims.”

### **Poll Finds Nearly 75 Percent Of Teachers Oppose Arming School Staff.**

The [New York Times](#) (3/16, Chokshi, Subscription Publication) reports on a new Gallup poll released Friday which found that “nearly three out of four teachers oppose letting staff members carry guns in schools.” The study found that 20 percent of teachers support the proposal, which the article says “has become central to President Trump’s response to the school shooting last month in Parkland, Florida.”

### **California Teacher Apologizes For Accidentally Firing Gun During Lecture.**

The [Los Angeles Times](#) (3/16, Knoll) reports that Dennis Alexander, a California high school teacher “who accidentally fired a gun during a lecture on ‘public safety awareness,’” has “publicly apologized for the classroom incident that injured three students.” In “an impromptu speech Thursday at a regularly scheduled City Council meeting,” Alexander said, “I want to apologize from the bottom of my heart...I can’t find the words to say how sorry I am.”

### **Police Arrest Sister Of South Carolina Church Shooter With Gun On School Campus.**

The [AP](#) (3/16) reports that Morgan Roof, sister of “the man sentenced to die for killing nine people at a South Carolina church in 2015,” was arrested Wednesday at A.C. Flora High School in South Carolina, according to a news release from the local county sheriff. Roof “is charged with two counts of carrying a weapon on school grounds and one count of simple possession of marijuana.”

### **Gun Manufacturers Worried By Sandy Hook Families’ Lawsuit Against Remington.**

The [Wall Street Journal](#) (3/16, Gershman, Subscription Publication) reports the Connecticut Supreme Court is hearing a lawsuit brought against Remington, a leading manufacturer of AR-15 rifles. The case was brought by families of victims killed at the shooting at Sandy Hook Elementary School in 2012, and the Court will decide whether the gun industry can be held legally responsible for mass shootings. The article provides detail on the case.

### **Students Hoping Half A Million Will Join Anti-Gun March In Washington.**

Sharyn Alfonsi reported on [CBS’ 60 Minutes](#) (3/18) that in the wake of the Florida school shooting, the students of Marjory Stoneman Douglas High School “gathered in living rooms and in front of cameras, declaring, ‘never again,’” and in “less than a month, the teens did what few thought possible. They changed gun laws in Florida and ignited a national movement.” On Saturday, the students are “hoping a half million people will join them to march in Washington. They want Congress to ban military style rifles, like this, along with the kind of high-capacity magazines that were used in Las Vegas and at Sandy Hook.”

The [Miami Herald](#) (3/18, Teproff) reports that the five students “behind the #NeverAgain movement that was born in the wake” of the Florida shooting appeared on “60 Minutes” to discuss “how they’ve been able to accomplish things adults haven’t been able to.”

### **Alabama Lawmaker Opposes Arming Female Teachers.**

The [Washington Post](#) (3/18, Horton) reports that Alabama state Rep. Henry Shiver has taken a position against arming teachers “by declaring that it would violate the feminine sensibilities of teachers.” Shiver argued “that guns should not be placed in the hands of ‘our ladies’ – meaning female teachers – many of whom he believes are ‘scared’ of firearms.” In an interview with AL.com published Thursday, Shiver said, “I’m not saying all [women], but in most schools, women are [the majority] of the teachers. ... Some of them just don’t want to [be trained to possess firearms]. If they want to, then that’s good. But most of them don’t want to learn how to shoot like that and carry a gun.”

### **Parkland Survivors Visit Chicago Students To Plan Gun Control March.**

The [Chicago Sun-Times](#) (3/17) reports a group of survivors of the Parkland massacre “visited Chicago Public Schools students Saturday to brainstorm ideas for next weekend’s March for Our Lives demonstration in Chicago.” The meeting “followed a week of walkouts at schools across the country, as teenage organizers continue their push



for more strict gun control measures.” Former Education Secretary Arne Duncan “joined students who said they shouldn’t have to do the jobs of elected officials to keep them safe, arguing that their lives should matter more than ‘a piece of metal.’”

#### **Arkansas High School Students Paddled For Taking Part In Walkout.**

The [AP](#) (3/17) reports three students at Greenbrier High School in rural Arkansas “were swatted with a paddle for participating in a national walkout against gun violence Wednesday.” Greenbrier Schools Superintendent Scott Spainhour “said students were disciplined for not alerting the school about the demonstration and leaving class.” The students were given the choice between two days suspension or two “swats with a wooden paddle.”

#### **Unspent Money In Florida “Guardian” Plan Could Be Used To Hire More Resource Officers.**

The [AP](#) (3/18) reports the Florida legislature earlier this month passed “a \$400 million school safety proposal that includes \$97 million for more school resource officers and \$67 million for the ‘school guardian’ program” which would allow trained teachers to carry weapons. However, many districts have said they are not planning to use the program, and “Senate President Joe Negron said Friday that if there is unspent money in the guardian program, it might be used to hire school resource officers.”

#### **Arizona Governor To Release School Safety Plan.**

The [Kingman \(AZ\) Daily Miner](#) (3/18) reports Arizona Gov. Doug Ducey on Monday plans to release a proposal for improving school security, and describes differences between Ducey’s plan and the law that Florida Gov. Rick Scott recently signed. “The common thread of what he will propose and what he will not, Ducey said, is separating out who should and should not have guns.”

#### **Alabama House To Debate Arming Teachers Tuesday.**

[Alabama Live](#) (3/18) reports the Alabama House is scheduled to hold a Tuesday hearing on “a bill that would allow approved teachers to carry or keep guns in schools,” noting that the topic “could spark an intense debate.” The piece describes a public hearing on the issue last week which “week revealed a sharp divide between those who say it would add a last line of defense in some schools and those who say it would be a risky and poor alternative to putting police officers in schools.”

#### **Walkouts Reveal Divisions Among Students.**

The [AP](#) (3/18) reports that the wave of “walkouts to protest gun violence” that swept schools across the nation last week “also created tensions in hallways and classrooms as a new generation was thrust into the debate over guns. While those calling for new restrictions stood in the spotlight, the surge of youth activism has exposed sharp differences of opinion.” Meanwhile, administrators are “sorting through the fallout as some schools hand out discipline for those who defied school instructions and participated in the walkouts,” even as some teachers worked to ease tensions among students.

#### **States Implementing Student Safety Tip-lines Based On Colorado Program.**

The [AP](#) (3/18) reports that in an effort to prevent school shootings and teenage suicides, “states across the country” are creating safety tip-lines based on a Colorado “anonymous tip line and mobile app, known as Safe2Tell.” The AP reports these programs “aim to prevent young people from behaving dangerously, whether that means bullying, using drugs or killing someone.”



## FRIDAY'S LEAD STORIES

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 9 Apr 2018 05:29:28 -0600 (MDT)  
Subject: Oklahoma Teachers Call For Increased Funding, Enter Second Week Of Walkouts  
To: <cindy.romero@carlsbad.k12.nm.us>

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Good morning Cindy Romero

April 9, 2018

## LEADING THE NEWS

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### After Extending Session Through Weekend, Kansas Legislature Passes \$522 Million School Funding Boost.

The [Lawrence \(KS\) Journal World](#) (4/8) reports on Sunday morning, the Kansas legislature passed "a \$522 million increase in annual K-12 school funding, phased in over five years." The plan is "based largely on the one originally offered by the House, one that is nearly twice as large as the Senate's original plan." Gov. Jeff Colyer announced that he intends to sign the measure, which "came only after lawmakers waited until literally the last possible minute to pass a resolution allowing the session to continue beyond midnight."

The [AP](#) (4/8, Hanna) reports that Republicans pushed the bill "over the bitter objections of some GOP colleagues in hopes of

meeting a court mandate." A number of teachers demonstrating at the Statehouse cheered the bill's passage. The AP explains that the state Supreme Court "ruled last fall that the state isn't spending enough money on its public schools. Colyer and some members of the Republican-controlled Legislature worried that a frustrated high court would take the unprecedented step of preventing the state from distributing dollars through a flawed education funding system, effectively closing schools statewide." The piece notes that most House Democrats voted against the plan, concerned that it "would not satisfy the Supreme Court." However, "the measure had bipartisan support in the Senate."

The [AP](#) (4/8) reports in a separate article that the debate surrounding the bill "highlighted deep divisions among top Republicans." Colyer and other key Republicans had supported the measure, but "the plan that passed did not feel like a compromise to the Senate's GOP leaders, who favored phasing in a \$274 million increase over five years. They argued the bigger plan, approved early Sunday and sent to Colyer, would force lawmakers to raise taxes within two years."

The [Kansas City \(MO\) Star](#) (4/7) reports the Senate approved the bill “after hours of drama, angry speeches and bitterness that further showed the divisions within the Republican caucus. ... Conservatives in the Senate largely opposed the bill, saying that just giving more money wasn’t enough.” Earlier this week, the Star reports, the Senate passed a bill “that would add about \$250 million over five years and fund additional programs.”

The [Garden City \(KS\) Telegram](#) (4/8) reports the Senate passed the measure “by the slimmest of margins...following late-night drama that sent lawmakers into a whirlwind of fury and relief and nearly derailed a session’s worth of work.” This piece reports the legislature “now will have to convince the Kansas Supreme Court that the plan adequately funds public schools.”

The [Wichita \(KS\) Eagle](#) (4/8) reports that while former Gov. Sam Brownback came under withering criticism when he recommended increasing school funding by \$500 million over five years, “the Legislature ended up passing a plan early Sunday that will boost funding by roughly the same amount.”

## **POLITICS & POLICY**

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### **ESSA Student Funding Pilot Not Being Used For School Choice.**

[Education Week](#) (4/8) reports ESSA allows districts “to apply for a ‘weighted student funding pilot.’” However, “it doesn’t look like most of the five districts that want to participate in the first year of the pilot, the 2018-19 school year, are planning to use the flexibility to lay the groundwork for new school choice programs.” Districts taking part in the program “can combine federal, state, and local dollars into a single funding stream tied to individual students.” Students “who cost more to educate” would carry more money. School choice fans “were initially really excited about the pilot’s potential to further students’ public school options.” However, “for now, most districts appear to be thinking of the pilot as a means to make sure disadvantaged students get” fair funding.

### **Columnist: Texas Could “Make History” By Adopting Mexican American Studies Standards.**

[San Antonio Express-News](#) (4/8, Ayala) columnist Elaine Ayala says the Texas State Board of Education “could make history” if it endorses state “standards for a high school Mexican American studies course, the first time specific state standards could be set for an ethnic studies class” in the state. Ayala says a “yes” vote would constitute “a monumental step for a state whose board of education has been associated with non-academic decision-making, policy vetted not by educators but by religious conservatives and books filled with contorted views of history.” She argues that it would also help Texas “better serve not only the 52 percent of its public school students who are Latino but all the rest who’ll get wider views of history, culture and societies.” Board members will convene for a hearing on Thursday, during which they “will hear about research showing ethnic studies improves student outcomes, resulting in better grade point averages and higher retention and graduation rates.”

## **TEACHING & LEARNING**

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### **Oklahoma Teachers Call For Increased Funding, Enter Second Week Of Walkouts.**

[Reuters](#) (4/6, Krehbiel-Burton) reports that teachers in Oklahoma will enter their second week of strikes, having “walked out in protest of a decade of education budget cuts and low salaries,” calling for “\$200 million in increased annual education funding.” The strike, which has affected over 500,000 students, has “garnered strong public backing.”

The [AP](#) (4/6, Murphy) reports that the teacher’s union said the strike would continue, despite lawmakers approval of “an additional \$40 million for public schools Friday,” to be funded through taxes on Internet sales and

gambling. Oklahoma Education Association President Alicia Priest called for additional funding through the elimination of “a capital gains tax exemption” and of “a repeal of a proposed lodging tax” to end the protests.

[NBC Nightly News](#) (4/8, story 8, 1:45, Snow) reported, “There is no sign” of an end to the teacher walkout in Oklahoma, which has been “extended into a second week in the state’s biggest districts as the teachers keep up their pressure on lawmakers to find more money for the schools.” NBC (McCoy) added the teachers “are finding unexpected allies” in nearly 200 attorneys who “will visit the capital Monday to mediate a resolution, or they say they’ll run for the legislators’ seats come November.”

### **Column: Teachers Are Competing With The Elderly For Scarce State Funds.**

Robert J. Samuelson writes in the [Washington Post](#) (4/8) that the recent teacher strikes for higher pay in West Virginia and Oklahoma are “a harbinger of things to come” because teachers and schools are “competing with the elderly for scarce” public funds. Samuelson says, “Spending on the elderly is squeezing K-12 schools, police, parks, libraries, roads and other infrastructure (water projects, sewers), mainly through two programs: (a) Medicaid, a joint state-federal program of health insurance for the poor, which pays about half of nursing-home and long-term-care costs for the aged and disabled (on average, states pay about 37 percent of Medicaid’s costs); and (b) contributions to underfunded pensions for state and local workers.” He proposes that coverage for long-term care should “be moved into Medicare, which is fully paid by the federal government.”

### **Analysis: Teacher Walkouts Repeat Cycle From Decades Ago.**

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### **Kansas State Lawmakers Approve Pilot Mental Health Program For Students.**

The [AP](#) (4/8, Willetts) reports Kansas state lawmakers approved a \$10 million "pilot program to team up schools and community mental health centers" and "treat and track two pre-selected groups of children in six school districts." The state "House approved the plan as part of a larger education funding bill aimed at satisfying a state Supreme Court mandate to boost spending on public schools," and state lawmakers kept the "initiative intact in the final version of the education funding bill, which passed early Sunday and went to Gov. Jeff Colyer." To National Alliance on Mental Illness of Kansas executive director Richard Cagan, however, "the \$10 million is inadequate." State Board of Education Vice Chairwoman Kathy Busch, meanwhile, "said that when it comes to addressing students' mental and emotional needs, schools are being asked to do more with less."

### **Maryland State House Advances Bill To Increase School Safety.**

The [AP](#) (4/7, Witte, Press) reported that on Saturday, the Maryland state House of Delegates advanced a bill with bipartisan support that "aims to create a variety of standards and guidelines for school safety statewide." The bill addressed issues "involving the training of school resource officers, safety drills for staff and students, and identifying mental health concerns that could threaten student safety." Gov. Larry Hogan and state lawmakers proposed the legislation "after the February school shooting in Parkland, Florida," but the "issue of school safety" garnered "even greater interest in Maryland after the March 20 shooting in southern Maryland at Great Mills High School, where a student shot and killed a former girlfriend before killing himself."

## **SPECIAL NEEDS**

### **Arizona Legislature Considering Overhaul To ELL Instruction.**

The [Arizona Daily Star](#) (4/7) reports the Arizona legislature is considering changing the state's Structured English



Immersion program, "which was instituted as a result of the 'English Only' Proposition 203 in 2000, and requires Spanish-speaking students to spend four hours a day segregated from their English-speaking peers. ... Despite years of complaints from educators that the four-hour block, which is among the strictest English-language-learner laws in the nation, is detrimental to many English learners because it segregates them and doesn't allow enough time in the school day to take other required classes, Republican legislative leaders have rebuffed previous attempts to change the law."

## FRIDAY'S LEAD STORIES

- [Kansas Senate Passes School Funding Bill With Smaller Boost Than House Version.](#)
- [More Coverage Of GAO School Discipline Report, Potential ED Policy Changes.](#)
- [Oklahoma Teachers Rally In Support Of Education Funding Measures.](#)
- [Maryland Legislature Overrides Veto Of Bill Overhauling School Constructing Funding.](#)
- [Many School Shooters Got Guns From Their Homes.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Mon, 9 Apr 2018 05:29:28 -0600 (MDT)  
Subject: Oklahoma Teachers Call For Increased Funding, Enter Second Week Of Walkouts  
To: <ron.singleton@carlsbad.k12.nm.us>

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Good morning Ron Singleton

April 9, 2018

## LEADING THE NEWS

Advertisement



### After Extending Session Through Weekend, Kansas Legislature Passes \$522 Million School Funding Boost.

The [Lawrence \(KS\) Journal World](#) (4/8) reports on Sunday morning, the Kansas legislature passed "a \$522 million increase in annual K-12 school funding, phased in over five years." The plan is "based largely on the one originally offered by the House, one that is nearly twice as large as the Senate's original plan." Gov. Jeff Colyer announced that he intends to sign the measure, which "came only after lawmakers waited until literally the last possible minute to pass a resolution allowing the session to continue beyond midnight."

The [AP](#) (4/8, Hanna) reports that Republicans pushed the bill "over the bitter objections of some GOP colleagues in hopes of

meeting a court mandate." A number of teachers demonstrating at the Statehouse cheered the bill's passage. The AP explains that the state Supreme Court "ruled last fall that the state isn't spending enough money on its public schools. Colyer and some members of the Republican-controlled Legislature worried that a frustrated high court would take the unprecedented step of preventing the state from distributing dollars through a flawed education funding system, effectively closing schools statewide." The piece notes that most House Democrats voted against the plan, concerned that it "would not satisfy the Supreme Court." However, "the measure had bipartisan support in the Senate."

The [AP](#) (4/8) reports in a separate article that the debate surrounding the bill "highlighted deep divisions among top Republicans." Colyer and other key Republicans had supported the measure, but "the plan that passed did not feel like a compromise to the Senate's GOP leaders, who favored phasing in a \$274 million increase over five years. They argued the bigger plan, approved early Sunday and sent to Colyer, would force lawmakers to raise taxes within two years."

The [Kansas City \(MO\) Star](#) (4/7) reports the Senate approved the bill “after hours of drama, angry speeches and bitterness that further showed the divisions within the Republican caucus. ... Conservatives in the Senate largely opposed the bill, saying that just giving more money wasn’t enough.” Earlier this week, the Star reports, the Senate passed a bill “that would add about \$250 million over five years and fund additional programs.”

The [Garden City \(KS\) Telegram](#) (4/8) reports the Senate passed the measure “by the slimmest of margins...following late-night drama that sent lawmakers into a whirlwind of fury and relief and nearly derailed a session’s worth of work.” This piece reports the legislature “now will have to convince the Kansas Supreme Court that the plan adequately funds public schools.”

The [Wichita \(KS\) Eagle](#) (4/8) reports that while former Gov. Sam Brownback came under withering criticism when he recommended increasing school funding by \$500 million over five years, “the Legislature ended up passing a plan early Sunday that will boost funding by roughly the same amount.”

## **POLITICS & POLICY**

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### **ESSA Student Funding Pilot Not Being Used For School Choice.**

[Education Week](#) (4/8) reports ESSA allows districts “to apply for a ‘weighted student funding pilot.’” However, “it doesn’t look like most of the five districts that want to participate in the first year of the pilot, the 2018-19 school year, are planning to use the flexibility to lay the groundwork for new school choice programs.” Districts taking part in the program “can combine federal, state, and local dollars into a single funding stream tied to individual students.” Students “who cost more to educate” would carry more money. School choice fans “were initially really excited about the pilot’s potential to further students’ public school options.” However, “for now, most districts appear to be thinking of the pilot as a means to make sure disadvantaged students get” fair funding.

### **Columnist: Texas Could “Make History” By Adopting Mexican American Studies Standards.**

[San Antonio Express-News](#) (4/8, Ayala) columnist Elaine Ayala says the Texas State Board of Education “could make history” if it endorses state “standards for a high school Mexican American studies course, the first time specific state standards could be set for an ethnic studies class” in the state. Ayala says a “yes” vote would constitute “a monumental step for a state whose board of education has been associated with non-academic decision-making, policy vetted not by educators but by religious conservatives and books filled with contorted views of history.” She argues that it would also help Texas “better serve not only the 52 percent of its public school students who are Latino but all the rest who’ll get wider views of history, culture and societies.” Board members will convene for a hearing on Thursday, during which they “will hear about research showing ethnic studies improves student outcomes, resulting in better grade point averages and higher retention and graduation rates.”

## **TEACHING & LEARNING**

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### **Oklahoma Teachers Call For Increased Funding, Enter Second Week Of Walkouts.**

[Reuters](#) (4/6, Krehbiel-Burton) reports that teachers in Oklahoma will enter their second week of strikes, having “walked out in protest of a decade of education budget cuts and low salaries,” calling for “\$200 million in increased annual education funding.” The strike, which has affected over 500,000 students, has “garnered strong public backing.”

The [AP](#) (4/6, Murphy) reports that the teacher’s union said the strike would continue, despite lawmakers approval of “an additional \$40 million for public schools Friday,” to be funded through taxes on Internet sales and

gambling. Oklahoma Education Association President Alicia Priest called for additional funding through the elimination of “a capital gains tax exemption” and of “a repeal of a proposed lodging tax” to end the protests.

[NBC Nightly News](#) (4/8, story 8, 1:45, Snow) reported, “There is no sign” of an end to the teacher walkout in Oklahoma, which has been “extended into a second week in the state’s biggest districts as the teachers keep up their pressure on lawmakers to find more money for the schools.” NBC (McCoy) added the teachers “are finding unexpected allies” in nearly 200 attorneys who “will visit the capital Monday to mediate a resolution, or they say they’ll run for the legislators’ seats come November.”

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Sent Date: Mon, 9 Apr 2018 05:29:28 -0600 (MDT)  
Subject: Oklahoma Teachers Call For Increased Funding, Enter Second Week Of Walkouts  
To: <david.shoup@carlsbad.k12.nm.us>

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## LEADING THE NEWS

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### **Analysis: Teacher Walkouts Repeat Cycle From Decades Ago.**

The [Huffington Post](#) (4/7, Jamieson, Waldron) reports that the current wave of teacher walkouts in states such as West Virginia, Oklahoma, and Kentucky can be attributed in part to austerity measures since the recession, “but the longer explanation stretches back a full generation, to when teachers in West Virginia, Oklahoma and Kentucky last walked off the job.” The piece describes such actions in the late 80s and early 90s, calling them “seminal revolts that today’s striking teachers still remember, either as students or young educators early in their careers. The work stoppages led to meaningful raises and investment at the time. But the promise they held eventually lost out to the anti-tax ideology of both legislators and voters.”

### **Teacher Shortage, Walkouts Impact Hiring Scene.**

The [Denver Post](#) (4/8) reports on the prospects that teachers entering the workforce face, noting that “a nationwide shortage of teachers means new teachers have the freedom to choose the job that fits them best.” However, “given teacher walkouts in Oklahoma, West Virginia, Kentucky and Arizona because of low wages and a lack of resources, the profession may be less valued than ever.” The article describes a teacher employment fair at the University of Northern Colorado, which “attracted 161 school districts from 18 states and about 500 UNC teaching students. ... The teacher shortage allows these students to be more selective in the offers they accept, but it may also drive prospective teachers away from the areas of greatest need.”

### **California Districts Introduce Alternative Course On Big Data.**

[EdSource](#) (4/8, Burdman) reports Los Angeles Unified is offering a new course, called “Introduction to Data Science,” at 21 of its “roughly 100 comprehensive high schools.” The approximately 1,000 juniors and seniors enrolled in the course “are collecting, analyzing and interpreting sets of data from their own lives,” while “learning basic statistics and computer programming, not to mention gaining insights into things like their stress levels and snacking habits.” Since Los Angeles Unified piloted the course “four years ago with funding from the National Science Foundation,” six other southern California districts have piloted it, “with eight more lining up.” EdSource says the “course rests at the vanguard of a quiet revolt against the dominance of algebra in the high school curriculum, a revolt that could

reshape the pathway to college for years to come.” EdSource adds that the new approaches to teaching offered by alternative courses “have the potential to improve equity and ensure that quantitative literacy is a right, not a privilege.”

### **New Mexico District To Launch Dual-Language Spanish, Navajo Programs.**

The [AP](#) (4/7) reported Farmington Municipal School District, located “in New Mexico’s Four Corners region,” is launching two new dual-language programs next year aimed at having “some students fluent in Spanish or Navajo by time they graduate from high school.” In the first year, the district will offer “a 20-student kindergarten class learning Diné at Apache Elementary School, and another 20-student class learning Spanish at McCormick Elementary School.” Superintendent Gene Schmidt said FMSD hopes to expand the two programs to other schools as well.

### **University Of Michigan Initiative Helps Robotics Students Prepare For World Competition.**

The [AP](#) (4/7) reported a University of Michigan initiative dubbed the “Michigan Engineering Zone” has “helped more than 2,800 Detroit high school students build robotics, train for competitions and expand their science, technology, engineering and math education.” Involved students “will be able to put their practice to the test as Detroit gears up to host the FIRST Championship, a global robotics competition,” from April 25-29. Many students in the Detroit area lack the tools, resources, or staff to sustain a robotics team, and so MEZ is offering “workstations, equipment, storage and a cadre of mentors, including professional engineers and graduate students.” It also “gives high school students a hands-on learning environment to practice real job skills, such as problem-solving and critical thinking,” as well as “assistance on college applications” and financial aid.

### **Washington District’s Natural Resource Program Profiled.**

The [AP](#) (4/7) reported Kalama Middle-High School in Kalama, Washington launched a natural resources program this year to expose students to hands-on instruction and “real-life applications of science.” Superintendent Eric Nerison said more importantly, the course “makes students aware of career opportunities in forestry in particular.” Last week, 10 students in science teacher Chris Stone’s class planted roughly 300 Douglas fir seedlings “in the school district’s 38-acre forest.” Stone also “leads lessons on invasive species, ecology, tree identification and other topics” inside the classroom. The program is both a science course and career and technical education course, with students “learn[ing] forestry management first-hand from industry partners, ranging from government agencies such as DNR and the state Department of Fish and Wildlife to private companies.” Students interested in a career in forest management can also pursue “internships, jobs and course credit with Grays Harbor College.”

### **Nebraska Girls Outscore Boys On Statewide ACT Exam.**

The [Omaha \(NE\) World-Herald](#) (4/8) reports female students in Nebraska outscored their male counterparts “on the initial statewide ACT exam” for the 2016-17 junior class, “matching the boys in science and beating them in reading and English.” While male students scored higher in math by a half-point, female students “achieved a higher ‘STEM’ score” overall – and STEM “is a sort of holy grail in the fight to close the gender gap.” While a single “year of data does not make a trend,” the World-Herald says that “a reliable national test has shown that Nebraska girls tested well, relative to the boys, across the board, giving hope to those eager to see them close the gender gap.” University of Nebraska-Lincoln Center for Science, Mathematics and Computer Education associate director and professor Wendy Smith said evidence of a narrowing gender gap “is what we’re looking for,” but she cautioned that “some pretty big gaps” along racial and income lines persist.

## **OPERATIONS**

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### **Sociology Professor: School Infrastructure Is In Dire Need Of Repair.**

In an op-ed for the [New York Times](#) (4/7, Peek, Subscription Publication), University of Colorado Boulder sociology professor and National Hazards Center director Lori Peek says many of the public school buildings that host “more than 50 million children” in the US are “so dilapidated and poorly designed that children’s health and safety are at risk.” She examines various regional threats, such as earthquakes and floods, that further threaten public school buildings, and adds that “these issues are not just environmental,” but “social issues, too.” Peek argues, “If we legally require children to attend school, then we should be held accountable for keeping them safe there.” While “a real investment in our nation’s school infrastructure and emergency planning efforts” is “not really an option,” Peek says nonetheless, “we need to spend whatever time and money it takes to ensure those buildings are safe.”

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## **DIGITAL LEARNING**

### **WPost A1: Elementary Schools Increasingly Offering Courses On Proper Internet Use.**

In a front-page article, the [Washington Post](#) (4/6, A1, Harwell) reports on a growing trend of elementary schools offering lessons on “perhaps one of the most important and least understood school subjects in America – how to protect their privacy, save their brains and survive the big, bad Web.” The Post says that “classes such as these, though surprisingly rare, are spreading across the country amid hopes of preparing kids and parents for some of the core tensions of modern childhood: what limits to set around technologies whose long-term effects are unknown – and for whom young users are a prime audience.”

### **Majority Of Teachers Believe Digital Devices Are “Mostly Harmful” For Students’ Mental Health, Poll Says.**

The [Washington Post](#) (4/6, Joyce) reports that according to new research by Gallup, “teachers and parents are at odds when it comes to how much they think digital devices are affecting children’s mental and physical health,” with 69 percent of teachers saying they think such devices have been “mostly harmful” for mental health, and 55 percent saying they are “mostly harmful” for students’ physical health as well. In contrast 69 percent of parents surveyed said such devices are “more helpful” for mental health, and 59 percent saying they are “more helpful” for physical health. Teachers are claiming that they are seeing “more anxiety,” that students have “trouble...thinking through problems,” and that the devices are affecting “their ability to think, to reason, to have a higher order of thinking.”

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## **SAFETY & SECURITY**

### **School Shooting Survivors Hold Town Hall Meetings.**

[NBC Nightly News](#) (4/7, story 4, 2:05, Snow) reported, “Across the country today, young people are again pressuring lawmakers to end gun violence, this time in an effort they’re calling ‘Town Hall for Our Lives.’ Survivors of the mass shooting in Parkland, Florida are attending many of these nationwide events.” NBC (McCoy) added the events are being held “in more than 100 cities across the country,” and are part of “an effort to move the gun debate forward to the elections this November.” In most, Republicans did not appear, so “empty chairs symbolized those invited but who did not show up.”

***Stoneman Douglas Yearbook To Focus On Good Times.*** [NBC Nightly News](#) (4/7, story 5, 2:15, Snow) reported, “While a lot of young people from Parkland, Florida have been in the spotlight speaking out against gun

violence, they are also still students getting ready for proms and finals and graduation. Another rite of passage? Yearbooks. And for the yearbook committee at Marjory Stoneman Douglas High School, putting together this year's chronicle has been an emotional seesaw, balancing mentions of the tragedy with memories of their loved ones." NBC (Sanders) added, "Four hundred and fifty-two pages, 40 more than usual, but students and their advisers say they will not let the carnage define so many of their school's bright spots."

### **Parkland Student Blames Officials For School Shooting.**

The [Washington Times](#) (4/7, Richardson) says Parkland student Anthony Borges, who was "shot five times as he shielded about 20 students by blocking a doorway" during February's shooting at Marjory Stoneman Douglas High School, "has blamed the Florida mass shooting on the sheriff and the school district." Borges wrote in a letter to Broward County Sheriff Scott Israel and superintendent Robert Runcie, "both of you failed us students, teachers, and parents alike on so many levels," adding, "I want all of us to move forward to end the environment that allowed people like Nikolas Cruz to fall through the cracks." Borges' attorney Alex Arreaza read the letter at a press conference on Friday.

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Robert J. Samuelson writes in the [Washington Post](#) (4/8) that the recent teacher strikes for higher pay in West Virginia and Oklahoma are “a harbinger of things to come” because teachers and schools are “competing with the elderly for scarce” public funds. Samuelson says, “Spending on the elderly is squeezing K-12 schools, police, parks, libraries, roads and other infrastructure (water projects, sewers), mainly through two programs: (a) Medicaid, a joint state-federal program of health insurance for the poor, which pays about half of nursing-home and long-term-care costs for the aged and disabled (on average, states pay about 37 percent of Medicaid’s costs); and (b) contributions to underfunded pensions for state and local workers.” He proposes that coverage for long-term care should “be moved into Medicare, which is fully paid by the federal government.”

### **Analysis: Teacher Walkouts Repeat Cycle From Decades Ago.**

The [Huffington Post](#) (4/7, Jamieson, Waldron) reports that the current wave of teacher walkouts in states such as West Virginia, Oklahoma, and Kentucky can be attributed in part to austerity measures since the recession, “but the longer explanation stretches back a full generation, to when teachers in West Virginia, Oklahoma and Kentucky last walked off the job.” The piece describes such actions in the late 80s and early 90s, calling them “seminal revolts that today’s striking teachers still remember, either as students or young educators early in their careers. The work stoppages led to meaningful raises and investment at the time. But the promise they held eventually lost out to the anti-tax ideology of both legislators and voters.”

### **Teacher Shortage, Walkouts Impact Hiring Scene.**

The [Denver Post](#) (4/8) reports on the prospects that teachers entering the workforce face, noting that “a nationwide shortage of teachers means new teachers have the freedom to choose the job that fits them best.” However, “given teacher walkouts in Oklahoma, West Virginia, Kentucky and Arizona because of low wages and a lack of resources, the profession may be less valued than ever.” The article describes a teacher employment fair at the University of Northern Colorado, which “attracted 161 school districts from 18 states and about 500 UNC teaching students. ... The teacher shortage allows these students to be more selective in the offers they accept, but it may also drive prospective teachers away from the areas of greatest need.”

### **California Districts Introduce Alternative Course On Big Data.**

[EdSource](#) (4/8, Burdman) reports Los Angeles Unified is offering a new course, called “Introduction to Data Science,” at 21 of its “roughly 100 comprehensive high schools.” The approximately 1,000 juniors and seniors enrolled in the course “are collecting, analyzing and interpreting sets of data from their own lives,” while “learning basic statistics and computer programming, not to mention gaining insights into things like their stress levels and snacking habits.” Since Los Angeles Unified piloted the course “four years ago with funding from the National Science Foundation,” six other southern California districts have piloted it, “with eight more lining up.” EdSource says the “course rests at the vanguard of a quiet revolt against the dominance of algebra in the high school curriculum, a revolt that could

reshape the pathway to college for years to come.” EdSource adds that the new approaches to teaching offered by alternative courses “have the potential to improve equity and ensure that quantitative literacy is a right, not a privilege.”

### **New Mexico District To Launch Dual-Language Spanish, Navajo Programs.**

The [AP](#) (4/7) reported Farmington Municipal School District, located “in New Mexico’s Four Corners region,” is launching two new dual-language programs next year aimed at having “some students fluent in Spanish or Navajo by time they graduate from high school.” In the first year, the district will offer “a 20-student kindergarten class learning Diné at Apache Elementary School, and another 20-student class learning Spanish at McCormick Elementary School.” Superintendent Gene Schmidt said FMSD hopes to expand the two programs to other schools as well.

### **University Of Michigan Initiative Helps Robotics Students Prepare For World Competition.**

The [AP](#) (4/7) reported a University of Michigan initiative dubbed the “Michigan Engineering Zone” has “helped more than 2,800 Detroit high school students build robotics, train for competitions and expand their science, technology, engineering and math education.” Involved students “will be able to put their practice to the test as Detroit gears up to host the FIRST Championship, a global robotics competition,” from April 25-29. Many students in the Detroit area lack the tools, resources, or staff to sustain a robotics team, and so MEZ is offering “workstations, equipment, storage and a cadre of mentors, including professional engineers and graduate students.” It also “gives high school students a hands-on learning environment to practice real job skills, such as problem-solving and critical thinking,” as well as “assistance on college applications” and financial aid.

### **Washington District’s Natural Resource Program Profiled.**

The [AP](#) (4/7) reported Kalama Middle-High School in Kalama, Washington launched a natural resources program this year to expose students to hands-on instruction and “real-life applications of science.” Superintendent Eric Nerison said more importantly, the course “makes students aware of career opportunities in forestry in particular.” Last week, 10 students in science teacher Chris Stone’s class planted roughly 300 Douglas fir seedlings “in the school district’s 38-acre forest.” Stone also “leads lessons on invasive species, ecology, tree identification and other topics” inside the classroom. The program is both a science course and career and technical education course, with students “learn[ing] forestry management first-hand from industry partners, ranging from government agencies such as DNR and the state Department of Fish and Wildlife to private companies.” Students interested in a career in forest management can also pursue “internships, jobs and course credit with Grays Harbor College.”

### **Nebraska Girls Outscore Boys On Statewide ACT Exam.**

The [Omaha \(NE\) World-Herald](#) (4/8) reports female students in Nebraska outscored their male counterparts “on the initial statewide ACT exam” for the 2016-17 junior class, “matching the boys in science and beating them in reading and English.” While male students scored higher in math by a half-point, female students “achieved a higher ‘STEM’ score” overall – and STEM “is a sort of holy grail in the fight to close the gender gap.” While a single “year of data does not make a trend,” the World-Herald says that “a reliable national test has shown that Nebraska girls tested well, relative to the boys, across the board, giving hope to those eager to see them close the gender gap.” University of Nebraska-Lincoln Center for Science, Mathematics and Computer Education associate director and professor Wendy Smith said evidence of a narrowing gender gap “is what we’re looking for,” but she cautioned that “some pretty big gaps” along racial and income lines persist.

## **OPERATIONS**

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### **Sociology Professor: School Infrastructure Is In Dire Need Of Repair.**

In an op-ed for the [New York Times](#) (4/7, Peek, Subscription Publication), University of Colorado Boulder sociology professor and National Hazards Center director Lori Peek says many of the public school buildings that host “more than 50 million children” in the US are “so dilapidated and poorly designed that children’s health and safety are at risk.” She examines various regional threats, such as earthquakes and floods, that further threaten public school buildings, and adds that “these issues are not just environmental,” but “social issues, too.” Peek argues, “If we legally require children to attend school, then we should be held accountable for keeping them safe there.” While “a real investment in our nation’s school infrastructure and emergency planning efforts” is “not really an option,” Peek says nonetheless, “we need to spend whatever time and money it takes to ensure those buildings are safe.”

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## **DIGITAL LEARNING**

### **WPost A1: Elementary Schools Increasingly Offering Courses On Proper Internet Use.**

In a front-page article, the [Washington Post](#) (4/6, A1, Harwell) reports on a growing trend of elementary schools offering lessons on “perhaps one of the most important and least understood school subjects in America – how to protect their privacy, save their brains and survive the big, bad Web.” The Post says that “classes such as these, though surprisingly rare, are spreading across the country amid hopes of preparing kids and parents for some of the core tensions of modern childhood: what limits to set around technologies whose long-term effects are unknown – and for whom young users are a prime audience.”

### **Majority Of Teachers Believe Digital Devices Are “Mostly Harmful” For Students’ Mental Health, Poll Says.**

The [Washington Post](#) (4/6, Joyce) reports that according to new research by Gallup, “teachers and parents are at odds when it comes to how much they think digital devices are affecting children’s mental and physical health,” with 69 percent of teachers saying they think such devices have been “mostly harmful” for mental health, and 55 percent saying they are “mostly harmful” for students’ physical health as well. In contrast 69 percent of parents surveyed said such devices are “more helpful” for mental health, and 59 percent saying they are “more helpful” for physical health. Teachers are claiming that they are seeing “more anxiety,” that students have “trouble...thinking through problems,” and that the devices are affecting “their ability to think, to reason, to have a higher order of thinking.”

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## **SAFETY & SECURITY**

### **School Shooting Survivors Hold Town Hall Meetings.**

[NBC Nightly News](#) (4/7, story 4, 2:05, Snow) reported, “Across the country today, young people are again pressuring lawmakers to end gun violence, this time in an effort they’re calling ‘Town Hall for Our Lives.’ Survivors of the mass shooting in Parkland, Florida are attending many of these nationwide events.” NBC (McCoy) added the events are being held “in more than 100 cities across the country,” and are part of “an effort to move the gun debate forward to the elections this November.” In most, Republicans did not appear, so “empty chairs symbolized those invited but who did not show up.”

***Stoneman Douglas Yearbook To Focus On Good Times.*** [NBC Nightly News](#) (4/7, story 5, 2:15, Snow) reported, “While a lot of young people from Parkland, Florida have been in the spotlight speaking out against gun

violence, they are also still students getting ready for proms and finals and graduation. Another rite of passage? Yearbooks. And for the yearbook committee at Marjory Stoneman Douglas High School, putting together this year's chronicle has been an emotional seesaw, balancing mentions of the tragedy with memories of their loved ones." NBC (Sanders) added, "Four hundred and fifty-two pages, 40 more than usual, but students and their advisers say they will not let the carnage define so many of their school's bright spots."

### **Parkland Student Blames Officials For School Shooting.**

The [Washington Times](#) (4/7, Richardson) says Parkland student Anthony Borges, who was "shot five times as he shielded about 20 students by blocking a doorway" during February's shooting at Marjory Stoneman Douglas High School, "has blamed the Florida mass shooting on the sheriff and the school district." Borges wrote in a letter to Broward County Sheriff Scott Israel and superintendent Robert Runcie, "both of you failed us students, teachers, and parents alike on so many levels," adding, "I want all of us to move forward to end the environment that allowed people like Nikolas Cruz to fall through the cracks." Borges' attorney Alex Arreaza read the letter at a press conference on Friday.

### **Following Parkland Shooting, Dick's Sporting Goods CEO Becomes Gun Control Advocate.**

The [Wall Street Journal](#) (4/6, Germano, Subscription Publication) profiles Dick's Sporting Goods CEO Edward Stack, who became an advocate for stricter gun controls following the Parkland, Florida school shooting. The Journal says Stack now supports an outright ban on assault weapons and a minimum purchase age of 21 for all firearms.

### **Kansas State Lawmakers Approve Pilot Mental Health Program For Students.**

The [AP](#) (4/8, Willetts) reports Kansas state lawmakers approved a \$10 million "pilot program to team up schools and community mental health centers" and "treat and track two pre-selected groups of children in six school districts." The state "House approved the plan as part of a larger education funding bill aimed at satisfying a state Supreme Court mandate to boost spending on public schools," and state lawmakers kept the "initiative intact in the final version of the education funding bill, which passed early Sunday and went to Gov. Jeff Colyer." To National Alliance on Mental Illness of Kansas executive director Richard Cagan, however, "the \$10 million is inadequate." State Board of Education Vice Chairwoman Kathy Busch, meanwhile, "said that when it comes to addressing students' mental and emotional needs, schools are being asked to do more with less."

### **Maryland State House Advances Bill To Increase School Safety.**

The [AP](#) (4/7, Witte, Press) reported that on Saturday, the Maryland state House of Delegates advanced a bill with bipartisan support that "aims to create a variety of standards and guidelines for school safety statewide." The bill addressed issues "involving the training of school resource officers, safety drills for staff and students, and identifying mental health concerns that could threaten student safety." Gov. Larry Hogan and state lawmakers proposed the legislation "after the February school shooting in Parkland, Florida," but the "issue of school safety" garnered "even greater interest in Maryland after the March 20 shooting in southern Maryland at Great Mills High School, where a student shot and killed a former girlfriend before killing himself."

## **SPECIAL NEEDS**

### **Arizona Legislature Considering Overhaul To ELL Instruction.**

The [Arizona Daily Star](#) (4/7) reports the Arizona legislature is considering changing the state's Structured English

Immersion program, "which was instituted as a result of the 'English Only' Proposition 203 in 2000, and requires Spanish-speaking students to spend four hours a day segregated from their English-speaking peers. ... Despite years of complaints from educators that the four-hour block, which is among the strictest English-language-learner laws in the nation, is detrimental to many English learners because it segregates them and doesn't allow enough time in the school day to take other required classes, Republican legislative leaders have rebuffed previous attempts to change the law."

## FRIDAY'S LEAD STORIES

- [Kansas Senate Passes School Funding Bill With Smaller Boost Than House Version.](#)
- [More Coverage Of GAO School Discipline Report, Potential ED Policy Changes.](#)
- [Oklahoma Teachers Rally In Support Of Education Funding Measures.](#)
- [Maryland Legislature Overrides Veto Of Bill Overhauling School Constructing Funding.](#)
- [Many School Shooters Got Guns From Their Homes.](#)

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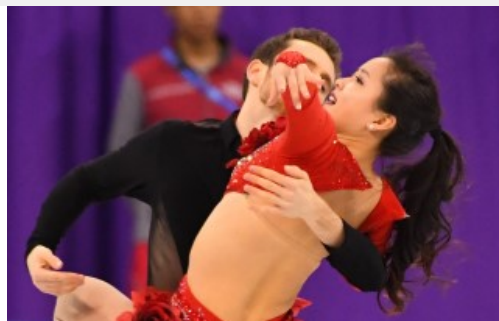
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## Principal's Update



Good morning Jana Smith

Friday, March 23, 2018

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#### Parkland Superintendent Introduces New Security Measures Including Clear Backpacks.

The [Washington Post](#) (3/22, Heim) reports on a number of security measures that Broward County Schools Superintendent Robert Runcie detailed in a letter to students at Marjory Stoneman Douglas High School this week, including the requirement that all backpacks be clear. Moreover, "students and staff will have to wear identification badges at all times on campus." There will also be an increased security presence and "the district is considering using metal detecting wands and installing permanent metal detectors." However, "the requirement that they use clear plastic backpacks did not sit well with many teens, said Jenna Korsten, a Stoneman Douglas senior."

[USA Today](#) (3/22, Miller) reports Runcie's letter said "students will be provided the backpacks for free." The security measures also include "locking classroom doors at all times and evaluating active shooter training." Students "pushed back against their new backpack requirements on social media, repeating their calls for stricter gun laws instead." [The Hill](#) (3/22, Samuels) and the [AP](#) (3/22) also cover this story.

#### Report: Despite Improvement, California Districts Lagging On Racial Discipline Disparities.

[EdSource](#) (3/21) reports that according to a new report from the group Fight Crime, Invest in Kids, despite California's reputation for "holding school districts accountable for their suspension rates," some "districts are still lagging considerably when it comes to addressing suspension disparities among specific groups of students and supporting alternatives to traditional discipline."

### **Gallup Poll: Most US Teachers Support Gun Control, Don't Want To Carry In School.**

[NPR](#) (3/22) reports that according to a new Gallup poll, “nearly three-fourths of U.S. teachers do not want to carry guns in school, and they overwhelmingly favor gun control measures over security steps meant to ‘harden’ schools.” Teachers “were asked in an open-ended question to name one thing that could be done to prevent U.S. school shootings. One-third named gun control or stricter gun laws, the most popular response.” Only 7% of respondents “mentioned arming teachers.” “In a separate question, just 1 in 5 teachers agreed that arming teachers and staff members would make schools safer...while 58 percent said it would make schools less safe.”

### **Commentary: School Resource Officers Require Training In Violence Prevention.**

In a piece for [The Conversation \(US\)](#) (3/22), Elizabeth Englander, the director of the Massachusetts Aggression Reduction Center at Bridgewater State University, writes that the presence of school resource officers “can literally save lives and avert tragedy.” However, a school resource officer’s success is founded in proactive prevention efforts, she writes. “Stopping school violence before it ever begins relies heavily on the training that school resource officers, commonly referred to as SROs, receive or don’t receive.” Englander laments a lack of state or national training standards for resource officers, and says that what training there is “tends to focus on legal issues or school security, as opposed to other things like de-escalation techniques, bullying and cyberbullying, child development, symptoms of trauma, or educational issues, such as working with children with special needs.”

### **After Parkland Massacre, Some NRA Strongholds Considering Gun Law Reform.**

[Reuters](#) (3/22) reports that Vermont Gov. Phil Scott, whose state “has a reputation as a pro-gun stronghold.” says the school shooting in Parkland, Florida “jolted” him “into a new willingness to consider limiting access to guns ‘by those who shouldn’t have them.’ ... It was a remarkable turnabout for a Republican governor with a 93 percent approval rating from the National Rifle Association (NRA) gun rights advocacy group in an otherwise politically liberal state with some of America’s most permissive gun laws.”

### **Michigan House Passes Cyberbullying Bill.**

The [AP](#) (3/22) reports a bill “criminally defining threatening behavior specifically on the internet for the first time” has passed the Michigan state House, saying that the bill “describes cyberbullying as ‘harassing or intimidating behavior.’” Should the bill pass, “Michigan would join the growing ranks of states moving to criminalize the evolving mediums for bullying. In 2016, Michigan was ranked last by WalletHub’s analysis on which states are most adept at controlling bullying.”

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### **Key New Mexico Legislators Call For School Safety Task Force.**

The [AP](#) (3/22) reports that on Thursday a number of “New Mexico’s most influential lawmakers” called for a school safety task force “after hearing from top law enforcement officers and administrators from a district where two students were shot and killed in December.”

### **New Project Aims To Promote Digital Media Literacy To Arm Students Against Fake News.**

[Education Week](#) (3/22) reports that “in the wake of Russian meddling in



the 2016 presidential election and the proliferation of fake news all over the internet,” there is an increased focus on “educating young people on how to judge the accuracy of the information they encounter online.” To this end, a new project called MediaWise will use a \$3 million grant from Google to “join the fight against fake news, partnering with the nonprofit journalism school Poynter Institute and the Stanford Graduate School of Education to create a curriculum and videos that train middle and high school students to become smarter consumers of online news. The goal is to reach a million students, half from low-income communities.”

#### **PSU Students Work In Community Classrooms On Technological Literacy.**

The [Joplin \(MO\) Globe](#) (3/22, Younker) reports on a “new partnership” between Pittsburg State University and community schools which is “ensuring that young schoolchildren are introduced to science, technology, engineering, and math fields.” Students enrolled in the “relatively new minor in technological literacy” at PSU “are tasked with building skills and strategies to implement STEM activities in their future classrooms, and they’re spending the academic year testing those activities in actual classrooms in Pittsburg schools.” The article describes experiences of elementary school students befitting from the program

#### **Georgia Tech, Honeywell Announce New Partnership.**

The [Atlanta Journal-Constitution](#) (3/22) reports that Georgia Tech and the Honeywell company “announced Thursday a partnership” in which “teachers will have access to Georgia Tech’s computing research and Honeywell engineers, who will serve as mentors and coaches.” The partnership aims “to provide advanced teaching techniques to select middle and high school teachers in metro Atlanta in science, technology, engineering, and math.” The article provides detail on the planned partnership.

#### **Ohio Moves Toward Eliminating Use Of Test Scores In Teacher Ratings.**

The [Cleveland Plain Dealer](#) (3/22, O'Donnell) says the Ohio Senate voted Wednesday on a bill that “calls for eliminating use of test scores as a percentage..of a teacher’s rating each year.” Although the bill still needs House approval, the article says it is “a major step toward moving Ohio’s teacher rating system to a new method proposed last spring by State Superintendent Paolo DeMaria and a panel of educators.”

#### **Oklahoma Union Proposes Alternative Funding For Teachers, Threatens Strike.**

The [Oklahoman](#) (3/22, Felder) says the Oklahoma Education Association has called for teachers strike “if more than \$800 million in funding demands are not met for next fiscal year.” The union’s executive director, David DuVall, said, “If the Legislature is unable (to pass a funding measure) we are ready to roll one out.” The article provides background on the debate in the state legislature over “how to fund a teacher pay raise,” and the views of the union.

### New Study Finds Relocation Strongest Predictor Of Diversity Among Teachers.

[Education Week](#) (3/22, Will) reports that a new analysis published by the Brookings Institution found that “offering relocation assistance is the strongest predictor of a more diverse teacher workforce,” followed by “student loan forgiveness, bonuses for excellence in teaching, and bonuses for teaching in less desirable locations.” The article provides detail on the report’s findings.

## FROM NASSP

### Students Asked to Dream, Lead, Serve

National Student Leadership Week (NSLW)—an annual celebration of the significant contributions student leaders make in schools and communities—will be celebrated April 15–21. The 2018 theme is “Make Your Mark on the World: Dream. Lead. Serve.” This year, student councils and Honor Society chapters have an enticing incentive to bring the theme to life. Up to 12 micro-grants of \$250 will be awarded to schools that successfully pitch their concept for a “dream” service project. To participate, councils and chapters need to post their pitch on social media using #OurDream18 between April 1 and 30.

Complete contest rules, as well as other ideas and resources to celebrate NSLW, can be found on the NASSP student programs’ websites: [www.NatStuCo.org/nslw](http://www.NatStuCo.org/nslw), [www.nhs.us/nslw](http://www.nhs.us/nslw), or [www.njhs.us/nslw](http://www.njhs.us/nslw).

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## EDUCATION POLICY

### Spending Bill Omits Administration Education Proposals.

The [Washington Post](#) (3/21, Balingit, Douglas-Gabriel) reports the \$1.3 trillion omnibus spending bill passed by the House this week “dealt a blow to Education Secretary Betsy DeVos’s school choice agenda in a tentative spending bill released late Wednesday, rejecting her attempt to spend more than \$1 billion promoting choice-friendly policies and private school vouchers.” The measure “includes a \$3.9 billion boost for the Education Department,” whereas “DeVos had sought to cut Education Department funding by \$3.6 billion — about 5 percent.” DeVos, the Post reports, “wanted to eliminate money for after-school programs for needy youth and ax a grant program that helps low-income students go to college in favor of spending more than \$1 billion to promote charter schools, magnet schools and private school vouchers.” The Post reports ED Press Secretary Liz Hill “said the secretary was disappointed Congress rejected her efforts to expand school choice,” quoting Hill saying, “Too many students are stuck in a school that isn’t meeting their needs, through no fault of their own. We must end the system that forces students into schools based on their Zip code or family income.” [The Hill](#) (3/22, Delk) runs a report based on the Post’s article.

[CNN](#) (3/22) reports that the \$1.3 trillion omnibus spending bill that cleared the House this week omits “some

significant proposals championed by Education Secretary Betsy DeVos and President Donald Trump.” The administration’s education budget proposal “would have cut the Education Department’s budget by \$3.6 billion and funneled more than \$1 billion toward private school vouchers and other school choice plans. But lawmakers rejected a number of those proposals, including slashing funding for the department’s Office for Civil Rights, halving federal work study programs and spending \$250 million on a private school choice program.”

The [Chronicle of Higher Education](#) (3/22) reports the budget includes “an additional \$8.5 million for the Office for Civil Rights; a \$175 expansion in the size of the maximum Pell Grant; a \$107-million rise for the Supplemental Education Opportunity Grant program; and a \$140-million lift in the Federal Work-Study program.” The piece also says “historically black colleges would see a 14-percent increase in federal dollars, and the bill would triple the money for campus child care.”

**Education Research Programs To Get Boost.** [Education Week](#) (3/22) reports though “education research programs across several agencies have faced cuts and consolidations this year,” the spending bill “rejects cuts in favor of some modest increases to federal education research and data.” The Institute of Education Sciences “would get \$613.5 million, up \$8 million from fiscal 2017. The budget agreement would provide \$192.7 million for research and dissemination and \$109.5 million for the National Center for Education Statistics; both small increases over the current budget, but below the White House’s requests.”

**Bill Includes Funding Increase For HBCUs.** [Diverse Education](#) (3/22) reports the bill includes a 14% increase in funding for historically black colleges and universities of \$5 million. The piece reports the funding comes after “strong advocacy by U.S. Senators Kamala Harris and Doug Jones,” who “sent a letter with 12 of their colleagues to committee chairman Roy Blunt, R-Mo., and ranking member Patty Murray, D-Wa., of the Senate Appropriations Subcommittee on Labor, Health and Human Services, Education, and Related Agencies. The letter requested that the upcoming omnibus spending bill contain a restoration and increase in federal support for HBCUs.”

**Bill Contains Language Barring Changes To ED Budget Office.** The [Washington Post](#) (3/22, Strauss) reports Congress inserted language in the spending bill barring changes to ED’s budget service. The Post provides the relevant passage, saying “legislators are essentially accusing DeVos of making structural changes to her budget office — part of a major reorganization of the entire department — without telling them the details.”

**Spending Bill Raises Pell Grant, Boosts Funding To Higher Education Programs.** [Inside Higher Ed](#) (3/22) reports the bill “raises the maximum Pell Grant by \$175, includes an additional \$3 billion for the National Institutes of Health as well as increased funds for the National Science Foundation, and provides \$152.8 million for the National Endowment for the Humanities, which President Trump had sought to eliminate.” The plan also “includes about \$350 million in funding to address eligibility for the Public Service Loan Forgiveness program.”

**Bill Fully Funds DC Tuition Assistance Grant.** The [Washington Post](#) (3/22, Douglas-Gabriel) reports the bill provides “full federal funding for a tuition aid initiative that helps D.C. residents attend college, rejecting a White House bid to cut support for the popular DC Tuition Assistance Grant.” Appropriators allotted \$40 million for the program, which “gives District students — who don’t have access to a robust in-state university system — affordable college options.”

**Bill Preserves Title II Funding.** [Education Week](#) (3/22) reports the bill preserves \$2 billion in funding for Title II teacher development programs “despite President Donald Trump’s proposal to eliminate the program entirely.” The Trump administration argued that the program is ineffective, but “the proposal to eliminate Title II sparked backlash among the education community,” with advocates saying “state and district leaders are working to improve professional development, in large part due to the Every Student Succeeds Act, which calls for PD Programs to be evidence-based.”

## HIGHER EDUCATION



### WSJournal Analysis: Companies Decreasing Reliance On Degrees In Hiring.

The [Wall Street Journal](#) (3/22, Belkin, Subscription Publication) reports that despite long-standing federal policy seeking to increase the number of people getting four-year college degrees, employers say that such schools aren't teaching critical thinking or keeping up with technology changes to teach the skills students will need in the business world. As a results, companies are increasingly hiring workers not based on their degrees but on what they can do or what the company believes can be taught to them.

### Wisconsin Students Stage "Save Our Majors" Protest.

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## THURSDAY'S LEAD STORIES

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Fri, 23 Mar 2018 05:37:46 -0600 (MDT)  
Subject: Parkland Superintendent Introduces New Security Measures Including Clear Backpacks  
To: <eric.spencer@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Eric Spencer

Friday, March 23, 2018

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#### Parkland Superintendent Introduces New Security Measures Including Clear Backpacks.

The [Washington Post](#) (3/22, Heim) reports on a number of security measures that Broward County Schools Superintendent Robert Runcie detailed in a letter to students at Marjory Stoneman Douglas High School this week, including the requirement that all backpacks be clear. Moreover, "students and staff will have to wear identification badges at all times on campus." There will also be an increased security presence and "the district is considering using metal detecting wands and installing permanent metal detectors." However, "the requirement that they use clear plastic backpacks did not sit well with many teens, said Jenna Korsten, a Stoneman Douglas senior."

[USA Today](#) (3/22, Miller) reports Runcie's letter said "students will be provided the backpacks for free." The security measures also include "locking classroom doors at all times and evaluating active shooter training." Students "pushed back against their new backpack requirements on social media, repeating their calls for stricter gun laws instead." [The Hill](#) (3/22, Samuels) and the [AP](#) (3/22) also cover this story.

#### Report: Despite Improvement, California Districts Lagging On Racial Discipline Disparities.

[EdSource](#) (3/21) reports that according to a new report from the group Fight Crime, Invest in Kids, despite California's reputation for "holding school districts accountable for their suspension rates," some "districts are still lagging considerably when it comes to addressing suspension disparities among specific groups of students and supporting alternatives to traditional discipline."

### **Gallup Poll: Most US Teachers Support Gun Control, Don't Want To Carry In School.**

[NPR](#) (3/22) reports that according to a new Gallup poll, “nearly three-fourths of U.S. teachers do not want to carry guns in school, and they overwhelmingly favor gun control measures over security steps meant to ‘harden’ schools.” Teachers “were asked in an open-ended question to name one thing that could be done to prevent U.S. school shootings. One-third named gun control or stricter gun laws, the most popular response.” Only 7% of respondents “mentioned arming teachers.” “In a separate question, just 1 in 5 teachers agreed that arming teachers and staff members would make schools safer...while 58 percent said it would make schools less safe.”

### **Commentary: School Resource Officers Require Training In Violence Prevention.**

In a piece for [The Conversation \(US\)](#) (3/22), Elizabeth Englander, the director of the Massachusetts Aggression Reduction Center at Bridgewater State University, writes that the presence of school resource officers “can literally save lives and avert tragedy.” However, a school resource officer’s success is founded in proactive prevention efforts, she writes. “Stopping school violence before it ever begins relies heavily on the training that school resource officers, commonly referred to as SROs, receive or don’t receive.” Englander laments a lack of state or national training standards for resource officers, and says that what training there is “tends to focus on legal issues or school security, as opposed to other things like de-escalation techniques, bullying and cyberbullying, child development, symptoms of trauma, or educational issues, such as working with children with special needs.”

### **After Parkland Massacre, Some NRA Strongholds Considering Gun Law Reform.**

[Reuters](#) (3/22) reports that Vermont Gov. Phil Scott, whose state “has a reputation as a pro-gun stronghold.” says the school shooting in Parkland, Florida “jolted” him “into a new willingness to consider limiting access to guns ‘by those who shouldn’t have them.’ ... It was a remarkable turnabout for a Republican governor with a 93 percent approval rating from the National Rifle Association (NRA) gun rights advocacy group in an otherwise politically liberal state with some of America’s most permissive gun laws.”

### **Michigan House Passes Cyberbullying Bill.**

The [AP](#) (3/22) reports a bill “criminally defining threatening behavior specifically on the internet for the first time” has passed the Michigan state House, saying that the bill “describes cyberbullying as ‘harassing or intimidating behavior.’” Should the bill pass, “Michigan would join the growing ranks of states moving to criminalize the evolving mediums for bullying. In 2016, Michigan was ranked last by WalletHub’s analysis on which states are most adept at controlling bullying.”

Advertisement

### **Key New Mexico Legislators Call For School Safety Task Force.**

The [AP](#) (3/22) reports that on Thursday a number of “New Mexico’s most influential lawmakers” called for a school safety task force “after hearing from top law enforcement officers and administrators from a district where two students were shot and killed in December.”

### **New Project Aims To Promote Digital Media Literacy To Arm Students Against Fake News.**

[Education Week](#) (3/22) reports that “in the wake of Russian meddling in



the 2016 presidential election and the proliferation of fake news all over the internet," there is an increased focus on "educating young people on how to judge the accuracy of the information they encounter online." To

this end, a new project called MediaWise will use a \$3 million grant from Google to "join the fight against fake news, partnering with the nonprofit journalism school Poynter Institute and the Stanford Graduate School of Education to create a curriculum and videos that train middle and high school students to become smarter consumers of online news. The goal is to reach a million students, half from low-income communities."

#### **PSU Students Work In Community Classrooms On Technological Literacy.**

The [Joplin \(MO\) Globe](#) (3/22, Younker) reports on a "new partnership" between Pittsburg State University and community schools which is "ensuring that young schoolchildren are introduced to science, technology, engineering, and math fields." Students enrolled in the "relatively new minor in technological literacy" at PSU "are tasked with building skills and strategies to implement STEM activities in their future classrooms, and they're spending the academic year testing those activities in actual classrooms in Pittsburg schools." The article describes experiences of elementary school students befitting from the program

#### **Georgia Tech, Honeywell Announce New Partnership.**

The [Atlanta Journal-Constitution](#) (3/22) reports that Georgia Tech and the Honeywell company "announced Thursday a partnership" in which "teachers will have access to Georgia Tech's computing research and Honeywell engineers, who will serve as mentors and coaches." The partnership aims "to provide advanced teaching techniques to select middle and high school teachers in metro Atlanta in science, technology, engineering, and math." The article provides detail on the planned partnership.

#### **Ohio Moves Toward Eliminating Use Of Test Scores In Teacher Ratings.**

The [Cleveland Plain Dealer](#) (3/22, O'Donnell) says the Ohio Senate voted Wednesday on a bill that "calls for eliminating use of test scores as a percentage..of a teacher's rating each year." Although the bill still needs House approval, the article says it is "a major step toward moving Ohio's teacher rating system to a new method proposed last spring by State Superintendent Paolo DeMaria and a panel of educators."

#### **Oklahoma Union Proposes Alternative Funding For Teachers, Threatens Strike.**

The [Oklahoman](#) (3/22, Felder) says the Oklahoma Education Association has called for teachers strike "if more than \$800 million in funding demands are not met for next fiscal year." The union's executive director, David DuVall, said, "If the Legislature is unable (to pass a funding measure) we are ready to roll one out." The article provides background on the debate in the state legislature over "how to fund a teacher pay raise," and the views of the union.

### New Study Finds Relocation Strongest Predictor Of Diversity Among Teachers.

[Education Week](#) (3/22, Will) reports that a new analysis published by the Brookings Institution found that “offering relocation assistance is the strongest predictor of a more diverse teacher workforce,” followed by “student loan forgiveness, bonuses for excellence in teaching, and bonuses for teaching in less desirable locations.” The article provides detail on the report’s findings.

## FROM NASSP

### Students Asked to Dream, Lead, Serve

National Student Leadership Week (NSLW)—an annual celebration of the significant contributions student leaders make in schools and communities—will be celebrated April 15–21. The 2018 theme is “Make Your Mark on the World: Dream. Lead. Serve.” This year, student councils and Honor Society chapters have an enticing incentive to bring the theme to life. Up to 12 micro-grants of \$250 will be awarded to schools that successfully pitch their concept for a “dream” service project. To participate, councils and chapters need to post their pitch on social media using #OurDream18 between April 1 and 30.

Complete contest rules, as well as other ideas and resources to celebrate NSLW, can be found on the NASSP student programs’ websites: [www.NatStuCo.org/nslw](http://www.NatStuCo.org/nslw), [www.nhs.us/nslw](http://www.nhs.us/nslw), or [www.njhs.us/nslw](http://www.njhs.us/nslw).

Connect with NASSP:   

## EDUCATION POLICY

### Spending Bill Omits Administration Education Proposals.

The [Washington Post](#) (3/21, Balingit, Douglas-Gabriel) reports the \$1.3 trillion omnibus spending bill passed by the House this week “dealt a blow to Education Secretary Betsy DeVos’s school choice agenda in a tentative spending bill released late Wednesday, rejecting her attempt to spend more than \$1 billion promoting choice-friendly policies and private school vouchers.” The measure “includes a \$3.9 billion boost for the Education Department,” whereas “DeVos had sought to cut Education Department funding by \$3.6 billion — about 5 percent.” DeVos, the Post reports, “wanted to eliminate money for after-school programs for needy youth and ax a grant program that helps low-income students go to college in favor of spending more than \$1 billion to promote charter schools, magnet schools and private school vouchers.” The Post reports ED Press Secretary Liz Hill “said the secretary was disappointed Congress rejected her efforts to expand school choice,” quoting Hill saying, “Too many students are stuck in a school that isn’t meeting their needs, through no fault of their own. We must end the system that forces students into schools based on their Zip code or family income.” [The Hill](#) (3/22, Delk) runs a report based on the Post’s article.

[CNN](#) (3/22) reports that the \$1.3 trillion omnibus spending bill that cleared the House this week omits “some

significant proposals championed by Education Secretary Betsy DeVos and President Donald Trump.” The administration’s education budget proposal “would have cut the Education Department’s budget by \$3.6 billion and funneled more than \$1 billion toward private school vouchers and other school choice plans. But lawmakers rejected a number of those proposals, including slashing funding for the department’s Office for Civil Rights, halving federal work study programs and spending \$250 million on a private school choice program.”

The [Chronicle of Higher Education](#) (3/22) reports the budget includes “an additional \$8.5 million for the Office for Civil Rights; a \$175 expansion in the size of the maximum Pell Grant; a \$107-million rise for the Supplemental Education Opportunity Grant program; and a \$140-million lift in the Federal Work-Study program.” The piece also says “historically black colleges would see a 14-percent increase in federal dollars, and the bill would triple the money for campus child care.”

**Education Research Programs To Get Boost.** [Education Week](#) (3/22) reports though “education research programs across several agencies have faced cuts and consolidations this year,” the spending bill “rejects cuts in favor of some modest increases to federal education research and data.” The Institute of Education Sciences “would get \$613.5 million, up \$8 million from fiscal 2017. The budget agreement would provide \$192.7 million for research and dissemination and \$109.5 million for the National Center for Education Statistics; both small increases over the current budget, but below the White House’s requests.”

**Bill Includes Funding Increase For HBCUs.** [Diverse Education](#) (3/22) reports the bill includes a 14% increase in funding for historically black colleges and universities of \$5 million. The piece reports the funding comes after “strong advocacy by U.S. Senators Kamala Harris and Doug Jones,” who “sent a letter with 12 of their colleagues to committee chairman Roy Blunt, R-Mo., and ranking member Patty Murray, D-Wa., of the Senate Appropriations Subcommittee on Labor, Health and Human Services, Education, and Related Agencies. The letter requested that the upcoming omnibus spending bill contain a restoration and increase in federal support for HBCUs.”

**Bill Contains Language Barring Changes To ED Budget Office.** The [Washington Post](#) (3/22, Strauss) reports Congress inserted language in the spending bill barring changes to ED’s budget service. The Post provides the relevant passage, saying “legislators are essentially accusing DeVos of making structural changes to her budget office — part of a major reorganization of the entire department — without telling them the details.”

**Spending Bill Raises Pell Grant, Boosts Funding To Higher Education Programs.** [Inside Higher Ed](#) (3/22) reports the bill “raises the maximum Pell Grant by \$175, includes an additional \$3 billion for the National Institutes of Health as well as increased funds for the National Science Foundation, and provides \$152.8 million for the National Endowment for the Humanities, which President Trump had sought to eliminate.” The plan also “includes about \$350 million in funding to address eligibility for the Public Service Loan Forgiveness program.”

**Bill Fully Funds DC Tuition Assistance Grant.** The [Washington Post](#) (3/22, Douglas-Gabriel) reports the bill provides “full federal funding for a tuition aid initiative that helps D.C. residents attend college, rejecting a White House bid to cut support for the popular DC Tuition Assistance Grant.” Appropriators allotted \$40 million for the program, which “gives District students — who don’t have access to a robust in-state university system — affordable college options.”

**Bill Preserves Title II Funding.** [Education Week](#) (3/22) reports the bill preserves \$2 billion in funding for Title II teacher development programs “despite President Donald Trump’s proposal to eliminate the program entirely.” The Trump administration argued that the program is ineffective, but “the proposal to eliminate Title II sparked backlash among the education community,” with advocates saying “state and district leaders are working to improve professional development, in large part due to the Every Student Succeeds Act, which calls for PD Programs to be evidence-based.”

## HIGHER EDUCATION

### WSJournal Analysis: Companies Decreasing Reliance On Degrees In Hiring.

The [Wall Street Journal](#) (3/22, Belkin, Subscription Publication) reports that despite long-standing federal policy seeking to increase the number of people getting four-year college degrees, employers say that such schools aren't teaching critical thinking or keeping up with technology changes to teach the skills students will need in the business world. As a results, companies are increasingly hiring workers not based on their degrees but on what they can do or what the company believes can be taught to them.

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From: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>  
Sent Date: Wed, 14 Mar 2018 12:19:37 -0600 (MDT)  
Subject: Photo  
To: "Adam Amador" <Adam.Amador@CarlsbadSchools.net>

---

I posted a photo of the small group that "protested" on the library FB page. A reporter from the Current Argus saw it and would like to use it in the paper. Do I have your permission? The post just said "We stand with our country in memory of the 17 students killed in Florida along with the many other students killed in senseless violence in schools. We stand with our country asking for help to keep our students safe." (NO gun control mentioned!) The picture is from the 3<sup>rd</sup> floor, so faces aren't visible at all.

Thank you.

Lorie

**LORIE MITCHELL**

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From: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>  
Sent Date: Mon, 29 Jan 2018 08:37:21 -0700 (MST)  
Subject: PO request - GO BOND 2018 Jappleseed  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:CMS Libraries Purchase Order Request - Jappleseed GO BOND 2018.xlsx (18.99k) Copy of CARLSBAD MONTERRERY JAM JAN 18 ALPHABET FOR PO.xlsm (4.98 MB)

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THANK YOU!!

Juhree

From: "SP&M Weekly Update" <SchoolPlanning&Mgmt@1105direct.com>  
Sent Date: Thu, 22 Feb 2018 08:01:06 -0700 (MST)  
Subject: Poll of Top Priorities for 2018 Has Education at No. 2  
To: <don.owen@carlsbad.k12.nm.us>

This email can be viewed as a [web page](#).



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## In the News

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### **New Poll of Top Priorities for 2018 Has Education at No. 2**

*Valerie Strauss – The Washington Post – January 25, 2018*

Washington, D.C. – A new poll of American adults released by the Washington-based Pew Research Center shows that the economy is not the No. 1 public priority for 2018. Fighting terrorism is No. 1, and No. 2 is improving education. Other issues, which had been less prominent public priorities in the past, have grown in importance.

### **Students Plan Protests, Washington March, to Demand Gun Control**

*Zachary Fagenson – REUTERS – February 18, 2018*

Parkland, Fla. – Stunned by the deadliest high school shooting in U.S. history, students mobilized across the country on Sunday to organize rallies and a national walkout in support of stronger gun laws, challenging politicians they say have failed to protect them.

## Construction Project News

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### **AISD Career + Technical Center Dedicated**

On Feb. 10th, the Arlington, Texas, Independent School District held a dedication ceremony for their new Dan Dipert Career + Technical Center. This world class facility opened August 2017 and provides coursework centered on specific career and technical professions like animation, automotive technology, broadcasting, cosmetology, graphic design, and law enforcement.

[» Read More](#)

### **New School to Connect Preschoolers with Nature**

Construction started Feb. 15 on a new nature-based preschool facility for the Environmental Nature Center (ENC), in Newport Beach, Calif., designed to create a hands-on, outdoor learning environment and demonstrate sustainable values for preschool students.

[» Read More](#)

### **Renovation Begins at Connecticut High School**

Nonnewaug High School (Region 14) recently kicked off their renovation with a traditional groundbreaking ceremony. The \$63.8-million project involves a 145,000-square-foot renovation of the school facility.

[» Read More](#)

## Also of Interest

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### Rainwater Harvesting Made Easy

*Jessica Molter*

Incorporating a rainwater harvesting system on your campus for irrigation is, conceptually, simple. However, a well-intentioned concept can easily turn into a complex and expensive system that is difficult and expensive to maintain. An easy solution to incorporate rainwater harvesting is to limit the scope.

### Paying for Personalized Learning

*By Dian Schaffhauser*

Just how much does it cost to set up a personalized learning plan for an entire school, and is it really sustainable? Could a typical school budget cover the expense — and what would happen if budget cuts had to be made?

## Featured Topic

---

### **CPTED**

Crime Prevention Through Environmental Design (CPTED) can reduce the opportunities for crime to occur by focusing on physical design features that discourage crime, while encouraging legitimate use of the environment.

Learn more about [CPTED](#) and how to create a safer, healthier environment for students and staff.

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From: "Connie Voisine" <cvoisine@nmsu.edu>  
Sent Date: Fri, 16 Feb 2018 11:40:19 -0700 (MST)  
Subject: Re: Faculty-talk Thoughts and prayers and change  
To: <faculty-talk@nmsu.edu>

Attachments:image001.jpg (1.77k)

---

This is from Senator Chris Murphy (CT)'s recent letter about organizations working for better gun control:

"There is no more important time than right now -- when people are actually talking about this issue -- to help make stronger the organizations who are leading the fight for change. Your support matters. It makes a difference. So I am asking:  
[Can I count on you to split a \\$5 donation between the Newtown Action Alliance, Gabby Giffords' gun violence prevention organization, Everytown, and the Brady Campaign to Prevent Gun Violence today?](#)

The gun lobby is huge and they are powerful. They have a decades-long head start on all of us."

Connie

On Fri, Feb 16, 2018 at 10:58 AM, C Voisine <[connie.voisine@gmail.com](mailto:connie.voisine@gmail.com)> wrote:

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"There is no more important time than right now -- when people are actually talking about this issue -- to help make stronger the organizations who are leading the fight for change. Your support matters. It makes a difference. So I am asking:  
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Connie

On Fri, Feb 16, 2018 at 10:36 AM, Jennifer Smith <[jdfrazier@nmsu.edu](mailto:jdfrazier@nmsu.edu)> wrote:

Christine...Thank you for something positive & action promoting.

Andres...Thank you for the information on how to unsubscribe. I will be doing that shortly.

My husband is employed in law enforcement. I know a plethora of individuals who make the tough sacrifices daily to serve honorably as police officers, military personnel, border patrol agents, etc. They are the reason that we have the freedom to even be able to send emails such as these and express our views no matter if we are offended by the views or agree with views expressed within these emails.

Sent from my Verizon Wireless 4G LTE DROID

On Feb 16, 2018 10:18 AM, Christine Spurny <[cspurny@nmsu.edu](mailto:cspurny@nmsu.edu)> wrote:

Hello, Spencer –

Here is some information in response to the questions you asked regarding local/state efforts.

- **Las Cruces High school students** in partnership with New Mexicans to Prevent Gun Violence wrote a memorial that asks for “research on how to prevent school shootings and teenage suicide by firearms.” On February 14<sup>th</sup>, the New Mexico Senate passed Memorial 8 (25-11) to address these serious issues. Senator Steinborn was the sponsor.

- There will be an all-day meeting on **March 2, 2018** held by the **New Mexico Injury Prevention Coalition** (NMIPC): *Protecting New Mexico’s Families and Communities – A Public Health Approach to Gun Violence Prevention*. The event flyer is attached for your consideration.

Best,

Chris

---

**Christine Spurny, MPH**

Research Associate, Crimson Research

Instructor, Department of Public Health Sciences

College of Health and Social Services

New Mexico State University

[cspurny@nmsu.edu](mailto:cspurny@nmsu.edu) ~ Ph: (575) 646-6405

[health.nmsu.edu/crimson-research](http://health.nmsu.edu/crimson-research)

---

**From:** Faculty-talk [mailto:[faculty-talk-bounces@lists.nmsu.edu](mailto:faculty-talk-bounces@lists.nmsu.edu)] **On Behalf Of** Daniel Vega-Albela  
**Sent:** Friday, February 16, 2018 9:23 AM  
**To:** Philip Braker <[pbraker@nmsu.edu](mailto:pbraker@nmsu.edu)>; Inigo Garcia-Bryce <[igarciab@ad.nmsu.edu](mailto:igarciab@ad.nmsu.edu)>  
**Cc:** faculty-talk <[faculty-talk@lists.nmsu.edu](mailto:faculty-talk@lists.nmsu.edu)>; Leonard Lauriault <[lmlaur@ad.nmsu.edu](mailto:lmlaur@ad.nmsu.edu)>  
**Subject:** Re: Faculty-talk Thoughts and prayers and change

Philip,

To blame first person shooter video games, social media and enhanced violent graphics in movies for what is happening today is also an easy way out.

Also, "absolute moral values?" What does that even mean?

I dare say absolute moral values are probably more likely to engender fanaticism than embracing the fact that absolute moral values may very well be an oxymoron.

The problem with this so called discussion is that we have fallen prey to two factors that unfortunately have dumbed down the discussion to its lowest-common denominator: 1) We have embraced the notion that America is tantamount to the Second Amendment, and we talk about the Second Amendment as we do about most things, from a completely ahistorical perspective. The Second Amendment is not America. Nothing could be farther from the truth. 2) We have fallen prey to an embarrassingly insular attitude regarding guns and gun control and seem to be wholly incapable of even contemplating the idea of simply looking at what other nations have done to address the very real and serious issue of random gun violence - because we are America, the Exceptional State. We are the exception to every rule. And by God, we are apparently willing to take the high road to hell because... America.

How about looking at the blatant disregard for human life displayed on a daily basis by the different agencies that are supposed to be in charge of keeping us safe - Police, Army, etc.?

You don't think that has anything to do with this "shoot them all and let God sort them out attitude?"

You don't think that the fact that CBP officers can shoot innocent bystanders across the southern border of the US for shits and giggles and not have to worry about any consequences might have to do anything with this mentality?



You don't think that the fact that adults for the most part are wholly incapable of communicating normally with one another, let alone their children, has anything to do with a generalized feeling of alienation on the part of many kids growing up today?

And lastly, Iñigo was simply using a simile. And I agree. As Assimov stated in his trilogy, Foundation, violence is the last recourse of the incompetent. Guns are barbaric and should have no place in civilized society.

We get the gold medal for incompetence.

Respectfully,

D.

---



Daniel Vega-Albela

Associate Professor of Music,

New Mexico State University

Violinist,

La Catrina String Quartet

<http://www.lacatrinaquartet.com>

Office Phone: [575-646-5432](tel:575-646-5432)

---

**From:** Faculty-talk <[faculty-talk-bounces@lists.nmsu.edu](mailto:faculty-talk-bounces@lists.nmsu.edu)> on behalf of Philip Braker <[pbraker@nmsu.edu](mailto:pbraker@nmsu.edu)>  
**Sent:** Thursday, February 15, 2018 9:16 PM  
**To:** Inigo Garcia-Bryce  
**Cc:** faculty-talk; Leonard Lauriault  
**Subject:** Re: Faculty-talk Thoughts and prayers and change

I'm not saying there isn't a problem but semi-automatic weapons have been around for over 100 years. The high school where used to live was built in the 1970s and has a shooting range in the basement of the gymnasium. Target practice used to be a part of the structured Phy-Ed class. To blame the availability of guns for the current phenomenon is the easy way out. How about we look at other social changes that have happened in the last 10 to 15 years that may have a greater impact like the rise of graphic first person shooter games being marketed to kids, the heightened graphics in movies, the amplified ability of kids to bully in a very public forum. the absence of moral absolutes in our society. ...

I, much like Spencer, have one gun in my house that was given to by my father and hasn't been used in many years. I've never even thought about joining the NRA. That said I am not convinced that guns that have been around for over 100 years are now the problem all of a sudden. By keeping the focus on the ownership of guns we are probably missing the real root cause. And comparing gun ownership to genital mutilation is very offensive to many people myself included.

That is why using the Faculty Talk list serve is probably not the place to have this conversation.

Respectfully

Philip Braker

---

**From:** Inigo Garcia-Bryce [<mailto:igarciab@ad.nmsu.edu>]  
**Sent:** Thursday, February 15, 2018 8:54 PM  
**To:** Philip Braker <[pbraker@nmsu.edu](mailto:pbraker@nmsu.edu)>  
**Cc:** Leonard Lauriault <[lm1aur@ad.nmsu.edu](mailto:lm1aur@ad.nmsu.edu)>; faculty-talk <[faculty-talk@lists.nmsu.edu](mailto:faculty-talk@lists.nmsu.edu)>  
**Subject:** Re: Faculty-talk Thoughts and prayers and change

Children are being murdered. Something is deeply wrong with our culture.

Inigo

Sent from my iPhone

On Feb 15, 2018, at 22:36, Philip Braker <[pbraker@nmsu.edu](mailto:pbraker@nmsu.edu)> wrote:

Ok please take me off this list or stop making politically polarizing statements. Comparing gun ownership to genital mutilation is way beyond acceptable.

Respectfully

Philip Braker

---

**From:** Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] **On Behalf Of** Inigo Garcia-Bryce

**Sent:** Thursday, February 15, 2018 8:07 PM

**To:** Leonard Lauriault <[lm1aur@ad.nmsu.edu](mailto:lm1aur@ad.nmsu.edu)>

**Cc:** faculty-talk <[faculty-talk@lists.nmsu.edu](mailto:faculty-talk@lists.nmsu.edu)>

**Subject:** Re: Faculty-talk Thoughts and prayers and change

Thank you Spencer, for starting this conversation.

I have the fortune of having been raised bilingual and bicultural. One of the greatest lessons and skills acquired from such a background is the ingrained knowledge that any set of cultural values is quite relative when one is able to look at it from an outside vantage point. I grew up in a country with many problems but whose people did not consider gun ownership to be an inalienable right. Nothing short of changing this ingrained belief will solve the current crisis. Hopefully it will one day be considered an ancient and barbaric custom, akin the way we think of genital mutilation. I am very skeptical that this will happen within our lives. If there is any optimism in my contribution it is the fact that we can question our most deeply held values when they have become dangerous.

Iñigo García-Bryce

Sent from my iPhone

On Feb 15, 2018, at 19:16, Leonard Lauriault <[lm1aur@ad.nmsu.edu](mailto:lm1aur@ad.nmsu.edu)> wrote:

I agree that something needs to be done.

First of all, the gun control laws that are already in place must be followed and enforced.

Our local schools keep the doors locked against entry and have done so for some time. You have to be buzzed in by someone who can see you. You can bet that a student who has been suspended would not be allowed in because they are not to be on school grounds at all.

Another option, suggested by my brother-in-law would be to hire veterans or retired police officers for school security.

Finally, I agree with the DA in Florida who encouraged parents to know what their children are doing with their electronics and their mood. Hindsight in this and many similar situations reveals a bullied teen who had other emotional issues. Now, admittedly, my first question when I heard that an 18 or 19 year old in Florida had an AR-15 was, "How in the world did he get that gun and what were his parents doing?" You're statement about talking to your children is the first place to start.

I know this doesn't guarantee against everything, but it might minimize the tragedy.

<image001.jpg>

Mr. Leonard Lauriault, Certified Forage and Grassland Professional

College Professor - Superintendent and Forage Crop Management Scientist

[http://aces.nmsu.edu/directory/person.php?person\\_id=304](http://aces.nmsu.edu/directory/person.php?person_id=304)

College of Agricultural, Consumer and Environmental Sciences: <http://aces.nmsu.edu/>

Plant and Environmental Sciences Department: <http://aces.nmsu.edu/pes>

Agricultural Science Center at Tucumcari: <http://tucumcarisc.nmsu.edu/>

6502 Quay Rd AM.5

Tucumcari, NM 88401

Phone: [575-461-1620](tel:575-461-1620) x 103

FAX: [575-461-1631](tel:575-461-1631)

<image002.jpg>

Perseverance is the pathway to perfection (Philippians 3:12-16).

---

**From:** Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] **On Behalf Of** Spencer Herrera

**Sent:** Thursday, February 15, 2018 3:48 PM

**To:** faculty-talk <[faculty-talk@lists.nmsu.edu](mailto:faculty-talk@lists.nmsu.edu)>

**Subject:** Faculty-talk Thoughts and prayers and change

Dear All:

This morning as I drove my daughters to their respective schools, in addition to the normal morning small talk about lunch plans and who's picking up whom after school, I had the displeasure of talking with them about what to do in case of a school shooting. We covered the run, hide, and fight plan, which they had already discussed several times in school.

Unfortunately, this three-step plan is not enough. We need to have a robust and productive dialogue in this country, nationally and locally, about guns, gun safety, and gun laws. I cannot just drop off my children for the day with a three-pronged strategy, a kiss good-bye, and a prayer. Our children deserve better. And the victims of gun violence and their loved ones deserve more than our "thoughts and prayers."

I know some people on this list will reply with the "guns don't kill people, people kill people" line to thwart any argument against sound gun policy and laws. But kids don't have the mechanism to protect themselves. And even people who own guns have been murdered by others who attacked their victims unexpectedly and without warning. In fact, I had an uncle who was a NRA member with a sticker on his car window who was killed at his home. He didn't see his assailants until it was too late. And yes there are criminals out there who are not obeying the law so I understand the need and desire for law-abiding citizens to have the right to bear arms. Even I own a gun (it was a gift from my father), but I still believe that we can take proper measures to ensure less gun violence.

I realize that some laws might not be effective or have limited results. But can't we at least try some new measures? Why can't we employ more detailed background checks? Or how about a waiting period before we can buy certain types of guns and/or ammunition? How about required classes for all gun owners to avoid accidental deaths? And how about more help and resources for people with mental health problems in our country? This is truly epidemic on so many levels. Yet we require so little from gun owners/purchasers in some states. However, I need a license to fish. And I need to pay extra if I want to fish with two fishing rods. I even have to buy a special stamp if I want to fish for trout. Teenagers from just about every state take driver's education. If we can do these things, why can't we require more from gun owners and our politicians who make the laws? The answer is probably linked to the weak politicians and gun lobbying groups who refuse to engage in dialogue because they want nothing to change unless it loosens the gun laws even further.

This is not an open-ended diatribe against guns and gun-owners, I really want to hear a response on the following:

1. What are some reasonable ideas that we can start implementing to make our society, specifically schools, safer from gun violence?
2. Does anyone here study gun culture? Would it be helpful to host a town hall meeting related to this topic and how to at least make schools safer?
3. As we approach mid-term elections, who are the candidates running for office at any level who are willing to make common sense change regarding our gun laws in this country? I want to know so I can learn more about their stances and then vote accordingly.

Here are some interesting articles on guns and gun violence. Some of which may go against what I am arguing. However, I do feel that we have enough smart and common sense people in this country that we can come up with productive solutions to this problem.

Gun deaths in U.S.: <https://fivethirtyeight.com/features/mass-shootings-are-a-bad-way-to-understand-gun-violence/>

Other gun violence articles: <https://fivethirtyeight.com/tag/gun-deaths/>

I do send those affected by the latest massacre my sincerest condolences. My heart goes out to them. My hope is that we can learn from such events and implement changes to make this country a better and safer place to raise our children.

Respectfully,  
Spencer R. Herrera

\*\*\*\*\*

If you wish to turn off your email delivery for the faculty-talk listserver, please DO NOT send a message to the list with your request. Instead, go to <https://mailman.nmsu.edu/mailman/options/faculty-talk>

Fill in your NMSU email account. If you don't yet have your listserver password, hit the remind button at the bottom of the page to have it sent to you. Then, using that password, login to the listserver configuration, scroll down, and Disable Mail Delivery. DO NOT just choose the Unsubscribe from List option, or you will likely be re-enrolled as the list membership is periodically regenerated to allow for new faculty members to be added to the list.

You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

\*\*\*\*\*

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You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Mon, 5 Feb 2018 14:39:39 -0700 (MST)  
Subject: RE: go bond order sp 18  
To: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>

Attachments:CARLSBAD SUNSET ABDO FEB 18.xlsm (8.86 MB)

Julie

Thank you.. bet we can't do this again.. I used all books listed.. got 25 free!.. if you need changes just let me know  
Coye

**From:** Julie Klein [mailto:Julie.Klein@CarlsbadSchools.net]  
**Sent:** Monday, February 5, 2018 2:36 PM  
**To:** 'Coye Duncan' <abookworm@suddenlink.net>  
**Subject:** go bond order sp 18

Good morning Ms. Coye,

I need a quote from you in alphabetical order if you would be so kind, for our GO BOND \$. I would like:

Page #	Set Title	ATOS	Title Cost
25	Animal Migration	2.3-2.6	119.70
41	Baby Animals	.9-1.1	113.70
68	Modern Engineering Marvels	4.9-5.7	113.70
89	Materials	2.1-2.3	113.70
99	How Is It Made?	2.4-2.9	119.70
117	Inside Your Body	3.5-4.6	107.70
151	Creepy Creatures ('16)	4.1-4.4	159.60
157	Day of the Dead, Diwali, Ramadan	Pending	56.85
197	Off Road Vehicles	Pending	113.70
239	History's Hotshots	Pending	113.70
247	Exploring America's Regions	Pending	137.70
255	First Ladies	2.1-2.6	113.70
279	Odell Beckham Jr.	4.2	18.95
285	John Cena: Hustle, Loyalty, Respect	Pending	18.95
298	Farmyard Friends	2.2-2.6	75.80
301	Adventures of Sophie Mouse	2.9-3.5	161.55
311	Ghost Detectors 18 edition (4)	Pending	79.80
Total			1738.50

I cannot go over 1702.68. If you have to take any books off, please take them from the end of the Adventures of Sophie Mouse (the #8 and 9).

Here is the list for substitutions:

68	Engineering Super Structures	1.8-2.0	101.70
69	Engineering Marvels	3.4-3.7	107.70
92	Natural Disasters	2.2-2.5	113.70
113	Character Education	0.9-1.1	113.70

If there are any problems or questions, just let me know. Thanks so much.

Julie Klein  
Sunset Elementary Library  
[julie.klein@carlsbad.k12.nm.us](mailto:julie.klein@carlsbad.k12.nm.us)



From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Tue, 6 Feb 2018 14:56:16 -0700 (MST)  
Subject: RE: go bond order sp 18  
To: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>

Attachments:CARLSBAD SUNSET ABDO FEB 18.xlsm (9.1 MB)

SORRY forgot about the crazy alphabet thing.. changed your Ghost Detectors..thanks

**From:** Julie Klein [mailto:Julie.Klein@CarlsbadSchools.net]  
**Sent:** Tuesday, February 6, 2018 3:25 PM  
**To:** 'Coye Duncan' <abookworm@suddenlink.net>  
**Subject:** RE: go bond order sp 18

Hi Ms. Coye,

That is so cool! The only thing that I want to change is the Ghost Detectors to books 21, 22, 23 & 24. Is it possible to put the titles in abc order? Thanks NM PED! If not, I can before I send it in to Lorie.

Thanks so much!  
Julie

**From:** Coye Duncan [mailto:abookworm@suddenlink.net]  
**Sent:** Monday, February 05, 2018 2:40 PM  
**To:** Julie Klein <Julie.Klein@CarlsbadSchools.net>  
**Subject:** RE: go bond order sp 18

Julie  
Thank you.. bet we can't do this again.. I used all books listed.. got 25 free!.. if you need changes just let me know  
Coye

**From:** Julie Klein [mailto:Julie.Klein@CarlsbadSchools.net]  
**Sent:** Monday, February 5, 2018 2:36 PM  
**To:** 'Coye Duncan' <abookworm@suddenlink.net>  
**Subject:** go bond order sp 18

Good morning Ms. Coye,

I need a quote from you in alphabetical order if you would be so kind, for our GO BOND \$. I would like:

Page #	Set Title	ATOS	Title Cost
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41	Baby Animals	.9-1.1	113.70

page 1 of 2

68	Modern Engineering Marvels	4.9-5.7	113.70
89	Materials	2.1-2.3	113.70
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117	Inside Your Body	3.5-4.6	107.70
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157	Day of the Dead, Diwali, Ramadan	Pending	56.85
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239	History's Hotshots	Pending	113.70
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285	John Cena: Hustle, Loyalty, Respect	Pending	18.95
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Julie Klein  
Sunset Elementary Library  
[julie.klein@carlsbad.k12.nm.us](mailto:julie.klein@carlsbad.k12.nm.us)

From: "Gregory Rodriguez" <Gregory.Rodriguez@CarlsbadSchools.net>  
Sent Date: Wed, 25 Apr 2018 15:46:01 -0600 (MDT)  
Subject: Re: Mail from Carlsbad Municipal Schools  
To: "Cindy Romero" <Cindy.Romero@CarlsbadSchools.net>

---

No

Greg Rodriguez, PhD  
Superintendent  
Carlsbad Municipal Schools  
Sent from my iPhone

On Apr 25, 2018, at 4:26 PM, Cindy Romero <[Cindy.Romero@CarlsbadSchools.net](mailto:Cindy.Romero@CarlsbadSchools.net)> wrote:

Not sure if you wanted me to forward this?

Cindy

**From:** Joanna Suarez [<mailto:automailer@edlio.com>]  
**Sent:** Wednesday, April 25, 2018 3:23 PM  
**To:** Cindy Romero <[Cindy.Romero@CarlsbadSchools.net](mailto:Cindy.Romero@CarlsbadSchools.net)>  
**Subject:** Mail from Carlsbad Municipal Schools

**From:** Joanna Suarez <[joanna.suarez@fusion.net](mailto:joanna.suarez@fusion.net)>

Hello, My name is Joanna Suarez and I'm a producer at FUSION TV. We're a digital and cable channel based in South Florida. Our team is working on a documentary speaking to students across the country on their views regarding the second amendment and the current gun control debate. I understand that Will Riley, a student at Carlsbad HS, has organized a Stand for the Second walkout on May 2. My understanding is that the students participating will not be walking off school grounds (which we have seen happen in other schools and is understandable). Would media outlets -- like our own -- interested in covering this short event be granted permission to be on campus for the duration of the walkout to get footage of it? I can be reached at [Joanna.Suarez@fusion.net](mailto:Joanna.Suarez@fusion.net) Many thanks for your time. Best, Joanna Suarez [Joanna.Suarez@fusion.net](mailto:Joanna.Suarez@fusion.net)

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This email was automatically sent at by IP address 2600:1006:b06e:8d41:2456:d4a5:6254:b390 (computer id: 0.9281865956329509) on Wednesday, April 25, 2018 at 03:22 PM US/Mountain timezone.  
This user has been authenticated with the following credentials from google: display name: Joanna Suarez; email: [joanna.suarez@fusion.net](mailto:joanna.suarez@fusion.net); ID: 116520402056194283427.

From: "Cindy Romero" <Cindy.Romero@CarlsbadSchools.net>  
Sent Date: Wed, 25 Apr 2018 15:52:38 -0600 (MDT)  
Subject: RE: Mail from Carlsbad Municipal Schools  
To: "Gregory Rodriguez" <Gregory.Rodriguez@CarlsbadSchools.net>

---

That's what I thought!

---

**From:** Gregory Rodriguez  
**Sent:** Wednesday, April 25, 2018 3:46 PM  
**To:** Cindy Romero <Cindy.Romero@CarlsbadSchools.net>  
**Subject:** Re: Mail from Carlsbad Municipal Schools

No

Greg Rodriguez, PhD  
Superintendent  
Carlsbad Municipal Schools  
Sent from my iPhone

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Cindy

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This user has been authenticated with the following credentials from google: display name: Joanna Suarez; email: [joanna.suarez@fusion.net](mailto:joanna.suarez@fusion.net); ID: 116520402056194283427.

From: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>  
Sent Date: Wed, 14 Mar 2018 16:24:12 -0600 (MDT)  
Subject: Re: Photo  
To: "Adam Amador" <Adam.Amador@CarlsbadSchools.net>

---

I took the post down because of two post under it that contained profanity by outsiders (one parent — not sure who the other person was). Can the newspaper still use the photo?

Sent from my iPhone

On Mar 14, 2018, at 12:19 PM, Lorie Mitchell <[Lorie.Mitchell@CarlsbadSchools.net](mailto:Lorie.Mitchell@CarlsbadSchools.net)> wrote:

I posted a photo of the small group that "protested" on the library FB page. A reporter from the Current Argus saw it and would like to use it in the paper. Do I have your permission? The post just said "We stand with our country in memory of the 17 students killed in Florida along with the many other students killed in senseless violence in schools. We stand with our country asking for help to keep our students safe." (NO gun control mentioned!) The picture is from the 3<sup>rd</sup> floor, so faces aren't visible at all.

Thank you.

Lorie

**LORIE MITCHELL**

CHS Librarian | CECHS Librarian | Eddy Alternative School Librarian | CMS District Librarian  
575-234-3319, ext 2633 (w) | [lorie.mitchell@carlsbadschools.net](mailto:lorie.mitchell@carlsbadschools.net) | 575-499-4909 (c)  
Check out my books on Goodreads: <https://www.goodreads.com/profile/chslorie>

Please consider the environment before printing this email.

From: "Adam Amador" <Adam.Amador@CarlsbadSchools.net>  
Sent Date: Wed, 14 Mar 2018 16:27:50 -0600 (MDT)  
Subject: RE: Photo  
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

---

No, have them contact the superintendents office.

---

**From:** Lorie Mitchell  
**Sent:** Wednesday, March 14, 2018 4:24 PM  
**To:** Adam Amador <Adam.Amador@CarlsbadSchools.net>  
**Subject:** Re: Photo

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Thank you.

Lorie

**LORIE MITCHELL**

CHS Librarian | CECHS Librarian | Eddy Alternative School Librarian | CMS District Librarian  
575-234-3319, ext 2633 (w) | [lorie.mitchell@carlsbadschools.net](mailto:lorie.mitchell@carlsbadschools.net) | 575-499-4909 (c)  
Check out my books on Goodreads: <https://www.goodreads.com/profile/chslorie>

Please consider the environment before printing this email.

From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Thu, 15 Mar 2018 05:35:53 -0600 (MDT)  
Subject: Senators Support Quick Action On School Safety  
To: <cindy.romero@carlsbad.k12.nm.us>

If you are unable to see the message or images below, [click here to view](#)



Good morning Cindy Romero

March 15, 2018

## LEADING THE NEWS

Advertisement

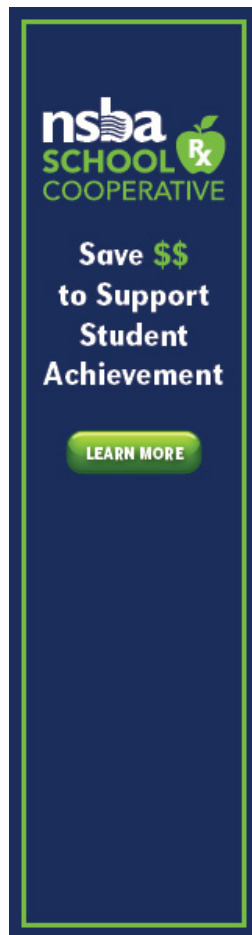
### High School Students Across Nation Demonstrate In Support Of Gun Control.

All three major networks led their newscasts last nights with reports on walkouts by students across the country in support of gun control measures. ABC World News Tonight (3/14, lead story, 3:30, Muir) referred to "powerful images playing out across this country," with "tens of thousands of students staging a massive coordinated protest against gun violence, one month after the shooting rampage killed 17 people at Stoneman Douglas High School in Parkland, FL."

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## **POLITICS & POLICY**

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### **Senate Committee Approves New Institute Of Education Services Director.**

[Education Week](#) (3/14, Sparks) reports that the Senate Health, Education, Labor, and Pensions Committee “has approved Mark Schneider to become the next director of the Institute of Education Sciences.”

### **Nebraska Education Official Named To ED Post.**

The [Lincoln \(NE\) Journal Star](#) (3/14) reports in continued coverage that “Nebraska Department of Education Deputy Commissioner Mark Schultz has been named commissioner of the rehabilitation services administration in the U.S. Department of Education.” The article details Schultz’ CV, adding that according to the state DOE, he “has worked to benefit Nebraskans with disabilities by fostering partnerships with public and private organizations, securing grants, and developing innovative and creative services and programs to advance the mission of the agency.” The [AP](#) (3/14) also covers this story.

### **Federal Judge Rules Title IX Protects Transgender Students From Discrimination.**

[Education Week](#) (3/14) reports US District Judge George L. Russell III of Baltimore ruled on Monday that “federal law protects transgender students from discrimination in schools, and that a Maryland student’s lawsuit may proceed against a school district that barred him from using the locker room that corresponds to his gender identity.” Russell ruled “that bias against transgender students is a form of sex-based discrimination that is barred by Title IX.”

### **California Moving Forward On California Dashboard Despite DeVos’ Criticism.**

The [Los Angeles Times](#) (3/14, Resmovits) reports that Education Secretary Betsy DeVos, speaking last week before

“a group of education leaders in Washington,” criticized California’s School Dashboard, saying the state “took a simple concept like a color-coded dashboard and managed to make it nearly indecipherable.” The article explains the state’s rationale for pursuing what is called the “California Way,” and touches on ED’s criticisms of it. While the state Board of Education “had planned to vote on submitting yet another draft” of the state’s ESSA plan after negotiations with DeVos and ED’s Jason Botel, “late Tuesday, less than 24 hours before the meeting’s start, board staff recommended waiting until April to vote on some of the biggest changes.”

### **Bill Allowing 529s To Be Used For Private School Advances In Arkansas Legislature.**

The [Arkansas Democrat Gazette](#) (3/14) reports the Arkansas state House Education Committee on Tuesday passed “legislation allowing college savings plans to be used to pay for private school tuition.” Republicans in the legislature “sought changes to the state’s 529 program...to fall in line with federal policy.”

## **TEACHING & LEARNING**

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### **Indiana Senate Passes “Watered Down” Measure On Teacher Licensing Laws.**

The [Indianapolis Star](#) (3/14, Herron) reports that the Indiana Senate passed “a watered down bill making small changes to the state’s teacher licensing laws” on Wednesday “after controversial language making it easier for schools to hire teachers without licenses was stripped out.” The article says language giving “traditional public schools that same flexibility already afforded to charter schools” in terms of the education teachers are required to have to enter the classroom “was removed during the conference committee process.” The article provides further background on the legislation.

### **Maine School Team Wins New England FIRST Competition.**

The [Bangor \(ME\) Daily News](#) (3/14, Bennett) reports that a team from Brewer High School in Bangor, Maine “won the New England FIRST (For Inspiration and Recognition of Science and Technology) Worcester Polytechnic Institute Robotics Competition event in Massachusetts earlier this month.” The team “also earned the Quality Award for ‘machine robustness and fabrication.’”

### **Charlotte Schools Promote Technical Education.**

The [Fayetteville \(NC\) Observer](#) (3/14, Helms) reports on “the booming auto shop” at Myers Park High in Charlotte, North Carolina, which “illustrates a crucial part of Charlotte-Mecklenburg Schools’ strategy: All schools should offer pathways to hands-on careers as well as college.” The strategy also emphasizes that those programs “should try to attract students who might not traditionally sign up.” The article focuses the success of the all-girls introductory class to the auto shop courses.

### **Ed-Data Releases New California Common Core Testing Results.**

[EdSource](#) (3/14) says Ed-Data unveiled new graphs today on results from the Common-Core aligned tests in California. The new graphs present the test results “as trend graphs with multiple years of data for both the English language arts/literacy and mathematics tests,” and show results “at the school, district, county, and statewide level” as well as “by gender, race/ethnicity, and grade.”

### **Robinson: Standardized Tests Are Not Helping.**

Detroit Parent Network Board of Directors Chairman Jeffrey Robinson, in a column in the [Detroit News](#) (3/14), writes

that “the standardized test given to the mostly black and brown children who attend...mostly public districts don’t help the children learn, but in many cases prevent learning.” Robinson argues that “very few people seem to be able to agree on” the standards and measures the tests should include, and that the tests “have been erroneously used to criticize black and brown urban school districts, their teachers, parents, and unions, for their alleged failure to educate children.” This has meant that “radical reform-based legislation allowing for the redistributions of public money to charter schools is used to promote charters as viable alternatives to public education that are unfounded and unproven.” Instead, the data show that “the educational reform measures and the proliferation of low-performing charter schools...have contributed to low student achievement that standardized test scores highlight.”

### **Denver Union Votes To Ask Teachers To Strike.**

[Chalkbeat](#) (3/14, Asmar) says the Denver teacher’s union’s board of directors “voted Tuesday to ask its members to strike if the union and the school district fail to reach an agreement Wednesday on teacher pay.” Union Deputy Executive Director Corey Kern “said Denver teachers are fed up with the district and inspired by the recent actions of teachers in West Virginia and Oklahoma.” Kern also “said he didn’t know when a strike vote would be held, but it probably wouldn’t happen immediately.”

## **OPERATIONS**

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### **West Virginia Governor Names Interim Secretary For Department Of Education And Arts.**

The [Charleston \(WV\) Gazette-Mail](#) (3/14) reports West Virginia Gov. Jim Justice “announced Wednesday that he has appointed the No. 2 official in the West Virginia Department of Education as the acting secretary of the separate Department of Education and the Arts.” Deputy state schools Superintendent Clayton Burch will replace Gayle Manchin, whom Justice sacked on Monday.

[West Virginia MetroNews](#) (3/14) reports Justice “moved swiftly to name an acting Secretary for Education and the Arts.” The change comes “as Justice weighs whether to sign a bill that would dissolve the Department of Education and the Arts and move its programs to other state agencies, including the Department of Education.”

### **Detroit Superintendent Says District Can Afford Counselors, Other Educators.**

[WUOM-FM](#) Ann Arbor, MI (3/14) reports Detroit Superintendent Nikolai Vitti “says he’s found money in the Detroit district’s budget to hire a slew of educators who’ve been missing for years from city schools.” Vitti’s budget proposal “calls for every city school to have a guidance counselor, an arts or music teacher, a gym teacher, and a ‘dean of school culture’ who would be in charge of student discipline and creating in-school suspension programs.”

## **DIGITAL LEARNING**

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### **Louisiana Seeks To Help Teachers Access “Essential” OERs.**

The [Hechinger Report](#) (3/14, Mifflin) reports on the challenge teachers face is separating the “good, bad, or indifferent” from among the materials available on the Open Educational Resources (OER). The article adds that Louisiana’s Department of Education is promoting “an integrated curriculum and makes all parts of it available on the department’s website.” The state’s assistant superintendent of academic instruction says this allows teachers to “spend the bulk of their time teaching.” However, she also “said professional development and support are essential” but still lacking.

## SCHOOL FINANCE

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### Indiana Lawmakers Vote To Use Reserve Funds For Public Schools.

[Chalkbeat](#) (3/14, Cavazos) reports that the Indiana House and Senate both “overwhelmingly voted to approve” a bill allowing the state “to use reserve funds to make up the gap” in available funding and the money public schools were promised. The article adds that lawmakers are also “trying to make sure it doesn’t happen again;” House Ways & Means Committee Chairman Tim Brown said “in the next budget year making up that difference will be a priority.”

### Tulsa Passes Resolution Supporting Teacher Pay Increases.

The [Tulsa \(OK\) World](#) (3/14, Canfield) reports that Tulsa city councilors on Wednesday approved a resolution offered by the mayor’s office “supporting teacher pay increases and encouraging state lawmakers to provide sufficient funding for educators’ other school needs.” The article adds that the vote “came on the eve of a planned community rally to support teachers and encourage legislators to act to address the state’s education needs.”

### Florida Superintendents Call For Budget Revisions.

[Reuters](#) (3/14, Kearney) says Florida superintendents “urged state legislators” on Wednesday “to hold a special session to revise the state’s \$88.7 billion budget.” The superintendents say the budget, which the legislature has approved but Gov. Rick Scott has not yet signed, “bolsters school security after a deadly shooting in February but neglects basic education needs.”

The [Tampa \(FL\) Tribune](#) (3/14) reports the superintendents say “the Legislature under-funded their operational budgets for the coming year” and “called on Gov. Rick Scott on Wednesday to hold a special session aimed at putting more money into the K-12 system.” However, “a spokesman for Scott said the governor is satisfied with the state’s education spending plan.”

### Flint School Board Dismisses Top District Officials.

[Education Week](#) (3/14, Mitchell) says the Flint, Michigan school board announced Tuesday that it had placed District Superintendent Bilal Tawwab on administrative leave, against the backdrop of the city’s “ongoing water crisis.” The board “also placed the district’s assistant superintendent and lawyer on leave.” The board’s statement “did not indicate why Tawwab and the others were placed on administrative leave,” but “more than two years after the crisis began, water tests in some schools still found lead levels that exceeded federal safety limits and the district continued to lose students to charter schools and neighboring districts as families sought other options.”

### Report Finds Philadelphia Charter Schools Have Mixed Results.

[Philly \(PA\)](#) (3/14, Hanna) says a report released Thursday by the Philadelphia-based organization Public Citizens for Children and Youth showed that “while charter school enrollment – and cost – are growing in Philadelphia’s collar counties, their academic results constitute a ‘mixed bag.’” The report finds that “cyber-charter pupils in particular performing worse than those in similarly situated traditional public schools,” and recommends, among other things, “tighter financial controls and better oversight for charter operations.” The article provides further detail on the report’s findings.

### Michigan Superintendent Announces Health Leave.

The [Detroit Free Press](#) (3/14, Higgins) reports that Michigan State Superintendent Brian Whiston “is taking a medical

leave to tend to his health.” Whiston said Wednesday during a State Board of Education meeting, “As many of you know, I’ve been battling cancer...My plan is to continue to work the next 30 to 60 days to get some things done that are on the plate that need to get done.” Whiston “told board members he would take a long-term disability leave.”

### **New Data Show Gender Gap In New York City Admissions Rates.**

The [New York Daily News](#) (3/14, Chapman) says new data from the New York City Education Department “shows that fewer girls than boys were accepted to the city’s top high schools this year,” even though a larger number of girls took the admissions test. The article says “advocates and elected officials ripped the dismal gender stats.”

## **SAFETY & SECURITY**

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### **Senators Support Quick Action On School Safety.**

[Roll Call \(DC\)](#) (3/14, Ruger) reports, “Senators from both parties expressed their desire Wednesday to quickly pass school safety legislation that has bipartisan support.” The piece quotes Sen. Marco Rubio (R-FL) saying at a Judiciary Committee hearing, “There are things we agree on, we should pass those things. There are things we should disagree on, I hope we’ll debate them and maybe we can find common ground on those as well. But we should first act on the things we agree on and take action, so this never happens to anyone, anywhere.” The piece notes that Democrats on the panel supported bipartisan proposals, but “warned they weren’t enough to end school shootings.”

[Education Week](#) (3/14) reports the Senate Judiciary hearing “focused today on law enforcement’s role in what led to the death of 17 students and staff, what school officials might have done to head off the shooting, and the next steps lawmakers should take to prevent future school violence.” Republicans “focused on what they said were multiple failures by law enforcement to neutralize the threat posed by suspect Nikolas Cruz,” but “Democrats said the shooting at Marjory Stoneman Douglas High School highlighted the urgent need for additional gun-control measures.”

In a separate piece, [Education Week](#) (3/14) reports that Marjory Stoneman Douglas English teacher Katherine Posada testified before the committee on Wednesday, describing the emotional scars she sees in her younger students who survived the attack. Said Posada, “Many of them saw friends die and had to step over bodies and pools of blood to get out of their classrooms. Loud noises—even the bells between classes—make them jump.”

### **House Passes School Safety Bill 407-10.**

The [Washington Times](#) (3/14, Sherfinski) reports the House on Wednesday “easily passed a bill that would incentivize schools to develop threat assessment and safety plans, taking its first concrete steps to respond to last month’s school shooting in Parkland, Fla. on the one-month anniversary of the massacre.” The House voted 407-10 to pass the legislation, which was sponsored by Rep. John Rutherford (R-FL). The measure “allots \$50 million in annual grants to local schools to help them develop threat assessment and response plans, as well as initiatives to try to flag early warning signs of students who might be a danger to themselves or others.” The [New York Times](#) (3/14, Stolberg, Subscription Publication) indicates the bill includes no “changes to the nation’s gun laws,” and the [AP](#) (3/14, Daly, Freking) that it “now goes to the Senate, where a similar measure is being considered.” Also reporting are [Reuters](#) (3/14), and [NBC News](#) (3/14).

### **Deputy Director: FBI “Could Have And Should Have Done More” Ahead Of Parkland Shooting.**

The [New York Times](#) (3/14, Stolberg, Subscription Publication) reports David Bowdich, the FBI’s deputy director,

“suffered a grilling from Judiciary Committee members about the bureau’s failure to follow up on at least two credible tips related to the Parkland gunman, Nikolas Cruz.” Sen. Ted Cruz asked whether the FBI “had committed serious, grave errors,” to which Bowdich replied, “Yes, sir, I do.” The committee also “heard emotional testimony from Ryan Petty, whose daughter Alaina was among the 17 people killed at Stoneman Douglas High School, and Katherine Posada, a language arts teacher at the school.” Said Mr. Petty, “Nikolas Cruz and the danger that he posed were the worst kept secret in Parkland.”

The [AP](#) (3/14, Daly, Freking) reports Bowdich said the FBI “announced it is doubling the number of supervisors assigned to review tips received from the public about possible threats of mass shootings or other violence.” Bowdich told the committee “that the agency ‘could have and should have done more’ to investigate information it received prior” to the shooting.

[USA Today](#) (3/14, Gaudiano) reports that “at the Judiciary Committee hearing, lawmakers” also “discussed several proposals including one with bipartisan support that calls for ‘extreme risk protection orders’ to restrict access to firearms by those who pose an imminent danger to themselves or others.” Bowdich “said that such legislation would be helpful.”

### **Cruz Lawyers Offer Guilty Plea In Exchange For Life.**

The [CBS Evening News](#) (3/14, story 2, 0:40, Glor) reported lawyers for Nikolas Cruz “repeated their offer” for Cruz to “plead guilty if his life is spared,” but “prosecutors rejected it.” The report added that “newly released 911 calls from inside the high school reveal a frantic effort to save the wounded before help arrived.”

### **Teacher Accidentally Discharges Gun In California School.**

In continued coverage, the [CBS Evening News](#) (3/14, story 3, 1:30, Glor) reported, “At a high school in Seaside, California, a lesson in gun safety” Tuesday “did not go as planned.” It “ended with three students wounded” in what “was not an isolated incident.” CBS (Villarreal) added, “As a California teacher attempted to instruct students about gun safety in his criminal justice class, the gun accidentally went off.” CBS added that “Dennis Alexander, a reserve officer, city councilman, and teacher, is now on administrative leave.” [NBC Nightly News](#) (3/14, story 7, 1:50, Holt) said one student sustained slight injuries, but the incident “could have easily turned deadly.” The [New York Times](#) (3/14, Caron, Subscription Publication) and the [Los Angeles Times](#) (3/14, Tchekmedyan) also cover this story.

### **New York City Settles Federal Lawsuit Over Response To School Bullying.**

The [AP](#) (3/14, Matthews) reports that the New York City Department of Education has settled a 2016 federal lawsuit brought “by public school parents who charged that school violence and bullying were not being adequately addressed.” The district must “report bullying incidents into an electronic system within one day” under the terms of the settlement, which also allows parents to “submit school bullying complaints electronically.” The AP says the complaint alleged that “violence in schools was underreported and that incidents of bullying were often not taken seriously by school administrators.”

The [New York Daily News](#) (3/14) reports that under the settlement, the district agreed “to beef up protections for students victimized by bullying.” The agreement continues efforts “that outgoing schools Chancellor Carmen Fariña announced after a student was killed at the Bronx Urban Assembly School for Wildlife Conservation in September.”

### **Alabama Proposal To Arm Teachers Draws Mixed Reaction.**

The [AP](#) (3/14, Chandler) reports on “support and criticism” voiced over a “proposal to let trained teachers carry firearms in public schools” in the Alabama legislature on Wednesday “as a committee grappled with the first action on a gun-related bill introduced in the wake of the fatal shooting last month at a Florida high school.”

## DoDEA Lacks Policy Mechanisms To Respond To Student Sexual Assaults.

The [AP](#) (3/14, Dunklin, Pritchard) reports on the plight of children of military families attending DoDEA schools around the world who have been victims of sexual assault but are unable to get justice. If such students “are sexually violated by a classmate, a neighborhood kid or a sibling, they often get lost in a legal and bureaucratic netherworld . That’s because military law doesn’t apply to civilians, and the federal legal system that typically handles civilian crimes on base isn’t equipped or inclined to prosecute juveniles.”

## WEDNESDAY'S LEAD STORIES

- [Students Around Country Planning Gun Violence Demonstrations Wednesday.](#)
- [Nebraska Education Official Nominated For ED Rehabilitative Services Post.](#)
- [Houston All-Girl Team Advances To FIRST Lego League World Championship.](#)
- [Austin-Area School District Puts Finishing Touches On Two-Campus High School Project.](#)
- [Study Argues States Shouldn't Use SAT, ACT To Measure High School Achievement.](#)

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March 15, 2018

## LEADING THE NEWS

Advertisement

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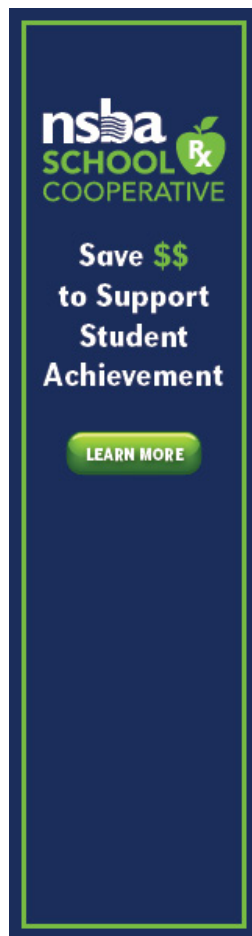
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## **POLITICS & POLICY**

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### **Ed-Data Releases New California Common Core Testing Results.**

[EdSource](#) (3/14) says Ed-Data unveiled new graphs today on results from the Common-Core aligned tests in California. The new graphs present the test results “as trend graphs with multiple years of data for both the English language arts/literacy and mathematics tests,” and show results “at the school, district, county, and statewide level” as well as “by gender, race/ethnicity, and grade.”

### **Robinson: Standardized Tests Are Not Helping.**

Detroit Parent Network Board of Directors Chairman Jeffrey Robinson, in a column in the [Detroit News](#) (3/14), writes

that “the standardized test given to the mostly black and brown children who attend...mostly public districts don’t help the children learn, but in many cases prevent learning.” Robinson argues that “very few people seem to be able to agree on” the standards and measures the tests should include, and that the tests “have been erroneously used to criticize black and brown urban school districts, their teachers, parents, and unions, for their alleged failure to educate children.” This has meant that “radical reform-based legislation allowing for the redistributions of public money to charter schools is used to promote charters as viable alternatives to public education that are unfounded and unproven.” Instead, the data show that “the educational reform measures and the proliferation of low-performing charter schools...have contributed to low student achievement that standardized test scores highlight.”

### **Denver Union Votes To Ask Teachers To Strike.**

[Chalkbeat](#) (3/14, Asmar) says the Denver teacher’s union’s board of directors “voted Tuesday to ask its members to strike if the union and the school district fail to reach an agreement Wednesday on teacher pay.” Union Deputy Executive Director Corey Kern “said Denver teachers are fed up with the district and inspired by the recent actions of teachers in West Virginia and Oklahoma.” Kern also “said he didn’t know when a strike vote would be held, but it probably wouldn’t happen immediately.”

## **OPERATIONS**

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### **West Virginia Governor Names Interim Secretary For Department Of Education And Arts.**

The [Charleston \(WV\) Gazette-Mail](#) (3/14) reports West Virginia Gov. Jim Justice “announced Wednesday that he has appointed the No. 2 official in the West Virginia Department of Education as the acting secretary of the separate Department of Education and the Arts.” Deputy state schools Superintendent Clayton Burch will replace Gayle Manchin, whom Justice sacked on Monday.

[West Virginia MetroNews](#) (3/14) reports Justice “moved swiftly to name an acting Secretary for Education and the Arts.” The change comes “as Justice weighs whether to sign a bill that would dissolve the Department of Education and the Arts and move its programs to other state agencies, including the Department of Education.”

### **Detroit Superintendent Says District Can Afford Counselors, Other Educators.**

[WUOM-FM](#) Ann Arbor, MI (3/14) reports Detroit Superintendent Nikolai Vitti “says he’s found money in the Detroit district’s budget to hire a slew of educators who’ve been missing for years from city schools.” Vitti’s budget proposal “calls for every city school to have a guidance counselor, an arts or music teacher, a gym teacher, and a ‘dean of school culture’ who would be in charge of student discipline and creating in-school suspension programs.”

## **DIGITAL LEARNING**

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### **Louisiana Seeks To Help Teachers Access “Essential” OERs.**

The [Hechinger Report](#) (3/14, Mifflin) reports on the challenge teachers face is separating the “good, bad, or indifferent” from among the materials available on the Open Educational Resources (OER). The article adds that Louisiana’s Department of Education is promoting “an integrated curriculum and makes all parts of it available on the department’s website.” The state’s assistant superintendent of academic instruction says this allows teachers to “spend the bulk of their time teaching.” However, she also “said professional development and support are essential” but still lacking.

## SCHOOL FINANCE

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### Indiana Lawmakers Vote To Use Reserve Funds For Public Schools.

[Chalkbeat](#) (3/14, Cavazos) reports that the Indiana House and Senate both “overwhelmingly voted to approve” a bill allowing the state “to use reserve funds to make up the gap” in available funding and the money public schools were promised. The article adds that lawmakers are also “trying to make sure it doesn’t happen again;” House Ways & Means Committee Chairman Tim Brown said “in the next budget year making up that difference will be a priority.”

### Tulsa Passes Resolution Supporting Teacher Pay Increases.

The [Tulsa \(OK\) World](#) (3/14, Canfield) reports that Tulsa city councilors on Wednesday approved a resolution offered by the mayor’s office “supporting teacher pay increases and encouraging state lawmakers to provide sufficient funding for educators’ other school needs.” The article adds that the vote “came on the eve of a planned community rally to support teachers and encourage legislators to act to address the state’s education needs.”

### Florida Superintendents Call For Budget Revisions.

[Reuters](#) (3/14, Kearney) says Florida superintendents “urged state legislators” on Wednesday “to hold a special session to revise the state’s \$88.7 billion budget.” The superintendents say the budget, which the legislature has approved but Gov. Rick Scott has not yet signed, “bolsters school security after a deadly shooting in February but neglects basic education needs.”

The [Tampa \(FL\) Tribune](#) (3/14) reports the superintendents say “the Legislature under-funded their operational budgets for the coming year” and “called on Gov. Rick Scott on Wednesday to hold a special session aimed at putting more money into the K-12 system.” However, “a spokesman for Scott said the governor is satisfied with the state’s education spending plan.”

### Flint School Board Dismisses Top District Officials.

[Education Week](#) (3/14, Mitchell) says the Flint, Michigan school board announced Tuesday that it had placed District Superintendent Bilal Tawwab on administrative leave, against the backdrop of the city’s “ongoing water crisis.” The board “also placed the district’s assistant superintendent and lawyer on leave.” The board’s statement “did not indicate why Tawwab and the others were placed on administrative leave,” but “more than two years after the crisis began, water tests in some schools still found lead levels that exceeded federal safety limits and the district continued to lose students to charter schools and neighboring districts as families sought other options.”

### Report Finds Philadelphia Charter Schools Have Mixed Results.

[Philly \(PA\)](#) (3/14, Hanna) says a report released Thursday by the Philadelphia-based organization Public Citizens for Children and Youth showed that “while charter school enrollment – and cost – are growing in Philadelphia’s collar counties, their academic results constitute a ‘mixed bag.’” The report finds that “cyber-charter pupils in particular performing worse than those in similarly situated traditional public schools,” and recommends, among other things, “tighter financial controls and better oversight for charter operations.” The article provides further detail on the report’s findings.

### Michigan Superintendent Announces Health Leave.

The [Detroit Free Press](#) (3/14, Higgins) reports that Michigan State Superintendent Brian Whiston “is taking a medical

leave to tend to his health.” Whiston said Wednesday during a State Board of Education meeting, “As many of you know, I’ve been battling cancer...My plan is to continue to work the next 30 to 60 days to get some things done that are on the plate that need to get done.” Whiston “told board members he would take a long-term disability leave.”

### **New Data Show Gender Gap In New York City Admissions Rates.**

The [New York Daily News](#) (3/14, Chapman) says new data from the New York City Education Department “shows that fewer girls than boys were accepted to the city’s top high schools this year,” even though a larger number of girls took the admissions test. The article says “advocates and elected officials ripped the dismal gender stats.”

## **SAFETY & SECURITY**

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### **Senators Support Quick Action On School Safety.**

[Roll Call \(DC\)](#) (3/14, Ruger) reports, “Senators from both parties expressed their desire Wednesday to quickly pass school safety legislation that has bipartisan support.” The piece quotes Sen. Marco Rubio (R-FL) saying at a Judiciary Committee hearing, “There are things we agree on, we should pass those things. There are things we should disagree on, I hope we’ll debate them and maybe we can find common ground on those as well. But we should first act on the things we agree on and take action, so this never happens to anyone, anywhere.” The piece notes that Democrats on the panel supported bipartisan proposals, but “warned they weren’t enough to end school shootings.”

[Education Week](#) (3/14) reports the Senate Judiciary hearing “focused today on law enforcement’s role in what led to the death of 17 students and staff, what school officials might have done to head off the shooting, and the next steps lawmakers should take to prevent future school violence.” Republicans “focused on what they said were multiple failures by law enforcement to neutralize the threat posed by suspect Nikolas Cruz,” but “Democrats said the shooting at Marjory Stoneman Douglas High School highlighted the urgent need for additional gun-control measures.”

In a separate piece, [Education Week](#) (3/14) reports that Marjory Stoneman Douglas English teacher Katherine Posada testified before the committee on Wednesday, describing the emotional scars she sees in her younger students who survived the attack. Said Posada, “Many of them saw friends die and had to step over bodies and pools of blood to get out of their classrooms. Loud noises—even the bells between classes—make them jump.”

### **House Passes School Safety Bill 407-10.**

The [Washington Times](#) (3/14, Sherfinski) reports the House on Wednesday “easily passed a bill that would incentivize schools to develop threat assessment and safety plans, taking its first concrete steps to respond to last month’s school shooting in Parkland, Fla. on the one-month anniversary of the massacre.” The House voted 407-10 to pass the legislation, which was sponsored by Rep. John Rutherford (R-FL). The measure “allots \$50 million in annual grants to local schools to help them develop threat assessment and response plans, as well as initiatives to try to flag early warning signs of students who might be a danger to themselves or others.” The [New York Times](#) (3/14, Stolberg, Subscription Publication) indicates the bill includes no “changes to the nation’s gun laws,” and the [AP](#) (3/14, Daly, Freking) that it “now goes to the Senate, where a similar measure is being considered.” Also reporting are [Reuters](#) (3/14), and [NBC News](#) (3/14).

### **Deputy Director: FBI “Could Have And Should Have Done More” Ahead Of Parkland Shooting.**

The [New York Times](#) (3/14, Stolberg, Subscription Publication) reports David Bowdich, the FBI’s deputy director,

“suffered a grilling from Judiciary Committee members about the bureau’s failure to follow up on at least two credible tips related to the Parkland gunman, Nikolas Cruz.” Sen. Ted Cruz asked whether the FBI “had committed serious, grave errors,” to which Bowdich replied, “Yes, sir, I do.” The committee also “heard emotional testimony from Ryan Petty, whose daughter Alaina was among the 17 people killed at Stoneman Douglas High School, and Katherine Posada, a language arts teacher at the school.” Said Mr. Petty, “Nikolas Cruz and the danger that he posed were the worst kept secret in Parkland.”

The [AP](#) (3/14, Daly, Freking) reports Bowdich said the FBI “announced it is doubling the number of supervisors assigned to review tips received from the public about possible threats of mass shootings or other violence.” Bowdich told the committee “that the agency ‘could have and should have done more’ to investigate information it received prior” to the shooting.

[USA Today](#) (3/14, Gaudiano) reports that “at the Judiciary Committee hearing, lawmakers” also “discussed several proposals including one with bipartisan support that calls for ‘extreme risk protection orders’ to restrict access to firearms by those who pose an imminent danger to themselves or others.” Bowdich “said that such legislation would be helpful.”

### **Cruz Lawyers Offer Guilty Plea In Exchange For Life.**

The [CBS Evening News](#) (3/14, story 2, 0:40, Glor) reported lawyers for Nikolas Cruz “repeated their offer” for Cruz to “plead guilty if his life is spared,” but “prosecutors rejected it.” The report added that “newly released 911 calls from inside the high school reveal a frantic effort to save the wounded before help arrived.”

### **Teacher Accidentally Discharges Gun In California School.**

In continued coverage, the [CBS Evening News](#) (3/14, story 3, 1:30, Glor) reported, “At a high school in Seaside, California, a lesson in gun safety” Tuesday “did not go as planned.” It “ended with three students wounded” in what “was not an isolated incident.” CBS (Villarreal) added, “As a California teacher attempted to instruct students about gun safety in his criminal justice class, the gun accidentally went off.” CBS added that “Dennis Alexander, a reserve officer, city councilman, and teacher, is now on administrative leave.” [NBC Nightly News](#) (3/14, story 7, 1:50, Holt) said one student sustained slight injuries, but the incident “could have easily turned deadly.” The [New York Times](#) (3/14, Caron, Subscription Publication) and the [Los Angeles Times](#) (3/14, Tchekmedyan) also cover this story.

### **New York City Settles Federal Lawsuit Over Response To School Bullying.**

The [AP](#) (3/14, Matthews) reports that the New York City Department of Education has settled a 2016 federal lawsuit brought “by public school parents who charged that school violence and bullying were not being adequately addressed.” The district must “report bullying incidents into an electronic system within one day” under the terms of the settlement, which also allows parents to “submit school bullying complaints electronically.” The AP says the complaint alleged that “violence in schools was underreported and that incidents of bullying were often not taken seriously by school administrators.”

The [New York Daily News](#) (3/14) reports that under the settlement, the district agreed “to beef up protections for students victimized by bullying.” The agreement continues efforts “that outgoing schools Chancellor Carmen Fariña announced after a student was killed at the Bronx Urban Assembly School for Wildlife Conservation in September.”

### **Alabama Proposal To Arm Teachers Draws Mixed Reaction.**

The [AP](#) (3/14, Chandler) reports on “support and criticism” voiced over a “proposal to let trained teachers carry firearms in public schools” in the Alabama legislature on Wednesday “as a committee grappled with the first action on a gun-related bill introduced in the wake of the fatal shooting last month at a Florida high school.”



## DoDEA Lacks Policy Mechanisms To Respond To Student Sexual Assaults.

The [AP](#) (3/14, Dunklin, Pritchard) reports on the plight of children of military families attending DoDEA schools around the world who have been victims of sexual assault but are unable to get justice. If such students “are sexually violated by a classmate, a neighborhood kid or a sibling, they often get lost in a legal and bureaucratic netherworld . That’s because military law doesn’t apply to civilians, and the federal legal system that typically handles civilian crimes on base isn’t equipped or inclined to prosecute juveniles.”

## WEDNESDAY'S LEAD STORIES

- [Students Around Country Planning Gun Violence Demonstrations Wednesday.](#)
- [Nebraska Education Official Nominated For ED Rehabilitative Services Post.](#)
- [Houston All-Girl Team Advances To FIRST Lego League World Championship.](#)
- [Austin-Area School District Puts Finishing Touches On Two-Campus High School Project.](#)
- [Study Argues States Shouldn't Use SAT, ACT To Measure High School Achievement.](#)

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Sent Date: Thu, 15 Mar 2018 05:35:53 -0600 (MDT)  
Subject: Senators Support Quick Action On School Safety  
To: <david.shoup@carlsbad.k12.nm.us>

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March 15, 2018

## LEADING THE NEWS

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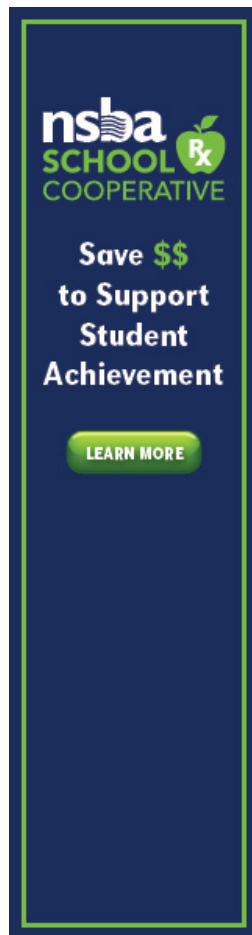
### High School Students Across Nation Demonstrate In Support Of Gun Control.

All three major networks led their newscasts last nights with reports on walkouts by students across the country in support of gun control measures. ABC World News Tonight (3/14, lead story, 3:30, Muir) referred to "powerful images playing out across this country," with "tens of thousands of students staging a massive coordinated protest against gun violence, one month after the shooting rampage killed 17 people at Stoneman Douglas High School in Parkland, FL."

NBC Nightly News (3/14, lead story, 3:00, Gutierrez) said "across the country, the loudest lesson was outside the classroom," because "a generation" is "sitting silent no more," and the CBS Evening News (3/14, lead story, 2:45, Diaz) spoke of "a sea of students" that "streamed out of the school behind a national movement," and added that "while the walkout was under way, the NRA tweeted, 'Let's work together and secure our schools and stop school violence. We protect our banks, our sports stadiums and our government buildings better than we protect our schools.' The NRA wants Congress to push through legislation increases school safety."

Reuters (3/14) reports that "with some students dressed in orange, the color adopted by the gun control movement, the walkouts began at 10 a.m. local time in each time zone and were scheduled to last 17 minutes. Many rallies went longer." Reuters adds that "the duration was a tribute to 17 students and staff killed at Marjory Stoneman Douglas High School."

The Washington Post (3/14, Heim, Lang, Svrluga) says "supporters say the walkouts and demonstrations represent a realization of power and influence by young people raised on social media who have come of age in an era of never-ending wars, highly publicized mass shootings and virulent national politics." The Post says the walkouts "came 10 days before a march on Washington that could draw hundreds of



thousands of students to the nation's capital." The [AP](#) (3/14, Binkley) says the "wave of protests" could be "the largest of its kind in American history," and the [Wall Street Journal](#) (3/14, Campo-Flores, Subscription Publication) runs a similar assessment..

**WPost Hails Protesters.** The [Washington Post](#) (3/14) editorializes about the "extraordinary nationwide demonstration for safer schools and stronger gun control,"

and hails the "'Enough is Enough'...posters of a movement that has made clear it won't go away until something real is done to combat gun violence."

**Many Students Take Part In Political Rallies With "Top Democrats."** The [Washington Times](#) (3/14, Richardson) reports that many students walking out of schools "headed straight for political rallies starring top Democrats. The National School Walkout drew charges of partisanship and 'political indoctrination' after students in a number of major cities, including New York, Chicago and Washington, D.C., wound up skipping class to attend gun-control events headlined by Democrats."

**South Carolina Governor Calls Student Walkouts Protesting Gun Violence "Shameful."** [The Hill](#) (3/14, Gstalter) reported that Gov. Henry McMaster on Wednesday "blasted the national student walkout as a 'shameful' attempt by left-wing groups to push their own political agenda. 'It appears that these school children, innocent school children, are being used as a tool by [this] left-wing group to further their own agenda,' McMaster told South Carolina public television network ETV." McMaster added that the walkout is "a political statement by a left-wing group and it's shameful." The Hill added, "High school students in cities across the country including Washington, D.C., marched out of their classrooms for 17 minutes on Wednesday to protest gun violence a month

after 17 students and faculty were killed at Marjory Stoneman Douglas High School in Parkland, Fla.” McMaster is seeking a full four-year term this fall.

**Many Students Brave Punishment Threats To Attend Rallies.** The [Wall Street Journal](#) (3/14, Korn, Brody, Subscription Publication) reports that a number of districts around the country have threatened students who take part in walkouts with suspensions or unexcused absences. The Journal reports that the Southern Christian Leadership Conference chapter in Cobb County, Georgia received reports of teachers physically preventing students from exiting schools.

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The [Fayetteville \(NC\) Observer](#) (3/14, Helms) reports on “the booming auto shop” at Myers Park High in Charlotte, North Carolina, which “illustrates a crucial part of Charlotte-Mecklenburg Schools’ strategy: All schools should offer pathways to hands-on careers as well as college.” The strategy also emphasizes that those programs “should try to attract students who might not traditionally sign up.” The article focuses the success of the all-girls introductory class to the auto shop courses.

### **Ed-Data Releases New California Common Core Testing Results.**

[EdSource](#) (3/14) says Ed-Data unveiled new graphs today on results from the Common-Core aligned tests in California. The new graphs present the test results “as trend graphs with multiple years of data for both the English language arts/literacy and mathematics tests,” and show results “at the school, district, county, and statewide level” as well as “by gender, race/ethnicity, and grade.”

### **Robinson: Standardized Tests Are Not Helping.**

Detroit Parent Network Board of Directors Chairman Jeffrey Robinson, in a column in the [Detroit News](#) (3/14), writes

that “the standardized test given to the mostly black and brown children who attend...mostly public districts don’t help the children learn, but in many cases prevent learning.” Robinson argues that “very few people seem to be able to agree on” the standards and measures the tests should include, and that the tests “have been erroneously used to criticize black and brown urban school districts, their teachers, parents, and unions, for their alleged failure to educate children.” This has meant that “radical reform-based legislation allowing for the redistributions of public money to charter schools is used to promote charters as viable alternatives to public education that are unfounded and unproven.” Instead, the data show that “the educational reform measures and the proliferation of low-performing charter schools...have contributed to low student achievement that standardized test scores highlight.”

### **Denver Union Votes To Ask Teachers To Strike.**

[Chalkbeat](#) (3/14, Asmar) says the Denver teacher’s union’s board of directors “voted Tuesday to ask its members to strike if the union and the school district fail to reach an agreement Wednesday on teacher pay.” Union Deputy Executive Director Corey Kern “said Denver teachers are fed up with the district and inspired by the recent actions of teachers in West Virginia and Oklahoma.” Kern also “said he didn’t know when a strike vote would be held, but it probably wouldn’t happen immediately.”

## **OPERATIONS**

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### **West Virginia Governor Names Interim Secretary For Department Of Education And Arts.**

The [Charleston \(WV\) Gazette-Mail](#) (3/14) reports West Virginia Gov. Jim Justice “announced Wednesday that he has appointed the No. 2 official in the West Virginia Department of Education as the acting secretary of the separate Department of Education and the Arts.” Deputy state schools Superintendent Clayton Burch will replace Gayle Manchin, whom Justice sacked on Monday.

[West Virginia MetroNews](#) (3/14) reports Justice “moved swiftly to name an acting Secretary for Education and the Arts.” The change comes “as Justice weighs whether to sign a bill that would dissolve the Department of Education and the Arts and move its programs to other state agencies, including the Department of Education.”

### **Detroit Superintendent Says District Can Afford Counselors, Other Educators.**

[WUOM-FM](#) Ann Arbor, MI (3/14) reports Detroit Superintendent Nikolai Vitti “says he’s found money in the Detroit district’s budget to hire a slew of educators who’ve been missing for years from city schools.” Vitti’s budget proposal “calls for every city school to have a guidance counselor, an arts or music teacher, a gym teacher, and a ‘dean of school culture’ who would be in charge of student discipline and creating in-school suspension programs.”

## **DIGITAL LEARNING**

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### **Louisiana Seeks To Help Teachers Access “Essential” OERs.**

The [Hechinger Report](#) (3/14, Mifflin) reports on the challenge teachers face is separating the “good, bad, or indifferent” from among the materials available on the Open Educational Resources (OER). The article adds that Louisiana’s Department of Education is promoting “an integrated curriculum and makes all parts of it available on the department’s website.” The state’s assistant superintendent of academic instruction says this allows teachers to “spend the bulk of their time teaching.” However, she also “said professional development and support are essential” but still lacking.

## SCHOOL FINANCE

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### Indiana Lawmakers Vote To Use Reserve Funds For Public Schools.

[Chalkbeat](#) (3/14, Cavazos) reports that the Indiana House and Senate both “overwhelmingly voted to approve” a bill allowing the state “to use reserve funds to make up the gap” in available funding and the money public schools were promised. The article adds that lawmakers are also “trying to make sure it doesn’t happen again;” House Ways & Means Committee Chairman Tim Brown said “in the next budget year making up that difference will be a priority.”

### Tulsa Passes Resolution Supporting Teacher Pay Increases.

The [Tulsa \(OK\) World](#) (3/14, Canfield) reports that Tulsa city councilors on Wednesday approved a resolution offered by the mayor’s office “supporting teacher pay increases and encouraging state lawmakers to provide sufficient funding for educators’ other school needs.” The article adds that the vote “came on the eve of a planned community rally to support teachers and encourage legislators to act to address the state’s education needs.”

### Florida Superintendents Call For Budget Revisions.

[Reuters](#) (3/14, Kearney) says Florida superintendents “urged state legislators” on Wednesday “to hold a special session to revise the state’s \$88.7 billion budget.” The superintendents say the budget, which the legislature has approved but Gov. Rick Scott has not yet signed, “bolsters school security after a deadly shooting in February but neglects basic education needs.”

The [Tampa \(FL\) Tribune](#) (3/14) reports the superintendents say “the Legislature under-funded their operational budgets for the coming year” and “called on Gov. Rick Scott on Wednesday to hold a special session aimed at putting more money into the K-12 system.” However, “a spokesman for Scott said the governor is satisfied with the state’s education spending plan.”

### Flint School Board Dismisses Top District Officials.

[Education Week](#) (3/14, Mitchell) says the Flint, Michigan school board announced Tuesday that it had placed District Superintendent Bilal Tawwab on administrative leave, against the backdrop of the city’s “ongoing water crisis.” The board “also placed the district’s assistant superintendent and lawyer on leave.” The board’s statement “did not indicate why Tawwab and the others were placed on administrative leave,” but “more than two years after the crisis began, water tests in some schools still found lead levels that exceeded federal safety limits and the district continued to lose students to charter schools and neighboring districts as families sought other options.”

### Report Finds Philadelphia Charter Schools Have Mixed Results.

[Philly \(PA\)](#) (3/14, Hanna) says a report released Thursday by the Philadelphia-based organization Public Citizens for Children and Youth showed that “while charter school enrollment – and cost – are growing in Philadelphia’s collar counties, their academic results constitute a ‘mixed bag.’” The report finds that “cyber-charter pupils in particular performing worse than those in similarly situated traditional public schools,” and recommends, among other things, “tighter financial controls and better oversight for charter operations.” The article provides further detail on the report’s findings.

### Michigan Superintendent Announces Health Leave.

The [Detroit Free Press](#) (3/14, Higgins) reports that Michigan State Superintendent Brian Whiston “is taking a medical

leave to tend to his health.” Whiston said Wednesday during a State Board of Education meeting, “As many of you know, I’ve been battling cancer...My plan is to continue to work the next 30 to 60 days to get some things done that are on the plate that need to get done.” Whiston “told board members he would take a long-term disability leave.”

### **New Data Show Gender Gap In New York City Admissions Rates.**

The [New York Daily News](#) (3/14, Chapman) says new data from the New York City Education Department “shows that fewer girls than boys were accepted to the city’s top high schools this year,” even though a larger number of girls took the admissions test. The article says “advocates and elected officials ripped the dismal gender stats.”

## **SAFETY & SECURITY**

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### **Senators Support Quick Action On School Safety.**

[Roll Call \(DC\)](#) (3/14, Ruger) reports, “Senators from both parties expressed their desire Wednesday to quickly pass school safety legislation that has bipartisan support.” The piece quotes Sen. Marco Rubio (R-FL) saying at a Judiciary Committee hearing, “There are things we agree on, we should pass those things. There are things we should disagree on, I hope we’ll debate them and maybe we can find common ground on those as well. But we should first act on the things we agree on and take action, so this never happens to anyone, anywhere.” The piece notes that Democrats on the panel supported bipartisan proposals, but “warned they weren’t enough to end school shootings.”

[Education Week](#) (3/14) reports the Senate Judiciary hearing “focused today on law enforcement’s role in what led to the death of 17 students and staff, what school officials might have done to head off the shooting, and the next steps lawmakers should take to prevent future school violence.” Republicans “focused on what they said were multiple failures by law enforcement to neutralize the threat posed by suspect Nikolas Cruz,” but “Democrats said the shooting at Marjory Stoneman Douglas High School highlighted the urgent need for additional gun-control measures.”

In a separate piece, [Education Week](#) (3/14) reports that Marjory Stoneman Douglas English teacher Katherine Posada testified before the committee on Wednesday, describing the emotional scars she sees in her younger students who survived the attack. Said Posada, “Many of them saw friends die and had to step over bodies and pools of blood to get out of their classrooms. Loud noises—even the bells between classes—make them jump.”

### **House Passes School Safety Bill 407-10.**

The [Washington Times](#) (3/14, Sherfinski) reports the House on Wednesday “easily passed a bill that would incentivize schools to develop threat assessment and safety plans, taking its first concrete steps to respond to last month’s school shooting in Parkland, Fla. on the one-month anniversary of the massacre.” The House voted 407-10 to pass the legislation, which was sponsored by Rep. John Rutherford (R-FL). The measure “allots \$50 million in annual grants to local schools to help them develop threat assessment and response plans, as well as initiatives to try to flag early warning signs of students who might be a danger to themselves or others.” The [New York Times](#) (3/14, Stolberg, Subscription Publication) indicates the bill includes no “changes to the nation’s gun laws,” and the [AP](#) (3/14, Daly, Freking) that it “now goes to the Senate, where a similar measure is being considered.” Also reporting are [Reuters](#) (3/14), and [NBC News](#) (3/14).

### **Deputy Director: FBI “Could Have And Should Have Done More” Ahead Of Parkland Shooting.**

The [New York Times](#) (3/14, Stolberg, Subscription Publication) reports David Bowdich, the FBI’s deputy director,



“suffered a grilling from Judiciary Committee members about the bureau’s failure to follow up on at least two credible tips related to the Parkland gunman, Nikolas Cruz.” Sen. Ted Cruz asked whether the FBI “had committed serious, grave errors,” to which Bowdich replied, “Yes, sir, I do.” The committee also “heard emotional testimony from Ryan Petty, whose daughter Alaina was among the 17 people killed at Stoneman Douglas High School, and Katherine Posada, a language arts teacher at the school.” Said Mr. Petty, “Nikolas Cruz and the danger that he posed were the worst kept secret in Parkland.”

The [AP](#) (3/14, Daly, Freking) reports Bowdich said the FBI “announced it is doubling the number of supervisors assigned to review tips received from the public about possible threats of mass shootings or other violence.” Bowdich told the committee “that the agency ‘could have and should have done more’ to investigate information it received prior” to the shooting.

[USA Today](#) (3/14, Gaudiano) reports that “at the Judiciary Committee hearing, lawmakers” also “discussed several proposals including one with bipartisan support that calls for ‘extreme risk protection orders’ to restrict access to firearms by those who pose an imminent danger to themselves or others.” Bowdich “said that such legislation would be helpful.”

### **Cruz Lawyers Offer Guilty Plea In Exchange For Life.**

The [CBS Evening News](#) (3/14, story 2, 0:40, Glor) reported lawyers for Nikolas Cruz “repeated their offer” for Cruz to “plead guilty if his life is spared,” but “prosecutors rejected it.” The report added that “newly released 911 calls from inside the high school reveal a frantic effort to save the wounded before help arrived.”

### **Teacher Accidentally Discharges Gun In California School.**

In continued coverage, the [CBS Evening News](#) (3/14, story 3, 1:30, Glor) reported, “At a high school in Seaside, California, a lesson in gun safety” Tuesday “did not go as planned.” It “ended with three students wounded” in what “was not an isolated incident.” CBS (Villarreal) added, “As a California teacher attempted to instruct students about gun safety in his criminal justice class, the gun accidentally went off.” CBS added that “Dennis Alexander, a reserve officer, city councilman, and teacher, is now on administrative leave.” [NBC Nightly News](#) (3/14, story 7, 1:50, Holt) said one student sustained slight injuries, but the incident “could have easily turned deadly.” The [New York Times](#) (3/14, Caron, Subscription Publication) and the [Los Angeles Times](#) (3/14, Tchekmedyan) also cover this story.

### **New York City Settles Federal Lawsuit Over Response To School Bullying.**

The [AP](#) (3/14, Matthews) reports that the New York City Department of Education has settled a 2016 federal lawsuit brought “by public school parents who charged that school violence and bullying were not being adequately addressed.” The district must “report bullying incidents into an electronic system within one day” under the terms of the settlement, which also allows parents to “submit school bullying complaints electronically.” The AP says the complaint alleged that “violence in schools was underreported and that incidents of bullying were often not taken seriously by school administrators.”

The [New York Daily News](#) (3/14) reports that under the settlement, the district agreed “to beef up protections for students victimized by bullying.” The agreement continues efforts “that outgoing schools Chancellor Carmen Fariña announced after a student was killed at the Bronx Urban Assembly School for Wildlife Conservation in September.”

### **Alabama Proposal To Arm Teachers Draws Mixed Reaction.**

The [AP](#) (3/14, Chandler) reports on “support and criticism” voiced over a “proposal to let trained teachers carry firearms in public schools” in the Alabama legislature on Wednesday “as a committee grappled with the first action on a gun-related bill introduced in the wake of the fatal shooting last month at a Florida high school.”



## DoDEA Lacks Policy Mechanisms To Respond To Student Sexual Assaults.

The [AP](#) (3/14, Dunklin, Pritchard) reports on the plight of children of military families attending DoDEA schools around the world who have been victims of sexual assault but are unable to get justice. If such students "are sexually violated by a classmate, a neighborhood kid or a sibling, they often get lost in a legal and bureaucratic netherworld . That's because military law doesn't apply to civilians, and the federal legal system that typically handles civilian crimes on base isn't equipped or inclined to prosecute juveniles."

## WEDNESDAY'S LEAD STORIES

- [Students Around Country Planning Gun Violence Demonstrations Wednesday.](#)
- [Nebraska Education Official Nominated For ED Rehabilitative Services Post.](#)
- [Houston All-Girl Team Advances To FIRST Lego League World Championship.](#)
- [Austin-Area School District Puts Finishing Touches On Two-Campus High School Project.](#)
- [Study Argues States Shouldn't Use SAT, ACT To Measure High School Achievement.](#)

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U.S. Court of Appeals

#### Background

In December 2012, 20-year-old Adam Lanza shot and killed 20 children and 6 adult staff members at Sandy Hook Elementary School in Newtown, Connecticut. Four months later, in April 2013, Connecticut's legislature passed a law banning many semiautomatic rifles, also commonly known as assault weapons. In 2014, gun-owner June Shew and three other Connecticut residents, one business, and two gun-rights advocacy groups filed a lawsuit against Governor Dannel Malloy, alleging the ban was ineffective and unconstitutional.

#### Legal Issues

The legal issue raised by *Shew v. Malloy* was whether the Connecticut law violated the Second Amendment to the U.S. Constitution, which states, "A well regulated Militia, being necessary to the security of a free State, the right of the people to keep and bear Arms, shall not be infringed." In 2008, the U.S. Supreme Court had ruled in *District of Columbia v. Heller* that the Second Amendment protected an individual right to bear arms, not just the right of members of state militias, as some courts had interpreted the amendment. In 2010, the Supreme Court ruled in *McDonald v. Chicago* that the Second Amendment applied to state and local laws.

#### Decision

In 2015, in *Shew v. Malloy*, the U.S. Court of Appeals upheld the Connecticut law banning assault weapons as constitutional. The law was "specifically targeted to prevent mass shootings like that in Newtown, in which the shooter used a semiautomatic assault weapon," Judge Jose A. Cabranes wrote. He dismissed Shew's argument that the ban would have little effect on overall gun violence, given that mass shootings are rare. "That may be so," Judge Cabranes ruled, "but gun-control legislation 'need not strike at all evils at the same time' to be constitutional."

#### Impact

The U.S. Supreme Court declined to hear Shew's appeal, which some observers took to mean tacit approval of some gun control regulations. In *District of Columbia v. Heller* and again in *McDonald v. Chicago*, the Court had noted that the Second Amendment did not mean that reasonable gun control regulations were necessarily unconstitutional. Some interpreted the Supreme Court's refusal to hear *Shew v. Malloy* as a nod to this position.

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- ▶ Opponents Argue
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Last Updated: March 27, 2018

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### Court Case: *Shew v. Malloy*, 2015

U.S. Court of Appeals

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In December 2012, 20-year-old Adam Lanza shot and killed 20 children and 6 adult staff members at Sandy Hook Elementary School in Newtown, Connecticut. Four months later, in April 2013, Connecticut's legislature passed a law banning many semiautomatic rifles, also commonly known as assault weapons. In 2014, gun-owner June Shew and three other Connecticut residents, one business, and two gun-rights advocacy groups filed a lawsuit against Governor Dannel Malloy, alleging the ban was ineffective and unconstitutional.

#### Legal Issues

The legal issue raised by *Shew v. Malloy* was whether the Connecticut law violated the Second Amendment to the U.S. Constitution, which states, "A well regulated Militia, being necessary to the security of a free State, the right of the people to keep and bear Arms, shall not be infringed." In 2008, the U.S. Supreme Court had ruled in *District of Columbia v. Heller* that the Second Amendment protected an individual right to bear arms, not just the right of members of state militias, as some courts had interpreted the amendment. In 2010, the Supreme Court ruled in *McDonald v. Chicago* that the Second Amendment applied to state and local laws.

#### Decision

In 2015, in *Shew v. Malloy*, the U.S. Court of Appeals upheld the Connecticut law banning assault weapons as constitutional. The law was "specifically targeted to prevent mass shootings like that in Newtown, in which the shooter used a semiautomatic assault weapon," Judge Jose A. Cabranes wrote. He dismissed Shew's argument that the ban would have little effect on overall gun violence, given that mass shootings are rare. "That may be so," Judge Cabranes ruled, "but gun-control legislation 'need not strike at all evils at the same time' to be constitutional."

#### Impact

The U.S. Supreme Court declined to hear Shew's appeal, which some observers took to mean tacit approval of some gun control regulations. In *District of Columbia v. Heller* and again in *McDonald v. Chicago*, the Court had noted that the Second Amendment did not mean that reasonable gun control regulations were necessarily unconstitutional. Some interpreted the Supreme Court's refusal to hear *Shew v. Malloy* as a nod to this position.

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From: "Heidi Hess, CREDO Action" <act@credoaction.com>  
Sent Date: Sun, 18 Feb 2018 08:01:42 -0700 (MST)  
Subject: Sign if you agree: Ban assault weapons now  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

## [Tell Republicans in Congress: Thoughts and prayers are not enough](#)

*The petition to Republicans in Congress reads:*

**"Put your constituents before the National Rifle Association. Take immediate action to ban weapons of war, including assault weapons and large capacity magazines, which have no place in the hands of private citizens."**

Add your name:

[Sign the petition▶](#)

Dear Landreth,

Within hours of Wednesday's deadly mass shooting at a Parkland, Florida high school – which took the lives of at least 17 people – Republican politicians without the courage to support real solutions to our gun violence crisis released statements and social media posts offering their "thoughts and prayers" to the victims and their families. <sup>1</sup>

It was the exact same cowardly, ineffectual response they offered after gunmen wielding AR-15 assault rifles killed people at a church in Sutherland Springs, Texas, a concert in Las Vegas, Pulse nightclub in Orlando and Sandy Hook Elementary School.<sup>2</sup>

**It is time for Republicans in Congress to join Democrats in standing up to the National Rifle Association and pass an assault weapons ban that will save American lives.**

[Tell Republicans in Congress: Thoughts and prayers are not enough. We need gun control now. Click here to sign the petition.](#)

**Tragic mass shootings like the one yesterday in South Florida have become all too common.** The last 5 months alone now account for three of the 10 deadliest mass shootings in modern U.S. history.<sup>3</sup> In the past 5 years, there have been nearly 300 school shootings in the United States<sup>4</sup> – including 17 so far in 2018 alone.<sup>5</sup>

**According to Newsweek, "Florida has some of the weakest gun laws in the country."** Gun owners are not required to have a license, they are not required to register their guns and it is perfectly legal to own semi-automatic assault rifles like the one used in Wednesday's tragic shooting. <sup>6</sup> The heartbreaking truth is that the combination of weak state and federal gun laws made Wednesday's horrific attack possible.

[Tell Republicans in Congress: Thoughts and prayers are not enough. We need gun control now. Click here to sign the petition.](#)

There's one reason why politicians consistently fail to take real action on gun violence: The National Rifle Association. The NRA has a chokehold on Congress that keeps most bills about gun control from even coming to the floor for a vote. Politicians beholden to – or afraid of – the NRA are willing to turn their backs on their constituents when it comes time to implement reasonable limits and controls on guns. But you can count on them for a "heartbroken" tweet about their "thoughts and prayers" when a tragic shooting makes the national news.

**Finally breaking the NRA's chokehold on Congress will require massive grassroots pressure on our elected officials, demanding that they deliver more than thoughts and prayers in the face of our epidemic**



of gun violence.

We must forcefully demand that Congress takes immediate action to ban weapons of war, including assault weapons and large capacity magazines. Please add your name to our emergency petition now.

**Tell Republicans in Congress: Thoughts and prayers are not enough. We need gun control now. Click the link below to sign the petition:**

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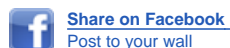
Thanks for everything you do,

Heidi Hess, Senior Campaign Manager  
[CREDO Action from Working Assets](#)

Add your name:

**Sign the petition▶**

1. Ed Mazza, "[People Sick Of 'Thoughts And Prayers' Demand Action After Florida School Shooting](#)," HuffPost, Feb. 15, 2018.
2. Igor Volsky, "[Tweet](#)," Twitter, Feb. 14, 2018.
3. The New York Times, "[Florida Shooting: Nikolas Cruz Is Charged With 17 Counts of Murder](#)," Feb. 15, 2018.
4. BBC News, "[Florida shooting: 'Policy and change' not 'thoughts and prayers'](#)," Feb. 15, 2018.
5. Meghan Keneally, "[There have already been 18 school shootings in the US this year: Everytown](#)," ABC News, Feb. 14, 2018.
6. Chantal Da Silva, "[Florida Massacre Survivor Tells Trump: 'I Don't Want Your Condolences,' Demands Gun Control](#)," Newsweek, Feb. 15, 2018.



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From: "Heidi Hess, CREDO Action" <act@credoaction.com>  
Sent Date: Sat, 17 Feb 2018 07:53:35 -0700 (MST)  
Subject: Sign the petition: Block the NRA's dream bill  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

## [Senate Democrats: Stop the NRA. Block concealed carry reciprocity](#)

*Tell Senate Democrats:*

**"Block concealed carry reciprocity legislation that would undermine state laws that protect residents from gun violence."**

Add your name:

[Sign the petition▶](#)

Dear Landreth,

Parkland, Sutherland Springs, Las Vegas, Orlando. Whether it's mass shootings or the appalling number of daily gun deaths, **the National Rifle Association's "guns everywhere" agenda is fueling an epidemic of gun violence in our country.**

After each mass tragedy, Republicans offer their thoughts and prayers for the victims but show their blind allegiance to the NRA by refusing to act to keep their constituents safe. But now that Trump's in the White House, they are going even further to help the NRA ramp up its extremist agenda on a national scale – **with a reckless, dangerous bill to undermine gun safety laws across the country.**

The right-wing Republican extremists in the House of Representatives recently passed the National Rifle Association's (NRA) dream bill. **<sup>1</sup> The Concealed Carry Reciprocity Act would undermine state efforts to protect residents from gun violence and force every state to abide by the weakest gun laws in the country.**

Now more than ever we need to do everything we can to stop the NRA. Republicans are so beholden to the NRA that they will do their bidding, but Democratic senators have the power to block the Concealed Carry Reciprocity Act. **Can you add your name today to make sure they act as a firewall between our communities and the NRA's extremism?**

[Tell Senate Democrats: Block the Concealed Carry Reciprocity Act. Click here to sign the petition.](#)

Every state allows some kind of concealed carry, but 39 states require a gun owner to obtain a permit before publicly carrying concealed weapons in public.<sup>2</sup> Some of those states require training before residents can get those permits. Some states block people who have committed violent crimes, domestic abusers, stalkers or people with mental illness that make them a danger to themselves or others from buying a gun or getting a concealed carry permit. Nearly every state restricts residents from carrying concealed weapons in places like schools, hospitals, government buildings or bars.<sup>3</sup>

**The Concealed Carry Reciprocity Act uses the differences between states' gun control laws to water down protections across the country.** It forces states to recognize concealed carry permits issued by any other state, no matter how lax the state's permitting standards are. <sup>4</sup> It will encourage people, including domestic abusers, who cannot get a concealed carry license in one state to "permit shop:" applying in another state with weaker laws and bringing their gun back to the state where they live.<sup>5</sup> **A resident of a state whose legislature has stood up for public safety and passed gun control legislation would be no safer than a resident of a state whose legislature is in the pocket of the NRA.**





Years of statistics prove that comprehensive state gun laws lead to fewer gun deaths, but the NRA wants to undermine public safety by advancing a reckless, dangerous policy like concealed carry reciprocity.<sup>6</sup> **Senate Democrats must use their power to reject the NRA's extremism and block this deadly bill.**

**Tell Senate Democrats: Block the Concealed Carry Reciprocity Act. Click the link below to sign the petition:**

[https://act.credoaction.com/sign/Senate\\_Concealed\\_Carry?t=7&akid=27312%2E12772310%2Ek6nEWz](https://act.credoaction.com/sign/Senate_Concealed_Carry?t=7&akid=27312%2E12772310%2Ek6nEWz)

Thanks for standing up to the NRA today,

Heidi Hess, Senior Campaign Manager  
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**Sign the petition▶**

*References:*

1. Dana Liebelson, "[One Month After Texas Church Shooting, House Republicans Vote To Expand Gun Rights](#)," HuffPost, Dec. 6, 2017.
2. Michele Gorman, "[Guns in America: What is national concealed carry reciprocity?](#)" Newsweek, April 10, 2017.
3. Ibid.
4. Everytown for Gun Safety, "[Federally Mandated Concealed Carry Reciprocity](#)," accessed Dec. 6, 2017.
5. Polly Mosendz, "[Get Ready for Concealed Guns in All 50 States](#)," Bloomberg Politics, Nov. 30, 2017.
6. Law Center to Prevent Gun Violence, "[2016 Gun Law State Scorecard](#)," accessed Dec. 6, 2017.



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Subject: Sign the petition: Congress and the NRA  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

## [Tell Congress: Stop taking the NRA's money](#)

*The petition to Congress reads:*

**"The NRA is a dangerous extremist group. Its 'guns everywhere' agenda threatens public safety and makes it almost impossible to pass gun control legislation at the federal or state levels. No elected official should take its money."**

Add your name:

**Sign the petition▶**

Dear Landreth,

**The NRA is to blame for our epidemic of gun violence, but so are the politicians who do its bidding.**

In the last 20 years, the NRA has donated more than \$4.1 million to current members of Congress.<sup>1</sup> It spent at least \$55 million in the 2016 election cycle to advance not only its "guns everywhere" agenda, but right-wing Republican extremism more broadly. <sup>2</sup> **This financial power has kept most federal- or state-level bills about gun control from even getting a vote.**

But since the Parkland shooting, the NRA has been under relentless scrutiny. Corporate partners have been abandoning the NRA in droves.<sup>3</sup> And people all over the country have been publicizing and criticizing the amount of money their representatives have taken from the NRA. **We need to keep that pressure on and demand that Congress break free from the NRA.**

[Tell Congress: Stop taking money from the gun lobby. Click here to sign the petition.](#)

After every mass shooting, the NRA's lackeys in Congress offer their thoughts and prayers for the victims and survivors, but then refuse to bring real gun control legislation to a vote. It's happening again in the wake of the Parkland shooting. House Majority Leader Paul Ryan has indicated he has no plans to push for gun control in the House.<sup>4</sup> Senate Majority Leader Mitch McConnell just put aside gun control legislation to make room to pass giveaways to big banks.<sup>5</sup>

These politicians often try to excuse their cowardice by saying there's no evidence that gun control works. But a recent major study by RAND provides clear evidence that they are wrong and "reveals what a depraved dereliction of responsibility doing nothing yet again will really amount to." <sup>6</sup>

**Congress will continue to be derelict in its responsibilities if our representatives continue to be in the pocket of the NRA.** Our friends at NoNRAMoney.org are working hard to get elected officials and candidates to pledge not to take the NRA's money. But the NRA's lackeys will not give up that money without a fight. At a CNN town hall after Parkland, survivor Cameron Kasky asked Florida Sen. Marco Rubio if he would stop taking NRA money. Rubio, to jeers from the audience, refused to do so.<sup>7</sup> **We need to amplify Kasky's pressure across the country and demand that every elected official refuse to take the NRA's blood money. Can you add your name today? Click the link below to sign the petition:**

[https://act.credoaction.com/sign/no\\_NRA\\_funding?t=7&akid=27658%2E12772310%2EPw0IE6](https://act.credoaction.com/sign/no_NRA_funding?t=7&akid=27658%2E12772310%2EPw0IE6)



Thanks for helping us stand up to the NRA,

Heidi Hess, Co-Director

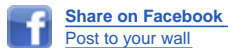
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Sign the petition▶

References:

1. Aaron Williams, "[Have your representatives in Congress received donations from the NRA?](#)" The Washington Post, Feb. 15, 2018.
2. Lesley Clarke, "[Congress' NRA loyalists say new gun laws won't ease shooting sprees](#)," Miami Herald, Feb. 15, 2018.
3. Kia Lerner & Josh Israel, "[The NRA is being supported by these companies](#)," ThinkProgress, Feb. 20, 2018.
4. Rachel Blade, "[Ryan throws cold water on gun control push](#)," POLITICO, FEB. 27, 2018.
5. Alexander Bolton and Sylvan Lane, "[McConnell shelves gun bills for banking reform](#)," The Hill, March 1, 2018.
6. Greg Sargent, "[This major new report on gun deaths should shock us all](#)," The Washington Post, Mar. 2, 2018.
7. Eli Watkins, "[Rubio stands by accepting NRA contributions: 'People buy into my agenda'](#)," CNN, Feb. 22, 2018.



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CREDO  
action

From: "Heidi Hess, CREDO Action" <act@credoaction.com>  
Sent Date: Sat, 24 Feb 2018 07:53:28 -0700 (MST)  
Subject: Sign the petition: No support for the NRA  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

## [It's time to break ties with the NRA](#)

*The petition to the National Rifle Association's corporate partners reads:*

**"The NRA is a dangerous extremist group. Its 'guns everywhere' agenda threatens public safety and makes it almost impossible to pass gun control legislation at the federal or state level. It's time to stop supporting them."**

Add your name:

**Sign the petition▶**

Dear Landreth,

**If we want to stop the epidemic of gun violence in this country, we have to stop the NRA.** And a key part of stopping the NRA is stopping the corporate partners that enable and legitimize its toxic extremism.

In just the last few days, **there has been massive pressure on companies to sever their NRA ties.** As a result, some companies – like National, Alamo, Enterprise and Symantec – have ended their partnerships. But others, like FedEx, are still all in.<sup>1</sup> It's time for FedEx, and all of the NRA's other corporate partners, to choose a side.

[Tell the NRA's corporate partners: Stop enabling the NRA's extremism. Click here to sign the petition.](#)

The NRA has a chokehold on politicians that keeps most federal or state-level bills about gun control from even getting a vote. **It spent at least \$55 million in the 2016 election cycle to advance not only its "guns everywhere" agenda, but right-wing Republican extremism more broadly**, including at least \$30 million that was directly focused on electing racist, misogynistic, xenophobic Trump.<sup>2</sup>

In addition to this massive political spending, the NRA is able to claim power through its 5 million-person membership. **The dues paid by those members help fuel the NRA's deadly agenda** – its efforts to arm and train teachers, its support of police militarization and its propaganda – magazines which aim to normalize its agenda and radicalize readers and the rabidly racist and xenophobic NRATV.<sup>3,4,5</sup>

One of the things that helps drive NRA membership are the benefits that come from being a member, including discounts from major brands. The endorsement of the major brands helps legitimize the NRA; the perks of membership help encourage people to spend from \$40 to \$1500 to become NRA members. These companies have been able to get away with supporting the NRA for years, but now the tide is turning, and **we have an opportunity to demand an end to these partnerships that help feed the NRA's extremism.**

Can you add your name today to demand that the remaining corporate partners cut their ties to the NRA? Click the link below to sign the petition:

[https://act.credoaction.com/sign/NRA\\_Sponsors?t=7&akid=27388%2E12772310%2EJRlZJQ](https://act.credoaction.com/sign/NRA_Sponsors?t=7&akid=27388%2E12772310%2EJRlZJQ)

Thanks for helping us stand up to the NRA,

page 1 of 2

ACQUIRED BY FIREARMS POLICY COALITION  
AND FIREARMS POLICY FOUNDATION



Heidi Hess, Co-Director


[CREDO Action from Working Assets](#)

Add your name:

**Sign the petition▶**

References:

1. ThinkProgress is keeping close track of NRA corporate partners here: "[The NRA is being supported by these companies](#)." As we've seen in the past few days, companies are moving quickly to distance themselves, so this list may have changed by the time you read this.
2. Lesley Clarke, "[Congress' NRA loyalists say new gun laws won't ease shooting spree](#)," Miami Herald, Feb. 15, 2018.
3. Firmin DeBrabander, "[The NRA's dystopian view of freedom](#)," Chicago Tribune, Feb. 23, 2018.
4. Radley Balko, "[How the NRA's allegiance to cops undermines its credibility on gun rights](#)," The Washington Post, July 11, 2017.
5. Cydney Hargis, "[A guide to NRATV: NRA's news outlet is a hybrid of Breitbart and Infowars](#)," Media Matters for America, Aug. 28, 2017.

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**CREDO**  
action

From: "Heidi Hess, CREDO Action" <act@credoaction.com>  
Sent Date: Sun, 11 Mar 2018 07:33:36 -0600 (MDT)  
Subject: Sign the petition: Stop taking NRA money  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

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Thanks for helping us stand up to the NRA,

Heidi Hess, Co-Director

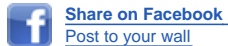
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CREDO  
action

From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Fri, 23 Mar 2018 05:37:45 -0600 (MDT)  
Subject: Spending Bill Omits Administration Education Proposals  
To: <cindy.romero@carlsbad.k12.nm.us>

If you are unable to see the message or images below, [click here to view](#)



Good morning Cindy Romero

March 23, 2018

## LEADING THE NEWS

Advertisement



### Spending Bill Omits Administration Education Proposals.

The [Washington Post](#) (3/21, Balingit, Douglas-Gabriel) reports the \$1.3 trillion omnibus spending bill passed by the House this week "dealt a blow to Education Secretary Betsy DeVos's school choice agenda in a tentative spending bill released late Wednesday, rejecting her attempt to spend more than \$1 billion promoting choice-friendly policies and private school vouchers." The measure "includes a \$3.9 billion boost for the Education Department," whereas "DeVos had sought to cut Education Department funding by \$3.6 billion — about 5 percent." DeVos, the Post reports, "wanted to eliminate money for after-school programs for needy youth and ax a grant program that helps low-income students go to college in

favor of spending more than \$1 billion to promote charter schools, magnet schools and private school vouchers." The Post reports ED Press Secretary Liz Hill "said the secretary was disappointed Congress rejected her efforts to expand school choice," quoting Hill saying, "Too many students are stuck in a school that isn't meeting their needs, through no fault of their own. We must end the system that forces students into schools based on their Zip code or family income." [The Hill](#) (3/22, Delk) runs a report based on the Post's article.

[CNN](#) (3/22) reports that the \$1.3 trillion omnibus spending bill that cleared the House this week omits "some significant proposals championed by Education Secretary Betsy DeVos and President Donald Trump." The administration's education budget proposal "would have cut the Education Department's budget by \$3.6 billion and funneled more than \$1 billion toward private school vouchers and other school choice plans. But lawmakers rejected a number of those proposals, including slashing funding for the department's Office for Civil Rights, halving federal work study programs and spending \$250 million on a private school choice program."



The [Chronicle of Higher Education](#) (3/22) reports the budget includes “an additional \$8.5 million for the Office for Civil Rights; a \$175 expansion in the size of the maximum Pell Grant; a \$107-million rise for the Supplemental Education Opportunity Grant program; and a \$140-million lift in the Federal Work-Study program.” The piece also says “historically black colleges would see a 14-percent increase in federal dollars, and the bill would triple the money for campus child care.”

**Education Research Programs To Get Boost.** [Education Week](#) (3/22) reports though “education research programs across several agencies have faced cuts and consolidations this year,” the spending bill “rejects cuts in favor of some modest increases to federal education research and data.” The Institute of Education Sciences “would get \$613.5 million, up \$8 million from fiscal 2017. The budget agreement would provide \$192.7 million for research and dissemination and \$109.5 million for the National Center for Education Statistics; both small increases over the current budget, but below the White House’s requests.”

**Bill Includes Funding Increase For HBCUs.** [Diverse Education](#) (3/22) reports the bill includes a 14% increase in funding for historically black colleges and universities of \$5 million. The piece reports the funding comes after “strong advocacy by U.S. Senators Kamala Harris and Doug Jones,” who “sent a letter with 12 of their colleagues to committee chairman Roy Blunt, R-Mo., and ranking member Patty Murray, D-Wa., of the Senate Appropriations Subcommittee on Labor, Health and Human Services, Education, and Related Agencies. The letter requested that the upcoming omnibus spending bill contain a restoration and increase in federal support for HBCUs.”

**Bill Contains Language Barring Changes To ED Budget Office.** The [Washington Post](#) (3/22, Strauss) reports Congress inserted language in the spending bill barring changes to ED’s budget service. The Post provides the relevant passage, saying “legislators are essentially accusing DeVos of making structural changes to her budget office — part of a major reorganization of the entire department — without telling them the details.”

**Spending Bill Raises Pell Grant, Boosts Funding To Higher Education Programs.** [Inside Higher Ed](#) (3/22) reports the bill “raises the maximum Pell Grant by \$175, includes an additional \$3 billion for the National Institutes of Health as well as increased funds for the National Science Foundation, and provides \$152.8 million for the National Endowment for the Humanities, which President Trump had sought to eliminate.” The plan also “includes about \$350 million in funding to address eligibility for the Public Service Loan Forgiveness program.”

**Bill Fully Funds DC Tuition Assistance Grant.** The [Washington Post](#) (3/22, Douglas-Gabriel) reports the bill provides “full federal funding for a tuition aid initiative that helps D.C. residents attend college, rejecting a White House bid to cut support for the popular DC Tuition Assistance Grant.” Appropriators allotted \$40 million for the program, which “gives District students — who don’t have access to a robust in-state university system — affordable college options.”

**Bill Preserves Title II Funding.** [Education Week](#) (3/22) reports the bill preserves \$2 billion in funding for Title II teacher development programs “despite President Donald Trump’s proposal to eliminate the program entirely.” The Trump administration argued that the program is ineffective, but “the proposal to eliminate Title II sparked backlash among the education community,” with advocates saying “state and district leaders are working to improve professional development, in large part due to the Every Student Succeeds Act, which calls for PD Programs to be evidence-based.”

## TEACHING & LEARNING

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### New Project Aims To Promote Digital Media Literacy To Arm Students Against Fake News.

[Education Week](#) (3/22) reports that “in the wake of Russian meddling in the 2016 presidential election and the proliferation of fake news all over the internet,” there is an increased focus on “educating young people on how to judge the accuracy of the information they encounter online.” To this end, a new project called MediaWise will use a

\$3 million grant from Google to “join the fight against fake news, partnering with the nonprofit journalism school Poynter Institute and the Stanford Graduate School of Education to create a curriculum and videos that train middle and high school students to become smarter consumers of online news. The goal is to reach a million students, half from low-income communities.”

### **PSU Students Work In Community Classrooms On Technological Literacy.**

The [Joplin \(MO\) Globe](#) (3/22, Younker) reports on a “new partnership” between Pittsburg State University and community schools which is “ensuring that young schoolchildren are introduced to science, technology, engineering, and math fields.” Students enrolled in the “relatively new minor in technological literacy” at PSU “are tasked with building skills and strategies to implement STEM activities in their future classrooms, and they’re spending the academic year testing those activities in actual classrooms in Pittsburg schools.” The article describes experiences of elementary school students befitting from the program

### **Georgia Tech, Honeywell Announce New Partnership.**

The [Atlanta Journal-Constitution](#) (3/22) reports that Georgia Tech and the Honeywell company “announced Thursday a partnership” in which “teachers will have access to Georgia Tech’s computing research and Honeywell engineers, who will serve as mentors and coaches.” The partnership aims “to provide advanced teaching techniques to select middle and high school teachers in metro Atlanta in science, technology, engineering, and math.” The article provides detail on the planned partnership.

### **Ohio Moves Toward Eliminating Use Of Test Scores In Teacher Ratings.**

The [Cleveland Plain Dealer](#) (3/22, O'Donnell) says the Ohio Senate voted Wednesday on a bill that “calls for eliminating use of test scores as a percentage..of a teacher’s rating each year.” Although the bill still needs House approval, the article says it is “a major step toward moving Ohio’s teacher rating system to a new method proposed last spring by State Superintendent Paolo DeMaria and a panel of educators.”

### **Oklahoma Union Proposes Alternative Funding For Teachers, Threatens Strike.**

The [Oklahoman](#) (3/22, Felder) says the Oklahoma Education Association has called for teachers strike “if more than \$800 million in funding demands are not met for next fiscal year.” The union’s executive director, David DuVall, said, “If the Legislature is unable (to pass a funding measure) we are ready to roll one out.” The article provides background on the debate in the state legislature over “how to fund a teacher pay raise,” and the views of the union.

### **New Study Finds Relocation Strongest Predictor Of Diversity Among Teachers.**

[Education Week](#) (3/22, Will) reports that a new analysis published by the Brookings Institution found that “offering relocation assistance is the strongest predictor of a more diverse teacher workforce,” followed by “student loan forgiveness, bonuses for excellence in teaching, and bonuses for teaching in less desirable locations.” The article provides detail on the report’s findings.

## **OPERATIONS**

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### **Success Academy Charters Show High Success Rate.**

The [Wall Street Journal](#) (3/22, Brody, Subscription Publication) reports on the success of students at Success Academy Charter Schools, who mainly come from poor, black, or Hispanic backgrounds. Members of the first

graduating class of 17 seniors at the Academy have all been accepted to four-year colleges, and school officials say Academy schools are reporting lower attrition rates than other schools serving a similar demographic.

### **DC Inspector General Investigates Graduation Scandal.**

The [Washington City Paper](#) (3/22, Giambrone) says DC Inspector General Daniel Lucas “is trying to get to the bottom of the graduation and attendance scandal” in the district, but is working “largely out of public view for legal and investigatory reasons.” The article says with this review, Lucas “faces his biggest challenge yet,” and provides further detail on the review process.

## **SCHOOL FINANCE**

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### **Kansas Senate Advances First Part Of School Funding Fix.**

The [AP](#) (3/22) reports a Kansas state Senate committee “on Thursday advanced the first piece of a plan to satisfy a state Supreme Court mandate on public school funding.” The language would “make the distribution of education dollars fairer to poorer areas.” The move “represented the first significant movement on the biggest issue facing lawmakers this year.”

### **Kansas Group Seeks To Change State Constitution To End School Funding Lawsuits.**

The [Kansas City \(MO\) Star](#) (3/22) reports a new non-profit corporation called the Kansas Coalition for Fair Funding, which was formed on Sunday, “has hired three lobbyists to push for a constitutional amendment on Kansas schools after a study recommended lawmakers spend up to \$2 billion more on schools.” Currently, the constitution says the state “must make ‘suitable’ provision to finance education. An amendment could define that phrase, potentially making it more difficult for school districts to sue for more money in the future.”

### **Report: Most States’ Funding For High-Poverty Schools Inadequate.**

The [Philadelphia Public Schools Notebook](#) (3/22) reports that according to a new report released by the Education Law Center of New Jersey, “poor districts get far less money than needed to help students achieve average scores on standardized tests, and a financial analysis shows that higher test scores follow the money.” Researchers examined “the relationship between school funding and student achievement among the country’s school districts, grouped by states and subdivided by poverty levels.”

### **Philadelphia School Reform Commission Presents Balanced Budget.**

[Philly \(PA\)](#) (3/22, Graham, Spinelli) reports that the Philadelphia School Reform Commission on Thursday “green-lighted the broad outlines of a proposed \$3.2 billion budget for next year that would include new spending on additional teachers, supports for struggling students, and building repairs.” The article says the proposal painted “a vastly different picture from last year, when officials projected a budget gap of hundreds of millions of dollars over five years.” This year, with a pledge from the city’s mayor to fund the Commission’s deficits, “the school system is certain it can sustain its current level of spending,” according to chief financial officer Uri Monso

According to the [Philadelphia Public Schools Notebook](#) (3/22, Mezzacappa, Windle), Committee Chair Joyce Wilkerson said, “This is a step away from the years when we made dramatic closures, and that’s exciting.”

### **Arizona Legislators Work To Protect Prop. 301.**

The [Phoenix Business Journal](#) (3/22, Gonzales, Subscription Publication) reports that two Arizona state representatives “are sponsoring bills to keep Prop 301,” which provides for a 0.6-cent sales tax each year to fund education, “from dying.” However, leaders of Arizona Schools now are “worried the money will go toward [lawmakers’] pet projects, rather than teacher salaries.”

## **SAFETY & SECURITY**

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### **Parkland Superintendent Introduces New Security Measures Including Clear Backpacks.**

The [Washington Post](#) (3/22, Heim) reports on a number of security measures that Broward County Schools Superintendent Robert Runcie detailed in a letter to students at Marjory Stoneman Douglas High School this week, including the requirement that all backpacks be clear. Moreover, “students and staff will have to wear identification badges at all times on campus.” There will also be an increased security presence and “the district is considering using metal detecting wands and installing permanent metal detectors.” However, “the requirement that they use clear plastic backpacks did not sit well with many teens, said Jenna Korsten, a Stoneman Douglas senior.”

[USA Today](#) (3/22, Miller) reports Runcie’s letter said “students will be provided the backpacks for free.” The security measures also include “locking classroom doors at all times and evaluating active shooter training.” Students “pushed back against their new backpack requirements on social media, repeating their calls for stricter gun laws instead.” [The Hill](#) (3/22, Samuels) and the [AP](#) (3/22) also cover this story.

### **Report: Despite Improvement, California Districts Lagging On Racial Discipline Disparities.**

[EdSource](#) (3/21) reports that according to a new report from the group Fight Crime, Invest in Kids, despite California’s reputation for “holding school districts accountable for their suspension rates,” some “districts are still lagging considerably when it comes to addressing suspension disparities among specific groups of students and supporting alternatives to traditional discipline.”

### **Gallup Poll: Most US Teachers Support Gun Control, Don’t Want To Carry In School.**

[NPR](#) (3/22) reports that according to a new Gallup poll, “nearly three-fourths of U.S. teachers do not want to carry guns in school, and they overwhelmingly favor gun control measures over security steps meant to ‘harden’ schools.” Teachers “were asked in an open-ended question to name one thing that could be done to prevent U.S. school shootings. One-third named gun control or stricter gun laws, the most popular response.” Only 7% of respondents “mentioned arming teachers.” “In a separate question, just 1 in 5 teachers agreed that arming teachers and staff members would make schools safer...while 58 percent said it would make schools less safe.”

### **Commentary: School Resource Officers Require Training In Violence Prevention.**

In a piece for [The Conversation \(US\)](#) (3/22), Elizabeth Englander, the director of the Massachusetts Aggression Reduction Center at Bridgewater State University, writes that the presence of school resource officers “can literally save lives and avert tragedy.” However, a school resource officer’s success is founded in proactive prevention efforts, she writes. “Stopping school violence before it ever begins relies heavily on the training that school resource officers, commonly referred to as SROs, receive or don’t receive.” Englander laments a lack of state or national training standards for resource officers, and says that what training there is “tends to focus on legal issues or school security, as opposed to other things like de-escalation techniques, bullying and cyberbullying, child development, symptoms of trauma, or educational issues, such as working with children with special needs.”

### **After Parkland Massacre, Some NRA Strongholds Considering Gun Law Reform.**

[Reuters](#) (3/22) reports that Vermont Gov. Phil Scott, whose state “has a reputation as a pro-gun stronghold.” says the school shooting in Parkland, Florida “jolted” him “into a new willingness to consider limiting access to guns ‘by those who shouldn’t have them.’ ... It was a remarkable turnabout for a Republican governor with a 93 percent approval rating from the National Rifle Association (NRA) gun rights advocacy group in an otherwise politically liberal state with some of America’s most permissive gun laws.”

### **Michigan House Passes Cyberbullying Bill.**

The [AP](#) (3/22) reports a bill “criminally defining threatening behavior specifically on the internet for the first time” has passed the Michigan state House, saying that the bill “describes cyberbullying as ‘harassing or intimidating behavior.’” Should the bill pass, “Michigan would join the growing ranks of states moving to criminalize the evolving mediums for bullying. In 2016, Michigan was ranked last by WalletHub’s analysis on which states are most adept at controlling bullying.”

### **Key New Mexico Legislators Call For School Safety Task Force.**

The [AP](#) (3/22) reports that on Thursday a number of “New Mexico’s most influential lawmakers” called for a school safety task force “after hearing from top law enforcement officers and administrators from a district where two students were shot and killed in December.”

## **SPECIAL NEEDS**

### **Arizona Senate Advances Bill To Help Non-English Speakers Learn.**

The [Arizona Daily Star](#) (3/22, Stephenson) says the Arizona Senate Education committee voted unanimously Thursday on “legislation to allow English-language learners to enroll in dual language courses.” The bill “would allow students who are not yet orally proficient in English to enroll in dual language programs,” and the article says it comes “after years of forcing students who aren’t proficient in English into” an immersion program “that research shows is ineffective.”

## **THURSDAY’S LEAD STORIES**

- [DeVos Explains Makeup Of School Safety Commission.](#)
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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Fri, 23 Mar 2018 05:37:45 -0600 (MDT)  
Subject: Spending Bill Omits Administration Education Proposals  
To: <david.shoup@carlsbad.k12.nm.us>

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Good morning David Shoup

March 23, 2018

## LEADING THE NEWS

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## **SAFETY & SECURITY**

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### **Parkland Superintendent Introduces New Security Measures Including Clear Backpacks.**

The [Washington Post](#) (3/22, Heim) reports on a number of security measures that Broward County Schools Superintendent Robert Runcie detailed in a letter to students at Marjory Stoneman Douglas High School this week, including the requirement that all backpacks be clear. Moreover, “students and staff will have to wear identification badges at all times on campus.” There will also be an increased security presence and “the district is considering using metal detecting wands and installing permanent metal detectors.” However, “the requirement that they use clear plastic backpacks did not sit well with many teens, said Jenna Korsten, a Stoneman Douglas senior.”

[USA Today](#) (3/22, Miller) reports Runcie’s letter said “students will be provided the backpacks for free.” The security measures also include “locking classroom doors at all times and evaluating active shooter training.” Students “pushed back against their new backpack requirements on social media, repeating their calls for stricter gun laws instead.” [The Hill](#) (3/22, Samuels) and the [AP](#) (3/22) also cover this story.

### **Report: Despite Improvement, California Districts Lagging On Racial Discipline Disparities.**

[EdSource](#) (3/21) reports that according to a new report from the group Fight Crime, Invest in Kids, despite California’s reputation for “holding school districts accountable for their suspension rates,” some “districts are still lagging considerably when it comes to addressing suspension disparities among specific groups of students and supporting alternatives to traditional discipline.”

### **Gallup Poll: Most US Teachers Support Gun Control, Don’t Want To Carry In School.**

[NPR](#) (3/22) reports that according to a new Gallup poll, “nearly three-fourths of U.S. teachers do not want to carry guns in school, and they overwhelmingly favor gun control measures over security steps meant to ‘harden’ schools.” Teachers “were asked in an open-ended question to name one thing that could be done to prevent U.S. school shootings. One-third named gun control or stricter gun laws, the most popular response.” Only 7% of respondents “mentioned arming teachers.” “In a separate question, just 1 in 5 teachers agreed that arming teachers and staff members would make schools safer...while 58 percent said it would make schools less safe.”

### **Commentary: School Resource Officers Require Training In Violence Prevention.**

In a piece for [The Conversation \(US\)](#) (3/22), Elizabeth Englander, the director of the Massachusetts Aggression Reduction Center at Bridgewater State University, writes that the presence of school resource officers “can literally save lives and avert tragedy.” However, a school resource officer’s success is founded in proactive prevention efforts, she writes. “Stopping school violence before it ever begins relies heavily on the training that school resource officers, commonly referred to as SROs, receive or don’t receive.” Englander laments a lack of state or national training standards for resource officers, and says that what training there is “tends to focus on legal issues or school security, as opposed to other things like de-escalation techniques, bullying and cyberbullying, child development, symptoms of trauma, or educational issues, such as working with children with special needs.”

### **After Parkland Massacre, Some NRA Strongholds Considering Gun Law Reform.**

[Reuters](#) (3/22) reports that Vermont Gov. Phil Scott, whose state “has a reputation as a pro-gun stronghold.” says the school shooting in Parkland, Florida “jolted” him “into a new willingness to consider limiting access to guns ‘by those who shouldn’t have them.’ ... It was a remarkable turnabout for a Republican governor with a 93 percent approval rating from the National Rifle Association (NRA) gun rights advocacy group in an otherwise politically liberal state with some of America’s most permissive gun laws.”

### **Michigan House Passes Cyberbullying Bill.**

The [AP](#) (3/22) reports a bill “criminally defining threatening behavior specifically on the internet for the first time” has passed the Michigan state House, saying that the bill “describes cyberbullying as ‘harassing or intimidating behavior.’” Should the bill pass, “Michigan would join the growing ranks of states moving to criminalize the evolving mediums for bullying. In 2016, Michigan was ranked last by WalletHub’s analysis on which states are most adept at controlling bullying.”

### **Key New Mexico Legislators Call For School Safety Task Force.**

The [AP](#) (3/22) reports that on Thursday a number of “New Mexico’s most influential lawmakers” called for a school safety task force “after hearing from top law enforcement officers and administrators from a district where two students were shot and killed in December.”

## **SPECIAL NEEDS**

### **Arizona Senate Advances Bill To Help Non-English Speakers Learn.**

The [Arizona Daily Star](#) (3/22, Stephenson) says the Arizona Senate Education committee voted unanimously Thursday on “legislation to allow English-language learners to enroll in dual language courses.” The bill “would allow students who are not yet orally proficient in English to enroll in dual language programs,” and the article says it comes “after years of forcing students who aren’t proficient in English into” an immersion program “that research shows is ineffective.”

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Sent Date: Fri, 23 Mar 2018 05:37:45 -0600 (MDT)  
Subject: Spending Bill Omits Administration Education Proposals  
To: <ron.singleton@carlsbad.k12.nm.us>

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### **Parkland Superintendent Introduces New Security Measures Including Clear Backpacks.**

The [Washington Post](#) (3/22, Heim) reports on a number of security measures that Broward County Schools Superintendent Robert Runcie detailed in a letter to students at Marjory Stoneman Douglas High School this week, including the requirement that all backpacks be clear. Moreover, “students and staff will have to wear identification badges at all times on campus.” There will also be an increased security presence and “the district is considering using metal detecting wands and installing permanent metal detectors.” However, “the requirement that they use clear plastic backpacks did not sit well with many teens, said Jenna Korsten, a Stoneman Douglas senior.”

[USA Today](#) (3/22, Miller) reports Runcie’s letter said “students will be provided the backpacks for free.” The security measures also include “locking classroom doors at all times and evaluating active shooter training.” Students “pushed back against their new backpack requirements on social media, repeating their calls for stricter gun laws instead.” [The Hill](#) (3/22, Samuels) and the [AP](#) (3/22) also cover this story.

### **Report: Despite Improvement, California Districts Lagging On Racial Discipline Disparities.**

[EdSource](#) (3/21) reports that according to a new report from the group Fight Crime, Invest in Kids, despite California’s reputation for “holding school districts accountable for their suspension rates,” some “districts are still lagging considerably when it comes to addressing suspension disparities among specific groups of students and supporting alternatives to traditional discipline.”

### **Gallup Poll: Most US Teachers Support Gun Control, Don’t Want To Carry In School.**

[NPR](#) (3/22) reports that according to a new Gallup poll, “nearly three-fourths of U.S. teachers do not want to carry guns in school, and they overwhelmingly favor gun control measures over security steps meant to ‘harden’ schools.” Teachers “were asked in an open-ended question to name one thing that could be done to prevent U.S. school shootings. One-third named gun control or stricter gun laws, the most popular response.” Only 7% of respondents “mentioned arming teachers.” “In a separate question, just 1 in 5 teachers agreed that arming teachers and staff members would make schools safer...while 58 percent said it would make schools less safe.”

### **Commentary: School Resource Officers Require Training In Violence Prevention.**

In a piece for [The Conversation \(US\)](#) (3/22), Elizabeth Englander, the director of the Massachusetts Aggression Reduction Center at Bridgewater State University, writes that the presence of school resource officers “can literally save lives and avert tragedy.” However, a school resource officer’s success is founded in proactive prevention efforts, she writes. “Stopping school violence before it ever begins relies heavily on the training that school resource officers, commonly referred to as SROs, receive or don’t receive.” Englander laments a lack of state or national training standards for resource officers, and says that what training there is “tends to focus on legal issues or school security, as opposed to other things like de-escalation techniques, bullying and cyberbullying, child development, symptoms of trauma, or educational issues, such as working with children with special needs.”

### **After Parkland Massacre, Some NRA Strongholds Considering Gun Law Reform.**

[Reuters](#) (3/22) reports that Vermont Gov. Phil Scott, whose state “has a reputation as a pro-gun stronghold.” says the school shooting in Parkland, Florida “jolted” him “into a new willingness to consider limiting access to guns ‘by those who shouldn’t have them.’ ... It was a remarkable turnabout for a Republican governor with a 93 percent approval rating from the National Rifle Association (NRA) gun rights advocacy group in an otherwise politically liberal state with some of America’s most permissive gun laws.”

### **Michigan House Passes Cyberbullying Bill.**

The [AP](#) (3/22) reports a bill “criminally defining threatening behavior specifically on the internet for the first time” has passed the Michigan state House, saying that the bill “describes cyberbullying as ‘harassing or intimidating behavior.’” Should the bill pass, “Michigan would join the growing ranks of states moving to criminalize the evolving mediums for bullying. In 2016, Michigan was ranked last by WalletHub’s analysis on which states are most adept at controlling bullying.”

### **Key New Mexico Legislators Call For School Safety Task Force.**

The [AP](#) (3/22) reports that on Thursday a number of “New Mexico’s most influential lawmakers” called for a school safety task force “after hearing from top law enforcement officers and administrators from a district where two students were shot and killed in December.”

## **SPECIAL NEEDS**

### **Arizona Senate Advances Bill To Help Non-English Speakers Learn.**

The [Arizona Daily Star](#) (3/22, Stephenson) says the Arizona Senate Education committee voted unanimously Thursday on “legislation to allow English-language learners to enroll in dual language courses.” The bill “would allow students who are not yet orally proficient in English to enroll in dual language programs,” and the article says it comes “after years of forcing students who aren’t proficient in English into” an immersion program “that research shows is ineffective.”

## **THURSDAY’S LEAD STORIES**

- [DeVos Explains Makeup Of School Safety Commission.](#)
- [Funding Bill Would Increase ED Spending, Omits Choice Initiatives.](#)
- [Michigan District Seeks To Prepare Students For Power Industry Jobs.](#)
- [Finalist For Tennessee Achievement School District Superintendent Answers: Nashville Or Memphis?](#)
- [Chicago School Board Approves \\$600 Million Bond Sale.](#)

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From: "Will Riley" <willriley999@gmail.com>  
Sent Date: Fri, 6 Apr 2018 16:22:29 -0600 (MDT)  
Subject: Stand for the Second OpEd  
To: <adam.amador@carlsbadschools.net>

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## Parkland Students Don't Speak for Me or My Generation

By Will Riley, Carlsbad High School senior

(word count: 645)

For the past month, Americans have been subjected to wall-to-wall cable news coverage of a well-orchestrated campaign to dismantle the Second Amendment. This campaign, organized and funded by national gun control groups, has exploited a handful of grieving teens from the Parkland, Florida high school shooting tragedy. As a high school senior in Carlsbad who supports gun rights, I am disgusted by how these students and their adult handlers are trying to define my generation. My generation is not anti-Second Amendment. My generation does not agree with retired Justice John Paul Stevens that the Second Amendment should be repealed. In fact, millennials are more pro-gun than our parents are. It's time the media starts hearing from the millions of young Americans who respect the Constitution and recognize that the Second Amendment is fundamental to our protection and safety, as both individuals, and as a nation.

A recent Gallup poll found that 66 percent of 18-to-29-year-olds said they think that concealed carry guns would make the U.S. safer, 10 percentage points higher than the national average of 56 percent. A separate Pew Research Center poll found differences between millennials and the generations before them on two gun control proposals, outlawing "assault-style" weapons and banning magazines that hold more than 10 rounds. Both Republican and Democratic millennials are more conservative on these proposals and less likely to favor them than Generation Xers, baby boomers, and even members of the so-called "silent generation," those born between the mid-1920s and mid-1940s. These Parkland high school students do not speak for my generation.

I am not a hunter. I am not much of a shooter. But this issue is not only about guns. This is a battle for the very heart and soul of our country. My goal is simple. I want to spread awareness that not all of my generation shares in this shortsighted crusade to strike a grievous blow to our nation. That is why I have decided to start this movement, Stand for the Second, and began planning a student walkout paralleling the National Day of Action and March for our Lives.

Rather than focus on the victims of firearms, as the gun control walkout did, our walkout will recognize all the American lives saved each year by firearms. Every year an estimated 1.5 million Americans use a firearm to defend themselves. During a 16 minute walkout, that breaks down to 91 American lives saved during the walkout. We want Americans to know that firearms are overwhelmingly used for good in our country. More importantly, the Constitution guarantees the right of every law abiding American to Keep and Bear Arms. That is what we want to remind people of – our Constitution is still relevant today and the Second Amendment in particular is still sacred.

Currently, my Stand for the Second walkout is expected to draw several hundred students at Carlsbad High School, with a small residual effect causing smaller walkouts in Artesia, Hobbs, and possibly Roswell. However, this is not the vision I want for our movement. I want a nationwide movement to defend the Constitution. Unfortunately, I don't have the benefit of wealthy organizers and funders like the Parkland students enjoyed. It's pretty much just me and my friends trying to get the word out. I am asking everyone who sees this, to consider a Stand for the Second walk out at your high school. Because my generation is so connected on social media, I think our message should be spread on Twitter and Instagram, and whatever other sites you use. You can link to my website on social media to help promote it: [standforthesecond.com](http://standforthesecond.com)

My generation has an obligation to define itself and not let ourselves be defined by national gun control groups. This is our opportunity to stand up for the Second Amendment and have our voices heard in this critical national debate.

From: "Heidi Hess, CREDO Action" <act@credoaction.com>  
Sent Date: Sat, 24 Mar 2018 07:19:11 -0600 (MDT)  
Subject: Tell Amazon: Stop spreading the NRA's hate  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

## [Tell streaming services: Dump NRATV](#)

*The petition to Amazon, Apple, Google and Roku reads:*

**"The NRA is a dangerous extremist group, and NRATV is one of the main ways it spreads its hateful rhetoric. Stop providing NRATV on your platform."**

Add your name:

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Dear Landreth,

NRATV is the gun lobby's propaganda arm. **It spreads dangerous misinformation and inflammatory, racist rhetoric to further the NRA's "guns everywhere" agenda.** And it's brought to you by Apple, Amazon, Google and Roku, that help amplify the NRA's extremist voice by offering NRATV on their platforms.

Since the Parkland shooting, thanks to activism from CREDO members and people all over the country, the NRA has been under relentless attack. Polling after the Parkland shooting showed record high support for gun control as well as a growing belief that the NRA's policies are bad for the country. <sup>1</sup> Corporations are abandoning their NRA partnerships in droves.<sup>2</sup>

**Now is the time to go after the NRA from every angle.** That's why we are joining with our friends at Everytown for Gun Safety to increase the pressure on NRATV providers. The more of us who raise our voices, the stronger our pressure will be.



[Tell Apple, Amazon, Google and Roku: Dump NRATV. Click here to sign the petition.](#)

**NRATV promotes dangerous conspiracy theories, racially charged rhetoric and violent demonization of the NRA's political opponents.**<sup>3</sup> Their hosts and guests have recently compared their political opponents to Nazis and ISIS, seemed to advocate for violence against peaceful protesters, demonized the Black Lives Matter movement and relentlessly attacked the media. After Parkland, NRATV hosts and guests "spoke chillingly of leftist plots to confiscate weapons, media conspiracies to brainwash Americans into supporting gun control and a "deep state" campaign to undermine President Trump." <sup>4</sup>

There is no question that the NRA is to blame for our country's gun violence epidemic. There is also no question that our activism is closing the gap between their power and ours. **Part of our power is consumer power, and now is the time to use it.**

Streaming services like Apple, Amazon, Google and Roku need to know that we expect them to make ethical decisions about the content they provide on their platforms. They also need to get the message loud and clear that we will hold them accountable if they continue to promote the dangerous extremism that comes from NRATV. **Click the link below to tell Apple, Amazon, Google and Roku: Dump NRATV:**

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Thanks for helping us stand up to the NRA,

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Heidi Hess, Co-Director

[CREDO Action from Working Assets](#)


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*References:*

1. Quinnipiac Poll, "[U.S. Support For Gun Control Tops 2-1, Highest Ever, Quinnipiac University National Poll Finds; Let Dreamers Stay, 80 Percent Of Voters Say](#)," Feb. 20, 2018
2. Kira Lerner and Josh Israel, "[The NRA is being supported by these companies](#)," ThinkProgress, Feb. 20, 2018
3. Cydney Hargis, "[A guide to NRATV: NRA's news outlet is a hybrid of Breitbart and Infowars](#)," Media Matters, Mar. 2, 2018.
4. Jeremy W. Peters and Katie Benner, "[Where the N.R.A. Speaks First and Loudest](#)," The New York Times, Feb. 21, 2018

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Sent Date: Mon, 12 Mar 2018 07:45:57 -0600 (MDT)  
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Thanks for helping us stand up to the NRA,

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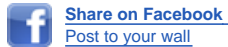
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4. Jeremy W. Peters and Katie Benner, "[Where the N.R.A. Speaks First and Loudest](#)," The New York Times, Feb. 21, 2018

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Sent Date: Mon, 5 Mar 2018 07:34:59 -0700 (MST)  
Subject: Tell the DCCC: Stop undermining gun control  
To: "Landreth Patrice" <patrice.landreth@carlsbad.k12.nm.us>

## [Tell the Democratic Congressional Campaign Committee: Stop attacking progressive values](#)

*The petition to DCCC Chairman Ben Ray Lujan reads:*

**"Democrats should fight for progressive values and offer a clear contrast to Trump and the Republican Party. Stop undermining progressive values."**

Add your name:

**Sign the petition▶**

Dear Landreth,

A pair of recent communications from the Democratic Congressional Campaign Committee (DCCC) to Democratic candidates for Congress read as if they could have been written by the NRA or the health insurance industry.

Last April, the DCCC used a misleading poll to urge Democratic congressional candidates not to support a Medicare For All, single-payer health care system.<sup>1</sup> Then, immediately following the horrific mass shooting in Parkland, Florida last month, the DCCC urged Democratic candidates not to "politicize" the shooting and to instead offer their "thoughts/prayers on social media."<sup>2</sup>

**The DCCC should be encouraging Democratic candidates for Congress to fight for what is right and offer a clear contrast to Republicans, not undermining and attacking progressive values.**

[Tell the DCCC: Stop attacking progressive values. Click here to sign the petition](#)

This isn't the first time the DCCC's response to a mass shooting could have come straight out of the NRA's playbook. In an email to candidates following the tragic shooting in Las Vegas in October, a DCCC communications staffer urged candidates in all caps: "DO NOT POLITICIZE IT TODAY" – echoing a common demand from Republicans and the extremists at the NRA.<sup>3</sup> Meanwhile, as several recent polls have shown, gun control legislation is supported by a vast majority of Americans, which is higher now than it has been in decades.<sup>4</sup> As Sen. Chris Murphy recently pointed out, "no Democrat should be worried about talking about policy changes in the wake of these mass shootings."<sup>5</sup>

These disturbing revelations about the DCCC's efforts to undermine progressive values came as advocates began asking tough questions about the fact that not a single one of the DCCC's 24 House candidates in its top-tier "Red to Blue" program is Black.<sup>6</sup> It's yet another poignant reminder of the DCCC's failure to live up to progressive values.

[Tell the DCCC: Stop attacking progressive values. Click here to sign the petition](#)

The DCCC's anti-progressive agenda has real consequences. As the official campaign arm of the Democrats in the House of Representatives, the DCCC raises millions of dollars and provides vital campaign support for dozens of candidates around the country. When the DCCC urges those candidates to shy away from progressive policy positions like the need for strong gun control laws or Medicare for All, some of them will feel



compelled to listen and adopt less progressive policy positions. If the DCCC cannot identify, nurture and support candidates of color, it will be perpetuating the very white supremacy that progressives should be committed to fighting against.

We will not create the world we believe in unless elected officials are willing to take clear, unequivocal stands for progressive values. Right now, the DCCC's advice to candidates is standing in the way of progress. That's why we're joining our friends at Justice Democrats to demand that the DCCC immediately stop its shortsighted and unhelpful attacks on progressive values.

**Tell the DCCC: Stop attacking progressive values. Click the link below to sign the petition.**

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Thanks for everything you do,

Josh Nelson and Heidi Hess, Co-Directors  
[CREDO Action from Working Assets](#)

Add your name:

**Sign the petition▶**

1. Zaid Jilani, "[DCCC Internal Polling Presented to Members of Congress Panned Single-Payer Health Care](#)." The Intercept, Feb. 27, 2018,
2. Daniel Marans, "[DCCC Advised Candidates To 'Be Careful' With Initial Comments On Parkland Shooting](#) ." HuffPost, Feb. 28, 2018,
3. Daniel Marans, "[DCCC Advised Candidates Not To Discuss Gun Control Policy Right After Vegas Shooting](#)." HuffPost, Feb. 27, 2018,
4. Steven Shepard, "[Gun control support surges in polls](#)." Politico, Feb. 28, 2018,
5. Daniel Marans, "[DCCC Advised Candidates Not To Discuss Gun Control Policy Right After Vegas Shooting](#)." HuffPost, Feb. 27, 2018,
6. Darren Sands, "[Group Asks DCCC: Why Haven't You Endorsed Any Black Candidates In The Midterms Target Program?](#)." BuzzFeed News, Feb. 23, 2018,

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Sent Date: Tue, 20 Mar 2018 05:27:52 -0600 (MDT)  
Subject: Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan  
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## Principal's Update



Good morning Eric Spencer

Tuesday, March 20, 2018

### NATIONAL EDUCATION TRENDS

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#### Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan.

The [Texas Tribune](#) (3/19) reports the Texas Education Agency has released “a new plan for educating kids with disabilities — with limited money.” The plan comes after collecting feedback and after a “federal investigation concluded Texas had not been providing kids with disabilities the tools and services they needed to learn, likely failing to educate thousands of students and violating federal law.” TEA “acknowledged it has been providing a smaller and smaller percentage of kids with federally funded special education services over the past 15 years, despite a stable national trend in special education rates.”

The [Houston Chronicle](#) (3/19, Webb) reports the plan calls for “spending \$126.8 million more to shore up its special

education practices than it first recommended in January.” In the plan, “TEA officials now recommend spending \$211.3 million over six years on monitoring school districts, identifying previously unidentified students who may be eligible for special education services, professional development for teachers and engaging special education parents.”

The [AP](#) (3/19) reports the plan “would create a professional statewide special education deployment system” and “calls for increasing special education staffing, providing better special education training for teachers and creating more tools for parents of children with suspected disabilities.”

#### Ivanka Trump Promotes Infrastructure Plan In Visit To High-Tech Iowa School.

The [Des Moines \(IA\) Register](#) (3/19, Noble, Pfannenstiel) reports presidential adviser Ivanka Trump “observed student demonstrations in robotics, science and coding Monday morning as part of her tour of a high-tech

professional development program in the Waukee School District.” The visit is “part of Trump’s wider efforts to support the White House’s infrastructure plan, which includes measures to expand federal job training programs.” Trump later told a roundtable discussion, “This is an unbelievable example of innovation in education and pairing the skills being taught in the classroom environment with the jobs in demand in modern economies.”

[CNN](#) (3/19, Klein) reports she [tweeted](#), “Incredible visit to Waukee APEX, a center where high paying jobs are seamlessly linked with motivated and highly skilled students. Through hands-on learning and #WorkforceDevelopment the careers of tomorrow are being created today!”

### **In Charlotte, All-Girls Auto Shop Class Reflective Of Focus On Career Readiness.**

The [AP](#) (3/19) runs an article describing the all-girl auto shop class at Myers Park High School “in one of Charlotte’s most prestigious neighborhoods.” The article reports the school’s “booming auto shop...illustrates a crucial part of Charlotte-Mecklenburg Schools’ strategy: All schools should offer pathways to hands-on careers as well as college. And those career-technical classes should try to attract students who might not traditionally sign up.”

### **Rhode Island State Education Commissioner Stresses Importance Of CTE.**

The [Providence \(RI\) Journal](#) (3/19, Naylor) reports Rhode Island state Education Commissioner Ken Wagner delivered his annual State of Education speech on Monday. Noting that Rhode Island schools currently offer 155 career programs, Wagner “extolled the state’s commitment to career and tech education, which has come a long way from the vocational education of the 1970s and ‘80s,” but stressed to educators that if “we only create pathways without challenging and preparing students for the real world they are about to enter, we will have wasted our time and theirs.” He also “challenged the state to invest in Latino students, saying Latino families are the fastest-growing population in Rhode Island, but the state has the widest achievement gap between white and Latino students in the country.” Additionally, Wagner stressed, “We will never have a workforce that looks like the communities they serve until we first encourage more young people, including students of color, to become teachers.”

### **Texas High School Seniors Host Week-Long STEAM Program.**

The [San Antonio Express-News](#) (3/19) reports Danbury High School seniors Yacodou Johnson, Kevin Lapaix, and Naomi Thomas developed a five-day, after-school teaching program at Broadview Middle School this month aimed at introducing more than a dozen students to STEAM, “a twist on the traditional science, technology, engineering and math – known as STEM – with the addition of an ‘A’ for art.” During the week-long program, the three Texas seniors led special projects that “incorporated art and exposed the younger students to possible career paths in STEM fields, the peer leaders said.” The Express-News notes Johnson, Lapaix, and Thomas “are in the DHS peer leadership program taught by Susan Schullery.” The three seniors had “completed a pilot program with the English language learners at DHS before taking their program to Broadview.”

### **Washington Marine Biology-Centered School Profiled.**

The [Seattle Times](#) (3/19) profiles the Ocean Research College Academy (ORCA), a public school in Washington where the “subject of marine ecology forms the overarching theme of nearly every lesson, even in classes on writing, math and history.” ORCA is funded almost entirely by Running Start, “the 25-year-old state program that allows high-school students to take an unlimited number of community-college classes for free.” The school “is not like any other school in Washington, or possibly the nation,” even though founder Ardi Kveven “wishes somebody would steal the ORCA idea.” Despite pitching to model “over and over again, to educators from coast to coast, no one has taken up her challenge.” Notably, the 47 students who graduated from ORCA last year “netted \$400,000 in college scholarships.” Since ORCA “was founded in 2004 with early help from a grant from the Bill & Melinda Gates

Foundation, 425 students have graduated.” About 95 percent “have gone on to a four-year university,” with roughly two-thirds pursuing STEM majors.

### **Hawaii State Lawmakers Consider Standardized Test Reduction Bill.**

On its website, [KGMB-TV](#) Honolulu (3/19) reports Hawaii state lawmakers are considering a bill that would limit “the number of standardized tests each student can be administered to just four a year, the Federal minimum” under the Every Student Succeeds Act. It “would also allow schools to apply for additional standardized testing waivers with the Hawaii Board of Education, which would be reviewed on a case-by-case basis,” and grant time exemptions to eligible students with special needs. In testimony to the state legislature, Hawaii State Teacher Association president Corey Rosenlee “expressed strong support for the measure, citing the distinct variation in the number of standardized tests taken by students in each district.” Rosenlee said that “most countries that outperform the United States on international exams test students only three times during their school careers.” State Superintendent Christina Kishimoto, however, “dissented from Rosenlee’s view about the measure, saying that the bill ‘is not necessary at this time.’”

### **Teachers In Other States Ramp Up Activism In Wake Of West Virginia Strike.**

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### **Seventy Four Examines How Janus Ruling Could Impact States.**

[Seventy Four](#) (3/19) reports that as the Supreme Court mulls the Janus v. AFSCME case, many expect the court to rule that “teachers who choose not to be union members will no longer have to pay annual fees. Because states take different approaches to teachers unions, a decision in favor of Janus will have considerable impact in some states and little to no direct effect in others.” The piece says “the most likely scenario is slow but steady erosion in union members, not a steep, immediate fall.”

Advertisement

### **Oklahoma District Gives Teachers, Other Staff \$1,000 Bonus.**

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### **One Million Expected At Anti-Gun-Violence Marches This Weekend.**

The [AP](#) (3/19, Peltz) reports that students from Marjory Stoneman Douglas High School said Monday they expect more than 1 million participants in marches this weekend “in Washington and elsewhere calling for gun regulations.” More than 800 March for Our Lives demonstrations are planned around the world Saturday, sparked by the Feb. 14 shooting in Parkland, Florida. Alex Wind, a junior at Marjory Stoneman Douglas High School, told the AP, “It just shows that the youth are tired of being the generation where we’re locked in closets and waiting for police to come in case of a shooter.”



## ADVANCE YOUR PROFESSIONAL LEARNING



### Accused Shooter's Brother Charged With Trespassing At Florida High School.

The [New York Times](#) (3/19, Haag, Subscription Publication) reports that Zachary Cruz, the brother of accused Florida school shooter Nikolas Cruz, has been arrested on a charge of trespassing at Marjory Stoneman Douglas High School, where the shooting occurred. Broward County Sheriff's deputies stopped Zachary Cruz "at about 4:30 p.m. after he rode a skateboard onto school property." Cruz "told the deputies that he decided to visit the school to 'reflect on the school shooting and to soak it in,' according to the sheriff's office." According to the sheriff's office, "school officials had ordered Mr. Cruz to stay away from Stoneman Douglas High." He "was arrested on one count of trespassing on the grounds or facility of a school, a misdemeanor."

### Civil Rights Groups Warn Of Possible Fallout From School Safety Measures.

[Education Week](#) (3/19) reports a coalition of civil rights groups on Monday warned that "'Knee-jerk reactions' to school safety fears after the school shooting in Parkland, Fla., have created concerns for students of color and students with disabilities." The groups say that in the aftermath of past shootings, lawmakers facing public pressure to respond have proposed "adding more police to schools or pitch school security upgrades without being mindful of unintended consequences."

The [Seventy Four](#) (3/19) reports that the groups warned that "federal proposals to address school safety through measures such as school-based police and metal detectors are 'knee-jerk reactions' that could have dire consequences for some students." The groups "point to federal data and other reports that indicate minority children and those with disabilities are disproportionately arrested by school-based officers. Black students are more than twice as likely as their white peers to be referred to law enforcement or arrested at school, according to the 2013–14 Civil Rights Data Collection, the most recent federal Education Department statistics."

### Barron Trump's School Joins Call For President To Enact Gun Control.

The [Washington Post](#) (3/19, Strauss) reports that the leaders of "more than 125 private independent schools in the



D.C. area are calling on President Trump and Congress to enact ‘vigorous’ gun-control measures and warning that arming teachers — an idea the president supports — is ‘dangerous and antithetical to our profession as educators.’” The school leaders — including the Maryland school attended by Barron Trump — took out a full-page advertisement in Sunday’s editions of the Post.

### **Bloomberg Editorial: Arming Teachers Likely To Do More Harm Than Good.**

[Bloomberg View](#) (3/19) editorializes that should President Trump’s plan for “firearms training for school personnel” come to pass, “the chances are good that armed teachers or staff would increase not decrease the number of dead and wounded from such an attack.” The piece notes that polls show majorities of teachers and the general public oppose such a plan, and says that while “arming teachers would do nothing to reduce gun violence...it might serve the interests of the gun industry.”

### **Alabama State Legislator Says Arming Teachers Bad Idea Because Women Wouldn’t Be Comfortable With Guns.**

The [Huffington Post](#) (3/19, Fang) reports that Alabama state Rep. Harry Shiver (R) “says arming teachers to protect against gun violence in schools is a bad idea because ‘it’s mostly ladies that’s teaching’ and the majority of them would not feel comfortable carrying a weapon.” Shiver spoke “during a legislative committee hearing last Thursday on a measure that would allow certain teachers in Alabama to carry firearms after undergoing training and gaining a recommendation from a school or police official.” The bill cleared committee, the Post reports.

### **Mental Health Advocates Fear Focus On Cruz’ Mental Background Could Spark Stigmatization.**

[Education Week](#) (3/21) reports on the multiple “red flags” in the history of Parkland massacre shooter Nikolas Cruz that suggested he had “serious emotional problems,” saying his records indicate that he was “prone to violent outbursts and fascinated with weapons.” The piece reports that some advocates for students with mental health needs are concerned that the “intense focus on Cruz’s mental health history” could negatively impact other students. The piece cites research from ED and the Secret Service indicating that “students in special education for an emotional disturbance are not more likely than their peers to be school shooters.” However, “Cruz’s known struggles in school have vaulted mental health to the front pages.”

### **Experts: Security Measures At Urban Schools Make Them Less Prone To Mass Shootings.**

The [AP](#) (3/19, Williams) reports that “urban districts such as Detroit, Chicago, Los Angeles and New York that installed metal detectors and other security in the 1980s and 1990s to combat gang and drug violence” could offer some answers to schools looking for “ways to impose tougher security measures in the wake of last month’s school shooting in Parkland, Florida.” The AP reports security experts “believe these measures have made urban districts less prone to mass shootings” and some suburban and rural districts “are now considering detectors as they rethink their security plans after the shooting at Marjory Stoneman Douglas High School.”

### **Wisconsin Governor Continues To Press Legislature On School Safety Measures.**

The [AP](#) (3/19) reports Wisconsin Gov. Scott Walker (R) “toured three schools Monday as part of a last-minute push to convince the Republican-controlled state Legislature to break an impasse and approve his school safety proposals, which includes a \$100 million grant program to pay for armed guards.” Walker has not called for “tighter gun control as Democrats have urged,” but also “didn’t propose arming teachers, a move some conservative lawmakers have proposed.” Rather, “Walker is calling for creating a new office of school safety — under control of the attorney general — that would be in control of a \$100 million grant fund. That money could go to pay for armed security



guards at schools, but the amount of the three-year grants would go down from covering 75 percent of the costs in the first year to just 25 percent in the third.”

### **School Safety Measure Advances In Kansas House.**

The [AP](#) (3/19) reports the Kansas House Appropriations Committee on Monday cleared a bill “designed to make Kansas schools safer from gun violence” which would “require schools and state agencies to establish guidelines for fortifying schools against armed threats. It also would provide \$5 million for safety measures like metal detectors and hardened glass.”

### **School Security Technology Comes With Hefty Price Tag.**

[Education Week](#) (3/19) reports on the increased focus in the wake of the Parkland massacre on such school safety upgrades as “video surveillance, door-locking systems, and other physical improvements to schools are often the focus of parents and the general public when they share concerns about the security of their schools.” Such measures can “be the most important element of safety and crisis-prevention plans. But there’s something else to keep in mind: The physical upgrades to schools added in the name of safety often aren’t cheap.”

### **Kansas State Lawmakers Balk At Cost Projections In School Funding Report.**

The [AP](#) (3/19) reports that out-of-state consultants delivered a report to Kansas state lawmakers last week in which they projected “that the state’s public schools could cost an additional \$2 billion a year.” Even though the latest report “provided new, lower estimates tied to more modest goals for improving the state’s high school graduation rate and students’ performance on standardized tests,” some state lawmakers are nonetheless “suffering sticker shock.” The AP notes state lawmakers “are facing a Kansas Supreme Court mandate to increase spending on public schools after it ruled in October that the current education funding isn’t sufficient under the state constitution.” While Republican state legislative leaders commissioned the report in hopes that “it would show that the state already was spending,” they “appeared less anxious after the consultants testified during a committee meeting Monday.” Amid those concerns, some Republican state lawmakers are “setting less ambitious educational goals than the ones that led to the big price tag.”

The [Topeka \(KS\) Capital-Journal](#) (3/19) reports that at the meeting on Monday, the consultants – Texas A&M University professor Lori Taylor and Jason Willis of the WestEd consulting firm – “explained their methodologies for determining how the state can achieve a 95 percent high-school graduation rate.” According to their study, the graduation rate in Kansas for the 2016-17 school year was 86.1 percent. Willis told the state lawmakers that “they looked at a range of information, including current student achievement scores, the state’s Every Student Succeeds Act plan, and Kansas’ historical patterns of performance and funding.” Taylor, meanwhile, “said there was a ‘strong statistically significant and positive relationship’ between student outcomes and expenditures.” The consultants’ report also outlined “two scenarios for math and English Language Arts performances” that would increase annual spending “from \$4.65 billion for the current school year to \$6.44 billion or \$6.72 billion in the next five years,” should state lawmakers select either recommendation.

### **Colorado Bill, Ballot Initiative Call For Increased Education Funding.**

The [Littleton \(CO\) Independent](#) (3/19) reports a bill before Colorado state lawmakers and an aligned ballot initiative “could increase education funding” by creating “a new public school funding distribution formula for preschool through secondary education.” State House Bill 1232, which “is currently awaiting hearing by the House Education Committee,” would provide “all 178 Colorado school districts with an increased level of funding for all students, while at the same time establishing a more equitable distribution of funding for students who are underserved and/or face

the greatest challenges to being ready for college or a career when they finish high school.” Meanwhile, the “Great Schools, Thriving Communities” ballot initiative would establish “a quality public education fund financed through higher taxes on incomes above \$150,000 and on ‘C’ corporations.” The Independent outlines three key measures – the Gallagher Amendment on taxable residential real property; Taxpayer’s Bill of Rights; and Amendment 23 on per-pupil funding – that have complicated state education funding.

***Analysis: Colorado Governor’s Proposed Education Funding Boost May Not Yield Classroom Benefits.***

[Chalkbeat](#) (3/19, Meltzer) reports Colorado Gov. John Hickenlooper is seeking to increase education funding by \$200 million for the next fiscal year and by an additional \$100 million in the fiscal year following; however, “a lot of that money could go to offset hits to districts from anticipated reforms to the state’s pension program and reductions in local tax revenue.” Chalkbeat explains that Hickenlooper’s “proposal comes in response to new economic forecasts released Monday that show Colorado having more money than previously expected.” State Republican lawmakers “and advocates for more transportation spending have already seized on the numbers to support a plan to ask voters to approve new debt to pay for road construction and dedicate up to \$300 million a year to pay off that debt.” Advocates of increased K-12 spending “have pushed back,” however, “out of fear that the commitment could make it harder to send more money to schools in the future.”

**Survey: Most Texans Support Increasing State’s Share Of Education Funding.**

The [Austin \(TX\) American Statesman](#) (3/19, Subscription Publication) reports the Texas Education Grantmakers Advocacy Consortium released the results of a survey on Monday that found 71 percent of respondents “favored increasing the state’s share of education funding to provide property tax relief.” Additionally, 68 percent of respondents “favored increasing the state’s share of public education funding to 50 percent,” and “86 percent favored a requirement that recapture dollars school districts send to the state must be used for public education, and not used to fill other budget shortfalls or fund other programs.” Later on Monday, the 13-member Texas Commission on Public School Finance, which “is tasked with making recommendations to the Texas Legislature by the end of the year on ways to fix the state’s beleaguered school finance system,” convened to “take public input for the first time.” The Statesman says the “complicated” funding approach “has long been criticized as inadequate and outdated, no longer reflecting the actual expenses of teaching Texas children.”

## FROM NASSP

### **NASSP List of Approved Contests, Programs, and Activities for Students**

Have you ever wondered about the legitimacy of a particular student program, activity, or contest? Every year, NASSP publishes the NASSP List of Approved Contests, Programs, and Activities for Students. It is designed to help principals, teachers, parents, and students in making decisions regarding participation in outside programs. All programs, activities, and contests listed have met specified standards based on educational value, organizational structure, financial support, promotional accuracy, and fair and appropriate adjudication. The list is in the form of an online database where you can sort by program or sponsor name, or filter by school level and discipline/type. To browse the list, visit [www.nassp.org/contests](http://www.nassp.org/contests).

Connect with NASSP:   

## EDUCATION POLICY

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### **Philadelphia Inquirer Criticizes ED's Plan To Toss School Discipline Racial Disparity Guidelines.**

An editorial in the [Philadelphia Inquirer](#) (3/19) criticizes the Trump administration's plans to "throw out guidelines issued by the Obama administration to reduce the blatant racial discrimination that frequently occurs when minority and white students are disciplined for the same offense." The paper explores statistics on racial disparities in school discipline and faults the Trump administration for suggesting "that the Obama disciplinary guidelines had made schools more dangerous" and saying "the policy may have even played a role in the mass murder at Stoneman Douglas High School." The piece calls on Education Secretary Betsy DeVos "to make sure schoolchildren aren't receiving harsher punishments for the same behavior just because they are black or brown."

### **Cassidy Calls For Federal Guidelines For Schools To Fight Opioid Crisis.**

The [New Orleans Times-Picayune](#) (3/19) reports Sen. Bill Cassidy (R-LA) has written to Education Secretary Betsy DeVos "calling for federal guidelines outlining how schools could help reduce opioid addiction through education." Cassidy suggested that ED should "conduct a comprehensive review of states' efforts to educate kids about the dangers of opioid abuse and provide guidelines on how schools can most effectively implement anti-addiction education. Cassidy wrote that Louisiana's Department of Education had recently conducted an informal review of programs and resources used in Louisiana schools to combat the opioid epidemic."

## HIGHER EDUCATION

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### **Lawyers Seek To Stop Education Department Partial Student Loan Forgiveness Plan.**

The [Washington Post](#) (3/19, Douglas-Gabriel) reports that Harvard's Project on Predatory Student Lending has sought an injunction from a federal judge "to stop Education Secretary Betsy DeVos and the Education Department from using earnings data to grant only partial student loan forgiveness to defrauded borrowers." The Department decided in December "to provide debt relief to former students of Corinthian Colleges by comparing the average earnings of students in similar vocational programs." Project attorneys say the Department "has no right to use the data, which is supplied by the Social Security Administration, for any purpose other than to evaluate vocational programs. And denying full relief to Corinthian students under the law is illegal, they argue."

The [AP](#) (3/19, Danilova) reports that the Project on Predatory Student Lending is representing "a group of former students defrauded by for-profit colleges" who allege ED "illegally obtained and used their Social Security data to limit their student loan relief." The AP reports that the motion filed over the weekend says ED obtained the data "from the Social Security Administration in violation of several laws as well as the Constitution."

### **University Of South Florida Police Struggle With Limited Resources.**

The [Tampa Bay \(FL\) Times](#) (3/19) reports on the challenges faced by the University of South Florida Police Department, which is housed in a crumbling facility and a series of trailers. "Police ranks are stretched thin, too — a problem shared by many of Florida's university police forces, judging by a state goal of one officer per 600 students. USF falls about 16 positions short, leaving officers juggling multiple roles even as the force has worked to expand its ranks."

## MONDAY'S LEAD STORIES

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- [Officials Recommended Involuntary Commitment For Cruz In 2016.](#)
- [WPost: Education Department Should Emulate Court Ruling Defending Transgender Student's Rights.](#)
- [Organization Says Its Personalized Learning Programs Produce Reading Gains.](#)
- [Dueling Op-eds On Free College Tuition.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Tue, 20 Mar 2018 05:27:47 -0600 (MDT)  
Subject: Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan  
To: <ron.singleton@carlsbad.k12.nm.us>

If you are unable to see the message or images below, [click here to view](#)



Good morning Ron Singleton

March 20, 2018

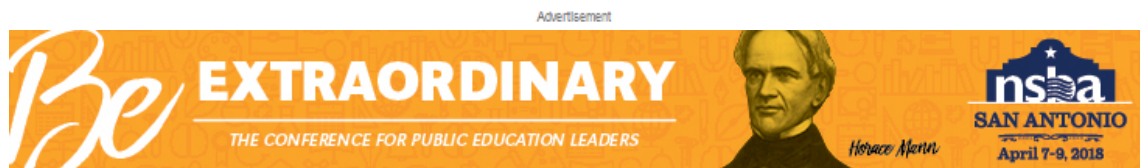
## LEADING THE NEWS

### Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan.

The [Texas Tribune](#) (3/19) reports the Texas Education Agency has released "a new plan for educating kids with disabilities — with limited money." The plan comes after collecting feedback and after a "federal investigation concluded Texas had not been providing kids with disabilities the tools and services they needed to learn, likely failing to educate thousands of students and violating federal law." TEA "acknowledged it has been providing a smaller and smaller percentage of kids with federally funded special education services over the past 15 years, despite a stable national trend in special education rates."

The [Houston Chronicle](#) (3/19, Webb) reports the plan calls for "spending \$126.8 million more to shore up its special education practices than it first recommended in January." In the plan, "TEA officials now recommend spending \$211.3 million over six years on monitoring school districts, identifying previously unidentified students who may be eligible for special education services, professional development for teachers and engaging special education parents."

The [AP](#) (3/19) reports the plan "would create a professional statewide special education deployment system" and "calls for increasing special education staffing, providing better special education training for teachers and creating more tools for parents of children with suspected disabilities."



## POLITICS & POLICY

### Philadelphia Inquirer Criticizes ED's Plan To Toss School Discipline Racial Disparity

## Guidelines.

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## TEACHING & LEARNING

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### Ivanka Trump Promotes Infrastructure Plan In Visit To High-Tech Iowa School.

The [Des Moines \(IA\) Register](#) (3/19, Noble, Pfannenstiel) reports presidential adviser Ivanka Trump "observed student demonstrations in robotics, science and coding Monday morning as part of her tour of a high-tech professional development program in the Waukee School District." The visit is "part of Trump's wider efforts to support the White House's infrastructure plan, which includes measures to expand federal job training programs." Trump later told a roundtable discussion, "This is an unbelievable example of innovation in education and pairing the skills being taught in the classroom environment with the jobs in demand in modern economies."

[CNN](#) (3/19, Klein) reports she [tweeted](#), "Incredible visit to Waukee APEX, a center where high paying jobs are seamlessly linked with motivated and highly skilled students. Through hands-on learning and #WorkforceDevelopment the careers of tomorrow are being created today!"

### In Charlotte, All-Girls Auto Shop Class Reflective Of Focus On Career Readiness.

The [AP](#) (3/19) runs an article describing the all-girl auto shop class at Myers Park High School "in one of Charlotte's most prestigious neighborhoods." The article reports the school's "booming auto shop...illustrates a crucial part of Charlotte-Mecklenburg Schools' strategy: All schools should offer pathways to hands-on careers as well as college. And those career-technical classes should try to attract students who might not traditionally sign up."

### Rhode Island State Education Commissioner Stresses Importance Of CTE.

The [Providence \(RI\) Journal](#) (3/19, Naylor) reports Rhode Island state Education Commissioner Ken Wagner delivered his annual State of Education speech on Monday. Noting that Rhode Island schools currently offer 155 career programs, Wagner "extolled the state's commitment to career and tech education, which has come a long way from the vocational education of the 1970s and '80s," but stressed to educators that if "we only create pathways without challenging and preparing students for the real world they are about to enter, we will have wasted our time and theirs." He also "challenged the state to invest in Latino students, saying Latino families are the fastest-

growing population in Rhode Island, but the state has the widest achievement gap between white and Latino students in the country.” Additionally, Wagner stressed, “We will never have a workforce that looks like the communities they serve until we first encourage more young people, including students of color, to become teachers.”

### **Texas High School Seniors Host Week-Long STEAM Program.**

The [San Antonio Express-News](#) (3/19) reports Danbury High School seniors Yacodou Johnson, Kevin Lapaix, and Naomi Thomas developed a five-day, after-school teaching program at Broadview Middle School this month aimed at introducing more than a dozen students to STEAM, “a twist on the traditional science, technology, engineering and math – known as STEM – with the addition of an ‘A’ for art.” During the week-long program, the three Texas seniors led special projects that “incorporated art and exposed the younger students to possible career paths in STEM fields, the peer leaders said.” The Express-News notes Johnson, Lapaix, and Thomas “are in the DHS peer leadership program taught by Susan Schullery.” The three seniors had “completed a pilot program with the English language learners at DHS before taking their program to Broadview.”

### **Washington Marine Biology-Centered School Profiled.**

The [Seattle Times](#) (3/19) profiles the Ocean Research College Academy (ORCA), a public school in Washington where the “subject of marine ecology forms the overarching theme of nearly every lesson, even in classes on writing, math and history.” ORCA is funded almost entirely by Running Start, “the 25-year-old state program that allows high-school students to take an unlimited number of community-college classes for free.” The school “is not like any other school in Washington, or possibly the nation,” even though founder Ardi Kveven “wishes somebody would steal the ORCA idea.” Despite pitching to model “over and over again, to educators from coast to coast, no one has taken up her challenge.” Notably, the 47 students who graduated from ORCA last year “netted \$400,000 in college scholarships.” Since ORCA “was founded in 2004 with early help from a grant from the Bill & Melinda Gates Foundation, 425 students have graduated.” About 95 percent “have gone on to a four-year university,” with roughly two-thirds pursuing STEM majors.

### **Hawaii State Lawmakers Consider Standardized Test Reduction Bill.**

On its website, [KGMB-TV](#) Honolulu (3/19) reports Hawaii state lawmakers are considering a bill that would limit “the number of standardized tests each student can be administered to just four a year, the Federal minimum” under the Every Student Succeeds Act. It “would also allow schools to apply for additional standardized testing waivers with the Hawaii Board of Education, which would be reviewed on a case-by-case basis,” and grant time exemptions to eligible students with special needs. In testimony to the state legislature, Hawaii State Teacher Association president Corey Rosenlee “expressed strong support for the measure, citing the distinct variation in the number of standardized tests taken by students in each district.” Rosenlee said that “most countries that outperform the United States on international exams test students only three times during their school careers.” State Superintendent Christina Kishimoto, however, “dissented from Rosenlee’s view about the measure, saying that the bill ‘is not necessary at this time.’”

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## **OPERATIONS**

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### **New York City Turnaround Schools See Increase In Applications.**

[Chalkbeat](#) (3/19, Zimmerman) reports New York City’s “expensive and controversial” Renewal turnaround program “saw 1,100 more applications this year, a jump city officials touted as evidence the long-floundering schools are rising in popularity.” The nine percent rise in applications does not, however, “necessarily mean those schools will have a flood of new students next year,” according to Chalkbeat, which explains that “3,305 students received an offer to attend a Renewal high school this year – up just 26 students from the previous year.” Because students are allowed to “list up to 12 schools on their high school applications, and this year the city saw a 4 percentage point increase in the proportion of students who listed all 12 options,” students may be “applying to more schools generally, not just ones in the Renewal program.” Additionally, “students could be ranking Renewal schools lower on their list of choices, making it less likely they will receive an offer to attend.”

### **Indiana State Lawmakers May Revisit School Takeover Plan During Special Session.**

[Chalkbeat](#) (3/19, Cavazos) reports Indiana state lawmakers will convene “this May after an unusual summons Monday from Gov. Eric Holcomb, and it’s possible they could revisit a controversial plan to expand state takeover of the Gary and Muncie school districts.” Last week, the state regular legislative session had “ended in chaos,” with state lawmakers “leaving this and several other important bills unresolved when the clock ran out.” Republican state lawmakers were “largely supportive of the takeover plan, and so they could revive the issue” even though Holcomb said the plan should not be pursued during a special session. Instead, “Holcomb said his biggest priorities during the special session would be getting a \$12 million loan from the state’s Common School Fund to Muncie schools to deal with financial difficulties stemming from declining enrollment and mismanagement of a bond issue.” On Monday, state Superintendent Jennifer McCormick said “that she also would support action to get Muncie schools the money they were promised.”

### **Future Of West Virginia State Education And Arts Department Unclear.**

[WVNews](#) (3/19) reports West Virginia Gov. Jim Justice announced last week “that he has fired Gayle Manchin, his secretary of education and the arts, for releasing a statement that was critical of a bill to eliminate her department,” the state Department of Education and the Arts. In a statement, Manchin called the proposal “to eliminate her



department politically motivated,” and requested that Justice veto the bill. She said later that she learned of her firing “when a reporter called her and asked for a comment.” Manchin also “said she’s worried that federal funding supporting many of her former department’s programs would be in jeopardy if the state rushes to reorganize the programs under different departments.” Justice, for his part, “said in a news release that Gayle Manchin had issued her statement in defiance of the governor’s office.”

### **South Carolina State Education Superintendent Expresses Support For Small District Consolidations.**

The [AP](#) (3/19) reports South Carolina state Education Superintendent Molly Spearman told reporters that she “is hopeful the Senate will go along with plans to consolidate some of the state’s small school districts,” and “thinks lawmakers should focus on nine small school districts that have financial problems, poor test schools and small populations.” She explained that “consolidating small districts would cut administrative costs and expand academic offerings,” as “smaller schools often cannot afford to offer as many different classes, especially the more challenging Advanced Placement courses.” The AP notes state lawmakers “have long avoided the subject, fearing voters who don’t want to lose the identity of local school systems.”

## **SCHOOL FINANCE**

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### **Kansas State Lawmakers Balk At Cost Projections In School Funding Report.**

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The [Topeka \(KS\) Capital-Journal](#) (3/19) reports that at the meeting on Monday, the consultants – Texas A&M University professor Lori Taylor and Jason Willis of the WestEd consulting firm – “explained their methodologies for determining how the state can achieve a 95 percent high-school graduation rate.” According to their study, the graduation rate in Kansas for the 2016-17 school year was 86.1 percent. Willis told the state lawmakers that “they looked at a range of information, including current student achievement scores, the state’s Every Student Succeeds Act plan, and Kansas’ historical patterns of performance and funding.” Taylor, meanwhile, “said there was a ‘strong statistically significant and positive relationship’ between student outcomes and expenditures.” The consultants’ report also outlined “two scenarios for math and English Language Arts performances” that would increase annual spending “from \$4.65 billion for the current school year to \$6.44 billion or \$6.72 billion in the next five years,” should state lawmakers select either recommendation.

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The [Austin \(TX\) American Statesman](#) (3/19, Subscription Publication) reports the Texas Education Grantmakers Advocacy Consortium released the results of a survey on Monday that found 71 percent of respondents “favored increasing the state’s share of education funding to provide property tax relief.” Additionally, 68 percent of respondents “favored increasing the state’s share of public education funding to 50 percent,” and “86 percent favored a requirement that recapture dollars school districts send to the state must be used for public education, and not used to fill other budget shortfalls or fund other programs.” Later on Monday, the 13-member Texas Commission on Public School Finance, which “is tasked with making recommendations to the Texas Legislature by the end of the year on ways to fix the state’s beleaguered school finance system,” convened to “take public input for the first time.” The Statesman says the “complicated” funding approach “has long been criticized as inadequate and outdated, no longer reflecting the actual expenses of teaching Texas children.”

## **SAFETY & SECURITY**

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### **One Million Expected At Anti-Gun-Violence Marches This Weekend.**

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## **MONDAY’S LEAD STORIES**

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- [Officials Recommended Involuntary Commitment For Cruz In 2016.](#)
- [WPost: Education Department Should Emulate Court Ruling Defending Transgender Student’s Rights.](#)
- [Proposed Oklahoma Teacher Pay Hike Would Raise State Out Of Regional Bottom.](#)
- [Arizona Charter School Breaks Ground On New Campus.](#)

- **Organization Says Its Personalized Learning Programs Produce Reading Gains.**

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Tue, 20 Mar 2018 05:27:52 -0600 (MDT)  
Subject: Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan  
To: <jana.smith@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Jana Smith

Tuesday, March 20, 2018

### NATIONAL EDUCATION TRENDS

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REQUEST INFO

#### Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan.

The [Texas Tribune](#) (3/19) reports the Texas Education Agency has released “a new plan for educating kids with disabilities — with limited money.” The plan comes after collecting feedback and after a “federal investigation concluded Texas had not been providing kids with disabilities the tools and services they needed to learn, likely failing to educate thousands of students and violating federal law.” TEA “acknowledged it has been providing a smaller and smaller percentage of kids with federally funded special education services over the past 15 years, despite a stable national trend in special education rates.”

The [Houston Chronicle](#) (3/19, Webb) reports the plan calls for “spending \$126.8 million more to shore up its special

education practices than it first recommended in January.” In the plan, “TEA officials now recommend spending \$211.3 million over six years on monitoring school districts, identifying previously unidentified students who may be eligible for special education services, professional development for teachers and engaging special education parents.”

The [AP](#) (3/19) reports the plan “would create a professional statewide special education deployment system” and “calls for increasing special education staffing, providing better special education training for teachers and creating more tools for parents of children with suspected disabilities.”

#### Ivanka Trump Promotes Infrastructure Plan In Visit To High-Tech Iowa School.

The [Des Moines \(IA\) Register](#) (3/19, Noble, Pfannenstiel) reports presidential adviser Ivanka Trump “observed student demonstrations in robotics, science and coding Monday morning as part of her tour of a high-tech

professional development program in the Waukee School District.” The visit is “part of Trump’s wider efforts to support the White House’s infrastructure plan, which includes measures to expand federal job training programs.” Trump later told a roundtable discussion, “This is an unbelievable example of innovation in education and pairing the skills being taught in the classroom environment with the jobs in demand in modern economies.”

[CNN](#) (3/19, Klein) reports she [tweeted](#), “Incredible visit to Waukee APEX, a center where high paying jobs are seamlessly linked with motivated and highly skilled students. Through hands-on learning and #WorkforceDevelopment the careers of tomorrow are being created today!”

### **In Charlotte, All-Girls Auto Shop Class Reflective Of Focus On Career Readiness.**

The [AP](#) (3/19) runs an article describing the all-girl auto shop class at Myers Park High School “in one of Charlotte’s most prestigious neighborhoods.” The article reports the school’s “booming auto shop...illustrates a crucial part of Charlotte-Mecklenburg Schools’ strategy: All schools should offer pathways to hands-on careers as well as college. And those career-technical classes should try to attract students who might not traditionally sign up.”

### **Rhode Island State Education Commissioner Stresses Importance Of CTE.**

The [Providence \(RI\) Journal](#) (3/19, Naylor) reports Rhode Island state Education Commissioner Ken Wagner delivered his annual State of Education speech on Monday. Noting that Rhode Island schools currently offer 155 career programs, Wagner “extolled the state’s commitment to career and tech education, which has come a long way from the vocational education of the 1970s and ‘80s,” but stressed to educators that if “we only create pathways without challenging and preparing students for the real world they are about to enter, we will have wasted our time and theirs.” He also “challenged the state to invest in Latino students, saying Latino families are the fastest-growing population in Rhode Island, but the state has the widest achievement gap between white and Latino students in the country.” Additionally, Wagner stressed, “We will never have a workforce that looks like the communities they serve until we first encourage more young people, including students of color, to become teachers.”

### **Texas High School Seniors Host Week-Long STEAM Program.**

The [San Antonio Express-News](#) (3/19) reports Danbury High School seniors Yacodou Johnson, Kevin Lapaix, and Naomi Thomas developed a five-day, after-school teaching program at Broadview Middle School this month aimed at introducing more than a dozen students to STEAM, “a twist on the traditional science, technology, engineering and math – known as STEM – with the addition of an ‘A’ for art.” During the week-long program, the three Texas seniors led special projects that “incorporated art and exposed the younger students to possible career paths in STEM fields, the peer leaders said.” The Express-News notes Johnson, Lapaix, and Thomas “are in the DHS peer leadership program taught by Susan Schullery.” The three seniors had “completed a pilot program with the English language learners at DHS before taking their program to Broadview.”

### **Washington Marine Biology-Centered School Profiled.**

The [Seattle Times](#) (3/19) profiles the Ocean Research College Academy (ORCA), a public school in Washington where the “subject of marine ecology forms the overarching theme of nearly every lesson, even in classes on writing, math and history.” ORCA is funded almost entirely by Running Start, “the 25-year-old state program that allows high-school students to take an unlimited number of community-college classes for free.” The school “is not like any other school in Washington, or possibly the nation,” even though founder Ardi Kveven “wishes somebody would steal the ORCA idea.” Despite pitching to model “over and over again, to educators from coast to coast, no one has taken up her challenge.” Notably, the 47 students who graduated from ORCA last year “netted \$400,000 in college scholarships.” Since ORCA “was founded in 2004 with early help from a grant from the Bill & Melinda Gates



Foundation, 425 students have graduated.” About 95 percent “have gone on to a four-year university,” with roughly two-thirds pursuing STEM majors.

### **Hawaii State Lawmakers Consider Standardized Test Reduction Bill.**

On its website, [KGMB-TV](#) Honolulu (3/19) reports Hawaii state lawmakers are considering a bill that would limit “the number of standardized tests each student can be administered to just four a year, the Federal minimum” under the Every Student Succeeds Act. It “would also allow schools to apply for additional standardized testing waivers with the Hawaii Board of Education, which would be reviewed on a case-by-case basis,” and grant time exemptions to eligible students with special needs. In testimony to the state legislature, Hawaii State Teacher Association president Corey Rosenlee “expressed strong support for the measure, citing the distinct variation in the number of standardized tests taken by students in each district.” Rosenlee said that “most countries that outperform the United States on international exams test students only three times during their school careers.” State Superintendent Christina Kishimoto, however, “dissented from Rosenlee’s view about the measure, saying that the bill ‘is not necessary at this time.’”

### **Teachers In Other States Ramp Up Activism In Wake Of West Virginia Strike.**

[Education Week](#) (3/21) reports that the West Virginia teacher strike “begs the question for policymakers and K-12 leaders in other states: Could this happen here?” The piece reports that “newly emboldened teachers” in Arizona, Kentucky, and Oklahoma “have in recent weeks ramped up their pressure in the quest for long-awaited pay raises. They’ve packed governors’ press conferences, staged rallies in front of capitols, and threatened electoral consequences this fall if lawmakers fail to come through.”

### **Seventy Four Examines How Janus Ruling Could Impact States.**

[Seventy Four](#) (3/19) reports that as the Supreme Court mulls the Janus v. AFSCME case, many expect the court to rule that “teachers who choose not to be union members will no longer have to pay annual fees. Because states take different approaches to teachers unions, a decision in favor of Janus will have considerable impact in some states and little to no direct effect in others.” The piece says “the most likely scenario is slow but steady erosion in union members, not a steep, immediate fall.”

Advertisement

### **Oklahoma District Gives Teachers, Other Staff \$1,000 Bonus.**

The [AP](#) (3/19) reports that district officials in Glenpool, Oklahoma “recently surprised teachers and other employees with \$1,000 bonuses as a potential statewide teacher walkout looms.” The AP notes that earlier this month, the district “joined many area districts on March 12 when it approved a resolution ‘in support of Oklahoma public school teachers’ and authorized school closings in the event of a teacher walkout.”

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## ADVANCE YOUR PROFESSIONAL LEARNING



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## FROM NASSP

### **NASSP List of Approved Contests, Programs, and Activities for Students**

Have you ever wondered about the legitimacy of a particular student program, activity, or contest? Every year, NASSP publishes the NASSP List of Approved Contests, Programs, and Activities for Students. It is designed to help principals, teachers, parents, and students in making decisions regarding participation in outside programs. All programs, activities, and contests listed have met specified standards based on educational value, organizational structure, financial support, promotional accuracy, and fair and appropriate adjudication. The list is in the form of an online database where you can sort by program or sponsor name, or filter by school level and discipline/type. To browse the list, visit [www.nassp.org/contests](http://www.nassp.org/contests).

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## EDUCATION POLICY

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### **Philadelphia Inquirer Criticizes ED's Plan To Toss School Discipline Racial Disparity Guidelines.**

An editorial in the [Philadelphia Inquirer](#) (3/19) criticizes the Trump administration's plans to "throw out guidelines issued by the Obama administration to reduce the blatant racial discrimination that frequently occurs when minority and white students are disciplined for the same offense." The paper explores statistics on racial disparities in school discipline and faults the Trump administration for suggesting "that the Obama disciplinary guidelines had made schools more dangerous" and saying "the policy may have even played a role in the mass murder at Stoneman Douglas High School." The piece calls on Education Secretary Betsy DeVos "to make sure schoolchildren aren't receiving harsher punishments for the same behavior just because they are black or brown."

### **Cassidy Calls For Federal Guidelines For Schools To Fight Opioid Crisis.**

The [New Orleans Times-Picayune](#) (3/19) reports Sen. Bill Cassidy (R-LA) has written to Education Secretary Betsy DeVos "calling for federal guidelines outlining how schools could help reduce opioid addiction through education." Cassidy suggested that ED should "conduct a comprehensive review of states' efforts to educate kids about the dangers of opioid abuse and provide guidelines on how schools can most effectively implement anti-addiction education. Cassidy wrote that Louisiana's Department of Education had recently conducted an informal review of programs and resources used in Louisiana schools to combat the opioid epidemic."

## HIGHER EDUCATION

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### **Lawyers Seek To Stop Education Department Partial Student Loan Forgiveness Plan.**

The [Washington Post](#) (3/19, Douglas-Gabriel) reports that Harvard's Project on Predatory Student Lending has sought an injunction from a federal judge "to stop Education Secretary Betsy DeVos and the Education Department from using earnings data to grant only partial student loan forgiveness to defrauded borrowers." The Department decided in December "to provide debt relief to former students of Corinthian Colleges by comparing the average earnings of students in similar vocational programs." Project attorneys say the Department "has no right to use the data, which is supplied by the Social Security Administration, for any purpose other than to evaluate vocational programs. And denying full relief to Corinthian students under the law is illegal, they argue."

The [AP](#) (3/19, Danilova) reports that the Project on Predatory Student Lending is representing "a group of former students defrauded by for-profit colleges" who allege ED "illegally obtained and used their Social Security data to limit their student loan relief." The AP reports that the motion filed over the weekend says ED obtained the data "from the Social Security Administration in violation of several laws as well as the Constitution."

### **University Of South Florida Police Struggle With Limited Resources.**

The [Tampa Bay \(FL\) Times](#) (3/19) reports on the challenges faced by the University of South Florida Police Department, which is housed in a crumbling facility and a series of trailers. "Police ranks are stretched thin, too — a problem shared by many of Florida's university police forces, judging by a state goal of one officer per 600 students. USF falls about 16 positions short, leaving officers juggling multiple roles even as the force has worked to expand its ranks."

## MONDAY'S LEAD STORIES

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- [Officials Recommended Involuntary Commitment For Cruz In 2016.](#)
- [WPost: Education Department Should Emulate Court Ruling Defending Transgender Student's Rights.](#)
- [Organization Says Its Personalized Learning Programs Produce Reading Gains.](#)
- [Dueling Op-eds On Free College Tuition.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>  
Sent Date: Tue, 20 Mar 2018 05:27:47 -0600 (MDT)  
Subject: Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan  
To: <cindy.romero@carlsbad.k12.nm.us>

If you are unable to see the message or images below, [click here to view](#)



Good morning Cindy Romero

March 20, 2018

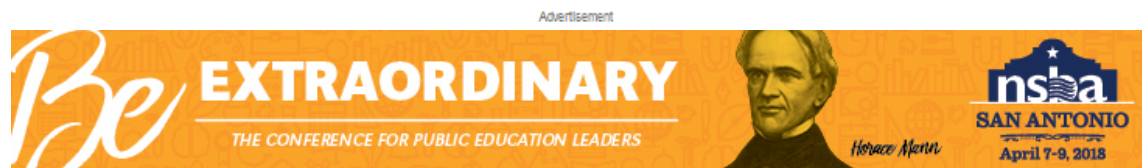
## LEADING THE NEWS

### Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan.

The [Texas Tribune](#) (3/19) reports the Texas Education Agency has released "a new plan for educating kids with disabilities — with limited money." The plan comes after collecting feedback and after a "federal investigation concluded Texas had not been providing kids with disabilities the tools and services they needed to learn, likely failing to educate thousands of students and violating federal law." TEA "acknowledged it has been providing a smaller and smaller percentage of kids with federally funded special education services over the past 15 years, despite a stable national trend in special education rates."

The [Houston Chronicle](#) (3/19, Webb) reports the plan calls for "spending \$126.8 million more to shore up its special education practices than it first recommended in January." In the plan, "TEA officials now recommend spending \$211.3 million over six years on monitoring school districts, identifying previously unidentified students who may be eligible for special education services, professional development for teachers and engaging special education parents."

The [AP](#) (3/19) reports the plan "would create a professional statewide special education deployment system" and "calls for increasing special education staffing, providing better special education training for teachers and creating more tools for parents of children with suspected disabilities."



## POLITICS & POLICY

### Philadelphia Inquirer Criticizes ED's Plan To Toss School Discipline Racial Disparity



## Guidelines.

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## TEACHING & LEARNING

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## Ivanka Trump Promotes Infrastructure Plan In Visit To High-Tech Iowa School.

The [Des Moines \(IA\) Register](#) (3/19, Noble, Pfannenstiel) reports presidential adviser Ivanka Trump "observed student demonstrations in robotics, science and coding Monday morning as part of her tour of a high-tech professional development program in the Waukee School District." The visit is "part of Trump's wider efforts to support the White House's infrastructure plan, which includes measures to expand federal job training programs." Trump later told a roundtable discussion, "This is an unbelievable example of innovation in education and pairing the skills being taught in the classroom environment with the jobs in demand in modern economies."

[CNN](#) (3/19, Klein) reports she [tweeted](#), "Incredible visit to Waukee APEX, a center where high paying jobs are seamlessly linked with motivated and highly skilled students. Through hands-on learning and #WorkforceDevelopment the careers of tomorrow are being created today!"

## In Charlotte, All-Girls Auto Shop Class Reflective Of Focus On Career Readiness.

The [AP](#) (3/19) runs an article describing the all-girl auto shop class at Myers Park High School "in one of Charlotte's most prestigious neighborhoods." The article reports the school's "booming auto shop...illustrates a crucial part of Charlotte-Mecklenburg Schools' strategy: All schools should offer pathways to hands-on careers as well as college. And those career-technical classes should try to attract students who might not traditionally sign up."

## Rhode Island State Education Commissioner Stresses Importance Of CTE.

The [Providence \(RI\) Journal](#) (3/19, Naylor) reports Rhode Island state Education Commissioner Ken Wagner delivered his annual State of Education speech on Monday. Noting that Rhode Island schools currently offer 155 career programs, Wagner "extolled the state's commitment to career and tech education, which has come a long way from the vocational education of the 1970s and '80s," but stressed to educators that if "we only create pathways without challenging and preparing students for the real world they are about to enter, we will have wasted our time and theirs." He also "challenged the state to invest in Latino students, saying Latino families are the fastest-



growing population in Rhode Island, but the state has the widest achievement gap between white and Latino students in the country.” Additionally, Wagner stressed, “We will never have a workforce that looks like the communities they serve until we first encourage more young people, including students of color, to become teachers.”

### **Texas High School Seniors Host Week-Long STEAM Program.**

The [San Antonio Express-News](#) (3/19) reports Danbury High School seniors Yacodou Johnson, Kevin Lapaix, and Naomi Thomas developed a five-day, after-school teaching program at Broadview Middle School this month aimed at introducing more than a dozen students to STEAM, “a twist on the traditional science, technology, engineering and math – known as STEM – with the addition of an ‘A’ for art.” During the week-long program, the three Texas seniors led special projects that “incorporated art and exposed the younger students to possible career paths in STEM fields, the peer leaders said.” The Express-News notes Johnson, Lapaix, and Thomas “are in the DHS peer leadership program taught by Susan Schullery.” The three seniors had “completed a pilot program with the English language learners at DHS before taking their program to Broadview.”

### **Washington Marine Biology-Centered School Profiled.**

The [Seattle Times](#) (3/19) profiles the Ocean Research College Academy (ORCA), a public school in Washington where the “subject of marine ecology forms the overarching theme of nearly every lesson, even in classes on writing, math and history.” ORCA is funded almost entirely by Running Start, “the 25-year-old state program that allows high-school students to take an unlimited number of community-college classes for free.” The school “is not like any other school in Washington, or possibly the nation,” even though founder Ardi Kveven “wishes somebody would steal the ORCA idea.” Despite pitching to model “over and over again, to educators from coast to coast, no one has taken up her challenge.” Notably, the 47 students who graduated from ORCA last year “netted \$400,000 in college scholarships.” Since ORCA “was founded in 2004 with early help from a grant from the Bill & Melinda Gates Foundation, 425 students have graduated.” About 95 percent “have gone on to a four-year university,” with roughly two-thirds pursuing STEM majors.

### **Hawaii State Lawmakers Consider Standardized Test Reduction Bill.**

On its website, [KGMB-TV](#) Honolulu (3/19) reports Hawaii state lawmakers are considering a bill that would limit “the number of standardized tests each student can be administered to just four a year, the Federal minimum” under the Every Student Succeeds Act. It “would also allow schools to apply for additional standardized testing waivers with the Hawaii Board of Education, which would be reviewed on a case-by-case basis,” and grant time exemptions to eligible students with special needs. In testimony to the state legislature, Hawaii State Teacher Association president Corey Rosenlee “expressed strong support for the measure, citing the distinct variation in the number of standardized tests taken by students in each district.” Rosenlee said that “most countries that outperform the United States on international exams test students only three times during their school careers.” State Superintendent Christina Kishimoto, however, “dissented from Rosenlee’s view about the measure, saying that the bill ‘is not necessary at this time.’”

### **Teachers In Other States Ramp Up Activism In Wake Of West Virginia Strike.**

[Education Week](#) (3/21) reports that the West Virginia teacher strike “begs the question for policymakers and K-12 leaders in other states: Could this happen here?” The piece reports that “newly emboldened teachers” in Arizona, Kentucky, and Oklahoma “have in recent weeks ramped up their pressure in the quest for long-awaited pay raises. They’ve packed governors’ press conferences, staged rallies in front of capitols, and threatened electoral consequences this fall if lawmakers fail to come through.”

### **Seventy Four Examines How Janus Ruling Could Impact States.**

[Seventy Four](#) (3/19) reports that as the Supreme Court mulls the Janus v. AFSCME case, many expect the court to rule that “teachers who choose not to be union members will no longer have to pay annual fees. Because states take different approaches to teachers unions, a decision in favor of Janus will have considerable impact in some states and little to no direct effect in others.” The piece says “the most likely scenario is slow but steady erosion in union members, not a steep, immediate fall.”

### **Oklahoma District Gives Teachers, Other Staff \$1,000 Bonus.**

The [AP](#) (3/19) reports that district officials in Glenpool, Oklahoma “recently surprised teachers and other employees with \$1,000 bonuses as a potential statewide teacher walkout looms.” The AP notes that earlier this month, the district “joined many area districts on March 12 when it approved a resolution ‘in support of Oklahoma public school teachers’ and authorized school closings in the event of a teacher walkout.”

## **OPERATIONS**

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### **New York City Turnaround Schools See Increase In Applications.**

[Chalkbeat](#) (3/19, Zimmerman) reports New York City’s “expensive and controversial” Renewal turnaround program “saw 1,100 more applications this year, a jump city officials touted as evidence the long-floundering schools are rising in popularity.” The nine percent rise in applications does not, however, “necessarily mean those schools will have a flood of new students next year,” according to Chalkbeat, which explains that “3,305 students received an offer to attend a Renewal high school this year – up just 26 students from the previous year.” Because students are allowed to “list up to 12 schools on their high school applications, and this year the city saw a 4 percentage point increase in the proportion of students who listed all 12 options,” students may be “applying to more schools generally, not just ones in the Renewal program.” Additionally, “students could be ranking Renewal schools lower on their list of choices, making it less likely they will receive an offer to attend.”

### **Indiana State Lawmakers May Revisit School Takeover Plan During Special Session.**

[Chalkbeat](#) (3/19, Cavazos) reports Indiana state lawmakers will convene “this May after an unusual summons Monday from Gov. Eric Holcomb, and it’s possible they could revisit a controversial plan to expand state takeover of the Gary and Muncie school districts.” Last week, the state regular legislative session had “ended in chaos,” with state lawmakers “leaving this and several other important bills unresolved when the clock ran out.” Republican state lawmakers were “largely supportive of the takeover plan, and so they could revive the issue” even though Holcomb said the plan should not be pursued during a special session. Instead, “Holcomb said his biggest priorities during the special session would be getting a \$12 million loan from the state’s Common School Fund to Muncie schools to deal with financial difficulties stemming from declining enrollment and mismanagement of a bond issue.” On Monday, state Superintendent Jennifer McCormick said “that she also would support action to get Muncie schools the money they were promised.”

### **Future Of West Virginia State Education And Arts Department Unclear.**

[WVNews](#) (3/19) reports West Virginia Gov. Jim Justice announced last week “that he has fired Gayle Manchin, his secretary of education and the arts, for releasing a statement that was critical of a bill to eliminate her department,” the state Department of Education and the Arts. In a statement, Manchin called the proposal “to eliminate her

department politically motivated,” and requested that Justice veto the bill. She said later that she learned of her firing “when a reporter called her and asked for a comment.” Manchin also “said she’s worried that federal funding supporting many of her former department’s programs would be in jeopardy if the state rushes to reorganize the programs under different departments.” Justice, for his part, “said in a news release that Gayle Manchin had issued her statement in defiance of the governor’s office.”

### **South Carolina State Education Superintendent Expresses Support For Small District Consolidations.**

The [AP](#) (3/19) reports South Carolina state Education Superintendent Molly Spearman told reporters that she “is hopeful the Senate will go along with plans to consolidate some of the state’s small school districts,” and “thinks lawmakers should focus on nine small school districts that have financial problems, poor test schools and small populations.” She explained that “consolidating small districts would cut administrative costs and expand academic offerings,” as “smaller schools often cannot afford to offer as many different classes, especially the more challenging Advanced Placement courses.” The AP notes state lawmakers “have long avoided the subject, fearing voters who don’t want to lose the identity of local school systems.”

## **SCHOOL FINANCE**

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### **Kansas State Lawmakers Balk At Cost Projections In School Funding Report.**

The [AP](#) (3/19) reports that out-of-state consultants delivered a report to Kansas state lawmakers last week in which they projected “that the state’s public schools could cost an additional \$2 billion a year.” Even though the latest report “provided new, lower estimates tied to more modest goals for improving the state’s high school graduation rate and students’ performance on standardized tests,” some state lawmakers are nonetheless “suffering sticker shock.” The AP notes state lawmakers “are facing a Kansas Supreme Court mandate to increase spending on public schools after it ruled in October that the current education funding isn’t sufficient under the state constitution.” While Republican state legislative leaders commissioned the report in hopes that “it would show that the state already was spending,” they “appeared less anxious after the consultants testified during a committee meeting Monday.” Amid those concerns, some Republican state lawmakers are “setting less ambitious educational goals than the ones that led to the big price tag.”

The [Topeka \(KS\) Capital-Journal](#) (3/19) reports that at the meeting on Monday, the consultants – Texas A&M University professor Lori Taylor and Jason Willis of the WestEd consulting firm – “explained their methodologies for determining how the state can achieve a 95 percent high-school graduation rate.” According to their study, the graduation rate in Kansas for the 2016-17 school year was 86.1 percent. Willis told the state lawmakers that “they looked at a range of information, including current student achievement scores, the state’s Every Student Succeeds Act plan, and Kansas’ historical patterns of performance and funding.” Taylor, meanwhile, “said there was a ‘strong statistically significant and positive relationship’ between student outcomes and expenditures.” The consultants’ report also outlined “two scenarios for math and English Language Arts performances” that would increase annual spending “from \$4.65 billion for the current school year to \$6.44 billion or \$6.72 billion in the next five years,” should state lawmakers select either recommendation.

### **Colorado Bill, Ballot Initiative Call For Increased Education Funding.**

The [Littleton \(CO\) Independent](#) (3/19) reports a bill before Colorado state lawmakers and an aligned ballot initiative “could increase education funding” by creating “a new public school funding distribution formula for preschool through secondary education.” State House Bill 1232, which “is currently awaiting hearing by the House Education

Committee,” would provide “all 178 Colorado school districts with an increased level of funding for all students, while at the same time establishing a more equitable distribution of funding for students who are underserved and/or face the greatest challenges to being ready for college or a career when they finish high school.” Meanwhile, the “Great Schools, Thriving Communities” ballot initiative would establish “a quality public education fund financed through higher taxes on incomes above \$150,000 and on ‘C’ corporations.” The Independent outlines three key measures – the Gallagher Amendment on taxable residential real property; Taxpayer’s Bill of Rights; and Amendment 23 on per-pupil funding – that have complicated state education funding.

**Analysis: Colorado Governor’s Proposed Education Funding Boost May Not Yield Classroom Benefits.** [Chalkbeat](#) (3/19, Meltzer) reports Colorado Gov. John Hickenlooper is seeking to increase education funding by \$200 million for the next fiscal year and by an additional \$100 million in the fiscal year following; however, “a lot of that money could go to offset hits to districts from anticipated reforms to the state’s pension program and reductions in local tax revenue.” Chalkbeat explains that Hickenlooper’s “proposal comes in response to new economic forecasts released Monday that show Colorado having more money than previously expected.” State Republican lawmakers “and advocates for more transportation spending have already seized on the numbers to support a plan to ask voters to approve new debt to pay for road construction and dedicate up to \$300 million a year to pay off that debt.” Advocates of increased K-12 spending “have pushed back,” however, “out of fear that the commitment could make it harder to send more money to schools in the future.”

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## **SAFETY & SECURITY**

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### **One Million Expected At Anti-Gun-Violence Marches This Weekend.**

The [AP](#) (3/19, Peltz) reports that students from Marjory Stoneman Douglas High School said Monday they expect more than 1 million participants in marches this weekend “in Washington and elsewhere calling for gun regulations.” More than 800 March for Our Lives demonstrations are planned around the world Saturday, sparked by the Feb. 14 shooting in Parkland, Florida. Alex Wind, a junior at Marjory Stoneman Douglas High School, told the AP, “It just shows that the youth are tired of being the generation where we’re locked in closets and waiting for police to come in case of a shooter.”

### **Accused Shooter’s Brother Charged With Trespassing At Florida High School.**

The [New York Times](#) (3/19, Haag, Subscription Publication) reports that Zachary Cruz, the brother of accused Florida school shooter Nikolas Cruz, has been arrested on a charge of trespassing at Marjory Stoneman Douglas High

School, where the shooting occurred. Broward County Sheriff's deputies stopped Zachary Cruz "at about 4:30 p.m. after he rode a skateboard onto school property." Cruz "told the deputies that he decided to visit the school to 'reflect on the school shooting and to soak it in,' according to the sheriff's office." According to the sheriff's office, "school officials had ordered Mr. Cruz to stay away from Stoneman Douglas High." He "was arrested on one count of trespassing on the grounds or facility of a school, a misdemeanor."

### **Civil Rights Groups Warn Of Possible Fallout From School Safety Measures.**

[Education Week](#) (3/19) reports a coalition of civil rights groups on Monday warned that "'Knee-jerk reactions' to school safety fears after the school shooting in Parkland, Fla., have created concerns for students of color and students with disabilities." The groups say that in the aftermath of past shootings, lawmakers facing public pressure to respond have proposed "adding more police to schools or pitch school security upgrades without being mindful of unintended consequences."

The [Seventy Four](#) (3/19) reports that the groups warned that "federal proposals to address school safety through measures such as school-based police and metal detectors are 'knee-jerk reactions' that could have dire consequences for some students." The groups "point to federal data and other reports that indicate minority children and those with disabilities are disproportionately arrested by school-based officers. Black students are more than twice as likely as their white peers to be referred to law enforcement or arrested at school, according to the 2013–14 Civil Rights Data Collection, the most recent federal Education Department statistics."

### **Barron Trump's School Joins Call For President To Enact Gun Control.**

The [Washington Post](#) (3/19, Strauss) reports that the leaders of "more than 125 private independent schools in the D.C. area are calling on President Trump and Congress to enact 'vigorous' gun-control measures and warning that arming teachers — an idea the president supports — is 'dangerous and antithetical to our profession as educators.'" The school leaders — including the Maryland school attended by Barron Trump — took out a full-page advertisement in Sunday's editions of the Post.

### **Bloomberg Editorial: Arming Teachers Likely To Do More Harm Than Good.**

[Bloomberg View](#) (3/19) editorializes that should President Trump's plan for "firearms training for school personnel" come to pass, "the chances are good that armed teachers or staff would increase not decrease the number of dead and wounded from such an attack." The piece notes that polls show majorities of teachers and the general public oppose such a plan, and says that while "arming teachers would do nothing to reduce gun violence...it might serve the interests of the gun industry."

### **Alabama State Legislator Says Arming Teachers Bad Idea Because Women Wouldn't Be Comfortable With Guns.**

The [Huffington Post](#) (3/19, Fang) reports that Alabama state Rep. Harry Shiver (R) "says arming teachers to protect against gun violence in schools is a bad idea because 'it's mostly ladies that's teaching' and the majority of them would not feel comfortable carrying a weapon." Shiver spoke "during a legislative committee hearing last Thursday on a measure that would allow certain teachers in Alabama to carry firearms after undergoing training and gaining a recommendation from a school or police official." The bill cleared committee, the Post reports.

### **Mental Health Advocates Fear Focus On Cruz' Mental Background Could Spark Stigmatization.**

[Education Week](#) (3/21) reports on the multiple "red flags" in the history of Parkland massacre shooter Nikolas Cruz that suggested he had "serious emotional problems," saying his records indicate that he was "prone to violent

outbursts and fascinated with weapons.” The piece reports that some advocates for students with mental health needs are concerned that the “intense focus on Cruz’s mental health history” could negatively impact other students. The piece cites research from ED and the Secret Service indicating that “students in special education for an emotional disturbance are not more likely than their peers to be school shooters.” However, “Cruz’s known struggles in school have vaulted mental health to the front pages.”

### **Experts: Security Measures At Urban Schools Make Them Less Prone To Mass Shootings.**

The [AP](#) (3/19, Williams) reports that “urban districts such as Detroit, Chicago, Los Angeles and New York that installed metal detectors and other security in the 1980s and 1990s to combat gang and drug violence” could offer some answers to schools looking for “ways to impose tougher security measures in the wake of last month’s school shooting in Parkland, Florida.” The AP reports security experts “believe these measures have made urban districts less prone to mass shootings” and some suburban and rural districts “are now considering detectors as they rethink their security plans after the shooting at Marjory Stoneman Douglas High School.”

### **Wisconsin Governor Continues To Press Legislature On School Safety Measures.**

The [AP](#) (3/19) reports Wisconsin Gov. Scott Walker (R) “toured three schools Monday as part of a last-minute push to convince the Republican-controlled state Legislature to break an impasse and approve his school safety proposals, which includes a \$100 million grant program to pay for armed guards.” Walker has not called for “tighter gun control as Democrats have urged,” but also “didn’t propose arming teachers, a move some conservative lawmakers have proposed.” Rather, “Walker is calling for creating a new office of school safety — under control of the attorney general — that would be in control of a \$100 million grant fund. That money could go to pay for armed security guards at schools, but the amount of the three-year grants would go down from covering 75 percent of the costs in the first year to just 25 percent in the third.”

### **School Safety Measure Advances In Kansas House.**

The [AP](#) (3/19) reports the Kansas House Appropriations Committee on Monday cleared a bill “designed to make Kansas schools safer from gun violence” which would “require schools and state agencies to establish guidelines for fortifying schools against armed threats. It also would provide \$5 million for safety measures like metal detectors and hardened glass.”

### **School Security Technology Comes With Hefty Price Tag.**

[Education Week](#) (3/19) reports on the increased focus in the wake of the Parkland massacre on such school safety upgrades as “video surveillance, door-locking systems, and other physical improvements to schools are often the focus of parents and the general public when they share concerns about the security of their schools.” Such measures can “be the most important element of safety and crisis-prevention plans. But there’s something else to keep in mind: The physical upgrades to schools added in the name of safety often aren’t cheap.”

## **MONDAY’S LEAD STORIES**

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- [Officials Recommended Involuntary Commitment For Cruz In 2016.](#)
- [WPost: Education Department Should Emulate Court Ruling Defending Transgender Student’s Rights.](#)
- [Proposed Oklahoma Teacher Pay Hike Would Raise State Out Of Regional Bottom.](#)
- [Arizona Charter School Breaks Ground On New Campus.](#)

- [Organization Says Its Personalized Learning Programs Produce Reading Gains.](#)

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To: <david.shoup@carlsbad.k12.nm.us>

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Good morning David Shoup

March 20, 2018

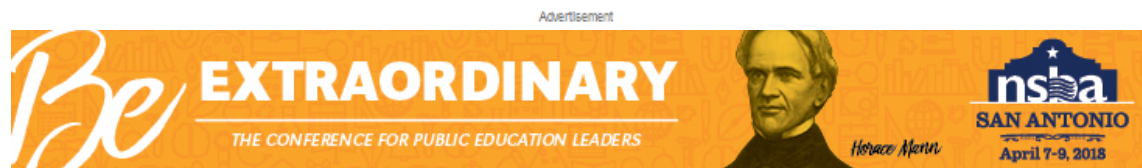
## LEADING THE NEWS

### Texas Education Agency Releases Latest Draft Of Remedial Special Education Plan.

The [Texas Tribune](#) (3/19) reports the Texas Education Agency has released "a new plan for educating kids with disabilities — with limited money." The plan comes after collecting feedback and after a "federal investigation concluded Texas had not been providing kids with disabilities the tools and services they needed to learn, likely failing to educate thousands of students and violating federal law." TEA "acknowledged it has been providing a smaller and smaller percentage of kids with federally funded special education services over the past 15 years, despite a stable national trend in special education rates."

The [Houston Chronicle](#) (3/19, Webb) reports the plan calls for "spending \$126.8 million more to shore up its special education practices than it first recommended in January." In the plan, "TEA officials now recommend spending \$211.3 million over six years on monitoring school districts, identifying previously unidentified students who may be eligible for special education services, professional development for teachers and engaging special education parents."

The [AP](#) (3/19) reports the plan "would create a professional statewide special education deployment system" and "calls for increasing special education staffing, providing better special education training for teachers and creating more tools for parents of children with suspected disabilities."



## POLITICS & POLICY

Philadelphia Inquirer Criticizes ED's Plan To Toss School Discipline Racial Disparity



## **Guidelines.**

An editorial in the [Philadelphia Inquirer](#) (3/19) criticizes the Trump administration's plans to "throw out guidelines issued by the Obama administration to reduce the blatant racial discrimination that frequently occurs when minority and white students are disciplined for the same offense." The paper explores statistics on racial disparities in school discipline and faults the Trump administration for suggesting "that the Obama disciplinary guidelines had made schools more dangerous" and saying "the policy may have even played a role in the mass murder at Stoneman Douglas High School." The piece calls on Education Secretary Betsy DeVos "to make sure schoolchildren aren't receiving harsher punishments for the same behavior just because they are black or brown."

## **Cassidy Calls For Federal Guidelines For Schools To Fight Opioid Crisis.**

The [New Orleans Times-Picayune](#) (3/19) reports Sen. Bill Cassidy (R-LA) has written to Education Secretary Betsy DeVos "calling for federal guidelines outlining how schools could help reduce opioid addiction through education." Cassidy suggested that ED should "conduct a comprehensive review of states' efforts to educate kids about the dangers of opioid abuse and provide guidelines on how schools can most effectively implement anti-addiction education. Cassidy wrote that Louisiana's Department of Education had recently conducted an informal review of programs and resources used in Louisiana schools to combat the opioid epidemic."

## **TEACHING & LEARNING**

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### **Ivanka Trump Promotes Infrastructure Plan In Visit To High-Tech Iowa School.**

The [Des Moines \(IA\) Register](#) (3/19, Noble, Pfannenstiel) reports presidential adviser Ivanka Trump "observed student demonstrations in robotics, science and coding Monday morning as part of her tour of a high-tech professional development program in the Waukee School District." The visit is "part of Trump's wider efforts to support the White House's infrastructure plan, which includes measures to expand federal job training programs." Trump later told a roundtable discussion, "This is an unbelievable example of innovation in education and pairing the skills being taught in the classroom environment with the jobs in demand in modern economies."

[CNN](#) (3/19, Klein) reports she [tweeted](#), "Incredible visit to Waukee APEX, a center where high paying jobs are seamlessly linked with motivated and highly skilled students. Through hands-on learning and #WorkforceDevelopment the careers of tomorrow are being created today!"

### **In Charlotte, All-Girls Auto Shop Class Reflective Of Focus On Career Readiness.**

The [AP](#) (3/19) runs an article describing the all-girl auto shop class at Myers Park High School "in one of Charlotte's most prestigious neighborhoods." The article reports the school's "booming auto shop...illustrates a crucial part of Charlotte-Mecklenburg Schools' strategy: All schools should offer pathways to hands-on careers as well as college. And those career-technical classes should try to attract students who might not traditionally sign up."

### **Rhode Island State Education Commissioner Stresses Importance Of CTE.**

The [Providence \(RI\) Journal](#) (3/19, Naylor) reports Rhode Island state Education Commissioner Ken Wagner delivered his annual State of Education speech on Monday. Noting that Rhode Island schools currently offer 155 career programs, Wagner "extolled the state's commitment to career and tech education, which has come a long way from the vocational education of the 1970s and '80s," but stressed to educators that if "we only create pathways without challenging and preparing students for the real world they are about to enter, we will have wasted our time and theirs." He also "challenged the state to invest in Latino students, saying Latino families are the fastest-

growing population in Rhode Island, but the state has the widest achievement gap between white and Latino students in the country.” Additionally, Wagner stressed, “We will never have a workforce that looks like the communities they serve until we first encourage more young people, including students of color, to become teachers.”

### **Texas High School Seniors Host Week-Long STEAM Program.**

The [San Antonio Express-News](#) (3/19) reports Danbury High School seniors Yacodou Johnson, Kevin Lapaix, and Naomi Thomas developed a five-day, after-school teaching program at Broadview Middle School this month aimed at introducing more than a dozen students to STEAM, “a twist on the traditional science, technology, engineering and math – known as STEM – with the addition of an ‘A’ for art.” During the week-long program, the three Texas seniors led special projects that “incorporated art and exposed the younger students to possible career paths in STEM fields, the peer leaders said.” The Express-News notes Johnson, Lapaix, and Thomas “are in the DHS peer leadership program taught by Susan Schullery.” The three seniors had “completed a pilot program with the English language learners at DHS before taking their program to Broadview.”

### **Washington Marine Biology-Centered School Profiled.**

The [Seattle Times](#) (3/19) profiles the Ocean Research College Academy (ORCA), a public school in Washington where the “subject of marine ecology forms the overarching theme of nearly every lesson, even in classes on writing, math and history.” ORCA is funded almost entirely by Running Start, “the 25-year-old state program that allows high-school students to take an unlimited number of community-college classes for free.” The school “is not like any other school in Washington, or possibly the nation,” even though founder Ardi Kveven “wishes somebody would steal the ORCA idea.” Despite pitching to model “over and over again, to educators from coast to coast, no one has taken up her challenge.” Notably, the 47 students who graduated from ORCA last year “netted \$400,000 in college scholarships.” Since ORCA “was founded in 2004 with early help from a grant from the Bill & Melinda Gates Foundation, 425 students have graduated.” About 95 percent “have gone on to a four-year university,” with roughly two-thirds pursuing STEM majors.

### **Hawaii State Lawmakers Consider Standardized Test Reduction Bill.**

On its website, [KGMB-TV](#) Honolulu (3/19) reports Hawaii state lawmakers are considering a bill that would limit “the number of standardized tests each student can be administered to just four a year, the Federal minimum” under the Every Student Succeeds Act. It “would also allow schools to apply for additional standardized testing waivers with the Hawaii Board of Education, which would be reviewed on a case-by-case basis,” and grant time exemptions to eligible students with special needs. In testimony to the state legislature, Hawaii State Teacher Association president Corey Rosenlee “expressed strong support for the measure, citing the distinct variation in the number of standardized tests taken by students in each district.” Rosenlee said that “most countries that outperform the United States on international exams test students only three times during their school careers.” State Superintendent Christina Kishimoto, however, “dissented from Rosenlee’s view about the measure, saying that the bill ‘is not necessary at this time.’”

### **Teachers In Other States Ramp Up Activism In Wake Of West Virginia Strike.**

[Education Week](#) (3/21) reports that the West Virginia teacher strike “begs the question for policymakers and K-12 leaders in other states: Could this happen here?” The piece reports that “newly emboldened teachers” in Arizona, Kentucky, and Oklahoma “have in recent weeks ramped up their pressure in the quest for long-awaited pay raises. They’ve packed governors’ press conferences, staged rallies in front of capitols, and threatened electoral consequences this fall if lawmakers fail to come through.”

### **Seventy Four Examines How Janus Ruling Could Impact States.**

[Seventy Four](#) (3/19) reports that as the Supreme Court mulls the Janus v. AFSCME case, many expect the court to rule that “teachers who choose not to be union members will no longer have to pay annual fees. Because states take different approaches to teachers unions, a decision in favor of Janus will have considerable impact in some states and little to no direct effect in others.” The piece says “the most likely scenario is slow but steady erosion in union members, not a steep, immediate fall.”

### **Oklahoma District Gives Teachers, Other Staff \$1,000 Bonus.**

The [AP](#) (3/19) reports that district officials in Glenpool, Oklahoma “recently surprised teachers and other employees with \$1,000 bonuses as a potential statewide teacher walkout looms.” The AP notes that earlier this month, the district “joined many area districts on March 12 when it approved a resolution ‘in support of Oklahoma public school teachers’ and authorized school closings in the event of a teacher walkout.”

## **OPERATIONS**

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### **New York City Turnaround Schools See Increase In Applications.**

[Chalkbeat](#) (3/19, Zimmerman) reports New York City’s “expensive and controversial” Renewal turnaround program “saw 1,100 more applications this year, a jump city officials touted as evidence the long-floundering schools are rising in popularity.” The nine percent rise in applications does not, however, “necessarily mean those schools will have a flood of new students next year,” according to Chalkbeat, which explains that “3,305 students received an offer to attend a Renewal high school this year – up just 26 students from the previous year.” Because students are allowed to “list up to 12 schools on their high school applications, and this year the city saw a 4 percentage point increase in the proportion of students who listed all 12 options,” students may be “applying to more schools generally, not just ones in the Renewal program.” Additionally, “students could be ranking Renewal schools lower on their list of choices, making it less likely they will receive an offer to attend.”

### **Indiana State Lawmakers May Revisit School Takeover Plan During Special Session.**

[Chalkbeat](#) (3/19, Cavazos) reports Indiana state lawmakers will convene “this May after an unusual summons Monday from Gov. Eric Holcomb, and it’s possible they could revisit a controversial plan to expand state takeover of the Gary and Muncie school districts.” Last week, the state regular legislative session had “ended in chaos,” with state lawmakers “leaving this and several other important bills unresolved when the clock ran out.” Republican state lawmakers were “largely supportive of the takeover plan, and so they could revive the issue” even though Holcomb said the plan should not be pursued during a special session. Instead, “Holcomb said his biggest priorities during the special session would be getting a \$12 million loan from the state’s Common School Fund to Muncie schools to deal with financial difficulties stemming from declining enrollment and mismanagement of a bond issue.” On Monday, state Superintendent Jennifer McCormick said “that she also would support action to get Muncie schools the money they were promised.”

### **Future Of West Virginia State Education And Arts Department Unclear.**

[WVNews](#) (3/19) reports West Virginia Gov. Jim Justice announced last week “that he has fired Gayle Manchin, his secretary of education and the arts, for releasing a statement that was critical of a bill to eliminate her department,” the state Department of Education and the Arts. In a statement, Manchin called the proposal “to eliminate her

department politically motivated,” and requested that Justice veto the bill. She said later that she learned of her firing “when a reporter called her and asked for a comment.” Manchin also “said she’s worried that federal funding supporting many of her former department’s programs would be in jeopardy if the state rushes to reorganize the programs under different departments.” Justice, for his part, “said in a news release that Gayle Manchin had issued her statement in defiance of the governor’s office.”

### **South Carolina State Education Superintendent Expresses Support For Small District Consolidations.**

The [AP](#) (3/19) reports South Carolina state Education Superintendent Molly Spearman told reporters that she “is hopeful the Senate will go along with plans to consolidate some of the state’s small school districts,” and “thinks lawmakers should focus on nine small school districts that have financial problems, poor test schools and small populations.” She explained that “consolidating small districts would cut administrative costs and expand academic offerings,” as “smaller schools often cannot afford to offer as many different classes, especially the more challenging Advanced Placement courses.” The AP notes state lawmakers “have long avoided the subject, fearing voters who don’t want to lose the identity of local school systems.”

## **SCHOOL FINANCE**

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### **Kansas State Lawmakers Balk At Cost Projections In School Funding Report.**

The [AP](#) (3/19) reports that out-of-state consultants delivered a report to Kansas state lawmakers last week in which they projected “that the state’s public schools could cost an additional \$2 billion a year.” Even though the latest report “provided new, lower estimates tied to more modest goals for improving the state’s high school graduation rate and students’ performance on standardized tests,” some state lawmakers are nonetheless “suffering sticker shock.” The AP notes state lawmakers “are facing a Kansas Supreme Court mandate to increase spending on public schools after it ruled in October that the current education funding isn’t sufficient under the state constitution.” While Republican state legislative leaders commissioned the report in hopes that “it would show that the state already was spending,” they “appeared less anxious after the consultants testified during a committee meeting Monday.” Amid those concerns, some Republican state lawmakers are “setting less ambitious educational goals than the ones that led to the big price tag.”

The [Topeka \(KS\) Capital-Journal](#) (3/19) reports that at the meeting on Monday, the consultants – Texas A&M University professor Lori Taylor and Jason Willis of the WestEd consulting firm – “explained their methodologies for determining how the state can achieve a 95 percent high-school graduation rate.” According to their study, the graduation rate in Kansas for the 2016-17 school year was 86.1 percent. Willis told the state lawmakers that “they looked at a range of information, including current student achievement scores, the state’s Every Student Succeeds Act plan, and Kansas’ historical patterns of performance and funding.” Taylor, meanwhile, “said there was a ‘strong statistically significant and positive relationship’ between student outcomes and expenditures.” The consultants’ report also outlined “two scenarios for math and English Language Arts performances” that would increase annual spending “from \$4.65 billion for the current school year to \$6.44 billion or \$6.72 billion in the next five years,” should state lawmakers select either recommendation.

### **Colorado Bill, Ballot Initiative Call For Increased Education Funding.**

The [Littleton \(CO\) Independent](#) (3/19) reports a bill before Colorado state lawmakers and an aligned ballot initiative “could increase education funding” by creating “a new public school funding distribution formula for preschool through secondary education.” State House Bill 1232, which “is currently awaiting hearing by the House Education

Committee,” would provide “all 178 Colorado school districts with an increased level of funding for all students, while at the same time establishing a more equitable distribution of funding for students who are underserved and/or face the greatest challenges to being ready for college or a career when they finish high school.” Meanwhile, the “Great Schools, Thriving Communities” ballot initiative would establish “a quality public education fund financed through higher taxes on incomes above \$150,000 and on ‘C’ corporations.” The Independent outlines three key measures – the Gallagher Amendment on taxable residential real property; Taxpayer’s Bill of Rights; and Amendment 23 on per-pupil funding – that have complicated state education funding.

**Analysis: Colorado Governor’s Proposed Education Funding Boost May Not Yield Classroom Benefits.** [Chalkbeat](#) (3/19, Meltzer) reports Colorado Gov. John Hickenlooper is seeking to increase education funding by \$200 million for the next fiscal year and by an additional \$100 million in the fiscal year following; however, “a lot of that money could go to offset hits to districts from anticipated reforms to the state’s pension program and reductions in local tax revenue.” Chalkbeat explains that Hickenlooper’s “proposal comes in response to new economic forecasts released Monday that show Colorado having more money than previously expected.” State Republican lawmakers “and advocates for more transportation spending have already seized on the numbers to support a plan to ask voters to approve new debt to pay for road construction and dedicate up to \$300 million a year to pay off that debt.” Advocates of increased K-12 spending “have pushed back,” however, “out of fear that the commitment could make it harder to send more money to schools in the future.”

### **Survey: Most Texans Support Increasing State’s Share Of Education Funding.**

The [Austin \(TX\) American Statesman](#) (3/19, Subscription Publication) reports the Texas Education Grantmakers Advocacy Consortium released the results of a survey on Monday that found 71 percent of respondents “favored increasing the state’s share of education funding to provide property tax relief.” Additionally, 68 percent of respondents “favored increasing the state’s share of public education funding to 50 percent,” and “86 percent favored a requirement that recapture dollars school districts send to the state must be used for public education, and not used to fill other budget shortfalls or fund other programs.” Later on Monday, the 13-member Texas Commission on Public School Finance, which “is tasked with making recommendations to the Texas Legislature by the end of the year on ways to fix the state’s beleaguered school finance system,” convened to “take public input for the first time.” The Statesman says the “complicated” funding approach “has long been criticized as inadequate and outdated, no longer reflecting the actual expenses of teaching Texas children.”

## **SAFETY & SECURITY**

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### **One Million Expected At Anti-Gun-Violence Marches This Weekend.**

The [AP](#) (3/19, Peltz) reports that students from Marjory Stoneman Douglas High School said Monday they expect more than 1 million participants in marches this weekend “in Washington and elsewhere calling for gun regulations.” More than 800 March for Our Lives demonstrations are planned around the world Saturday, sparked by the Feb. 14 shooting in Parkland, Florida. Alex Wind, a junior at Marjory Stoneman Douglas High School, told the AP, “It just shows that the youth are tired of being the generation where we’re locked in closets and waiting for police to come in case of a shooter.”

### **Accused Shooter’s Brother Charged With Trespassing At Florida High School.**

The [New York Times](#) (3/19, Haag, Subscription Publication) reports that Zachary Cruz, the brother of accused Florida school shooter Nikolas Cruz, has been arrested on a charge of trespassing at Marjory Stoneman Douglas High

School, where the shooting occurred. Broward County Sheriff's deputies stopped Zachary Cruz "at about 4:30 p.m. after he rode a skateboard onto school property." Cruz "told the deputies that he decided to visit the school to 'reflect on the school shooting and to soak it in,' according to the sheriff's office." According to the sheriff's office, "school officials had ordered Mr. Cruz to stay away from Stoneman Douglas High." He "was arrested on one count of trespassing on the grounds or facility of a school, a misdemeanor."

### **Civil Rights Groups Warn Of Possible Fallout From School Safety Measures.**

[Education Week](#) (3/19) reports a coalition of civil rights groups on Monday warned that "'Knee-jerk reactions' to school safety fears after the school shooting in Parkland, Fla., have created concerns for students of color and students with disabilities." The groups say that in the aftermath of past shootings, lawmakers facing public pressure to respond have proposed "adding more police to schools or pitch school security upgrades without being mindful of unintended consequences."

The [Seventy Four](#) (3/19) reports that the groups warned that "federal proposals to address school safety through measures such as school-based police and metal detectors are 'knee-jerk reactions' that could have dire consequences for some students." The groups "point to federal data and other reports that indicate minority children and those with disabilities are disproportionately arrested by school-based officers. Black students are more than twice as likely as their white peers to be referred to law enforcement or arrested at school, according to the 2013–14 Civil Rights Data Collection, the most recent federal Education Department statistics."

### **Barron Trump's School Joins Call For President To Enact Gun Control.**

The [Washington Post](#) (3/19, Strauss) reports that the leaders of "more than 125 private independent schools in the D.C. area are calling on President Trump and Congress to enact 'vigorous' gun-control measures and warning that arming teachers — an idea the president supports — is 'dangerous and antithetical to our profession as educators.'" The school leaders — including the Maryland school attended by Barron Trump — took out a full-page advertisement in Sunday's editions of the Post.

### **Bloomberg Editorial: Arming Teachers Likely To Do More Harm Than Good.**

[Bloomberg View](#) (3/19) editorializes that should President Trump's plan for "firearms training for school personnel" come to pass, "the chances are good that armed teachers or staff would increase not decrease the number of dead and wounded from such an attack." The piece notes that polls show majorities of teachers and the general public oppose such a plan, and says that while "arming teachers would do nothing to reduce gun violence...it might serve the interests of the gun industry."

### **Alabama State Legislator Says Arming Teachers Bad Idea Because Women Wouldn't Be Comfortable With Guns.**

The [Huffington Post](#) (3/19, Fang) reports that Alabama state Rep. Harry Shiver (R) "says arming teachers to protect against gun violence in schools is a bad idea because 'it's mostly ladies that's teaching' and the majority of them would not feel comfortable carrying a weapon." Shiver spoke "during a legislative committee hearing last Thursday on a measure that would allow certain teachers in Alabama to carry firearms after undergoing training and gaining a recommendation from a school or police official." The bill cleared committee, the Post reports.

### **Mental Health Advocates Fear Focus On Cruz' Mental Background Could Spark Stigmatization.**

[Education Week](#) (3/21) reports on the multiple "red flags" in the history of Parkland massacre shooter Nikolas Cruz that suggested he had "serious emotional problems," saying his records indicate that he was "prone to violent



outbursts and fascinated with weapons.” The piece reports that some advocates for students with mental health needs are concerned that the “intense focus on Cruz’s mental health history” could negatively impact other students. The piece cites research from ED and the Secret Service indicating that “students in special education for an emotional disturbance are not more likely than their peers to be school shooters.” However, “Cruz’s known struggles in school have vaulted mental health to the front pages.”

### **Experts: Security Measures At Urban Schools Make Them Less Prone To Mass Shootings.**

The [AP](#) (3/19, Williams) reports that “urban districts such as Detroit, Chicago, Los Angeles and New York that installed metal detectors and other security in the 1980s and 1990s to combat gang and drug violence” could offer some answers to schools looking for “ways to impose tougher security measures in the wake of last month’s school shooting in Parkland, Florida.” The AP reports security experts “believe these measures have made urban districts less prone to mass shootings” and some suburban and rural districts “are now considering detectors as they rethink their security plans after the shooting at Marjory Stoneman Douglas High School.”

### **Wisconsin Governor Continues To Press Legislature On School Safety Measures.**

The [AP](#) (3/19) reports Wisconsin Gov. Scott Walker (R) “toured three schools Monday as part of a last-minute push to convince the Republican-controlled state Legislature to break an impasse and approve his school safety proposals, which includes a \$100 million grant program to pay for armed guards.” Walker has not called for “tighter gun control as Democrats have urged,” but also “didn’t propose arming teachers, a move some conservative lawmakers have proposed.” Rather, “Walker is calling for creating a new office of school safety — under control of the attorney general — that would be in control of a \$100 million grant fund. That money could go to pay for armed security guards at schools, but the amount of the three-year grants would go down from covering 75 percent of the costs in the first year to just 25 percent in the third.”

### **School Safety Measure Advances In Kansas House.**

The [AP](#) (3/19) reports the Kansas House Appropriations Committee on Monday cleared a bill “designed to make Kansas schools safer from gun violence” which would “require schools and state agencies to establish guidelines for fortifying schools against armed threats. It also would provide \$5 million for safety measures like metal detectors and hardened glass.”

### **School Security Technology Comes With Hefty Price Tag.**

[Education Week](#) (3/19) reports on the increased focus in the wake of the Parkland massacre on such school safety upgrades as “video surveillance, door-locking systems, and other physical improvements to schools are often the focus of parents and the general public when they share concerns about the security of their schools.” Such measures can “be the most important element of safety and crisis-prevention plans. But there’s something else to keep in mind: The physical upgrades to schools added in the name of safety often aren’t cheap.”

## **MONDAY’S LEAD STORIES**

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- [Officials Recommended Involuntary Commitment For Cruz In 2016.](#)
- [WPost: Education Department Should Emulate Court Ruling Defending Transgender Student’s Rights.](#)
- [Proposed Oklahoma Teacher Pay Hike Would Raise State Out Of Regional Bottom.](#)
- [Arizona Charter School Breaks Ground On New Campus.](#)

- **Organization Says Its Personalized Learning Programs Produce Reading Gains.**

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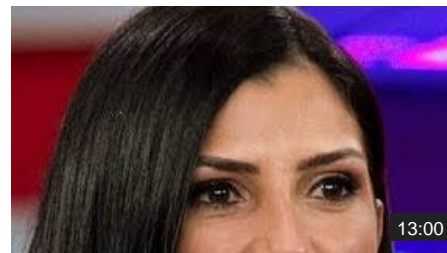
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Opinion

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### **Trump, citing ‘evil massacre’ in Florida, starts talking about gun control**

The president has yet to cross the NRA, but has privately discussed ideas that could put him at odds with the gun-rights group.

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## ‘I have to see you again’: How Trump’s alleged affair with a porn star spilled into public view

The president has denied Stormy Daniels’s allegations, detailed in a lawsuit filed this week.

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President Trump’s son-in-law has been stripped of his access to top secrets, is mocked by colleagues and faces grave legal peril.

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Meanwhile, some top U.S. trading partners are denouncing Trump’s moves and planning their own strategies.

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## stop selling major outdoor brand with NRA ties

Thousands urged both retailers to stop selling products so consumers' money wasn't boosting a gunmaker's profits.

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## Calif. couple arrested after children found in plywood hovel, dozens of cats in trailer

The plywood structure was about 20 feet long, 10 feet wide and 4 feet high. A nearby trailer housed 30-40 cats.

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Suspect is an apparent acquaintance who led detectives

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Just five immigrants from that country obtained legal residency under the EB-1 program the year the first lady received her green card.

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The tourists didn't know it, but they would see a tiger challenged that afternoon.

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The president surprised Washington journalists by agreeing to attend the annual Gridiron Dinner.

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As a teen allegedly slaughtered 17 people at a high school in Florida, a judge was deciding whether another accused school shooter in South Carolina should be tried as an adult.

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Their pampered birds wear diapers and have personal chefs — but lay the finest eggs tech money can buy

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Police called the mother of James Eric Davis Jr. to report his erratic behavior. She and her husband were killed after arriving on campus, police said.

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### **Authorities say man shoots himself to death near White House**

The Secret Service says a man shot himself to death Saturday as he stood near the fence along the north side of the White House.

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Canada and Germany are among countries to speak out against the president's proposals for aluminum and steel.

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Cyborg survives strong test before overwhelming her opponent to retain her featherweight title.

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In 1940, some of the actors didn't act surprised when they won. And in turns out they weren't.

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The Hall of Famer and broadcaster urges LeBron James and others to never just stick to sports.

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By entertaining gun-control measures, the president is

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### **Shortly before Trump announced tariffs, his former adviser dumped millions in steel-related stocks**

Carl Icahn sold his \$31.3 million stake in the Manitowoc Company, a leading manufacturer of cranes. Since Trump's announcement, Manitowoc's stock has plummeted.

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Trump has long chafed at accusations that he had any Russian help in the 2016 election and has resisted calls to decry Russia's meddling.

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### A Carnival cruise in the South Pacific descended into violent anarchy

Some say the trouble started over a flip-flop. By Friday, the feud had escalated into a bloody melee between guards and vacationers.

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### Top U.S. officials tell the world to ignore

## Trump's tweets

Amid global anxiety about President Trump's approach to global affairs, U.S. officials had a message to a gathering of Europe's foreign policy elite this weekend: pay no attention to the man tweeting behind the curtain.

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One worker spoke with The Washington Post, describing what it was like to be in a troll factory.

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Russians in St. Petersburg passed English-language tests and studied U.S. politics to target what they called the 'crap country.'

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It was the sickest he'd ever been, and perhaps getting a vaccine saved him.

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Israeli Prime Minister Benjamin Netanyahu warned that Iran is testing red lines with its behavior in Syria. Iran's dismissed his address as a "cartoonish circus which does not even deserve the dignity of a response."

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Everytown for Gun Safety's figure is everywhere. Except it's inflated and misleading.

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### **LeBron James won't shut up and dribble: 'I've defeated the odds, and I want every kid to know that'**

James addressed Laura Ingraham's recent comments, the new "Black Panther" movie, with its primarily black cast, and gun control following the Parkland, Fla., high school shooting this week.

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'We're going to bury it,' vowed a senior official as the administration torpedoed one of four proposals. Young undocumented immigrants remain in limbo with no congressional action.

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Despite growing wages, few Americans sign up for grueling jobs at a meatpacking plant.

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Plus: Jordan Peele made history; Ashley Judd, Salma Hayek and Annabella Sciorra stood on stage for a "Time's Up" moment.

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## **Mueller is casting a wide net. We now know the target is Trump.**

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Kansas City law enforcement will not say whether the killings were racially motivated.

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<b><u>Want Better Sex Ed? Talk To These Teenagers</u></b>		
You've probably heard about the amazing students from Stoneman Douglas High School, who've been raising their voices for gun control and saying #NeverAgain. Did you know there is a similar movement of teens and young adults pushing for better, more consent-based sex ed in schools?		
<b><u>A Coach Admitted To A Sex Crime On Tape. But When The Victim Died, He Walked Free.</u></b>		
Emilie Morris got her high school cross-country coach to admit to sex crimes on tape. But when she unexpectedly died at age 35, the case she'd fought to bring against him died, too.		
<b><u>HS Football Player Charged With Sexually Assaulting Mentally Disabled Teammate Given No Jail Time</u></b>		
In October 2015, high school football player in Dietrich, Idaho, named John R.K. Howard trapped another teammate with mental disabilities in the locker room after practice and, along with two other teens, sodomized him with a wire hanger. The victim, who is black, reported the assault as a culmination of long-standing racist harassment from Howard and others on the team.		
<b><u>Hundreds Walk Out Of McClatchy High To Protest Handling Of Gang Rape And Sex Harassment Cases</u></b>		
Hundreds of students walked out of classes Wednesday morning at McClatchy High School to protest how school administrators have dealt with sexual harassment claims at the Sacramento school,		

including a case involving an alleged gang rape at an off-campus party.

### **Title IX Had Huge Impact At Libertyville High School**

Girls interscholastic athletes didn't come quickly at Libertyville High School. But one thing for sure, there was plenty of interest among girls for athletics throughout LHS's 100 years.

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## **Higher Ed**

### **DACC Designates A Third Of Campus Restrooms As Gender Neutral**

Danville Area Community College recently converted about a third of the restrooms on campus into gender-neutral ones and posted signs on and near the doors to designate them as such.

### **'What It Means to Be a Woman Is Not Static': How Women's Colleges Are Handling Transgender Applicants**

So far, more than a dozen have published admissions policies for transgender students. Many will now consider applicants if they self-identify as women.

### **UNC Comp Sci Department Works To Close Gender Gap**

According to the nonprofit organization Girls Who Code, just 24 percent of computer scientists today are women, and only 4 percent of female first-year students are enrolled in computing courses. At UNC, women make up nearly 30 percent of the computer science major, up from 15 percent when the Department of Computer Science began addressing the gender gap about four years ago.

### **Women's Basketball Does Have A Media Problem, And Jason Lisk Helps Prove It**

There are great stories in women's basketball, but national media fails to do the legwork on it in part because it's a male-dominated industry.

### **San Jose State Football Players Absorb Lesson At Gender Event**

The entire San Jose State football team was in the audience at an event on gender, sport and society sponsored by their university's Institute for the Study of Sport, Society and Social Change. Head coach Brent Brennan was behind the participation. "Did we make it optional?" he asked. "No."

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## General Interest

### [Trans Women and Femmes Are Shouting #MeToo — But Are You Listening?](#)

When I first wrote the essay below about #MeToo last October, the movement was still in its early stages. The New York Times had outed Harvey Weinstein as a serial sexual abuser just three weeks prior. In that short span, millions of women and femmes — cisgender and transgender — cried out on social media to bring awareness to the exhaustive scope of sexual harassment and assault. But some of their voices were heard more clearly than others, and in the wave of outrage that followed, cisgender women received a vastly greater amount of attention than their trans peers.

### [Andy Savage, Tenn. Megachurch Pastor, Resigns Following Sexual Assault Investigation](#)

A pastor accused of sexually assaulting a teenage girl 20 years ago has resigned from his ministerial post at a Tennessee megachurch, CBS News affiliate WREG-TV reports. Andy Savage announced his resignation Tuesday after the Highpoint Church concluded their investigation.

### [She Wanted A Hollywood Career. Her Agent Wanted Sex.](#)

The Hollywood structure creates a catch-22 for women who say gatekeepers exploit power imbalances to demand sex, and prevent reports of sexual assault.

### [#MeToo Called For An Overhaul. Are Workplaces Really Changing?](#)

Five months after allegations against Harvey Weinstein led to the mass baring of past secrets, the focus is turning to the future. Government is stepping up efforts: In Washington, the House of Representatives is preparing to train every worker, down to the most junior intern, and state legislators across the country are proposing ambitious new laws. Corporate boards and investors from Wall Street to Silicon Valley are going on the offensive, probing for problems to avoid being surprised.

### [Are USA Gymnastics And Michigan State Liable For Larry Nassar's Actions? It's Complicated](#)

While Nassar will never again enjoy freedom, the legal implications of his crimes go far beyond him or the prison walls that detain him. To that end, should the institutions that employed Nassar be held civilly liable?

Edited by Anna Oppenheim, Esq.



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From: "Title IX Today" <tixt@atixa.org>  
Sent Date: Tue, 27 Mar 2018 06:00:44 -0600 (MDT)  
Subject: Title IX Today  
To: <lavern.shan@carlsbad.k12.nm.us>

K-12	Higher Ed	General Interest
Welcome to ATIXA's <i>Title IX Today</i> ! We're delivering a daily dose of Title IX and ATIXA news to your inbox. Learn more or sign up at <a href="https://titleix.today/">https://titleix.today/</a>		
<b>K-12</b>		
<b><u>Want Better Sex Ed? Talk To These Teenagers</u></b>		
You've probably heard about the amazing students from Stoneman Douglas High School, who've been raising their voices for gun control and saying #NeverAgain. Did you know there is a similar movement of teens and young adults pushing for better, more consent-based sex ed in schools?		
<b><u>A Coach Admitted To A Sex Crime On Tape. But When The Victim Died, He Walked Free.</u></b>		
Emilie Morris got her high school cross-country coach to admit to sex crimes on tape. But when she unexpectedly died at age 35, the case she'd fought to bring against him died, too.		
<b><u>HS Football Player Charged With Sexually Assaulting Mentally Disabled Teammate Given No Jail Time</u></b>		
In October 2015, high school football player in Dietrich, Idaho, named John R.K. Howard trapped another teammate with mental disabilities in the locker room after practice and, along with two other teens, sodomized him with a wire hanger. The victim, who is black, reported the assault as a culmination of long-standing racist harassment from Howard and others on the team.		
<b><u>Hundreds Walk Out Of McClatchy High To Protest Handling Of Gang Rape And Sex Harassment Cases</u></b>		
Hundreds of students walked out of classes Wednesday morning at McClatchy High School to protest how school administrators have dealt with sexual harassment claims at the Sacramento school,		

including a case involving an alleged gang rape at an off-campus party.

### **Title IX Had Huge Impact At Libertyville High School**

Girls interscholastic athletes didn't come quickly at Libertyville High School. But one thing for sure, there was plenty of interest among girls for athletics throughout LHS's 100 years.

---

## **Higher Ed**

### **DACC Designates A Third Of Campus Restrooms As Gender Neutral**

Danville Area Community College recently converted about a third of the restrooms on campus into gender-neutral ones and posted signs on and near the doors to designate them as such.

### **'What It Means to Be a Woman Is Not Static': How Women's Colleges Are Handling Transgender Applicants**

So far, more than a dozen have published admissions policies for transgender students. Many will now consider applicants if they self-identify as women.

### **UNC Comp Sci Department Works To Close Gender Gap**

According to the nonprofit organization Girls Who Code, just 24 percent of computer scientists today are women, and only 4 percent of female first-year students are enrolled in computing courses. At UNC, women make up nearly 30 percent of the computer science major, up from 15 percent when the Department of Computer Science began addressing the gender gap about four years ago.

### **Women's Basketball Does Have A Media Problem, And Jason Lisk Helps Prove It**

There are great stories in women's basketball, but national media fails to do the legwork on it in part because it's a male-dominated industry.

### **San Jose State Football Players Absorb Lesson At Gender Event**

The entire San Jose State football team was in the audience at an event on gender, sport and society sponsored by their university's Institute for the Study of Sport, Society and Social Change. Head coach Brent Brennan was behind the participation. "Did we make it optional?" he asked. "No."

---

## General Interest

### [Trans Women and Femmes Are Shouting #MeToo — But Are You Listening?](#)

When I first wrote the essay below about #MeToo last October, the movement was still in its early stages. The New York Times had outed Harvey Weinstein as a serial sexual abuser just three weeks prior. In that short span, millions of women and femmes — cisgender and transgender — cried out on social media to bring awareness to the exhaustive scope of sexual harassment and assault. But some of their voices were heard more clearly than others, and in the wave of outrage that followed, cisgender women received a vastly greater amount of attention than their trans peers.

### [Andy Savage, Tenn. Megachurch Pastor, Resigns Following Sexual Assault Investigation](#)

A pastor accused of sexually assaulting a teenage girl 20 years ago has resigned from his ministerial post at a Tennessee megachurch, CBS News affiliate WREG-TV reports. Andy Savage announced his resignation Tuesday after the Highpoint Church concluded their investigation.

### [She Wanted A Hollywood Career. Her Agent Wanted Sex.](#)

The Hollywood structure creates a catch-22 for women who say gatekeepers exploit power imbalances to demand sex, and prevent reports of sexual assault.

### [#MeToo Called For An Overhaul. Are Workplaces Really Changing?](#)

Five months after allegations against Harvey Weinstein led to the mass baring of past secrets, the focus is turning to the future. Government is stepping up efforts: In Washington, the House of Representatives is preparing to train every worker, down to the most junior intern, and state legislators across the country are proposing ambitious new laws. Corporate boards and investors from Wall Street to Silicon Valley are going on the offensive, probing for problems to avoid being surprised.

### [Are USA Gymnastics And Michigan State Liable For Larry Nassar's Actions? It's Complicated](#)

While Nassar will never again enjoy freedom, the legal implications of his crimes go far beyond him or the prison walls that detain him. To that end, should the institutions that employed Nassar be held civilly liable?



Edited by Anna Oppenheim, Esq.



Questions, comments, or concerns? Contact our team at [TIXT@atixa.org](mailto:TIXT@atixa.org)

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From: "Coye Duncan" <abookworm@suddenlink.net>  
Sent Date: Fri, 26 Jan 2018 13:42:36 -0700 (MST)  
Subject: totals and Jappleseed  
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY JAM JAN 18.xlsm (4.98 MB) CARLSBAD MONTERREY TOTALS JAN 18.xlsx (18.33k)

---

THANK YOU I will send these in alphabetical order after we make a little adjustment.. it is just easier for you to see what you have.

I am over by \$18.05  
One reason on  
Abdo Black Lagoon set 4 has 10 books instead of 6

Just tell me what book to take off and I will..can be from any list.. just close to \$18..

---

**From:** Juhree Cope [mailto:Juhree.Cope@CarlsbadSchools.net]  
**Sent:** Thursday, January 25, 2018 10:08 AM  
**To:** Coye DUNCAN <abookworm@suddenlink.net>  
**Subject:** Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

Cathey is requesting that the quotes list the books in **alphabetical order by title with the ISBN number. And your company order number.**

There is not a big rush. The orders are due to her by **Feb. 23** and we have to receive them by **April 6**.

My total budget is **\$2636**.

Thanks,

Juhree

From: "Hulu" <hulu@hulmail.com>  
Sent Date: Wed, 28 Feb 2018 02:36:31 -0700 (MST)  
Subject: Trending: Jimmy Fallon Will March With Students in D.C. for Gun Control  
To: <cynthia.leyva@carlsbad.k12.nm.us>

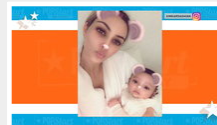


## TRENDING NOW >



**1. Jimmy Fallon Will March With Students in D.C. for Gun Control**

The Tonight Show  
Starring Jimmy Fallon (1 min)



**2. Kim Kardashian Posts First Photo of Baby Chicago West**

NBC TODAY Show (25 sec)



**3. West Virginia Schools Closed for Fourth Straight Day Due to Teacher Strike**

NBC TODAY Show (25 sec)



**4. Parkland Parent: We Are Fighting for 'Fear Free Schools'**

Velshi & Ruhle (3 min)

## STAFF PICKS >

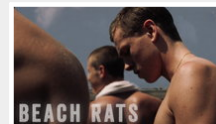
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Sent Date: Fri, 23 Feb 2018 09:59:20 -0700 (MST)  
Subject: Trending: Jimmy Kimmel on Florida Shooting Victims Being Called Fake News  
To: <Tereasa.ornelas@carlsbad.k12.nm.us>



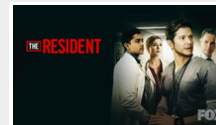
## SHOWS FOR YOU >



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## TRENDING NOW >



### 1. Jimmy Kimmel on Florida Shooting Victims Being Called Fake News

Jimmy Kimmel Live (7 min)



### 2. Canadian Hockey Fan Gets Caught in Wrong Cheering Section

NBC TODAY Show (2 min)



### 3. Kids Flock to Florida State Capitol to March for Gun Reform

NBC Nightly News (2 min)



### 4. Camera Captures Trump's Notes During Gun Control Meeting

The 11th Hour with Brian Williams (2 min)

## STAFF PICKS >

### Comedies With an Edge

From shocking and biting to the absurd and downright dark – get your (nervous) laughter on with these comedies that cleverly push the boundaries.

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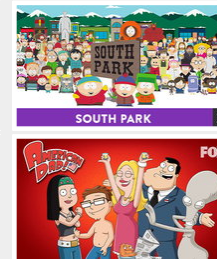
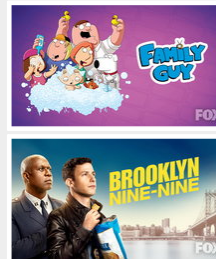


It's Always Sunny in Philadelphia



I Love You, America With Sarah Silverman

### POPULAR SHOWS >



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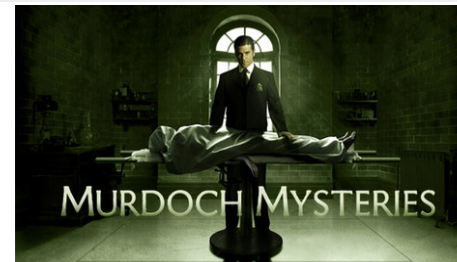
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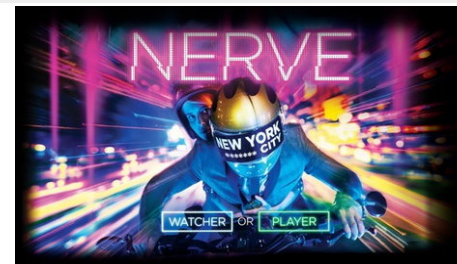
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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Thu, 8 Mar 2018 05:28:41 -0700 (MST)  
Subject: West Virginia Teacher Strike Could Reverberate In Other States  
To: <eric.spencer@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Eric Spencer

Thursday, March 8, 2018

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#### West Virginia Teacher Strike Could Reverberate In Other States.

The [New York Times](#) (3/7, Greenhouse, Subscription Publication) reports the "highly unusual" West Virginia teacher strike "could signal the beginning of a new trend: a revolt against austerity policies." The Times describes how simmering anger among the state's low-paid teachers led to their rejection of proposed annual raises that were lower than likely inflation rates and describes how austerity measures in the state have been credited with a teacher shortage in the state. "Oklahoma is facing its own severe teacher shortage," and teachers in the state "have been following the West Virginia strike closely and are planning their own protests and strategies for a possible walkout."

The Times reports that the "rumblings" in these and other

states "come as the Supreme Court weighs a case in which the conservative majority is expected to rule that requiring government employees to pay union fees violates their First Amendment rights," likely weakening unions.

The [AP](#) (3/6, Thompson) reports that as the West Virginia strike ended, "momentum was building elsewhere for similar protests over pay and benefits for the nation's public school teachers." The article describes activity in Oklahoma, Arizona, Kentucky, New Jersey, and Philadelphia, and reports that the West Virginia strike's outcome "has given a boost to organizers who say the national spotlight on teacher pay is long overdue." The AP reports National Education Association Vice President Becky Pringle says that "teacher unrest around the United States has grown as strong health care and retirement benefits, viewed in the late 1980s and 1990s as a tradeoff to slower pay growth, have begun to erode at district or state levels."

In a column in the [Chicago Tribune](#) (3/7), Eric Zorn writes that the "dramatic and possibly illegal" West Virginia



teacher strike is being called the “West Virginia Spring” by some observers, juxtaposing this against the Supreme Court’s deliberation in the Janus v. AFSCME case, which “seems likely to further erode the dwindling power of the union movement.” Zorn writes that the teachers in West Virginia had neither explicit support from union leaders or politicians, nor did they have the legal right to strike or bargain collectively. “Nevertheless, they persisted.” Zorn writes that though the deal the teachers got has some caveats, “West Virginia teachers have shown that organized workers can still have clout in the inevitable post-Janus America if their cause is just and their resolution strong.” [The Atlantic](#) (3/5) also covers the potential widespread impact of the West Virginia strike.

**Teachers, Students Return To Class Across West Virginia.** The [AP](#) (3/7, Raby) reports on the resumption of classes in schools across West Virginia after the end of the statewide teacher strike that lasted nine days. Teachers “wangled a 5 percent pay increase from their elected leaders.” The piece describes the scenes of schools reopening and welcoming students back to class, adding that Gov. Jim Justice “has asked county superintendents to be flexible as they decide how to meet the requirement of having 180 days of school, saying students ‘have suffered enough.’” He wants families to have time for summer vacation and doesn’t want summer feeding programs placed in jeopardy if classes go too far into June.”

### **Oklahoma Teachers Union Gives Legislature April 1 Deadline For Pay Raises.**

[Reuters](#) (3/7, Herskovitz) reports Oklahoma Education Association President Alicia Priest said the union has given “lawmakers in the cash-strapped state an April 1 deadline to approve pay raises for some of the lowest-paid educators in the country or face a shutdown of public schools.” Priest “said the union was putting Oklahoma lawmakers on notice that they needed to pass an education budget by April 1 that contained significant pay hikes.” Reuters quotes Priest saying, “If that budget doesn’t include a meaningful pay raise for teachers and support professionals, and additional funding to restore cuts to Oklahoma classrooms, OEA calls for statewide school closures beginning April 2.”

### **Florida Middle School Teacher Says White Supremacist Podcast Was Satire.**

The [New York Times](#) (3/7, Stevens, Subscription Publication) reports that Dayanna Volitich, the middle school teacher in Florida’s Citrus County School District, “who has admitted hosting a white nationalist podcast has been removed from her classroom as officials investigate whether she is really a racist.” The Times describes media reports describing how Volitich “argues that ‘science’ has proved that certain races are smarter than others and brags about preaching white nationalism in her classroom — and hiding it from administrators.” The piece relates a statement from Volitich in which she “admitted to using a pseudonym on social media and on the podcast, but insisted she was not a white nationalist. She said she had not allowed her political beliefs to seep into the way she teaches social studies.” The Times quotes Volitich saying, “I employed political satire and exaggeration, mainly to the end of attracting listeners and followers, and generating conversation about the content discussed between myself and my guests.”

### **Kansas House Advances Legislation To Restore Teacher Tenure.**

The [Lawrence \(KS\) Journal World](#) (3/7, Hancock) reports that the Kansas House “gave first-round approval Wednesday to a bill that would restore teacher tenure rights,” or rights “that prevent veteran teachers from being summarily fired or not renewed for the following year without just cause.” The article provides background and detail on the bill, and says the Senate will vote on it on Thursday.

### **Zuckerberg Announces Donation To Literacy Program.**

The [AP](#) (3/7) reports Facebook founder Mark Zuckerberg and his wife “are giving Harvard University and the

Massachusetts Institute of Technology \$30 million to help improve the literacy skills of elementary school students across the nation.” The donation will fund the Reach Every Reader program, which “will combine scientific research with methods of tracking and predicting students’ reading abilities to develop a web-based screening tool to identify kindergartners at high risk of reading difficulties.”

#### **Purdue-Affiliated Startup Teaches STEM While Children Enjoy.**

The [Clinton County \(IN\) Daily News](#) (3/7, Hartman) reports on Purdue University-affiliated startup Explore Interactive, which “uses augmented reality via mobile devices to make learning feel like play.” The article describes the platform, and says the startup claims the platform “will teach children STEM, all while having fun.”

#### **Idea Lab Kids Inspires Students.**

The [Houston Chronicle](#) (3/7, Fernandez Velazquez) reports on Idea Lab Kids, a program throughout the Houston area that offers a variety of classes during school vacations. The article says the classes incorporate both arts and science subjects, and provides background on the origins of the program.

#### **Grand Jury Indicts Parkland Shooter On First-Degree Murder Charges.**

The [AP](#) (3/7, Anderson, Farrington, Replogle) reports the suspect in the Marjory Stoneman Douglas High School shooting in Parkland, Florida, Nikolas Cruz, “was formally charged Wednesday with 17 counts of first-degree murder, which could mean a death sentence if he is convicted.” Cruz’s public defender “has said he will plead guilty if prosecutors take the death penalty off the table.” The AP adds that Education Secretary Betsy DeVos visited the school on Wednesday and “told reporters that arming some teachers should be considered an option but not a requirement.” DeVos also “said she spoke with students who lit up when talking about the therapy dogs brought to campus.”

The [Washington Post](#) (3/7, Berman) describes jail records released Wednesday that “shed light on [Cruz’s] behavior since he was arrested.”

[ABC World News Tonight](#) (3/7, story 7, 1:20, Muir) reported, “Tonight, as Parkland school shooter Nikolas Cruz is formally indicted 17 counts of murder, disturbing new details about his life in jail. Behind bars, Cruz ‘appeared to be smiling and giggling.’ One deputy writing in a report released by the sheriff’s office. He, quote, ‘avoids eye contact, looks downward with a blank stare.’”

The [CBS Evening News](#) (3/7, story 10, 0:25, Glor) reported, “a grand jury indicted the alleged gunman in the Parkland school massacre on 17 counts of first-degree murder, one for each of the 17 who died. If convicted, 19-year-old Nikolas Cruz could face the death penalty.”

#### **After Parkland, Congressional Republicans Stall On Gun Control, Move Toward Heightened School Security.**

The [New York Times](#) (3/7, Stolberg, Green, Subscription Publication) reports that in the wake of the Parkland massacre, Congressional Republicans are “turning away from significant gun control legislation” and focusing on “measures that would beef up security at the nation’s schools, hoping the push will quell public uproar.” However, the Times reports that “as students and parents from Marjory Stoneman Douglas High School continue their own organizing, the school safety strategy is unlikely to end the debate. Democrats and gun control advocates accused Republicans and the National Rifle Association of using school safety to divert attention from what they see as the real issue: the proliferation of guns that have been used in mass shootings at concerts, in movie theaters, on college campuses, in churches and at workplaces, as well as at public schools.” The Times reports Education Secretary Betsy DeVos “threw her weight behind what she said was the only approach that could muster broad support after a

brief but contentious visit on Wednesday to Stoneman Douglas High School.” The piece quotes her saying, “I think there’s an opportunity to take some practical steps that many, many people agree on and continue pushing forward on things that have broad support.”

### **Parkland Students Prove Adept At Using Social Media To Control Narrative.**

The [New York Times](#) (3/7, Bromwich, Subscription Publication) reports the negative reaction Parkland students had to Education Secretary Betsy DeVos’ visit on Twitter illustrates their ability to “[overtake] another adult official’s narrative.” The Times reports “it has become obvious that many of the most well-known students at Stoneman Douglas in Parkland, Fla., are adept at using social media, and Twitter in particular. ... With their consistent tweeting of stories, memes, jokes and video clips, the students have managed to keep the tragedy that their school experienced — and their plan to stop such shootings from happening elsewhere — in the news for weeks, long after past mass shootings have faded from the headlines.”

### **School Safety Experts: Focusing On Successful Shootings Prevents Focus On Proactive Interventions.**

[Education Week](#) (3/7) reports that foiled school shooting plans don’t get the same amount of attention as do such plans that are carried to fruition, and says school safety experts warn that “the resulting imbalance in discussions can affect the debate over how to keep schools safe.” Experts say “focusing largely on successful attacks can make them seem inevitable, turning conversations toward physical safety measures—like security hardware and armed officers meant to minimize damage in the event of a shooting. But experts say school safety is also about ‘invisible’ prevention measures: intervening with students in crisis before they develop an intent to harm others, creating an environment where students feel safe and comfortable reporting concerns about their peers, and developing systems to respond quickly to threats.”

### **Experts, Others Call For Making Schools “Softer.”**

[NPR](#) (3/7, Kamenetz) reports on recent research on school violence suggesting that “what actually makes schools safer” is not guns. NPR says that “about 200 universities, national education and mental health groups, school districts, and more than 2,300 individual experts have signed on to support” a “Call for Action To Prevent Gun Violence In The United States of America.” The document says the way to improve school safety is to “make [schools] softer, by improving social and emotional health.” The article provides further detail on the argument.

### **Utah Law Addresses Debate Over Arming Teachers.**

The [St. George \(UT\) News](#) (3/7, Kessler) reports on a controversial Utah law permitting educators who are also concealed carry permit holders to “pack a firearm on campus.” The article also says it is uncertain that teachers carrying guns would actually use them if the circumstances arose on campus.

### **Data Show Sharp Rise In School Shooting Threats.**

The [Fort Myers \(FL\) News-Press](#) (3/7, Hayes) reports on a rise in threats of school shootings, according to data analyzed by USA Today, “within the nine-day span” following the Parkland, Florida shooting last month. The data show that “because of the threats, at least 33 schools closed and more than 15 others locked down,” as “police and federal agents...have no choice but to take the threats with deadly seriousness.” The article provides further detail on the incidents.

### Wisconsin Senate To Consider Passing State Funds For Safety Upgrades.

The [Milwaukee Journal Sentinel](#) (3/7, Stein) reports that GOP lawmakers in Wisconsin, according to an announcement by Senate Majority Leader Scott Fitzgerald, “are considering offering state money to help schools pay for safety upgrades.” Fitzgerald said the state expenditure would be “focused exclusively on facilities,” and showed his resistance to other proposals, including one “for the state to let schools allow teachers to carry guns.”

### Gun Discharge At Alabama High School Kills One.

The [Washington Post](#) (3/7, Balingit) says a gun discharged at an Alabama high school on Wednesday, killing one student and injuring another. The Post says police describe the incident “as an accidental shooting.”

The [AP](#) (3/7) reports a 17-year-old girl died and a 17-year-old boy was wounded, as “investigators are still seeking to determine the specific circumstances of the shooting shortly before 3:30 p.m. Wednesday at Huffman High School” in Birmingham. The shooting “prompted a brief lockdown at the magnet school,” and “students were subsequently released and authorities said they had determined that the shooting was not perpetrated by ‘someone from the outside’ entering the school.”

[Alabama Live](#) (3/7) reports that the student who was killed “was going to graduate in May, had already been accepted into college and had dreams to become a nurse.” [Reuters](#) (3/7, Staff) and [TIME](#) (3/8) also cover this story.

### MN Governor Proposes School Safety Plan.

The [Minneapolis Star Tribune](#) (3/7) reports that Gov. Mark Dayton (D-MN) on Wednesday “proposed a \$21 million school safety plan.” The proposed Safe and Secure Schools Act emphasizes “improving school building security, assisting expelled students and adding mental health services.” Dayton “said he also supports gun control bills that some have called for in the aftermath of the school shooting in Parkland, Fla., but he said he did not want controversial additions to prevent his proposal from moving forward.” Dayton “said he hopes those bills progress separately,” the Star Tribune notes. Under the measure, Dayton would utilize “some of the state’s projected \$329 million surplus to channel nearly \$16 million to schools next year, which they would be able to use on whatever building safety improvements they deem appropriate,” which could range from “bullet-resistant glass, entrance security or additional school resource officers and counselors.”

The [AP](#) (3/7) reports that the measure would also increase “grants to schools for mental health programs” and “would ensure that school districts adequately track expelled students, and share information on those students with other schools across the state.” [Minnesota Public Radio](#) (3/7) also covers the story.

## FROM NASSP

### But What Are You Doing for Their Emotional Health?

How students prepare emotionally for college and adult life is just as essential as their academic preparation. Emotional preparation is also key to career and life success. In fact, a reported 60 percent of first-year college students wished they had received more help with emotional preparation for their transition to college. Tune in to the next NASSP webinar, “**Set to Go: Supporting Students’ Emotional Readiness for College and Adult Life**,” on Wednesday, March 14, from 3:30 to 4:30 p.m. (ET). Viewers will learn about Set to Go, a comprehensive program by the Jed Foundation for students, families, and high school administrators designed to address this gap. [Register now](#).

## EDUCATION POLICY

### Florida Lawmakers Approve School Safety Measure That Includes Gun Control.

The [Tallahassee \(FL\) Democrat](#) (3/7, Call) reports that in a 67-50 vote Wednesday, the Florida House sent “sent the state’s first gun control measures in 22 years to Gov. Rick Scott.” The measure “includes a three-day waiting period for most gun purchases, raises the minimum age to 21 to purchase a gun and gives police more authority to confiscate weapons” in addition to creating a “school marshal program to arm classroom teachers comes.” Scott said he will read the legislation and “talk with family members of those killed before he decides whether to sign or veto the measure.”

The [Washington Times](#) (3/7, Varney) says that in the wake of the Parkland shooting, Scott “has begun drawing fine lines between himself and more unyielding positions of powerful groups.” He “continued his careful stepping at a Cabinet meeting Wednesday morning” as the House considered the bill. Scott, the Times says, “is attempting find balance. Just how far he will go remains uncertain, particularly after he walked back his support Wednesday for the minimum age of 21 for rifle purchases.” On its website, the [New York Times](#) (3/7, Subscription Publication) features a video on the legislation.

The [Miami Herald](#) (3/7, Mahoney) reports that officials in 10 of Florida’s largest school districts said that despite the legislation, “they have no intention of giving teachers or other staff guns to carry into classrooms.”

[Reuters](#) (3/7, Woodall) says the legislation, “while containing a number of provisions student activists and their parents had embraced, left out one of their chief demands – a ban on assault-style weapons like the one used in the Feb. 14 massacre.” The [Miami Herald](#) (3/7, Bousquet) describes the state House as “deeply divided” over the measure.

The [Washington Post](#) (3/7, Scherer) reports, “Florida lawmakers bucked the National Rifle Association” to pass “new firearms regulations and create a program for arming some school employees in a rare act of Republican compromise on the divisive issue of gun violence.” The vote capped “ended an emotional three-week process, during which the state’s legislative leadership toured the bloodstained hallways at the high school and thousands of students marched on the state capitol in Tallahassee to demand change.” Also reporting are [PBS NewsHour](#) (3/7), [The Hill](#) (3/7, Greenwood), the [Wall Street Journal](#) (3/7, Subscription Publication), the [Los Angeles Times](#) (3/7, Jarvie), [NBC News](#) (3/8), the [Atlanta Journal-Constitution](#) (3/7), and [NPR](#) (3/7).

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## HIGHER EDUCATION

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### **Private Banks Seek A Larger Piece Of The Student Loan Market.**

The [Wall Street Journal](#) (3/7, Mitchell, Andriotis, Subscription Publication) reports that private lenders are seeking a larger piece of the \$100 billion-a-year student-loan market. The Consumer Bankers Association is urging the government to place instate caps on how much graduate students and parents of undergraduates can borrow from the government to cover tuition. The result would be that many families will have to use private lenders to cover part of their bills.

### **Student Loan Servicers Collecting From Borrowers Awaiting Forgiveness.**

The [Washington Post](#) (3/7, Douglas-Gabriel) reports that some students who have filed claims with ED seeking to have their student loans canceled and are awaiting a decision – or have been notified that their loans are to be discharged – have been notified by their student loan servicers that they are nevertheless to begin payments. The Post reports that people “who are awaiting action on student loan forgiveness are suddenly facing debt collection, even though the Education Department is supposed to postpone loan payments while considering their applications.”

### **Chronicle Of Higher Education Analysis: Creative Writing Programs Particularly Prone To Sexual Harassment.**

The [Chronicle of Higher Education](#) (3/7, Gluckman) reports on the frequency of sexual misconduct allegations in creative writing programs. The Chronicle says the field, “long dominated by men, is populated by stars who are minor celebrities both on campus and off,” and discusses the views of several graduates of the field on the issue. The graduates cite the culture, lack of rules, and particular dynamics in the field “in which idolized male writers are expected to break rules” as explanations for the problem.

### **Spencer, Ohio State End Lawsuit.**

The [AP](#) (3/7, Sewell) reports that according to court records, lawyers for white nationalist Richard Spencer’s “campus tour efforts and for Ohio State University” agreed to a “voluntary dismissal” of the lawsuit supporting Spencer.

## WEDNESDAY'S LEAD STORIES

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- [West Virginia Teachers End Strike, Other States Could Strike.](#)

- [House To Debate School Safety Bill Next Week.](#)
- [Google's Influence On Modern Classroom Explored.](#)
- [ED OIG Expresses Concern Over House Republican Higher Education Bill.](#)

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Thu, 8 Mar 2018 05:28:41 -0700 (MST)  
Subject: West Virginia Teacher Strike Could Reverberate In Other States  
To: <jana.smith@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Jana Smith

Thursday, March 8, 2018

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#### West Virginia Teacher Strike Could Reverberate In Other States.

The [New York Times](#) (3/7, Greenhouse, Subscription Publication) reports the "highly unusual" West Virginia teacher strike "could signal the beginning of a new trend: a revolt against austerity policies." The Times describes how simmering anger among the state's low-paid teachers led to their rejection of proposed annual raises that were lower than likely inflation rates and describes how austerity measures in the state have been credited with a teacher shortage in the state. "Oklahoma is facing its own severe teacher shortage," and teachers in the state "have been following the West Virginia strike closely and are planning their own protests and strategies for a possible walkout."

The Times reports that the "rumblings" in these and other

states "come as the Supreme Court weighs a case in which the conservative majority is expected to rule that requiring government employees to pay union fees violates their First Amendment rights," likely weakening unions.

The [AP](#) (3/6, Thompson) reports that as the West Virginia strike ended, "momentum was building elsewhere for similar protests over pay and benefits for the nation's public school teachers." The article describes activity in Oklahoma, Arizona, Kentucky, New Jersey, and Philadelphia, and reports that the West Virginia strike's outcome "has given a boost to organizers who say the national spotlight on teacher pay is long overdue." The AP reports National Education Association Vice President Becky Pringle says that "teacher unrest around the United States has grown as strong health care and retirement benefits, viewed in the late 1980s and 1990s as a tradeoff to slower pay growth, have begun to erode at district or state levels."

In a column in the [Chicago Tribune](#) (3/7), Eric Zorn writes that the "dramatic and possibly illegal" West Virginia

teacher strike is being called the “West Virginia Spring” by some observers, juxtaposing this against the Supreme Court’s deliberation in the Janus v. AFSCME case, which “seems likely to further erode the dwindling power of the union movement.” Zorn writes that the teachers in West Virginia had neither explicit support from union leaders or politicians, nor did they have the legal right to strike or bargain collectively. “Nevertheless, they persisted.” Zorn writes that though the deal the teachers got has some caveats, “West Virginia teachers have shown that organized workers can still have clout in the inevitable post-Janus America if their cause is just and their resolution strong.” [The Atlantic](#) (3/5) also covers the potential widespread impact of the West Virginia strike.

**Teachers, Students Return To Class Across West Virginia.** The [AP](#) (3/7, Raby) reports on the resumption of classes in schools across West Virginia after the end of the statewide teacher strike that lasted nine days. Teachers “wangled a 5 percent pay increase from their elected leaders.” The piece describes the scenes of schools reopening and welcoming students back to class, adding that Gov. Jim Justice “has asked county superintendents to be flexible as they decide how to meet the requirement of having 180 days of school, saying students ‘have suffered enough.’” He wants families to have time for summer vacation and doesn’t want summer feeding programs placed in jeopardy if classes go too far into June.”

### **Oklahoma Teachers Union Gives Legislature April 1 Deadline For Pay Raises.**

[Reuters](#) (3/7, Herskovitz) reports Oklahoma Education Association President Alicia Priest said the union has given “lawmakers in the cash-strapped state an April 1 deadline to approve pay raises for some of the lowest-paid educators in the country or face a shutdown of public schools.” Priest “said the union was putting Oklahoma lawmakers on notice that they needed to pass an education budget by April 1 that contained significant pay hikes.” Reuters quotes Priest saying, “If that budget doesn’t include a meaningful pay raise for teachers and support professionals, and additional funding to restore cuts to Oklahoma classrooms, OEA calls for statewide school closures beginning April 2.”

### **Florida Middle School Teacher Says White Supremacist Podcast Was Satire.**

The [New York Times](#) (3/7, Stevens, Subscription Publication) reports that Dayanna Volitich, the middle school teacher in Florida’s Citrus County School District, “who has admitted hosting a white nationalist podcast has been removed from her classroom as officials investigate whether she is really a racist.” The Times describes media reports describing how Volitich “argues that ‘science’ has proved that certain races are smarter than others and brags about preaching white nationalism in her classroom — and hiding it from administrators.” The piece relates a statement from Volitich in which she “admitted to using a pseudonym on social media and on the podcast, but insisted she was not a white nationalist. She said she had not allowed her political beliefs to seep into the way she teaches social studies.” The Times quotes Volitich saying, “I employed political satire and exaggeration, mainly to the end of attracting listeners and followers, and generating conversation about the content discussed between myself and my guests.”

### **Kansas House Advances Legislation To Restore Teacher Tenure.**

The [Lawrence \(KS\) Journal World](#) (3/7, Hancock) reports that the Kansas House “gave first-round approval Wednesday to a bill that would restore teacher tenure rights,” or rights “that prevent veteran teachers from being summarily fired or not renewed for the following year without just cause.” The article provides background and detail on the bill, and says the Senate will vote on it on Thursday.

### **Zuckerberg Announces Donation To Literacy Program.**

The [AP](#) (3/7) reports Facebook founder Mark Zuckerberg and his wife “are giving Harvard University and the

Massachusetts Institute of Technology \$30 million to help improve the literacy skills of elementary school students across the nation.” The donation will fund the Reach Every Reader program, which “will combine scientific research with methods of tracking and predicting students’ reading abilities to develop a web-based screening tool to identify kindergartners at high risk of reading difficulties.”

#### **Purdue-Affiliated Startup Teaches STEM While Children Enjoy.**

The [Clinton County \(IN\) Daily News](#) (3/7, Hartman) reports on Purdue University-affiliated startup Explore Interactive, which “uses augmented reality via mobile devices to make learning feel like play.” The article describes the platform, and says the startup claims the platform “will teach children STEM, all while having fun.”

#### **Idea Lab Kids Inspires Students.**

The [Houston Chronicle](#) (3/7, Fernandez Velazquez) reports on Idea Lab Kids, a program throughout the Houston area that offers a variety of classes during school vacations. The article says the classes incorporate both arts and science subjects, and provides background on the origins of the program.

#### **Grand Jury Indicts Parkland Shooter On First-Degree Murder Charges.**

The [AP](#) (3/7, Anderson, Farrington, Replogle) reports the suspect in the Marjory Stoneman Douglas High School shooting in Parkland, Florida, Nikolas Cruz, “was formally charged Wednesday with 17 counts of first-degree murder, which could mean a death sentence if he is convicted.” Cruz’s public defender “has said he will plead guilty if prosecutors take the death penalty off the table.” The AP adds that Education Secretary Betsy DeVos visited the school on Wednesday and “told reporters that arming some teachers should be considered an option but not a requirement.” DeVos also “said she spoke with students who lit up when talking about the therapy dogs brought to campus.”

The [Washington Post](#) (3/7, Berman) describes jail records released Wednesday that “shed light on [Cruz’s] behavior since he was arrested.”

[ABC World News Tonight](#) (3/7, story 7, 1:20, Muir) reported, “Tonight, as Parkland school shooter Nikolas Cruz is formally indicted 17 counts of murder, disturbing new details about his life in jail. Behind bars, Cruz ‘appeared to be smiling and giggling.’ One deputy writing in a report released by the sheriff’s office. He, quote, ‘avoids eye contact, looks downward with a blank stare.’”

The [CBS Evening News](#) (3/7, story 10, 0:25, Glor) reported, “a grand jury indicted the alleged gunman in the Parkland school massacre on 17 counts of first-degree murder, one for each of the 17 who died. If convicted, 19-year-old Nikolas Cruz could face the death penalty.”

#### **After Parkland, Congressional Republicans Stall On Gun Control, Move Toward Heightened School Security.**

The [New York Times](#) (3/7, Stolberg, Green, Subscription Publication) reports that in the wake of the Parkland massacre, Congressional Republicans are “turning away from significant gun control legislation” and focusing on “measures that would beef up security at the nation’s schools, hoping the push will quell public uproar.” However, the Times reports that “as students and parents from Marjory Stoneman Douglas High School continue their own organizing, the school safety strategy is unlikely to end the debate. Democrats and gun control advocates accused Republicans and the National Rifle Association of using school safety to divert attention from what they see as the real issue: the proliferation of guns that have been used in mass shootings at concerts, in movie theaters, on college campuses, in churches and at workplaces, as well as at public schools.” The Times reports Education Secretary Betsy DeVos “threw her weight behind what she said was the only approach that could muster broad support after a

brief but contentious visit on Wednesday to Stoneman Douglas High School.” The piece quotes her saying, “I think there’s an opportunity to take some practical steps that many, many people agree on and continue pushing forward on things that have broad support.”

### **Parkland Students Prove Adept At Using Social Media To Control Narrative.**

The [New York Times](#) (3/7, Bromwich, Subscription Publication) reports the negative reaction Parkland students had to Education Secretary Betsy DeVos’ visit on Twitter illustrates their ability to “[overtake] another adult official’s narrative.” The Times reports “it has become obvious that many of the most well-known students at Stoneman Douglas in Parkland, Fla., are adept at using social media, and Twitter in particular. ... With their consistent tweeting of stories, memes, jokes and video clips, the students have managed to keep the tragedy that their school experienced — and their plan to stop such shootings from happening elsewhere — in the news for weeks, long after past mass shootings have faded from the headlines.”

### **School Safety Experts: Focusing On Successful Shootings Prevents Focus On Proactive Interventions.**

[Education Week](#) (3/7) reports that foiled school shooting plans don’t get the same amount of attention as do such plans that are carried to fruition, and says school safety experts warn that “the resulting imbalance in discussions can affect the debate over how to keep schools safe.” Experts say “focusing largely on successful attacks can make them seem inevitable, turning conversations toward physical safety measures—like security hardware and armed officers meant to minimize damage in the event of a shooting. But experts say school safety is also about ‘invisible’ prevention measures: intervening with students in crisis before they develop an intent to harm others, creating an environment where students feel safe and comfortable reporting concerns about their peers, and developing systems to respond quickly to threats.”

### **Experts, Others Call For Making Schools “Softer.”**

[NPR](#) (3/7, Kamenetz) reports on recent research on school violence suggesting that “what actually makes schools safer” is not guns. NPR says that “about 200 universities, national education and mental health groups, school districts, and more than 2,300 individual experts have signed on to support” a “Call for Action To Prevent Gun Violence In The United States of America.” The document says the way to improve school safety is to “make [schools] softer, by improving social and emotional health.” The article provides further detail on the argument.

### **Utah Law Addresses Debate Over Arming Teachers.**

The [St. George \(UT\) News](#) (3/7, Kessler) reports on a controversial Utah law permitting educators who are also concealed carry permit holders to “pack a firearm on campus.” The article also says it is uncertain that teachers carrying guns would actually use them if the circumstances arose on campus.

### **Data Show Sharp Rise In School Shooting Threats.**

The [Fort Myers \(FL\) News-Press](#) (3/7, Hayes) reports on a rise in threats of school shootings, according to data analyzed by USA Today, “within the nine-day span” following the Parkland, Florida shooting last month. The data show that “because of the threats, at least 33 schools closed and more than 15 others locked down,” as “police and federal agents...have no choice but to take the threats with deadly seriousness.” The article provides further detail on the incidents.

### Wisconsin Senate To Consider Passing State Funds For Safety Upgrades.

The [Milwaukee Journal Sentinel](#) (3/7, Stein) reports that GOP lawmakers in Wisconsin, according to an announcement by Senate Majority Leader Scott Fitzgerald, “are considering offering state money to help schools pay for safety upgrades.” Fitzgerald said the state expenditure would be “focused exclusively on facilities,” and showed his resistance to other proposals, including one “for the state to let schools allow teachers to carry guns.”

### Gun Discharge At Alabama High School Kills One.

The [Washington Post](#) (3/7, Balingit) says a gun discharged at an Alabama high school on Wednesday, killing one student and injuring another. The Post says police describe the incident “as an accidental shooting.”

The [AP](#) (3/7) reports a 17-year-old girl died and a 17-year-old boy was wounded, as “investigators are still seeking to determine the specific circumstances of the shooting shortly before 3:30 p.m. Wednesday at Huffman High School” in Birmingham. The shooting “prompted a brief lockdown at the magnet school,” and “students were subsequently released and authorities said they had determined that the shooting was not perpetrated by ‘someone from the outside’ entering the school.”

[Alabama Live](#) (3/7) reports that the student who was killed “was going to graduate in May, had already been accepted into college and had dreams to become a nurse.” [Reuters](#) (3/7, Staff) and [TIME](#) (3/8) also cover this story.

### MN Governor Proposes School Safety Plan.

The [Minneapolis Star Tribune](#) (3/7) reports that Gov. Mark Dayton (D-MN) on Wednesday “proposed a \$21 million school safety plan.” The proposed Safe and Secure Schools Act emphasizes “improving school building security, assisting expelled students and adding mental health services.” Dayton “said he also supports gun control bills that some have called for in the aftermath of the school shooting in Parkland, Fla., but he said he did not want controversial additions to prevent his proposal from moving forward.” Dayton “said he hopes those bills progress separately,” the Star Tribune notes. Under the measure, Dayton would utilize “some of the state’s projected \$329 million surplus to channel nearly \$16 million to schools next year, which they would be able to use on whatever building safety improvements they deem appropriate,” which could range from “bullet-resistant glass, entrance security or additional school resource officers and counselors.”

The [AP](#) (3/7) reports that the measure would also increase “grants to schools for mental health programs” and “would ensure that school districts adequately track expelled students, and share information on those students with other schools across the state.” [Minnesota Public Radio](#) (3/7) also covers the story.

## FROM NASSP

### But What Are You Doing for Their Emotional Health?

How students prepare emotionally for college and adult life is just as essential as their academic preparation. Emotional preparation is also key to career and life success. In fact, a reported 60 percent of first-year college students wished they had received more help with emotional preparation for their transition to college. Tune in to the next NASSP webinar, “**Set to Go: Supporting Students’ Emotional Readiness for College and Adult Life**,” on Wednesday, March 14, from 3:30 to 4:30 p.m. (ET). Viewers will learn about Set to Go, a comprehensive program by the Jed Foundation for students, families, and high school administrators designed to address this gap. [Register now](#).

## EDUCATION POLICY

### Florida Lawmakers Approve School Safety Measure That Includes Gun Control.

The [Tallahassee \(FL\) Democrat](#) (3/7, Call) reports that in a 67-50 vote Wednesday, the Florida House sent “sent the state’s first gun control measures in 22 years to Gov. Rick Scott.” The measure “includes a three-day waiting period for most gun purchases, raises the minimum age to 21 to purchase a gun and gives police more authority to confiscate weapons” in addition to creating a “school marshal program to arm classroom teachers comes.” Scott said he will read the legislation and “talk with family members of those killed before he decides whether to sign or veto the measure.”

The [Washington Times](#) (3/7, Varney) says that in the wake of the Parkland shooting, Scott “has begun drawing fine lines between himself and more unyielding positions of powerful groups.” He “continued his careful stepping at a Cabinet meeting Wednesday morning” as the House considered the bill. Scott, the Times says, “is attempting find balance. Just how far he will go remains uncertain, particularly after he walked back his support Wednesday for the minimum age of 21 for rifle purchases.” On its website, the [New York Times](#) (3/7, Subscription Publication) features a video on the legislation.

The [Miami Herald](#) (3/7, Mahoney) reports that officials in 10 of Florida’s largest school districts said that despite the legislation, “they have no intention of giving teachers or other staff guns to carry into classrooms.”

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## HIGHER EDUCATION

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### **Private Banks Seek A Larger Piece Of The Student Loan Market.**

The [Wall Street Journal](#) (3/7, Mitchell, Andriotis, Subscription Publication) reports that private lenders are seeking a larger piece of the \$100 billion-a-year student-loan market. The Consumer Bankers Association is urging the government to place instate caps on how much graduate students and parents of undergraduates can borrow from the government to cover tuition. The result would be that many families will have to use private lenders to cover part of their bills.

### **Student Loan Servicers Collecting From Borrowers Awaiting Forgiveness.**

The [Washington Post](#) (3/7, Douglas-Gabriel) reports that some students who have filed claims with ED seeking to have their student loans canceled and are awaiting a decision – or have been notified that their loans are to be discharged – have been notified by their student loan servicers that they are nevertheless to begin payments. The Post reports that people “who are awaiting action on student loan forgiveness are suddenly facing debt collection, even though the Education Department is supposed to postpone loan payments while considering their applications.”

### **Chronicle Of Higher Education Analysis: Creative Writing Programs Particularly Prone To Sexual Harassment.**

The [Chronicle of Higher Education](#) (3/7, Gluckman) reports on the frequency of sexual misconduct allegations in creative writing programs. The Chronicle says the field, “long dominated by men, is populated by stars who are minor celebrities both on campus and off,” and discusses the views of several graduates of the field on the issue. The graduates cite the culture, lack of rules, and particular dynamics in the field “in which idolized male writers are expected to break rules” as explanations for the problem.

### **Spencer, Ohio State End Lawsuit.**

The [AP](#) (3/7, Sewell) reports that according to court records, lawyers for white nationalist Richard Spencer’s “campus tour efforts and for Ohio State University” agreed to a “voluntary dismissal” of the lawsuit supporting Spencer.

## WEDNESDAY'S LEAD STORIES

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- [West Virginia Teachers End Strike, Other States Could Strike.](#)



- [House To Debate School Safety Bill Next Week.](#)
- [Google's Influence On Modern Classroom Explored.](#)
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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>  
Sent Date: Wed, 7 Mar 2018 05:29:06 -0700 (MST)  
Subject: West Virginia Teachers End Strike, Other States Could Strike  
To: <eric.spencer@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Eric Spencer

Wednesday, March 7, 2018

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#### West Virginia Teachers End Strike, Other States Could Strike.

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The AP (3/6) reports legislators will seek to pay for the raise by cutting “state spending by \$20 million, taking funds from general services and Medicaid, Senate Finance Committee Chairman Craig Blair said.” In a subsequent article, the AP (3/6) reports “lawmakers acted swiftly Tuesday after Gov. Jim Justice and Republican leaders tentatively agreed to end the state’s nine-day teachers’ walkout by giving 5 percent raises not just to teachers, but

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### **Tulsa School District Leaders Support Statewide Teachers Strike.**

The [Washington Post](#) (3/6, Strauss) reports a coalition of Oklahoma teachers, union and school district leaders, and activists have been organizing a public teacher strike “to push for better classroom conditions and higher pay.” Notably, the Tulsa schools superintendent and the presidents of the School board and the PTA council “joined the heads of the teachers union to pledge support for a Tulsa Board of Education resolution that supports ‘any steps necessary to improve conditions for our teachers — including a districtwide suspension of classes.’”

### **Arizona Teachers Plan Wednesday Protest Over Low Pay.**

The [Arizona Republic](#) (3/6) reports thousands of public school teachers and their supporters in Arizona, emboldened “by the efforts of the West Virginia teachers who started a nine-day strike across all 55 of the state’s school districts,” are planning “to wear red to work Wednesday in protest of the low pay they say has exacerbated the state’s critical shortage of qualified teachers.” Meanwhile, music teacher Noah Karvelis, one of the protest organizers, “created a closed Facebook group over the weekend called Arizona Teachers United to mobilize teachers’ support for the protest.” As of Tuesday evening, more than 11,000 people joined the group. The Republic notes that last year, the state legislature approved a one percent pay increase and “an infusion of cash from a ballot measure.” Still, “many teachers have been unsatisfied by the state’s efforts and have said they don’t do enough to address the flood of qualified educators leaving Arizona’s classrooms.”

The [AP](#) (3/6) reports Arizona Education Association president Joe Thomas “said he’s seen increasing interest in a teacher strike,” and “suggested to Karvelis recently that a group action like wearing red would be a good way to gauge teachers’ sentiments and the potential willingness for a statewide job action.” Social studies teacher Dylan Wegela, a moderator for Arizona Teachers United, said while teachers are hoping to avoid a strike, “I’m hesitant to say it’s out of the realm of possibility, but the organization needs to be there and there needs to be support for it.” The AP notes “Arizona teacher pay is among the lowest in the nation,” and educators “in another low-teacher pay state, Oklahoma, are also organizing for possible job action.”

### **Indiana Bill Would Let School Leaders Hire Unlicensed Teachers To Fill Shortages.**

The [Indianapolis Star](#) (3/6, Herron) reports Indiana lawmakers have proposed using unlicensed teachers to fill public school classrooms. Public schools can currently only hire teachers who have met the state’s licensing requirements, which usually requires a “college teacher preparation program, student teaching and licensing exams in content and pedagogy, the actual practice of teaching.” A Senate bill would “give new flexibility to Indiana’s public schools in their hiring practices, allowing for schools to fill up to 10 percent of their teaching staff with unlicensed teachers.” According to the Star, the decision to hire unlicensed teachers would be made by the superintendent and local school boards.

### **Working Paper Suggests Prospective Teachers Dissuaded By Evaluation Reforms.**

[Education Week](#)'s (3/6, Will) "Teacher Beat" blog reports on a working [paper](#) that suggested teacher-evaluation reforms have the "unintended consequence" of dissuading prospective teachers, including "some from selective universities, an indication that high-quality would-be teachers might be among those being deterred." The researchers found "the new teacher labor supply fell more than 20 percent" between 2007 and 2016 – the very same years during which "states across the country beefed up their teacher-evaluation systems, in part due to incentives from the Obama administration's Race to the Top grant competition." Brown University education and economics assistant professor Matthew Kraft, a co-author of the paper, said reforms are not meant to dissuade prospective teachers, but it "looks as if it did have that negative overall effect." Kraft explained many believe the reforms are aimed primarily at "dismissing low-performing teachers, and that's a harsh working environment to enter," when in fact "very few teachers were dismissed under this system,' but the perception is still there."

### **Supreme Court Hears Oral Arguments In Key Union Fees Case.**

In what [Education Week](#) (3/7) calls the "latest showdown over public-employee unions," the Supreme Court on Feb. 26 heard oral arguments in the case Janus v. American Federation of State, County, and Municipal Employees Council 31 (AFSCME). The courtroom "was packed," with Education Secretary Betsy DeVos in attendance. On behalf of AFSCME, attorney David Frederick defended a 1977 case that authorized "public unions to charge fees for collective bargaining-related services to those workers who decline to join the union." Justices Neil Gorsuch and Clarence Thomas are expected to side with Justices Samuel Alito and Anthony Kennedy, who "aggressively – and at times angrily – questioned lawyers for the state of Illinois and for AFSCME." Chief Justice John Roberts Jr. similarly "made comments sympathetic to the side of Mark Janus." Meanwhile, Justices Sonia Sotomayor, Ruth Bader Ginsburg, Stephen Breyer, and Elena Kagan – the "liberal bloc" – "were just as aggressive in questioning the lawyers arguing for overruling the 1977 decision."

### **Teachers Balance Student Interest, Ethics In "Cyber Hygiene" Curriculum.**

[Education Week](#) (3/7, Schwartz) reports a growing number of schools are "teaching what is being dubbed 'cyber hygiene,' the basic cybersecurity habits that will keep students safe online at home and on their school networks." One district, Louisiana's Bossier Parish, uses "the CyberPatriot program, a national competition for middle and high school students run by the Air Force Association," and "also offers cyber literacy and cyber science electives, taught with National Integrated Cyber Education Research Center curriculum materials." Educators are challenged on how to "present lessons on cybersecurity habits in ways that engage, rather than overwhelm, students and resonate with their daily experiences, educators and advocates say." Teachers also maintain that "there's a need to remind students of the ethical choices that come with making decisions about how they use technology." I-SAFE chief strategy officer Jonathan King said schools must take security precautions, and anything teachers "can do to help mitigate irregular use on their infrastructure helps them in the long run."

### **Report Shows Decline In Proficiency Among Michigan Third-Graders.**

The [Detroit Free Press](#) (3/6, Higgins) reports an analysis of Michigan public student achievement by the Education Trust-Midwest "raises concerns about big declines in proficiency among third-graders — struggles that are impacting kids across all demographic areas, including higher-income students and white students." The report compared Michigan's performance with 11 states that use a similar standardized exam based on the Common Core Standards. The findings indicate Michigan saw the largest decline in third-grade English language proficiency for the 11 states that had annual data from 2014 to 2016. Michigan was also the "only state that saw a decline in third-grade math from 2014 to 2016." The [Detroit News](#) (3/6) also covers this story.

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### DC Students Worried About Not Graduating Due To Tightened Attendance Enforcement.

The [Washington Post](#) (3/6, A1, Stein) reports in a front-page story that a recent investigation found nearly a third of graduates from DC's public schools last year missed too many classes or improperly took makeup classes, "undermining the validity of hundreds of diplomas." In response, school administrators "tightened enforcement of long-ignored attendance rules, meaning seniors with too many absences will not be allowed to graduate." These students want city leaders to realize that it is they who "stand to face the steepest consequences over the graduation scandal and the stricter enforcement of standards for receiving a diploma."

### Quinnipiac Poll: Majority Of Americans Oppose Teachers Carrying Guns.

The [New York Post](#) (3/6, Fredericks) reports that according to a Quinnipiac University poll, "a majority of American voters don't want teachers packing heat in the classroom – but they overwhelmingly support staffing schools with armed security guards." The survey "showed that by 58 percent to 40 percent, voters oppose allowing teachers and school officials to carry guns on school grounds," but by "82 percent to 14 percent" they support "having armed security officers in schools."

### WPost Analysis: Student Gun Control Advocate Foreshadows New Generation Of Latino Youth.

The [Washington Post](#) (3/1, Morales) reports on the youth protest movement that has emerged in the wake of the Florida school shooting, calling it "the strongest voice for changing laws about automatic assault weapons since the Columbine massacre of 1999." The Post says that Marjory Stoneman Douglas High School student Emma González, who has taken a leadership role in the movement, "stands out as an emblematic challenge to the old ways of Cuban-American voting preferences in Florida," and "portends a new generation of Latino youth who have the potential to be major political players through their ability to straddle different constituencies and mold a coherent message for change."

### Florida House Debates School Safety Measures.

The [AP](#) (3/6, Farrington, Spencer, Fineout) reports the Florida state House on Tuesday debated "a proposal to arm some teachers and school employees," noting that the legislation also "would put some restrictions on rifle sales, provide new mental health programs for schools and improve communication between school districts, law enforcement and state agencies." The AP says "students' anger at the availability of guns, access to weapons by the mentally ill and school safety spurred lawmakers to act." A number of Democrats balked at "language from the bill that would create a program to arm some teachers and school employees who have undergone law enforcement training."

The [Tallahassee \(FL\) Democrat](#) (3/6, Call) reports that all told, the chamber spent "nearly seven hours Tuesday debating a school safety plan that would arm some school employees." Noting that students from Florida State and Florida A&M "held a die-in at the Capitol Rotunda to call for stricter gun-control measures," the paper reports that the legislation being debated "faces criticism from both sides of the gun-control debate. Those in favor of stricter measures lament its lack of a ban on semi-automatic weapons, expanded background checks and proposals to close the gun show loophole on background checks and waiting periods. The National Rifle Association views the proposal

as a do-nothing, unnecessary infringement on Second Amendment rights.”

The [Orlando \(FL\) Sentinel](#) (3/6) reports, “Democratic attempts to eliminate arming of public school staff and establish a memorial for Pulse nightclub victims were voted down Tuesday, as the Florida House spent hours in an emotional debate over the \$400 million school-safety bill prompted by the mass shooting at Marjory Stoneman Douglas High School.” Republicans “rejected an amendment to remove the ‘guardian’ program from the bill to allow some school employees to carry weapons.”

#### **New Mexico Governor Backs School Security Bill.**

The [AP](#) (3/6) reports the office of New Mexico Gov. Susana Martinez says she will sign a bill “that would set aside up to \$10 million over four years for bolstering security at schools around New Mexico.” The funding “would go to projects such as perimeter fencing, intercom systems and restricting campus access.”

#### **South Carolina Law Enforcement Chief Rejects Arming Teachers.**

The [AP](#) (3/6) reports South Carolina State Law Enforcement Division Chief Mark Keel, testifying before a state Senate panel on Tuesday, said “arming the state’s teachers ‘is not the answer’ to making schools safer.” Keel said “he feels teachers should be focused on teaching, not weapons training. Keel also says he feels the presence of school resource officers is the best way to keep students safe.”

#### **Alabama Governor Announces School Security Task Force.**

The [AP](#) (3/6) reports Alabama Gov. Kay Ivey “announced Tuesday that she is creating a school safety council to make recommendations on securing schools.” Ivey said the panel “will seek to make sure that schools have an updated security response plan and training as well as plans for sharing information about potential threats.”

#### **Minnesota Legislature Moving Toward Adopting School Safety Measures.**

The [Minneapolis Star Tribune](#) (3/6) reports on rising momentum in the Minnesota legislature “for changes to school safety and gun laws in the wake of the Feb. 14 shooting at a Florida high school that left 17 dead.” Gov. Mark Dayton (D), who said last week, “I’m willing to consider anything and everything,” is to release a school safety plan on Wednesday. On Tuesday, a state House panel discussed legislation “that would allow schools to use for the first time a routine maintenance fund for safety upgrades, including secure entrances, security cameras and communications devices.”

### **FROM NASSP**

#### **The Prudential Spirit of Community Awards Winners Announced!**

Created in 1995 by Prudential and NASSP, The Prudential Spirit of Community Awards program honors middle level and high school students for outstanding service to others at the local, state, and national level. This year, an independent judging panel selected 102 State Honorees and 10 Distinguished Finalists. The honorees will convene in Washington, D.C., at the end of April for four days of national recognition events. During the trip, 10 students will be named National Honorees. [See the winners and read the amazing stories of their outstanding volunteer service.](#)



## EDUCATION POLICY

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# EASY ONLINE LEARNING



### House To Debate School Safety Bill Next Week.

House Majority Leader McCarthy said Tuesday that the House will debate legislation next week “aimed at preventing violence at schools,” [Reuters](#) (3/6) reports. McCarthy “did not outline any other bills the chamber might consider that are urged by gun control groups, such as raising the minimum age for buying semi-automatic rifles or banning them altogether.” House Minority Whip Hoyer “said the House floor should be opened to a wide-ranging debate on gun measures,” and argued that alongside the school safety bill, “We ought to put additional protections, not just for students, but people in theaters, nightclubs, shopping malls and churches alike.” In addition, Hoyer “called for votes on assault weapon restrictions, broader gun-sale background checks and banning ‘bump stocks.’”

Kathleen Parker writes in the [Washington Post](#) (3/6, Parker) that in the wake of the Florida school shooting, state legislators “cobbled together a bill that likely wouldn’t do much good.” Parker details what she views as problems with the measure and notes that “in Washington, everyone passes through some level of security during the course of a day. Such is life in a target zone.” Parker argues that “schools should be treated as target zones, too, and security starts at the door.” The [AP](#) (3/6, Daly) also covers this story.

**Alexander Calls For ESSA Amendments For School Counselors, Safety Technology.** [Education Week](#) (3/6) reports Senate HELP Chairman Lamar Alexander said Tuesday he “wants to change the main federal education law to allow schools to hire more counselors, make infrastructure improvements, and fund violence-prevention programs.” Alexander’s School Safety and Mental Health Service Improvement Act “would change Title IV, which gets \$400 billion in the fiscal 2018 federal budget, in order to let schools pay for new safety technology, ‘physical security,’ and training school personnel to help them recognize and defuse threats of violence. And his proposal would also change Title II to make it easier for the \$2 billion program for educator professional development to fund school counselors. Both Title II and Title IV are part of the Every Student Succeeds Act—Title IV was created when ESSA became law in 2015.”

### DeVos Under Pressure To End Obama’s School Discipline Directive.

The [Washington Times](#) (3/6, Richardson) reports there is increasing pressure on Education Secretary Betsy DeVos to end “the Obama administration’s lenient school-discipline directive, which critics say backfired tragically with last month’s high school shooting in Parkland, Florida.” The policies, which were “embraced at the outset by the Broward County Public Schools, have been blamed for allowing shooting suspect Nikolas Cruz to avoid being arrested or taken into custody despite committing offenses such as assault and carrying bullets to Marjory Stoneman

Douglas High School.” In a letter to DeVos Monday, Sen. Marco Rubio wrote, “The overarching goals of the 2014 directive to mitigate the school-to-prison pipeline, reduce suspensions and expulsions, and to prevent racially biased discipline are laudable and should be explored. ... However, any policy seeking to achieve these goals requires basic common sense and an understanding that failure to report troubled students, like Cruz, to law enforcement can have dangerous repercussions.” [U.S. News & World Report](#) (3/6) also covers this story.

### **Banks Urges School Choice For Military Families.**

In an op-ed for the [Wall Street Journal](#) (3/6, Subscription Publication), Rep. Jim Banks makes a case for the Education Savings Accounts for Military Families Act, legislation he will introduce Wednesday would allow military-dependent children to use funds allocated to the Federal Impact Aid program to pay for private-school tuition, among other educational expenses. Banks writes that Education Secretary Betsy DeVos and several members of Congress support the idea.

### **DeVos CCSSO Comments Counter States’ ESSA Plan PR Campaign.**

[Education Week](#) (3/6) reports that Education Secretary Betsy DeVos’ criticism of states’ ESSA plans at a conference of the Council of Chief State Schools Officers on Monday came “on the heels of education think tanks that have described the plans in terms such as ‘ineffective,’ and ‘uninteresting,’ as well as a chorus of civil rights groups that have blasted the plans for failing to set a strict framework to assure progress for minority students, those with disabilities, and English-learners.” States have pushed back with a “sleek public relations campaign to highlight some of the innovation tucked into states’ plans.” However, DeVos “seemed to scoff at the PR effort in her speech to the CCSSO on Monday. ‘Even the best plan is short on the meaningful solutions that the law encourages,’ she said to a visibly stunned audience. ‘Even the best plan doesn’t take full advantage of the law’s built-in flexibility. And launching a PR push to defend these plans doesn’t change that. It misses the point.’”

## **DIGITAL LEARNING**

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### **Google’s Influence On Modern Classroom Explored.**

[Education Week](#)’s (3/6, Lynch) “Education Futures: Emerging Trends in K-12” blog reports on ways Google has “made a lasting effort to take over the modern classroom with its variety and cost efficiency.” Google devices are less expensive than other manufacturers, offering school districts the cheaper Chromebook instead of more expensive laptops. Students can also use the Google Docs platform to conveniently share documents. The Google Admin panel also “allows educators to be more involved in what their students are doing on their Chromebooks.”

### **Rural Schools Consider Online AP Classes To Boost College Readiness, But Experts Urge Caution.**

The [Hechinger Report](#) (3/6, Mader) reports on how online AP classes mixed with in-person learning can help students in rural parts of the country get access to similar classes as students in more affluent areas. A lack of teachers, right budgets, and “dwindling enrollment numbers” make it difficult for schools to offer electives offered in many suburban and urban schools. As a result, rural students “often lag their peers in advances courses, and also in college and completion.” Moreover, the lack of AP classes “may increase the financial burden on college-bound rural students.” But as more rural schools turn to virtual programs, “there’s little evidence that online learning is equal to or can exceed outcomes from traditional in-person instruction,” and some of the “more time intensive virtual programs have shown poor outcomes.”



## HIGHER EDUCATION

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### ED OIG Expresses Concern Over House Republican Higher Education Bill.

The [Washington Post](#) (3/6, Douglas-Gabriel) reports that the Education Department's inspector general is expressing concerns over "provisions in the House Republican higher education bill that would repeal regulations holding colleges and universities accountable for the use of federal student aid." In a report released Monday, the IG said, "Eliminating various accountability provisions without a proven substitute would increase the risks to students and taxpayers," and "could result in higher costs to offer credit through loans due to excessive borrowing, could increase defaults, and increase the use of [income-driven repayment plans] and loan discharges that could negatively impact the long-term viability of the programs."

[Inside Higher Ed](#) (3/6) reports the IG concluded that though "some federal higher ed accountability measures have been ineffective, they should be preserved and strengthened, not scrapped." The report's findings run counter to "the approach Republican lawmakers would take to accountability for colleges and universities in House legislation and a Senate GOP white paper. And it appears to give ammunition to critics who argue that a reauthorization of the Higher Education Act must maintain existing protections, especially those targeting for-profit colleges."

### HBCU Graduates Have Helped Diversify STEM Workforce.

[Diverse Education](#) (3/6) reports that historically Black colleges and universities (HBCUs) have "long served as institutions of choice for many high-performing" historically underrepresented students, "especially those seeking research training in preparation for graduate STEM degrees." The National Science Foundation has reported "STEM Ph.D.-holders from underrepresented groups primarily earn their bachelor's degrees from HBCUs." Data from a recent NIH report show the "the number of African-Americans enrolled in STEM Ph.D. programs grew from 587 in 1985 to 2,373 in 2014," which presents a "proportional change from 2.4 percent to 7.4 percent."

## TUESDAY'S LEAD STORIES

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- [West Virginia Teacher Strike Continues.](#)
- [DeVos Pushes State Schools Chiefs To Improve Innovation, Better Serve Students.](#)
- [Accreditor Green-Lights Purdue's Purchase Of Kaplan University.](#)

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Sent Date: Wed, 7 Mar 2018 05:29:06 -0700 (MST)  
Subject: West Virginia Teachers End Strike, Other States Could Strike  
To: <jana.smith@carlsbad.k12.nm.us>

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## Principal's Update



Good morning Jana Smith

Wednesday, March 7, 2018

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### **Arizona Teachers Plan Wednesday Protest Over Low Pay.**

The [Arizona Republic](#) (3/6) reports thousands of public school teachers and their supporters in Arizona, emboldened “by the efforts of the West Virginia teachers who started a nine-day strike across all 55 of the state’s school districts,” are planning “to wear red to work Wednesday in protest of the low pay they say has exacerbated the state’s critical shortage of qualified teachers.” Meanwhile, music teacher Noah Karvelis, one of the protest organizers, “created a closed Facebook group over the weekend called Arizona Teachers United to mobilize teachers’ support for the protest.” As of Tuesday evening, more than 11,000 people joined the group. The Republic notes that last year, the state legislature approved a one percent pay increase and “an infusion of cash from a ballot measure.” Still, “many teachers have been unsatisfied by the state’s efforts and have said they don’t do enough to address the flood of qualified educators leaving Arizona’s classrooms.”

The [AP](#) (3/6) reports Arizona Education Association president Joe Thomas “said he’s seen increasing interest in a teacher strike,” and “suggested to Karvelis recently that a group action like wearing red would be a good way to gauge teachers’ sentiments and the potential willingness for a statewide job action.” Social studies teacher Dylan Wegela, a moderator for Arizona Teachers United, said while teachers are hoping to avoid a strike, “I’m hesitant to say it’s out of the realm of possibility, but the organization needs to be there and there needs to be support for it.” The AP notes “Arizona teacher pay is among the lowest in the nation,” and educators “in another low-teacher pay state, Oklahoma, are also organizing for possible job action.”

### **Indiana Bill Would Let School Leaders Hire Unlicensed Teachers To Fill Shortages.**

The [Indianapolis Star](#) (3/6, Herron) reports Indiana lawmakers have proposed using unlicensed teachers to fill public school classrooms. Public schools can currently only hire teachers who have met the state’s licensing requirements, which usually requires a “college teacher preparation program, student teaching and licensing exams in content and pedagogy, the actual practice of teaching.” A Senate bill would “give new flexibility to Indiana’s public schools in their hiring practices, allowing for schools to fill up to 10 percent of their teaching staff with unlicensed teachers.” According to the Star, the decision to hire unlicensed teachers would be made by the superintendent and local school boards.

### **Working Paper Suggests Prospective Teachers Dissuaded By Evaluation Reforms.**

[Education Week](#)'s (3/6, Will) "Teacher Beat" blog reports on a working [paper](#) that suggested teacher-evaluation reforms have the "unintended consequence" of dissuading prospective teachers, including "some from selective universities, an indication that high-quality would-be teachers might be among those being deterred." The researchers found "the new teacher labor supply fell more than 20 percent" between 2007 and 2016 – the very same years during which "states across the country beefed up their teacher-evaluation systems, in part due to incentives from the Obama administration's Race to the Top grant competition." Brown University education and economics assistant professor Matthew Kraft, a co-author of the paper, said reforms are not meant to dissuade prospective teachers, but it "looks as if it did have that negative overall effect." Kraft explained many believe the reforms are aimed primarily at "dismissing low-performing teachers, and that's a harsh working environment to enter," when in fact "very few teachers were dismissed under this system,' but the perception is still there."

### **Supreme Court Hears Oral Arguments In Key Union Fees Case.**

In what [Education Week](#) (3/7) calls the "latest showdown over public-employee unions," the Supreme Court on Feb. 26 heard oral arguments in the case Janus v. American Federation of State, County, and Municipal Employees Council 31 (AFSCME). The courtroom "was packed," with Education Secretary Betsy DeVos in attendance. On behalf of AFSCME, attorney David Frederick defended a 1977 case that authorized "public unions to charge fees for collective bargaining-related services to those workers who decline to join the union." Justices Neil Gorsuch and Clarence Thomas are expected to side with Justices Samuel Alito and Anthony Kennedy, who "aggressively – and at times angrily – questioned lawyers for the state of Illinois and for AFSCME." Chief Justice John Roberts Jr. similarly "made comments sympathetic to the side of Mark Janus." Meanwhile, Justices Sonia Sotomayor, Ruth Bader Ginsburg, Stephen Breyer, and Elena Kagan – the "liberal bloc" – "were just as aggressive in questioning the lawyers arguing for overruling the 1977 decision."

### **Teachers Balance Student Interest, Ethics In "Cyber Hygiene" Curriculum.**

[Education Week](#) (3/7, Schwartz) reports a growing number of schools are "teaching what is being dubbed 'cyber hygiene,' the basic cybersecurity habits that will keep students safe online at home and on their school networks." One district, Louisiana's Bossier Parish, uses "the CyberPatriot program, a national competition for middle and high school students run by the Air Force Association," and "also offers cyber literacy and cyber science electives, taught with National Integrated Cyber Education Research Center curriculum materials." Educators are challenged on how to "present lessons on cybersecurity habits in ways that engage, rather than overwhelm, students and resonate with their daily experiences, educators and advocates say." Teachers also maintain that "there's a need to remind students of the ethical choices that come with making decisions about how they use technology." I-SAFE chief strategy officer Jonathan King said schools must take security precautions, and anything teachers "can do to help mitigate irregular use on their infrastructure helps them in the long run."

### **Report Shows Decline In Proficiency Among Michigan Third-Graders.**

The [Detroit Free Press](#) (3/6, Higgins) reports an analysis of Michigan public student achievement by the Education Trust-Midwest "raises concerns about big declines in proficiency among third-graders — struggles that are impacting kids across all demographic areas, including higher-income students and white students." The report compared Michigan's performance with 11 states that use a similar standardized exam based on the Common Core Standards. The findings indicate Michigan saw the largest decline in third-grade English language proficiency for the 11 states that had annual data from 2014 to 2016. Michigan was also the "only state that saw a decline in third-grade math from 2014 to 2016." The [Detroit News](#) (3/6) also covers this story.

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### DC Students Worried About Not Graduating Due To Tightened Attendance Enforcement.

The [Washington Post](#) (3/6, A1, Stein) reports in a front-page story that a recent investigation found nearly a third of graduates from DC's public schools last year missed too many classes or improperly took makeup classes, "undermining the validity of hundreds of diplomas." In response, school administrators "tightened enforcement of long-ignored attendance rules, meaning seniors with too many absences will not be allowed to graduate." These students want city leaders to realize that it is they who "stand to face the steepest consequences over the graduation scandal and the stricter enforcement of standards for receiving a diploma."

### Quinnipiac Poll: Majority Of Americans Oppose Teachers Carrying Guns.

The [New York Post](#) (3/6, Fredericks) reports that according to a Quinnipiac University poll, "a majority of American voters don't want teachers packing heat in the classroom – but they overwhelmingly support staffing schools with armed security guards." The survey "showed that by 58 percent to 40 percent, voters oppose allowing teachers and school officials to carry guns on school grounds," but by "82 percent to 14 percent" they support "having armed security officers in schools."

### WPost Analysis: Student Gun Control Advocate Foreshadows New Generation Of Latino Youth.

The [Washington Post](#) (3/1, Morales) reports on the youth protest movement that has emerged in the wake of the Florida school shooting, calling it "the strongest voice for changing laws about automatic assault weapons since the Columbine massacre of 1999." The Post says that Marjory Stoneman Douglas High School student Emma González, who has taken a leadership role in the movement, "stands out as an emblematic challenge to the old ways of Cuban-American voting preferences in Florida," and "portends a new generation of Latino youth who have the potential to be major political players through their ability to straddle different constituencies and mold a coherent message for change."

### Florida House Debates School Safety Measures.

The [AP](#) (3/6, Farrington, Spencer, Fineout) reports the Florida state House on Tuesday debated "a proposal to arm some teachers and school employees," noting that the legislation also "would put some restrictions on rifle sales, provide new mental health programs for schools and improve communication between school districts, law enforcement and state agencies." The AP says "students' anger at the availability of guns, access to weapons by the mentally ill and school safety spurred lawmakers to act." A number of Democrats balked at "language from the bill that would create a program to arm some teachers and school employees who have undergone law enforcement training."

The [Tallahassee \(FL\) Democrat](#) (3/6, Call) reports that all told, the chamber spent "nearly seven hours Tuesday debating a school safety plan that would arm some school employees." Noting that students from Florida State and Florida A&M "held a die-in at the Capitol Rotunda to call for stricter gun-control measures," the paper reports that the legislation being debated "faces criticism from both sides of the gun-control debate. Those in favor of stricter measures lament its lack of a ban on semi-automatic weapons, expanded background checks and proposals to close the gun show loophole on background checks and waiting periods. The National Rifle Association views the proposal

as a do-nothing, unnecessary infringement on Second Amendment rights.”

The [Orlando \(FL\) Sentinel](#) (3/6) reports, “Democratic attempts to eliminate arming of public school staff and establish a memorial for Pulse nightclub victims were voted down Tuesday, as the Florida House spent hours in an emotional debate over the \$400 million school-safety bill prompted by the mass shooting at Marjory Stoneman Douglas High School.” Republicans “rejected an amendment to remove the ‘guardian’ program from the bill to allow some school employees to carry weapons.”

#### **New Mexico Governor Backs School Security Bill.**

The [AP](#) (3/6) reports the office of New Mexico Gov. Susana Martinez says she will sign a bill “that would set aside up to \$10 million over four years for bolstering security at schools around New Mexico.” The funding “would go to projects such as perimeter fencing, intercom systems and restricting campus access.”

#### **South Carolina Law Enforcement Chief Rejects Arming Teachers.**

The [AP](#) (3/6) reports South Carolina State Law Enforcement Division Chief Mark Keel, testifying before a state Senate panel on Tuesday, said “arming the state’s teachers ‘is not the answer’ to making schools safer.” Keel said “he feels teachers should be focused on teaching, not weapons training. Keel also says he feels the presence of school resource officers is the best way to keep students safe.”

#### **Alabama Governor Announces School Security Task Force.**

The [AP](#) (3/6) reports Alabama Gov. Kay Ivey “announced Tuesday that she is creating a school safety council to make recommendations on securing schools.” Ivey said the panel “will seek to make sure that schools have an updated security response plan and training as well as plans for sharing information about potential threats.”

#### **Minnesota Legislature Moving Toward Adopting School Safety Measures.**

The [Minneapolis Star Tribune](#) (3/6) reports on rising momentum in the Minnesota legislature “for changes to school safety and gun laws in the wake of the Feb. 14 shooting at a Florida high school that left 17 dead.” Gov. Mark Dayton (D), who said last week, “I’m willing to consider anything and everything,” is to release a school safety plan on Wednesday. On Tuesday, a state House panel discussed legislation “that would allow schools to use for the first time a routine maintenance fund for safety upgrades, including secure entrances, security cameras and communications devices.”

### **FROM NASSP**

#### **The Prudential Spirit of Community Awards Winners Announced!**

Created in 1995 by Prudential and NASSP, The Prudential Spirit of Community Awards program honors middle level and high school students for outstanding service to others at the local, state, and national level. This year, an independent judging panel selected 102 State Honorees and 10 Distinguished Finalists. The honorees will convene in Washington, D.C., at the end of April for four days of national recognition events. During the trip, 10 students will be named National Honorees. [See the winners and read the amazing stories of their outstanding volunteer service.](#)



## EDUCATION POLICY

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# EASY ONLINE LEARNING



### House To Debate School Safety Bill Next Week.

House Majority Leader McCarthy said Tuesday that the House will debate legislation next week “aimed at preventing violence at schools,” [Reuters](#) (3/6) reports. McCarthy “did not outline any other bills the chamber might consider that are urged by gun control groups, such as raising the minimum age for buying semi-automatic rifles or banning them altogether.” House Minority Whip Hoyer “said the House floor should be opened to a wide-ranging debate on gun measures,” and argued that alongside the school safety bill, “We ought to put additional protections, not just for students, but people in theaters, nightclubs, shopping malls and churches alike.” In addition, Hoyer “called for votes on assault weapon restrictions, broader gun-sale background checks and banning ‘bump stocks.’”

Kathleen Parker writes in the [Washington Post](#) (3/6, Parker) that in the wake of the Florida school shooting, state legislators “cobbled together a bill that likely wouldn’t do much good.” Parker details what she views as problems with the measure and notes that “in Washington, everyone passes through some level of security during the course of a day. Such is life in a target zone.” Parker argues that “schools should be treated as target zones, too, and security starts at the door.” The [AP](#) (3/6, Daly) also covers this story.

**Alexander Calls For ESSA Amendments For School Counselors, Safety Technology.** [Education Week](#) (3/6) reports Senate HELP Chairman Lamar Alexander said Tuesday he “wants to change the main federal education law to allow schools to hire more counselors, make infrastructure improvements, and fund violence-prevention programs.” Alexander’s School Safety and Mental Health Service Improvement Act “would change Title IV, which gets \$400 billion in the fiscal 2018 federal budget, in order to let schools pay for new safety technology, ‘physical security,’ and training school personnel to help them recognize and defuse threats of violence. And his proposal would also change Title II to make it easier for the \$2 billion program for educator professional development to fund school counselors. Both Title II and Title IV are part of the Every Student Succeeds Act—Title IV was created when ESSA became law in 2015.”

### DeVos Under Pressure To End Obama’s School Discipline Directive.

The [Washington Times](#) (3/6, Richardson) reports there is increasing pressure on Education Secretary Betsy DeVos to end “the Obama administration’s lenient school-discipline directive, which critics say backfired tragically with last month’s high school shooting in Parkland, Florida.” The policies, which were “embraced at the outset by the Broward County Public Schools, have been blamed for allowing shooting suspect Nikolas Cruz to avoid being arrested or taken into custody despite committing offenses such as assault and carrying bullets to Marjory Stoneman



Douglas High School.” In a letter to DeVos Monday, Sen. Marco Rubio wrote, “The overarching goals of the 2014 directive to mitigate the school-to-prison pipeline, reduce suspensions and expulsions, and to prevent racially biased discipline are laudable and should be explored. ... However, any policy seeking to achieve these goals requires basic common sense and an understanding that failure to report troubled students, like Cruz, to law enforcement can have dangerous repercussions.” [U.S. News & World Report](#) (3/6) also covers this story.

### **Banks Urges School Choice For Military Families.**

In an op-ed for the [Wall Street Journal](#) (3/6, Subscription Publication), Rep. Jim Banks makes a case for the Education Savings Accounts for Military Families Act, legislation he will introduce Wednesday would allow military-dependent children to use funds allocated to the Federal Impact Aid program to pay for private-school tuition, among other educational expenses. Banks writes that Education Secretary Betsy DeVos and several members of Congress support the idea.

### **DeVos CCSSO Comments Counter States’ ESSA Plan PR Campaign.**

[Education Week](#) (3/6) reports that Education Secretary Betsy DeVos’ criticism of states’ ESSA plans at a conference of the Council of Chief State Schools Officers on Monday came “on the heels of education think tanks that have described the plans in terms such as ‘ineffective,’ and ‘uninteresting,’ as well as a chorus of civil rights groups that have blasted the plans for failing to set a strict framework to assure progress for minority students, those with disabilities, and English-learners.” States have pushed back with a “sleek public relations campaign to highlight some of the innovation tucked into states’ plans.” However, DeVos “seemed to scoff at the PR effort in her speech to the CCSSO on Monday. ‘Even the best plan is short on the meaningful solutions that the law encourages,’ she said to a visibly stunned audience. ‘Even the best plan doesn’t take full advantage of the law’s built-in flexibility. And launching a PR push to defend these plans doesn’t change that. It misses the point.’”

## **DIGITAL LEARNING**

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### **Google’s Influence On Modern Classroom Explored.**

[Education Week](#)’s (3/6, Lynch) “Education Futures: Emerging Trends in K-12” blog reports on ways Google has “made a lasting effort to take over the modern classroom with its variety and cost efficiency.” Google devices are less expensive than other manufacturers, offering school districts the cheaper Chromebook instead of more expensive laptops. Students can also use the Google Docs platform to conveniently share documents. The Google Admin panel also “allows educators to be more involved in what their students are doing on their Chromebooks.”

### **Rural Schools Consider Online AP Classes To Boost College Readiness, But Experts Urge Caution.**

The [Hechinger Report](#) (3/6, Mader) reports on how online AP classes mixed with in-person learning can help students in rural parts of the country get access to similar classes as students in more affluent areas. A lack of teachers, right budgets, and “dwindling enrollment numbers” make it difficult for schools to offer electives offered in many suburban and urban schools. As a result, rural students “often lag their peers in advances courses, and also in college and completion.” Moreover, the lack of AP classes “may increase the financial burden on college-bound rural students.” But as more rural schools turn to virtual programs, “there’s little evidence that online learning is equal to or can exceed outcomes from traditional in-person instruction,” and some of the “more time intensive virtual programs have shown poor outcomes.”

## HIGHER EDUCATION

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### ED OIG Expresses Concern Over House Republican Higher Education Bill.

The [Washington Post](#) (3/6, Douglas-Gabriel) reports that the Education Department's inspector general is expressing concerns over "provisions in the House Republican higher education bill that would repeal regulations holding colleges and universities accountable for the use of federal student aid." In a report released Monday, the IG said, "Eliminating various accountability provisions without a proven substitute would increase the risks to students and taxpayers," and "could result in higher costs to offer credit through loans due to excessive borrowing, could increase defaults, and increase the use of [income-driven repayment plans] and loan discharges that could negatively impact the long-term viability of the programs."

[Inside Higher Ed](#) (3/6) reports the IG concluded that though "some federal higher ed accountability measures have been ineffective, they should be preserved and strengthened, not scrapped." The report's findings run counter to "the approach Republican lawmakers would take to accountability for colleges and universities in House legislation and a Senate GOP white paper. And it appears to give ammunition to critics who argue that a reauthorization of the Higher Education Act must maintain existing protections, especially those targeting for-profit colleges."

### HBCU Graduates Have Helped Diversify STEM Workforce.

[Diverse Education](#) (3/6) reports that historically Black colleges and universities (HBCUs) have "long served as institutions of choice for many high-performing" historically underrepresented students, "especially those seeking research training in preparation for graduate STEM degrees." The National Science Foundation has reported "STEM Ph.D.-holders from underrepresented groups primarily earn their bachelor's degrees from HBCUs." Data from a recent NIH report show the "the number of African-Americans enrolled in STEM Ph.D. programs grew from 587 in 1985 to 2,373 in 2014," which presents a "proportional change from 2.4 percent to 7.4 percent."

## TUESDAY'S LEAD STORIES

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- [West Virginia Teacher Strike Continues.](#)
- [DeVos Pushes State Schools Chiefs To Improve Innovation, Better Serve Students.](#)
- [Accreditor Green-Lights Purdue's Purchase Of Kaplan University.](#)

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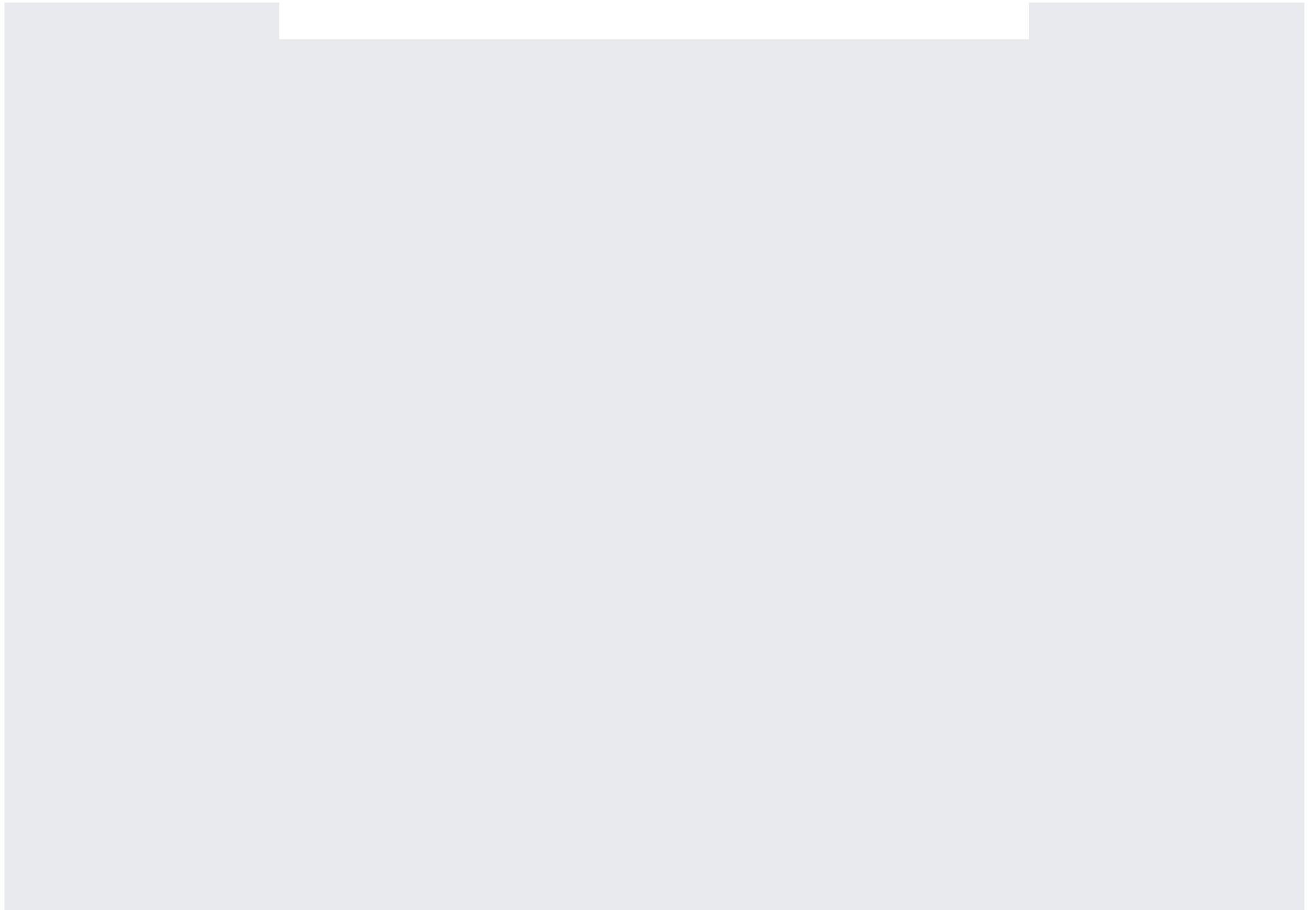
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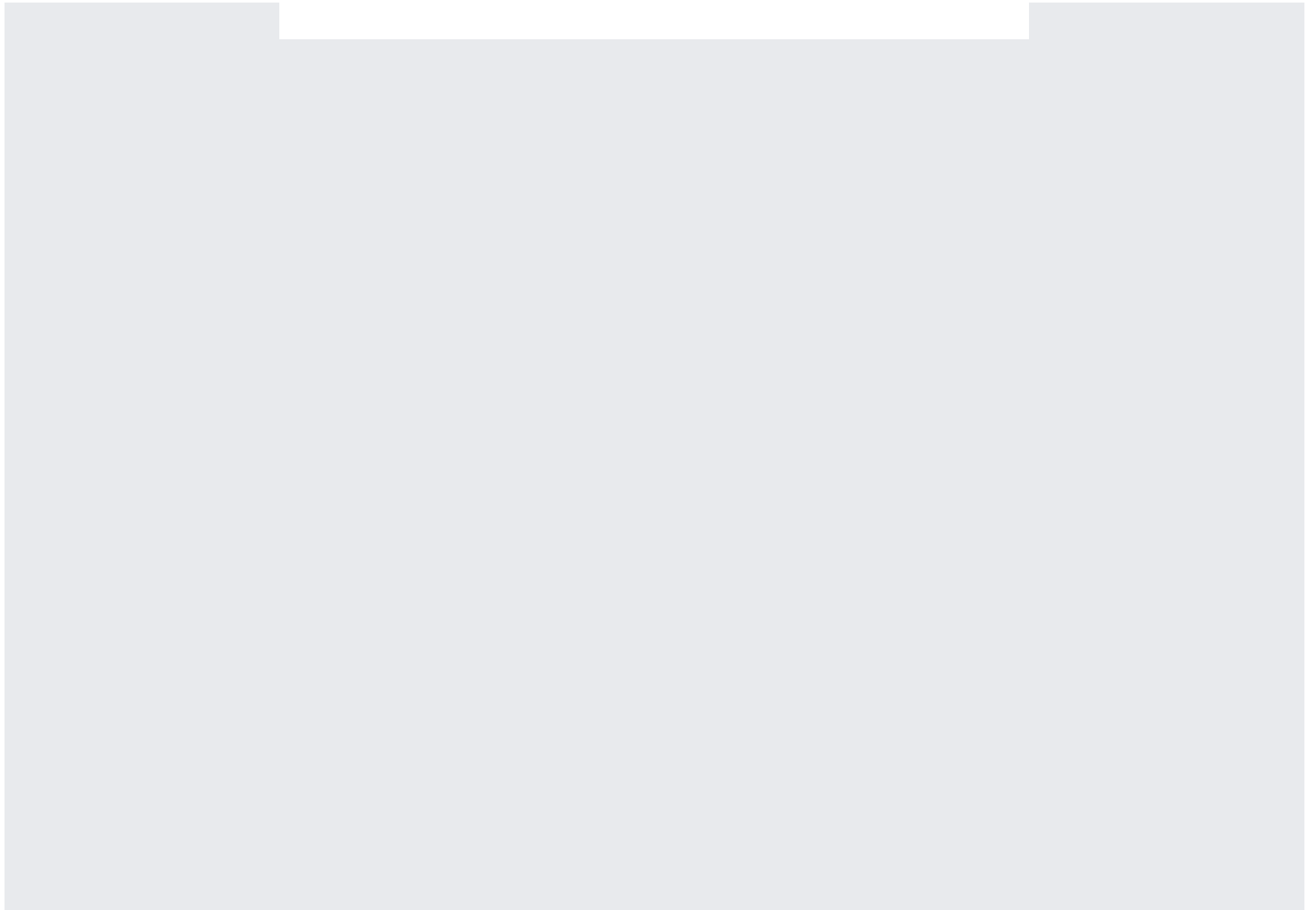
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To: "Mandy Morgan" <mandy.morgan@carlsbad.k12.nm.us>

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March 02, 2018

Daily News



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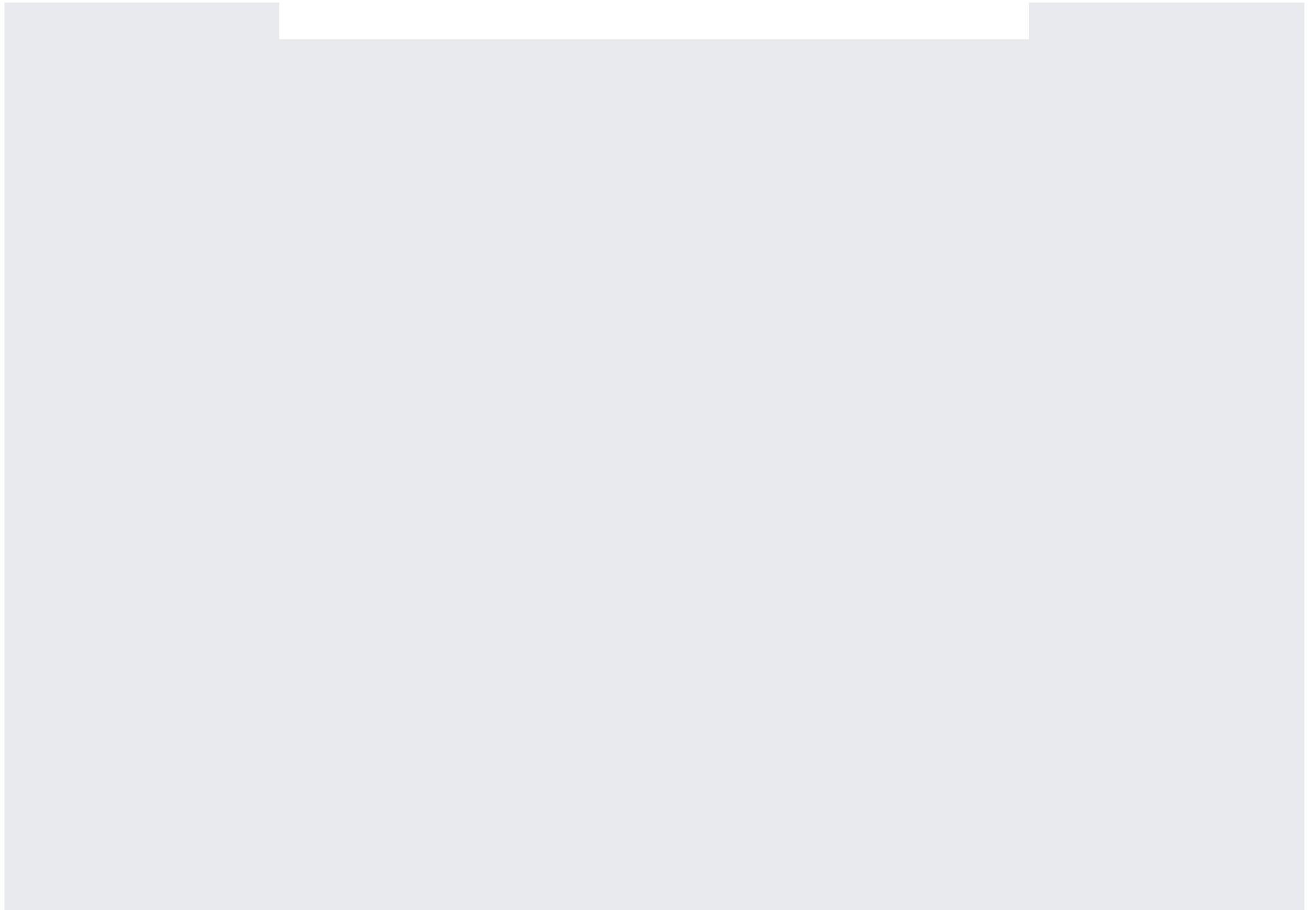
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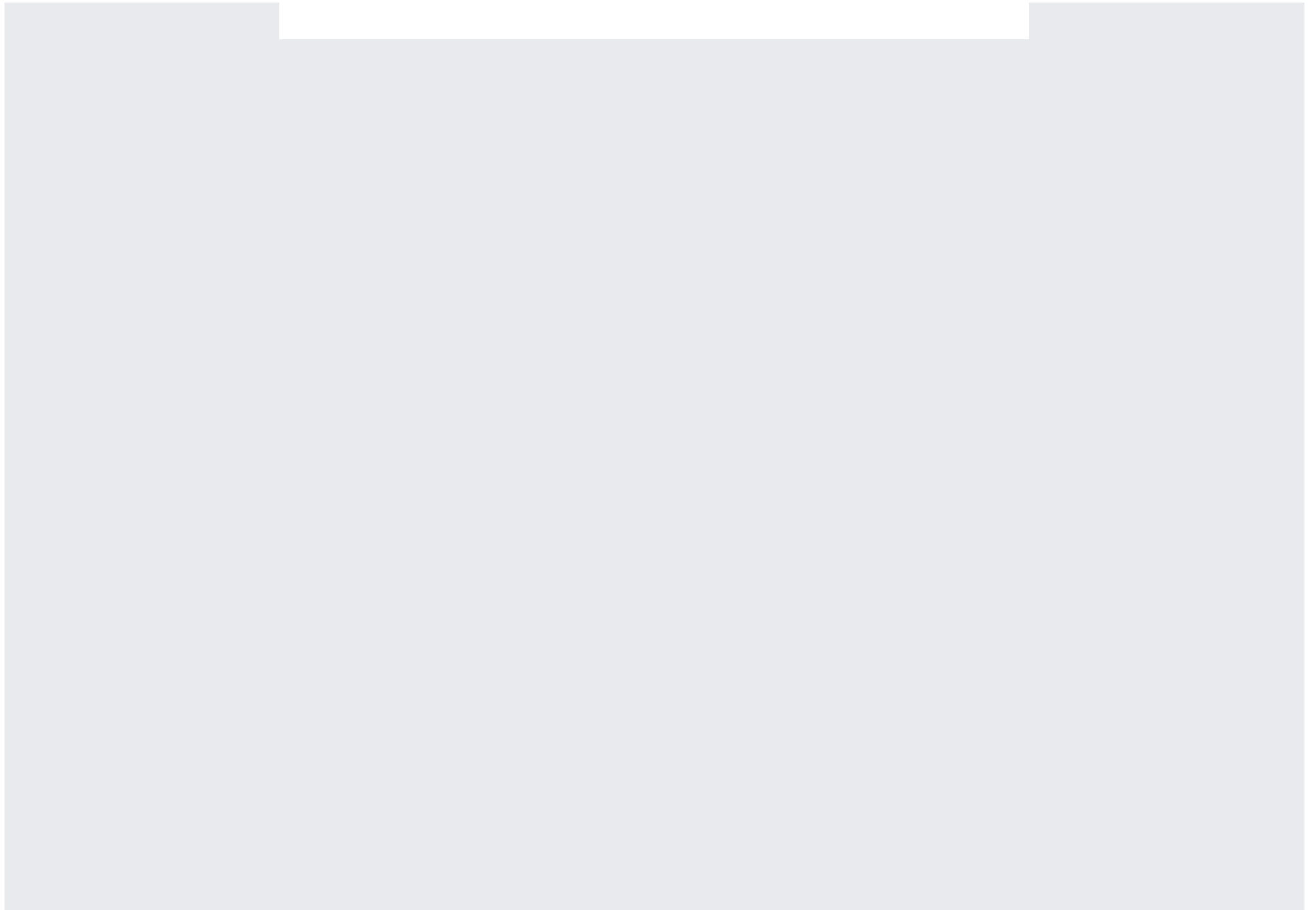
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To: "Paula Spencer" <paula.spencer@carlsbad.k12.nm.us>

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From: "John" <john@mybsjperks.com>  
Sent Date: Mon, 29 Jan 2018 11:51:21 -0700 (MST)  
Subject: You don't have to live with low-t  
To: <rebecca.hicks@carlsbad.k12.nm.us>

## NIH HEALTH INFORMATION

Monday, January 29, 2018  
Men's Edition

### Low-T Is Becoming Prevalent In Young And Old



There over 30-million american men suffering Low-T. We explore the best solution to get your levels back up. (From *NIHP News in Health*)

[Read More](#)



amendment supporters who hate the nra because the nra is actually pretty pro gun control (or at least, more gun control than would be preferable) in may ways and they view them as both complacent and cowardly. ...the notion that

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and 'heir' as nyms. what is a knee? the act of preparing a shotgun knee augment for firing a receding air-line well, from an objective point of view, the monarchy \_is\_ useless, but it is still a major part of british culture. would you be in

From: "NYTimes.com" <nytdirect@nytimes.com>  
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The New York Times

# Morning Briefing

Friday, March 23, 2018

[NYTimes.com](#) »

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## Your Friday Briefing

By CHRIS STANFORD



John Bolton, named by President Trump as national security adviser, wrote last month that a pre-emptive strike could be a “perfectly legitimate” response to the threat of North Korea. Sam Hodgson for The New York Times

*Good morning.*

*Here’s what you need to know:*

## **White House wheel keeps on turnin’**

- If President Trump wanted a national security adviser who matched his blunt, confrontational approach to the world, he found him. [Meet John Bolton.](#)

Mr. Trump [dumped Lt. Gen. H. R. McMaster on Thursday](#) in favor of Mr. Bolton, who has called for military action against North Korea and has said the Iran nuclear deal is a “massive strategic blunder.” He doesn’t like the U.N., either.

The shake-up creates [one of the most hawkish national security teams](#) of any White House in years.

- **Separately**, John Dowd [resigned on Thursday as Mr. Trump’s lead lawyer](#) for the special counsel investigation. The two men disagreed over the president’s desire to be questioned by investigators.

## **China strikes back on tariffs**

- Beijing [announced today that it would impose tariffs](#) on \$3 billion worth of American-produced goods, hours after [President Trump imposed tariffs](#) on as much as \$60 billion worth of Chinese

goods.

The prospect of a trade war [sent U.S. stocks lower](#) on Thursday. [Shares in Asia fell](#) more than 4 percent today, and European stocks are down.

- **The Trump administration's** [stiff tariffs on steel and aluminum](#) begin today, but it granted brief exemptions to some allies and said it might impose import quotas.

## Not the budget the president asked for

- The Senate [passed a \\$1.3 trillion spending bill](#) early this morning that will keep the federal government open through September. Funding would otherwise have expired tonight.

The measure provides big increases to military and domestic programs and rebuffs the Trump administration's efforts to sharply scale back the scope of government. Here's [a breakdown of what's in the deal](#).

- **The House approved the bill** Thursday afternoon, less than 24 hours after the 2,232-page plan had been unveiled.

## They've tuned in. Will they turn out?

- More than 800 student-led demonstrations [are planned this weekend](#) to call for an end to gun violence. Here's [a map of scheduled protests](#) across the U.S. and around the world.

Whether the young activists inspired by March for Our Lives will become a disruptive force depends in large part on whether they stay organized and register to vote.

- **Separately, the 16-year-old girl** who was shot at a school in Maryland on Tuesday [will be removed from life support](#), her parents said.

## “The Daily”: Racism's punishing reach

- A landmark 30-year study is debunking long-held theories about racial and class inequalities.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).





Tens of thousands of protesters took to the streets across France on Thursday, as civil servants and railway workers demonstrated against President Emmanuel Macron's policies.

Philippe Huguen/Agence France-Presse — Getty Images

For more on Thursday's protests, [click here](#).

## Business

- **The much-awaited antitrust trial** involving AT&T's proposed merger with Time Warner began on Thursday with [starkly different visions of a future media landscape](#).
- **Citigroup is setting restrictions** on [the sale of firearms by its business customers](#). It's the first Wall Street bank to take a stance on gun control.
- **Martin Shkreli** went to prison for fraud, and so far Elizabeth Holmes of Theranos has not. [Our business columnist asks if that's fair](#).

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **We have answers** to questions about [preparing a "green funeral."](#)
- **Movie-themed vacations** are [surprisingly easy to plan](#).

- **Recipe of the day:** End the week with the perfect snack, [chips and creamy queso](#).

## What We're Reading

*Our journalists recommend these great pieces:*

- **“After Alabama decided** this week to become the third state to legalize execution by nitrogen gas, I pulled up this astonishing and comprehensive article, which lays out various execution methods that some states can use.” [ [The Marshall Project](#) ]

**“And I listened again** to the inaugural episode of one of my favorite podcasts. The riveting episode “Cruel and Unusual” examines nitrogen gas’s antecedent, the lethal injection, and makes a case, of sorts, for the integrity of the firing squad.” [ [Radiolab’s “More Perfect”](#) ]

— **Jan Hoffman**, *health and behavior reporter*

- **“A group of freelance theater critics**, all once affiliated with print publications, banded together to publish online reviews of Broadway and Off Broadway shows.” [ [New York Stage Review](#) ]

— **Michael Paulson**, *theater reporter*

## Noteworthy

- **The last days of the Las Vegas gunman**

[Using surveillance footage](#), we pieced together the final week in the life of Stephen Paddock, who killed 58 people in October. He plays video poker, laughs with hotel employees and hauls bag after bag of weapons to his suite.

- **The Biggest Apple**

New York City’s population [reached a record high of over 8.6 million last year](#), according to census data.

- **Quiz time!**

Did you keep up with this week’s news? [Test yourself](#).

- **Top of the charts**

Two of this week’s best-seller lists have debuts at No. 1: Clive Cussler and Graham Brown’s thriller “The Rising Sea” in [hardcover fiction](#), and Michael Isikoff and David Corn’s look at the 2016 presidential election, “Russian Roulette,” in [hardcover nonfiction](#).

And “A Brief History of Time” returns to our [paperback nonfiction list](#) in the top spot. Its author, Stephen Hawking, died last week.

- **Ready for the weekend**

At the movies, our critics liked “[Isle of Dogs](#),” directed by Wes Anderson, and “[Pacific Rim Uprising](#),” starring John Boyega.

We recommend [10 new books](#), and [TV offerings](#) based on your available viewing time.

If you’re in New York City, here are [14 pop, rock and jazz concerts](#) to check out, [23 art exhibitions](#) and [seven things to do with kids](#).

And “Frozen” has arrived on Broadway. The stage musical adaptation of the animated blockbuster is beautiful, [our theater critic writes](#), but a bit confusing.

- **Best of late-night TV**

Trevor Noah addressed [this week’s war of words](#) between President Trump and former Vice President Joe Biden: “Personally I have no idea who would win this fight. I mean, Biden seems scrappy, but if 70 years of McDonald’s couldn’t take Trump down, I don’t know what can.”

- **Quotation of the day**

“People in the U.S. and China have for years said the wolf is coming, the wolf is coming, but the wolf hasn’t come. This time, the wolf is coming.”

— [Shi Yinhong](#), a professor at Renmin University in Beijing, warning that leaders have been slow to realize the gravity of a brewing trade battle.

- **The Times, in other words**

Here’s an image of [today’s front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

It’s a shortcut used the world over — and even beyond, having been uttered at least once during a space mission.

On this day in 1839, The Boston Morning Post published “O.K.” for [the first known time](#), using the abbreviation next to the words “all correct.” (It’s not written “okay,” The Times stylebook says.)



It's all correct.

Frank Duenzl/Picture-Alliance, via Associated Press

There have been many theories about its origin, but the most likely is that O.K. was [an abbreviation](#) for the deliberately misspelled “orl korrekt” (all correct), and the expression gained prominence in the mid-19th century.

Allen Walker Read, a longtime English professor at Columbia University, debunked some theories in the 1960s, including that the term had come from Andrew Jackson’s poor spelling, from a Native American word or from an Army biscuit.

Today, O.K. is “an Americanism adopted by virtually every language, and one of the first words spoken on the moon,” [the Times obituary of Mr. Read](#) noted in 2002.

The professor didn’t “appreciate having ‘O.K.’ overshadow the hundreds of other etymologies he divined,” it continued. He also tracked early uses of Dixie, Podunk and the “almighty dollar.”

In the 1920s, Mr. Read hitchhiked through western Iowa hunting down the word “blizzard.”

“A man called Lightnin’ Ellis had first used the word for a snowstorm in 1870,” he learned. “Within 10 years, it had spread throughout the Midwest.”

*Charles McDermid contributed reporting.*

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The New York Times

# Morning Briefing

Friday, February 16, 2018

[NYTimes.com](#) »

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## Your Friday Briefing

By CHRIS STANFORD





A vigil in Parkland, Fla., on Thursday to honor the victims of the shooting at Marjory Stoneman Douglas High School. Saul Martinez for The New York Times

*Good morning.*

*Here's what you need to know:*

## Horror story replays as America reloads

- “Deadly shootings in schools — that is, the killing of children in sanctuaries of learning — have become a distinctly American ritual,” [our columnist writes](#), “the rote responses as familiar as a kindergarten recitation of the Pledge of Allegiance.”

[Our live briefing](#) has the latest on the aftermath of Wednesday’s attack at a high school in Parkland, Fla., which killed 17 people.

Here’s [what we know about the victims](#). At a vigil on Thursday, [a woman said of her daughter](#), “I hope she didn’t die for nothing.”

The suspect, Nikolas Cruz, 19, has confessed to the shootings. Neighbors and classmates [described him as emotionally troubled](#), although he had no criminal history.

- **Survivors** [implored Congress on Thursday to act](#). Lawmakers failed to do so after similar shootings last year in Las Vegas and Sutherland Springs, Tex.

**“Dreamers” in limbo as paralysis sets in**



- [The Senate blocked three measures](#) to resolve the fate of hundreds of thousands of young undocumented immigrants on Thursday.

Two bipartisan bills were defeated, as was the hard-line legislation favored by President Trump.

- **Protections for the Dreamers** begin to expire March 5, but what happens next is unclear. “I think it’s safe to say this has been a disappointing week,” [Senator Mitch McConnell, the majority leader, said](#).

## \$26 million for first lady’s friend

- President Trump’s inaugural committee [spent heavily on administration and logistics](#) and donated less to charity than expected, tax filings released on Thursday showed.

The biggest payment from the record \$107 million raised was to an event-planning firm founded six weeks before the inauguration by a longtime friend of Melania Trump’s.

- **The committee gave \$5 million** to charity, which inaugural officials pointed out was more than Barack Obama’s committee donated.

## U.S. Olympians stumble

- Mikaela Shiffrin, who said she was vomiting minutes before starting, [came fourth in the slalom today](#). She won gold in the event four years ago.

The figure skater Nathan Chen [also had a poor performance](#), in the short program.

A norovirus outbreak at the Games has affected hundreds of people. [Two Swiss athletes were confirmed today](#) as the first competitors to contract the illness.

- **Here are today’s Olympic results**. Find [all our coverage here](#).

## Kosovo’s grim decade

- Saturday is the 10th anniversary of the nation’s independence, after a campaign of ethnic cleansing by the forces of Slobodan Milosevic’s Serbia.

Our correspondent, who covered the war as a photographer nearly 20 years ago, [returned to find that people had little to celebrate](#).

- **“If it wasn’t for all those** who have laid down their lives for this, I would say let’s go back to the way it was before,” one man said.

## “The Daily”: The AR-15 and mass shootings

- How did a weapon designed for warfare become easier to buy than a handgun?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).



Cyril Ramaphosa addressing South Africa's Parliament on Thursday after being sworn in as president. He replaced Jacob Zuma, who was forced to resign this week. Mr. Ramaphosa was a protégé of Nelson Mandela before becoming one of South Africa's richest men.

Mike Hutchings/Agence France-Presse — Getty Images

## Business

- **A Chinese-owned company** will not be taking over the Chicago Stock Exchange. A federal regulator [blocked the \\$20 million proposal](#) on Thursday.
- **Children's publishing** is having its #MeToo moment. Several best-selling authors, including the creator of "The Maze Runner" series, [have been accused this week of inappropriate sexual behavior](#).
- **He turned Taco Bell around.** Can Brian Niccol do it again when he [becomes Chipotle's chief executive](#) next month?
- **U.S. stocks** [were up](#) on Thursday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Four free apps** to help you [earn extra cash](#).

- **Ordering room service** [without disappointment](#).
- **Recipe of the day:** Celebrate the Lunar New Year with [longevity noodles](#).

## Noteworthy

- **Partisan writing you shouldn't miss**

[Writers from across the political spectrum](#) discuss gun control.

- **Abuse inquiry ends in a cloud**

A two-month investigation [didn't corroborate allegations of sexual harassment or physical abuse](#) against Peter Martins, the former chief of New York City Ballet.

But the company and its school announced new policies to assure that dancers “feel safe, respected and able to voice their opinions and concerns freely.”

- **The week in good news**

[It isn't all bad out there](#) .

- **Quiz time!**

Did you keep up with this week's news? [Test yourself](#).

- **Ready for the weekend**

You already know. “Black Panther” is expected to take in at least \$250 million worldwide in the next few days, which would deal a blow to the Hollywood belief that [movies rooted in black culture aren't blockbuster material](#) . Here's [our review](#).

Our critic also likes the animated “[Early Man](#),” by the makers of Wallace and Gromit.

[We have TV suggestions](#) based on how much time you have and review [Chris Rock's first comedy special in a decade](#) , on Netflix.

We recommend [11 new books](#) and revisit Alistair MacLean, the author of what [our columnist calls “romance novels for boys.”](#)

Finally, “Outliers and American Vanguard Art,” at the National Gallery of Art in Washington, highlights outstanding, sometimes rarely seen artworks. [It's an NYT Critic's Pick](#) .

- **Best of late-night TV**

Several comedy hosts are taking the week off, so our roundup is, too. It will return next week.

- **Quotation of the day**

“If they’re not able to purchase their first drink of alcohol, then how are we allowed to buy guns at the age of 18 or 19? Obviously whatever we have going on, it’s not working.”

— [\*Lyiah Skinner\*](#), a survivor of the mass shooting in Parkland, Fla.

- **The Times, in other words**

Here’s an image of [today’s front page](#) , and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

Today marks the start of the Year of the Dog, the latest turn in the 12-year lunar zodiac cycle.

The phrase “Lunar New Year” is sometimes used interchangeably with “Chinese New Year,” but there are variations in how the holiday is celebrated around Asia.



Celebrating the Year of the Dog in Kuala Lumpur, Malaysia, on Thursday.

In Vietnam, it's an occasion for a type of rice cake called banh chung, [deeply intertwined](#) with nationalist myths and ancestor-worship customs.

Vietnam's zodiac cycle differs slightly from China's: It has a cat and a water buffalo instead of a rabbit and an ox. Some historians say that's a linguistic quirk tied to China's 1,000-year imperial occupation of Vietnam, its southern neighbor.

The Year of the Cat next falls in 2023.

The last time the cat came around, in 2011, the owner of a "pet hotel" in the capital, Hanoi, [told Reuters](#) that the cat was an appropriate cosmic choice because it offsets the dog, its natural enemy.

"This expresses a balance of yin and yang in the cosmos that is more complete, that better unifies the contradictions, and so it is richer and better to have the cat," he said.

*Mike Ives contributed reporting.*

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**The New York Times**

# Morning Briefing

Friday, March 2, 2018

[NYTimes.com](#) »

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## Your Friday Briefing

By CHRIS STANFORD





President Trump said on Thursday that he would impose stiff tariffs on imported steel and aluminum. He later met with the top lobbyist from the National Rifle Association, who said Mr. Trump had retreated from his support a day earlier for gun control measures. Tom Brenner/The New York Times

*Good morning.*

*Here's what you need to know:*

## **The N.R.A. quickly regains a friend**

- President Trump and the top lobbyist for the National Rifle Association had positive things to say after [a meeting at the White House on Thursday](#), suggesting that the president's embrace of comprehensive gun control might be short-lived.

A day earlier, Mr. Trump had supported expanding background checks to purchases at gun shows and on the internet, a measure that conservatives vowed would not become law.

In the aftermath of the Florida school shooting last month, Mr. Trump has also suggested arming teachers to combat gun violence. [We visited schools that already do.](#)

- **Many Americans can buy a gun in less than an hour.** We examined [requirements in 15 countries](#).

## **Global trade war looms**

- President Trump's sudden decision on Thursday [to impose stiff, sweeping tariffs on steel and aluminum imports](#) rattled markets, his pro-trade advisers and other countries, particularly Canada.



Who wins, who loses, and what will be the effect on consumers? [Our chief economics correspondent explains.](#)

Mr. Trump’s chief economic adviser, Gary Cohn, had warned that he might resign if the president went ahead with the plan, a legal review of which hasn’t been completed.

- **Our correspondents** report that the chaotic rollout [reflects the dysfunction at the White House](#). The chief of staff, John Kelly, jokingly summed up the mood: “God punished me.”

## A new threat from Moscow

- President Vladimir Putin [announced a new generation of nuclear weapons](#) on Thursday, including what he described as an “invincible” missile and a nuclear torpedo that could outsmart American defenses.

His announcement, during his annual state of the nation address, focused on a vulnerability of American-designed defenses: They are based on the assumption that missiles fly high and can be destroyed well before they reach their targets.

But the new Russian weapons, Mr. Putin said, travel low and too fast for defenders to react.

- **Some experts suggested** that Mr. Putin was bluffing, and American officials said that the nuclear cruise missile was not yet operational.

## Colder than the North Pole

- Subfreezing temperatures have spread across much of Europe this past week, from Poland to Spain.

The Arctic itself is balmy by comparison: The North Pole is above the freezing mark in the dead of winter. One of our climate reporters [explains what’s going on](#).

- **Across the Atlantic**, alerts have been issued along the East Coast, [which is being menaced by a dangerous nor’easter](#).

## “The Daily”: Frustrated with Washington

- Representative Tom Rooney, a Florida Republican, talks about the Russia investigation, gun control and his decision not to run for re-election.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).



The Rev. Billy Graham's casket was carried from the U.S. Capitol, where his body lay in honor on Wednesday and Thursday.

Pool photo by Saul Loeb

For more on the Rev. Billy Graham's funeral today, which President Trump and Vice President Mike Pence are expected to attend, [click here](#).

## Business

- **Georgia lawmakers** [approved a bill that removed a tax break proposal](#) highly coveted by Delta Air Lines.

The move was retribution for a decision by the company, one of the state's largest employers, to end a promotional discount for members of the National Rifle Association.

- **The Weinstein Company** might have a buyer after all. An investor group said on Thursday that it [had reached an agreement to buy most of the assets](#) of the near-bankrupt film and TV studio, just days after a deal had been declared all but dead.
- **Facebook** allows ads to feature a man's bare chest. [A woman's bare back is another matter](#).
- **U.S. stocks** [were down](#) on Thursday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Natural cleaning** can go beyond baking soda and vinegar. [Ketchup, vodka and other household items can help.](#)
- **Is that bump** a spider bite? [Probably not](#) — most spiders only bite defensively.
- **Learn how** to [make flawless rice](#), every time.

## Noteworthy

- **The \$31,000 dining room set**

Ben Carson, the secretary of housing and urban development, [is attempting to cancel an order](#) for a customized table and other furniture after an investigation was announced into the refurbishment of his office.

- **The week in good news**

Read how a Broadway musical has inspired trips to Newfoundland to meet “nice people” and six other stories that [brightened our week](#).

- **Quiz time!**

Did you keep up with this week’s news? [Test yourself](#).

- **Ready for the weekend**

At the movies, our critic liked “[Red Sparrow](#),” starring Jennifer Lawrence as a Russian ballerina-turned-spy.

The Academy Awards are Sunday. Our veteran observer [shares what to expect \(and not expect\)](#) as well as [her predictions](#).

(And because we love quizzes as much as you do, [here’s one for movie lovers](#).)

We recommend [new offerings on streaming services](#) as well as [seven books](#).

Finally, the Metropolitan Museum of Art now [requires nonresidents of New York State to pay](#) \$25. (Our reporter found that [a Yankees cap might be enough for free entry](#).)

- **Today’s number: 383**

That’s the new telephone country code for Kosovo, its first even though it’s celebrating [its 10th anniversary as an independent country](#).

- **Best of late-night TV**

With reports of discord in the Trump administration, “White House tours must be getting *really* interesting,” [Stephen Colbert said](#).

- **Quotation of the day**

“Oh God — I just need a good look at you.”

— [Marina Krim](#), *stopping on her way to the witness stand to confront her former nanny, Yoselyn Ortega, for the first time since Ms. Ortega killed two of Ms. Krim’s children in their New York apartment in 2012. Ms. Ortega faces murder charges and has pleaded not guilty by reason of insanity.*

- **The Times, in other words**

Here’s an image of [today’s front page](#) , and links to our [Opinion content](#) and [crossword puzzles](#).

## **Back Story**

He’s 13.5 inches tall and weighs a (relatively) hefty 8.5 pounds. He’s been handed out more than 3,000 times since 1929. And he’s one of the world’s most famous statuettes. You’ll probably know him as Oscar.

The winners of Sunday’s [90th Academy Awards](#) will take home the bronze, 24-karat gold-plated figure of a knight holding a crusader’s sword, which is officially called the Academy Award of Merit. (Bone up on the Best Picture nominees [here](#).)



Where did Oscar get his name? It depends whom you ask.

Valerie Macon/Agence France-Presse — Getty Images

But where did the name come from?

One explanation is that Margaret Herrick, the librarian for the Academy who would later become its executive director, saw the statue in 1931 and said it reminded her of her uncle Oscar.

Others say the nickname [came from the actress Bette Davis](#), who said the statue reminded her of her first husband, Harmon Oscar Nelson Jr.

A third version has it that the Hollywood columnist [Sidney Skolsky coined the term](#) when he referred to an old vaudeville joke “Will you have a cigar, Oscar?” in a 1934 column.

No matter who was responsible, it stuck. The Academy officially adopted the name in 1939.

*Claire Moses contributed reporting.*

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The New York Times

# Morning Briefing

Friday, February 23, 2018

[NYTimes.com](#) »

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## Your Friday Briefing

By CHRIS STANFORD





Wayne LaPierre, head of the National Rifle Association, told the Conservative Political Action Conference on Thursday that those calling for gun control after the school shooting in Parkland, Fla., were engaged in “the shameful politicization of tragedy,” adding: “They hate individual freedom.” Pete Marovich for The New York Times

*Good morning.*

*Here’s what you need to know:*

## **New passion in a stale fight**

- Within hours of last week’s school shooting in Florida, the machinery of the American gun debate ground into motion. Again.

[Some things seem different this time](#), particularly the teenagers who have confronted politicians with an intensity and composure rarely seen in recent years.

Still, veterans of both sides say the dynamics have not changed, and the National Rifle Association remains as strong as ever.

- **The head of the gun rights group**, Wayne LaPierre, [offered a fierce defense of the Second Amendment](#) on Thursday, warning the annual Conservative Political Action Conference of what he said was a socialist plot to “eradicate all individual freedoms.”

## **For teachers, a gun and a bonus**

- President Trump promoted the idea of [arming highly trained teachers](#) to combat gun violence.

“You give them a little bit of a bonus, so practically for free, you have now made the school into a hardened target,” Mr. Trump said Thursday. [Educators were less enthusiastic about the idea.](#)

We [reviewed laws governing guns in the U.S.](#) and how effective they’ve been at curbing violence.

- **Also on Thursday**, the only armed sheriff’s deputy at the site of last week’s shooting resigned after surveillance video showed him [taking cover outside rather than entering the school](#). “He never went in,” the sheriff said.

## A prison death, and cries for change

- Kavous Seyed Emami, an Iranian-Canadian environmentalist, [died in a prison in Tehran this month](#). Officials said he killed himself. They also say he was a spy.

His family doubts the official account of his death, which has become something of a rallying cry as a growing number of prominent Iranians and Westerners have been imprisoned.

- **The arrests**, analysts say, are part of a struggle between conservatives clinging to the revolution and those trying to respond to widespread calls for change.

## Gold for a Russian, if not for Russia

The figure skater Alina Zagitova today became [the first Russian athlete to win a gold medal](#) at this year’s Winter Olympics. Her home country has been barred from the Games because of a doping scheme.

[Ivanka Trump has arrived in South Korea](#), and will meet with President Moon Jae-in before attending the closing ceremony.

A miracle on ice? Maybe not, but the U.S. men’s curling team had never defeated Canada in Olympic competition before [doing it twice in four days](#). “I think it was heroic,” one curler said.

- **Here are** [the rest of today’s Olympic results](#). Find [all our coverage here](#).

## “The Daily”: Mental health and mass shootings

- How can the mental health system stop gun violence when mental illness is so rarely the cause of it?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).



Paul Manafort, President Trump's former campaign chairman, in November. He and his business partner face additional charges of money laundering, according to an indictment that was unsealed Thursday. The charges do not involve Mr. Trump or his campaign.

Jacquelyn Martin/Associated Press

## Business

- **The Chinese government** said today that it had [seized control of Anbang Insurance Group](#), the troubled company that owns the Waldorf Astoria hotel in New York and other marquee properties.
- **Donald Trump Jr.** is in India on behalf of the family business, again raising concerns about the lines between the Trump White House and the Trump Organization.

Word that he planned a speech on foreign policy [has taken the controversy to a new level](#).

- **Gathering complaints** about nursing home evictions [have caught the attention of regulators](#). Discharges often coincide with the end of Medicare coverage.
- **U.S. stocks** [were mixed](#) on Thursday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Manage stress** like [an Olympic biathlete](#).
- **How to prepare** your community [for any disaster](#).
- **Recipe of the day:** This weekend, try [flaky chicken hand pies](#).

## Noteworthy

- **Partisan writing you shouldn't miss**

[Writers from across the political spectrum](#) discuss gun control.

- **Is America “a nation of immigrants”?**

No longer, according to the federal agency that issues green cards and grants citizenship.

[U.S. Citizenship and Immigration Services has dropped the phrase](#) from its mission statement.

- **The week in good news**

[It isn't all bad out there](#).

- **Quiz time!**

Did you keep up with this week's news? [Test yourself](#).

- **Ready for the weekend**

At the movies, we review “[Annihilation](#),” starring Natalie Portman; “[Game Night](#),” with Rachel McAdams; and “[The Young Karl Marx](#).”

Our critic also [rewatched Woody Allen films](#) to see if they held up in the #MeToo moment.

It is, perhaps, a production for our times. “Jerry Springer — The Opera” has returned to New York; [our theater critic calls it](#) “a hilarious and unexpectedly touching origin portrait of how we became who we are today.”

We recommend [10 new books](#), [what to watch on TV](#) and [seven classical concerts](#) in New York.

Finally, for Gen Xers like your briefing writer, the Breeders were part of the soundtrack of the '90s. The band has re-formed, and [they spoke to us](#) about their fights, addictions and newfound

sobriety.

- **Best of late-night TV**

[Trevor Noah summed up](#) Senator Marco Rubio’s response about contributions from the National Rifle Association: “He looked like a dad trying to explain to his son why he cheated on his mom.”

- **Quotation of the day**

“There’s an unacceptably large number of younger miners who have end-stage disease, and the only choice is to get a lung transplant or wait it out and die.”

— [David Blackley](#), *an epidemiologist who led research that identified the largest cluster of advanced black lung cases ever officially recorded.*

- **The Times, in other words**

Here’s an image of [today’s front page](#) , and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

Many hockey goaltenders wear [artfully decorated masks](#) as expressions of identity.

The mask of Matt Dalton, the Canadian-born goalie for South Korea’s national team, includes the flag of his naturalized country. It also features an image of [Adm. Yi Sun-shin](#), a Korean naval commander who is celebrated for 23 victories against Japanese invaders in the 16th century.



The man on the mask is a South Korean admiral from the 16th century.

Yonhap

Korean schoolchildren are taught of Admiral Yi's military prowess and ingenuity.

Admiral Yi invented the geobukseon, or "turtle ship" — the world's first armored maritime craft. The ships were covered in protective metal and spikes, and the front had a cannon shaped like a dragon's head.

In the Battle of Myeongnyang in 1597, he [defeated a Japanese fleet of hundreds](#) with just 13 ships.

Unfortunately for Mr. Dalton, the goalie, the International Olympic Committee [deemed his mask political](#) and didn't allow him to wear it during the Winter Games. I.O.C. guidelines state that "no item may feature the wording or lyrics from national anthems, motivational words, public/political messaging or slogans related to national identity."

The South Korean hockey team was eliminated this week, but Mr. Dalton — and his Yi mask — have gained [a loyal fan base](#).

*Inyoung Kang contributed reporting.*

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The New York Times

# Morning Briefing

Monday, March 26, 2018

[NYTimes.com](#) »

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## Your Monday Briefing

By CHRIS STANFORD



Gazing through the border fence into the U.S. from Tijuana, Mexico. For the photographer, John Moore, the immigration debate extends well beyond the physical border — a line where fear and hope collide to shape American politics. John Moore/Getty Images

*Good morning.*

*Here's what you need to know:*

## The Stormy Daniels interview

- “That’s a beautiful little girl, it would be a shame if something happened to her mom.”

In a “60 Minutes” interview broadcast on Sunday, the pornographic film star said that she and her daughter were approached in Las Vegas in 2011 by a man who told her: “Leave Trump alone. Forget the story.”

The actress, whose real name is Stephanie Clifford, told Anderson Cooper that the threat was behind [her decision to strike a \\$130,000 deal for her silence](#) about an alleged affair with Donald Trump. She is now suing to get out of that agreement.

- **Our profile of Ms. Clifford** was [one of our most popular articles over the weekend](#).

## Marches could echo in midterm elections

- The rallies protesting gun violence drew hundreds of thousands around the U.S. and the world over the weekend, and Democratic and Republican leaders say [the issue could play a major role in voting in November](#).

Opinion polls show wide support for gun control. Republicans are fighting to maintain their appeal with the party's dwindling moderate wing in the suburbs, but the gun debate also poses problems for some Democrats, who will be defending Senate seats in strongly conservative states.

The March for Our Lives demonstrations were led by young people but they [had the financial backing and organizational muscle of adults](#). Here are [photographs from the protests](#).

- **While we're on the subject of guns**, Remington, one of the oldest firearm manufacturers in the U.S., [filed for bankruptcy protection](#) on Sunday.

## A defense team of one

- As President Trump faces the important decision of whether to be interviewed in the special counsel's investigation, [his personal legal team has essentially been reduced to one](#): Jay Sekulow.

Top lawyers in New York and Washington have repeatedly spurned overtures to take over the defense of Mr. Trump, who has publicly contradicted his advisers at times.

The president has a different view: "Many lawyers and top law firms want to represent me in the Russia case," [he said on Twitter](#).

Mr. Sekulow said on Sunday that Mr. Trump [would not be hiring two lawyers](#) who were announced only last week as additions to the team.

- **Separately**, we looked at how a top fund-raiser for Mr. Trump's presidential campaign later [marketed his connections to politicians and governments around the world](#), including to some with unsavory records.

## Where hope and fear collide

- The photographer John Moore has spent nearly a decade along the U.S.-Mexico border, covering the story of immigration from all sides.

He captures images of the landscape, with its natural and manufactured lines of defense. He also takes intimate portraits of migrants and border officers.

- **Here** are [17 of his photographs](#).

## "The Daily": Chicago's daily threat

- Students on the city's South Side joined protests spurred by the Florida school shooting, but they also felt frustration. Why hadn't gun violence in their community earned the same outrage?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

page 3 of 8

- **Amazon now collects sales tax** in every state that has one, but [some cities are missing out](#).
- **Apple**, hoping for more original programming, has struck deals with Steven Spielberg and other Hollywood names. But [the company is in alien territory](#).
- **S.U.V.s** will be in the spotlight at the New York auto show, [one of the headlines to watch this week](#).
- **U.S. stocks** [were down](#) on Friday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Explore how to age** [with meaning and happiness](#).
- **Change your bad habit** by replacing it with [something different](#).
- **Recipe of the day:** Embrace a meatless Monday with [stir-fried peppers, eggplant and tofu](#).

## What We're Reading

“**Caroline Wyatt** has been a superb reporter for the BBC on topics ranging from defense to religion. Here she describes, in both charming and painful detail, her continuing war against multiple sclerosis.” [ [BBC](#) ]

— [Steven Erlanger](#), *chief diplomatic correspondent*

“**This ambitious article** analyzes the oldest (and to me, most important) form of human communication: storytelling. And it nearly forensically describes how stories affect people, offering the prospect of using narrative to help address fundamental issues like climate change and building community.” [ [Stanford Social Innovation Review](#) ]

— [Meagan Lopez](#), *global digital business director*

## Over the Weekend

- **The U.S. carried out** its first drone strike [against Qaeda militants in southern Libya](#), signaling a possible expansion of the American counterterrorism campaign in North Africa.
- **At least 64 people** [were killed in a fire at a shopping mall in Siberia](#).
- **Carles Puigdemont**, the former leader of Catalonia wanted in Spain on rebellion charges, [was detained in Germany on an international arrest warrant](#).

- **Qantas Airways** completed its [first nonstop flight from Australia to Britain](#), covering about 9,000 miles in just over 17 hours.
- **Do you believe?** The No. 11-seeded [Loyola of Chicago](#), inspired by the team's 98-year-old chaplain, Sister Jean, will join [Kansas](#), [Michigan](#) and [Villanova](#) in the Final Four of the N.C.A.A. men's basketball tournament.

On the women's side, two No. 1 seeds, [Louisville and Mississippi State](#), reached the Final Four. The other two teams will be decided tonight.

- **“Pacific Rim Uprising”** [unseated “Black Panther”](#) at the top of the North American box office.

## Noteworthy

- **An “Angels” that soars**

“Sometimes, just when you need it most, a play courses into your system like a transfusion of new blood.”

A London-born revival of Tony Kushner's “Angels in America” pulses with spirit, [our chief theater critic writes](#).

- **Quotation of the day**

“He is looking for the guy who can say, ‘I know how to handle Mueller. I know you think he is bad, and we'll take care of it.’ Problem is, you can't find that lawyer, because no one will be able to do that.”

— [Roger Cossack](#), a longtime legal analyst, on President Trump's struggles to find and keep lawyers.

- **The Times, in other words**

Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

Last week, the Library of Congress in Washington [announced its annual additions to the National Recording Registry](#), which honors significant pieces of American history and culture. ([Here's the list.](#))

We'd like to look at one: the original 1930 recording of “ [Lamento Borincano](#),” by Canario y Su Grupo.



Sugar cane farmers in Puerto Rico in the 1930s.

Hansel Mieth/The LIFE Picture Collection, via Getty Images

Known as an unofficial anthem of Puerto Rico, “Lamento Borincano” was composed by Rafael Hernández, one of the island’s most renowned and prolific songwriters (although he wrote it while living in New York City).

The title refers to Borinquen, a derivation of Puerto Rico’s indigenous name.

The song reflects the plight of Puerto Rican farmers during the Great Depression. They faced not only the threat of hurricanes but also the economic changes brought after 1917, when Puerto Ricans were granted U.S. citizenship, leading to a wave of emigration.

[The lyrics](#) tell of a farmer who is “loco de contento” (crazy with happiness) at the prospect of selling his produce in town. But he arrives to find the town empty. With no one to buy anything, he returns to his farm demoralized. The song ends:

*Borinquen, the land of Eden*

*The one that when singing, the great Gautier*

*He called the pearl of the seas.*

*Now that you die*

*With your regrets*

*Let me sing to you too.*

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The New York Times

# Morning Briefing

Monday, February 19, 2018

[NYTimes.com](#) »

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## Your Monday Briefing

By CHRIS STANFORD



A vigil in Coral Springs, Fla., on Sunday for the victims of the shooting at Marjory Stoneman Douglas High School in nearby Parkland. Students from the school are organizing a demonstration in Washington next month to call for gun control. Jonathan Drake/Reuters

*Good morning.*

*Here's what you need to know:*

## How Russian trolls worked

- The Justice Department indictment against 13 people and three companies lays out in riveting detail [how Russia carried out a social media campaign](#) to disrupt the 2016 presidential election.

Posing as activists, Russians organized rallies in American cities and played on political divisions with online posts that reached hundreds of thousands of people. Our correspondent in Moscow [spoke to two former trolls about their efforts](#).

- **Although Russia sought to manipulate** the American electorate, political polarization was already well established in the U.S., [our Interpreter columnists write](#).

## President's relief turns to fury

- The indictment doesn't accuse President Trump or his associates of wrongdoing, which he quickly said was proof that there had been "no collusion" between Russia and his campaign.

But that sense of triumph soon gave way to [an angry Twitter tirade](#) by the president, who has long disputed the idea that Moscow influenced the election in his favor.

Our fact checkers had a busy weekend looking into statements about Russian interference by [Mr. Trump](#) and [a top Facebook executive](#).

- **Separately**, we examined the tactics that Michael Cohen, Mr. Trump’s longtime lawyer, [used to protect him](#). They included intimidation, hush money and a leading tabloid news business.

## A grim club consoles new members

- The mass shootings in the U.S. in recent years have forced hundreds of family members into an unwanted fellowship.

Those who lost children in earlier tragedies [are reaching out to grieving parents after last week’s shooting in Parkland, Fla.](#), to console and advise, and often to recruit them to the gun control cause.

- **As funerals for the 17 victims were held over the weekend**, student organizers said they would march in Washington next month to demand action. “We want this to stop. We need this to stop,” said Emma González, a student at Marjory Stoneman Douglas High School. “We are protecting guns more than people.”

## Iran’s “axis of resistance”

- The country is training thousands of militiamen in Syria and bringing in new technologies like drones. In the process, it is expanding a network of proxies, and [redrawing the strategic map of the Middle East](#).

Tehran’s goal, analysts say, is to build a united front in any war with Israel.

- **“Do not test Israel’s resolve,”** [Prime Minister Benjamin Netanyahu warned](#) on Sunday, while brandishing what he said was part of a downed Iranian drone.

## The C.E.O. who stood up to Trump

- One of the nation’s most powerful black chief executives [is breaking his silence](#) after publicly sparring with President Trump last year.

Kenneth Frazier, the chief executive of the pharmaceuticals company Merck, stepped down from one of the president’s business advisory councils over Mr. Trump’s response to violence by white nationalists in Charlottesville, Va.

- **“In this case, we were not talking about politics,”** Mr. Frazier told The Times in an interview. “We were talking about the basic values of the country.”

## “The Daily”: Russian interference

- The charges filed last week reveal a sophisticated plot to turn Americans against one another — one that’s still working.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **WeWork**, the global network of shared office spaces, has an [audacious, possibly delusional plan](#) to transform not just the way we work and live, but the very world we live in.
- **The currencies are virtual**, but the thieves are real. [Big holders of Bitcoin and Ether are being targeted](#) by criminals seeking to exploit the ease with which vast virtual riches can be transferred.
- **Warren Buffett's annual letter** to Berkshire Hathaway's shareholders is among [the headlines to watch this week](#).
- **U.S. markets** are closed today for Presidents' Day. Here's a snapshot of [global markets](#).

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Our best travel tips** to [make the most of China](#).
- **Find quality wine** for [under \\$20](#).
- **Embrace meatless Monday** with a [vegetable stir-fry](#).

## Over the Weekend

- **A Russian athlete** who won a medal at the Winter Olympics [is waiting for the result of a second drug test](#) after failing a preliminary screening for doping.

Here are [today's Olympics results](#). Find [all our coverage of the Pyeongchang Games here](#).

- **"Black Panther"** took in [a record-setting \\$218 million](#) at North American box offices and a global total of \$387 million.

A group of Brooklyn seventh graders [gave us their views of the film](#). Several liked the superhero's suit, but they also saw a deeper meaning.

- **At the Baftas**, the British equivalent of the Oscars, ["Three Billboards Outside Ebbing, Missouri" won big](#).
- **A new format** led to [a more competitive N.B.A. All-Star Game](#), with Team LeBron beating Team Stephen, 148-145.
- **Austin Dillon** [won the Daytona 500](#), driving the No. 3 car made famous by Dale Earnhardt Sr.

## Noteworthy

- **Uncovering a strand of history**

A librarian at a college in upstate New York found a thin envelope that may add to [the odd history of George Washington's hair](#).

- **Quotation of the day**

“You get a lot of the older ladies up in Alberta or Saskatchewan who are just going to buy those things up.”

— [John Landsteiner](#), a member of the U.S. men's curling team, on the *Men of Curling* calendar, which features the athletes in various states of undress.

- **The Times, in other words**

Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

When “The Feminine Mystique” started flying off the shelves, Betty Friedan's publisher assumed that her husband had bought all the copies.

The assumption encapsulated why she had written the book, published on this day in 1963. It went on to sell more than three million copies worldwide by 2000.



Betty Friedan at a meeting of the New York chapter of the National Organization for Women in 1968.

Sam Falk/The New York Times

Helping to ignite the women's liberation movement in the U.S. in the '60s, the book tackled what Friedan called "the problem that has no name," a dissatisfaction among women, like herself, who were defined only by their roles as wives and mothers.

The book's premise was a "damning indictment," [a Times review said in 1963](#).

Friedan used her success to advocate feminist causes and helped found the National Organization for Women and other groups. She [died in 2006, on her 85th birthday](#).

Though the book is held up as essential feminist reading, it has come under fire for its lack of diversity and inclusivity.

But 20 years after "The Feminine Mystique" was published, [Friedan wrote in The Times](#): "I am still awed by the revolution that book helped spark. That I was able to put it together at the time it was needed is something of a mystery to me."

*Anna Schaverien contributed reporting.*

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The New York Times

# Morning Briefing

Monday, April 2, 2018

[NYTimes.com](#) »

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## Your Monday Briefing

By CHRIS STANFORD



Notre Dame won the N.C.A.A. women's basketball championship on Sunday after Arike Ogunbowale, center, scored a three-point shot with 0.1 seconds left. She made a similar last-second shot two days before, to lift the Fighting Irish over Connecticut. Tony Dejak/Associated Press

*Good morning.*

*Here's what you need to know:*

## **In the gun debate, a moment or a movement?**

- A week after student-led marches around the U.S. called for gun control, [both sides in the debate think they are being underestimated](#).

“It’ll go away,” a 77-year-old gun owner in Virginia said of the protests. “Like all the other times.”

Forty miles away, a high school student had a different take: “They’re looking for us to get bored. We’re not going to get bored.”

The young activists are hoping to drive real change in this fall’s midterm elections and beyond, but that would hinge on reversing years of below-average voter turnout for their age group.

- **In an essay for The Times Magazine,** [a lifelong gun owner wrestles with the changes](#) to gun laws that he says must come, and with his fears of what such changes might destroy.

## **Political power backfires for Kushners**

- Twelve years ago, Charles Kushner was making wallets at a prison camp in Alabama.

So it felt like redemption when the real estate baron's son Jared was named President Trump's senior adviser.

But being at the pinnacle of American political power has turned out to be [a wellspring of trouble for the Kushners](#). Their access to the president has brought criminal and regulatory inquiries, and their business empire's deals are scrutinized for hints of federal influence.

- **In a recent interview, Charles Kushner** had an invitation for investigators: "Go knock yourselves out for the next 10 years," he said. "We didn't do anything wrong."

## Vaping in schools: "It's our demon"

- Officials across the U.S. [are struggling to control the use of e-cigarettes](#) among students.

The devices are so easily concealed that it's possible to vape in class.

- **E-cigarettes are widely considered safer** than traditional ones, but health officials fear that vaping is creating a new generation of nicotine addicts.

## Unraveling a police state

- The Morning Briefing doesn't mention Uzbekistan very often, but the Central Asian nation has recently been a source of (relatively) good news, [bucking a global trend toward authoritarian rule](#).

Eighteen months after the death of its longtime dictator, Uzbekistan's new leadership has been trying to open up one of the world's most repressive countries by releasing political prisoners and allowing some freedom of expression.

- **"The ice is melting in this country,"** a confidant of the new president told our correspondent.

## "The Daily": The prison problem

- There's a highly personal battle inside the White House about overhauling the penal system.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **China** [announced tariffs as high as 25 percent](#) on 128 American-made products today. The move is intended to pressure the Trump administration into backing down from a simmering trade war.

- **Anchors at local TV news stations** across the U.S. made identical comments last month about media bias. [The script came from the stations' owner](#), Sinclair Broadcast Group.

- **In the tight U.S. labor market**, positions in out-of-the-way places like poultry plants and lumber mills can be tough to fill. [But that presents an opportunity for refugees.](#)
- **Speaking of jobs**, the March employment report is among [the headlines to watch this week.](#)
- **U.S. stocks** were closed on Good Friday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Improve public health** through [proper sneezing etiquette.](#)
- **Readers wrote to us** about whether they're [leaving their children an inheritance](#) and how their decisions have affected their finances and family.
- **Recipe of the day:** Start the week with [vegetarian tortilla soup](#) flavored with chipotles in adobo.

## What We're Reading

*Our journalists recommend these great pieces:*

- **“Step by step**, this interactive piece gently leads you into the story of a mother whose life was devastated by a gun attack.

“Somehow, it manages to be as lovely, even whimsical, as it is devastating.” [ [WeTransfer/Five Dials](#)]

— [Sarah Lyall](#), *writer at large*

- **“Do you remember last year**, when an airport in Portugal unveiled a bronze bust of Cristiano Ronaldo, which was widely mocked?

“A sports site interviewed the sculptor about the experience, and it is an unsettling and at points touching reminder that the social media world is also the real world.” [ [B/R Football, via Twitter](#)]

— [Max Fisher](#), *The Interpreter columnist*

## Over the Weekend

- **On Easter Sunday**, [Pope Francis urged reconciliation in the Middle East](#) and pressed for “the fruits of dialogue” in Asia.
- **A public relations battle** has erupted after violence along Israel's border with Gaza [left 15 Palestinians dead.](#)

- **President Trump** [blamed Democrats and Mexico for a “dangerous” flow of immigrants](#) , and vowed “NO MORE DACA DEAL.” He also threatened to walk away from the North American Free Trade Agreement.
- **A Chinese space station** the size of a school bus re-entered Earth’s atmosphere, [scattering over the southern Pacific Ocean](#).
- **North Korea’s leader** , Kim Jong-un, [greeted South Korea’s most popular girl band](#) , Red Velvet, at a concert in Pyongyang.
- **Steven Spielberg** successfully returned to his crowd-pleasing roots, as [“Ready Player One” earned \\$53.2 million](#) and the top spot at the North American box office.

## Noteworthy

- **Redemption of a lost prodigy**

As a child, Saul Chandler was a promising violinist, playing at Carnegie Hall before the age of 11. But at 16, he had a nervous breakdown and left the world of classical music.

Fifty years later, he has found refuge at a boatyard in the Bronx. [His story was one our most popular this weekend](#).

- **In memoriam**

[Johan van Hulst](#) helped save as many as 600 children from a Nazi concentration camp. He died at 107.

[Steven Bochco](#), a celebrated TV writer and producer, created boundary-pushing dramas like “Hill Street Blues,” “L.A. Law” and “NYPD Blue.” He was 74.

- **Notre Dame 2, Buzzer 0**

Two days after Arike Ogunbowale hit a last-second shot to beat Connecticut, [she did it again on Sunday](#), giving Notre Dame its second N.C.A.A. women’s basketball title. The Fighting Irish beat Mississippi State, 61-58.

The men’s championship game, between Michigan and Villanova, is tonight. [Here’s how the teams match up](#).

- **Quotation of the day**

“No, you’re not. No, you’re not. No, you’re not. No, you’re not.”

— [Mike Stanton](#), father of the New York Yankees slugger Giancarlo Stanton, recalling what he told his wife at the time, Jacinta Garay, when she wanted to name their son Fidel.

- **The Times, in other words**

Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

The annual [White House Easter Egg Roll](#) is scheduled to take place today on the South Lawn.

The tradition dates from 1878, when Rutherford B. Hayes was president, though some accounts suggest that informal egg-rolling parties began under Abraham Lincoln.



The White House Easter Egg Roll in 1929.

Library of Congress

The first lady, Melania Trump, will host guests who won a public lottery in February. In the signature event, children guide the eggs across the lawn with a wooden spoon. There will be live music and other activities, including a reading nook staffed by White House figures like Kellyanne Conway, the president's counselor, and Sarah Huckabee Sanders, the press secretary. New this year: bowling.

The elaborate and labor-intensive Egg Roll is among the most daunting social events a presidential staff has to plan, [The Times noted last year](#).

Guests receive souvenir wooden eggs as they leave, a tradition that began when Nancy Reagan was first lady. This year, the commemorative eggs were made from birch [by a company in Maine](#), and they're also [available online](#).

The White House says that more than 21,000 guests attended last year. That was down from about 37,000 in recent years. They expect 30,000 today.

*Karen Zraick contributed reporting.*

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The advertisement features a blue background with a white border. On the right side, there are three product images: a large black bottle of Gold Standard Whey, a smaller blue bottle of Fish Oil, and a black box of another product. The text is primarily in white and red, with a red 'SHOP NOW' button.

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The New York Times

# Morning Briefing

Monday, February 26, 2018

[NYTimes.com](#) »

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## Your Monday Briefing

By CHRIS STANFORD



Mourners on Sunday at a memorial for the victims of the shooting at Marjory Stoneman Douglas High School in Parkland, Fla. Staff members begin returning to work today, and classes will resume on Wednesday. David Santiago/Miami Herald, via Associated Press

*Good morning.*

*Here's what you need to know:*

## No limits for Xi

- The Communist Party has proposed revising China's Constitution [to abolish term limits on the presidency](#), a move that could allow President Xi Jinping to remain in office indefinitely.

It is the boldest move yet by Mr. Xi, who is seeking to strengthen the party's control and to restore China as a global power.

The Constitution limits Mr. Xi, who became president in 2013, to two five-year terms.

- **Government censors** rushed to block criticism of the plan, [which renewed fears of strongman politics](#).

**“It’s never going to be the same. Never.”**

- Students and parents [returned to Marjory Stoneman Douglas High School](#) in Parkland, Fla., on Sunday for the first time since the mass shooting there that killed 17.

“It’s like the first day of school,” one student said, “but it’s not normal at all.”

Lawmakers on Capitol Hill are also back, after a weeklong recess. [They face intense pressure to act on gun control](#), but, as our reporters note, “If the past is prologue, Congress will do nothing.”

- **Sheriff Scott Israel** [defended his “amazing leadership”](#) as questions mounted over his department’s response. At least one deputy failed to enter the school while the shooting was in progress.

## Democrats’ rebuttal is made public

- [A House panel released a redacted memo](#) over the weekend that counters Republican claims of abuses by the F.B.I. and the Justice Department in the Russia investigation. [Read the memo here](#).

President Trump blocked the release of the Democratic memo two weeks ago, citing national security concerns.

- **Here are** [five takeaways from the document](#), which details what the Democrats say were inaccurate claims and omissions in an earlier Republican memo.

## The Olympics are over. Is the diplomacy?

- The Winter Games closed in Pyeongchang, South Korea, and the question is now [whether signs of a thaw between the two Koreas will last](#).

President Moon Jae-in of South Korea said on Sunday that [the North was willing to talk with the U.S.](#), although Washington announced new sanctions against Pyongyang last week. “If the sanctions don’t work, we’ll have to go Phase 2,” President Trump said.

We have [highlights and photos](#) from the closing ceremony, and our Olympics team [reflected on their favorite moments](#) from the past two weeks.

- **The U.S. finished** with 23 medals, nine of them gold. [Here’s the full count](#).

## “The Daily”: CPAC in the #MeToo era

- There was little room for alternative views at the Conservative Political Action Conference.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **The Weinstein Company** [will file for bankruptcy](#) after talks about a sale collapsed. The film and TV studio has been struggling since a wave of accusations of sexual misconduct against Harvey Weinstein, a co-owner.
- **The Supreme Court** is to hear a case today that [could affect public-sector unions](#). At issue is whether government employees must pay unions for representing them in collective bargaining.

- **Balking at “blockchain bros”:** Women who have been trying to join the gold rush of virtual currencies [are finding a gender divide](#).
- **A new round of talks** on the North American Free Trade Agreement is among [the headlines to watch this week](#).
- **U.S. stocks** [were up](#) on Friday. Here’s a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Traveling?** Here are [simple tips to get by](#) if you don’t know the language.
- **You can weather** [a turbulent stock market](#).
- **Try a meatless meal** of [Sri Lankan dal with coconut and lime kale](#).

## Over the Weekend

- **A new U.N. resolution** demanding a cease-fire across Syria appeared to have little effect, as [government forces attacked](#) a rebel-held enclave near the capital, Damascus. There were reports on Sunday of a suspected chlorine attack.
- **The authorities in Atlanta** announced a \$10,000 reward for information about a Centers for Disease Control and Prevention employee [who disappeared two weeks ago](#).
- **Warren Buffett** said in his annual letter to Berkshire Hathaway shareholders that it had [recorded more than \\$29 billion in gains](#) from the tax overhaul in December.
- **“Black Panther”** may soon join the \$1 billion club. The Marvel superhero movie [has earned more than \\$700 million](#) in global ticket sales in 12 days.

## Noteworthy

- **Fortified, but still in peril**

In the years after Hurricane Katrina, more than 350 miles — and \$20 billion — of levees, flood walls, gates and pumps were built to encircle New Orleans. [Experts say it’s not enough](#) .

The article is part of a special report about the ecological crisis facing Louisiana’s coast, the product of a partnership between The Times and NOLA.com | The Times-Picayune of New Orleans.

For more coverage of climate change, [sign up for our newsletter, Climate Fwd.](#)

- **Hoping to head off would-be migrants**

France has set up an outpost in Niger to [screen those seeking asylum](#).

But very few are actually approved, which sends a message to others thinking of migrating: Stay home.

- **Quotation of the day**

“Xi Jinping is susceptible to making big mistakes because there are now almost no checks or balances. Essentially, he has become emperor for life.”

— [Willy Lam](#), the author of a 2015 biography of Mr. Xi, on China’s moves to abolish presidential term limits.

- **The Times, in other words**

Here’s an image of [today’s front page](#) , and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

“Was it really that bad?”

That’s what Arthur Bicknell asked years after his play, a mystery farce called “Moose Murders,” opened and closed on the same night this month in 1983 — setting a punishing new standard for Broadway flops.



“Moose Murders,” a crime on stage.

Ruby Washington/The New York Times

“The simple answer,” he [conceded to The Times](#), “is yes.”

[Reviews were brutal](#). Brendan Gill of The New Yorker said it “would insult the intelligence of an audience consisting entirely of amoebas.” Dennis Cunningham of CBS advised, “If your name is Arthur Bicknell, change it.” (In one account, a woman leaving the theater shouted to a police officer, “Arrest this play!”)

Here’s the [Times review](#) by Frank Rich, who years later would call it “the worst play I’ve ever seen on a Broadway stage.”

In the years since its ill-fated debut, “Moose Murders” has gained notoriety, if not respect. In 2011, Mr. Bicknell published “[Moose Murdered](#): How I Learned to Stop Worrying and Love My Broadway Bomb.”)

In fact, there have been revivals of “Moose Murders” around the world — and at least one comical twist. In 2007, the Repertory Philippines misidentified the author of the play in posters around Manila. Instead of [Mr. Bicknell](#), it credited [The Times’s critic, Mr. Rich](#).

*Charles McDermid contributed reporting.*

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**The New York Times**

# Morning Briefing

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Thursday, March 15, 2018

[NYTimes.com](#) »

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## Your Thursday Briefing

By CHRIS STANFORD



A student-led protest at Santa Monica High School in California on Wednesday. “We all want a good community and we all want to make a change,” said a student at a walkout in Chicago. Jenna Schoenefeld for The New York Times

*Good morning.*

*Here’s what you need to know:*

## **Missions in Africa continued, quietly**

- Two months after four U.S. soldiers were killed in Niger, a group of Green Berets and local forces [killed 11 Islamic State militants](#) in a previously undisclosed battle.

No American or Nigerien forces were harmed in the fight in December. But it indicates that the deadly Oct. 4 ambush was not an isolated episode in the West African nation, where the U.S. is building a major drone base.

- **Wednesday’s news** follows the revelation last week that the U.S. carried out four airstrikes in Libya between September and January that Africa Command failed to disclose at the time.

## **A map for Trump country**

- A razor-thin victory in a special House election in Pennsylvania [has given Democrats hope for this fall’s elections](#) in districts that voted heavily for Donald Trump.

The winner, Conor Lamb, presented himself as independent-minded, vowing early that he would not support Nancy Pelosi to lead the House Democrats. His approach could become a template for moderate Democrats seeking seats in conservative-leaning areas.

- **Speaking to voters**, our reporter learned that, while anti-Trump motivation is abundant, [candidates still matter in close races](#).

## Out of class, into the streets

- Thousands of students [walked out of schools across the U.S.](#) on Wednesday as part of a coordinated protest calling for gun control.

The walkouts generally lasted for 17 minutes, one for every victim in last month's school shooting in Parkland, Fla. Here are [photos from around the country](#).

- **Although the protests** commanded attention on TV and social media, it was clear that many students did not participate, especially in rural and conservative areas where gun control is not popular.

## Expelling Russians is the easy part

- Britain wants the support of its allies in taking action against Moscow after a nerve-agent attack against a former spy.

But Prime Minister Theresa May — [who expelled 23 Russian diplomats](#) on Wednesday — leads a country whose position in the world has weakened, and it's uncertain how much help she'll get.

She does have the backing of Nikki Haley, the U.S. ambassador to the U.N., who called the poisoning “an atrocious crime” during [an emergency session of the Security Council](#).

- **As part of Britain's retaliatory measures**, no ministers or royals [will attend the World Cup in Russia](#) this summer.

## Easter Island is eroding

- The remote Pacific island is critically vulnerable to rising sea levels.

Two Times journalists traveled 2,200 miles off the coast of Chile to see how the ocean [is erasing famous ancient monuments](#).

- **Archaeologists fear losing clues** to one of the island's great mysteries: What caused the collapse of the civilization that built the statues?

## “The Daily”: “The Gunshine State”

- Florida is a gun-friendly place, and proposed restrictions have often been blocked. What changed after the Parkland shooting?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

page 3 of 8

- **The Senate**, in a rare show of bipartisanship, [voted to ease some rules](#) imposed after the 2008 financial crisis.

But Republicans in the House are expected to push for a much more expansive rollback of the 2010 Dodd-Frank Act.

- **From cable to the White House**: Larry Kudlow, a CNBC television pundit, [will become President Trump's top economic adviser](#), replacing Gary Cohn.
- **Elizabeth Holmes**, once a favorite of Silicon Valley, [has been charged with fraud](#). She had captivated investors and the public with her company, Theranos, which promised that a simple blood test could detect a range of illnesses, from diabetes to cancer.
- **There will be no more Toys “R” Us kids**. The retail chain [is closing its U.S. stores](#).
- **U.S. stocks were down** on Wednesday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Protect** a [laptop after it's been stolen](#).
- **For heart disease patients**, [think exercise](#), not weight loss.
- **Recipe of the day**: [Chicken and rice](#) is a glorious one-pot weeknight meal.

## Noteworthy

- **Stephen Hawking taught us how to live**

“Whether or not he overturned the universe, he did overturn our imaginations.” One of our science reporters [appraised the extraordinary life](#) of the English cosmologist, who died on Wednesday.

Here's [a brief history](#) of Dr. Hawking's work, [six cultural moments](#) he inspired and [some of his most memorable quotations](#).

- **Cyberattack with a deadly goal**

In August, the hacking of a petrochemical company with a plant in Saudi Arabia was intended not just to destroy data or force a shutdown, investigators say.

It was also meant [to sabotage the firm's operations and cause an explosion](#).

- **Is your bracket ready?**

The N.C.A.A. men's basketball tournament begins today.

We looked at [the best and worst](#) on the court, [the myths of March Madness](#) and [the 98-year-old nun](#) who is in the huddle with Loyola University-Chicago.



Sister Jean Dolores-Schmidt has served as team chaplain for Loyola University-Chicago's basketball program since 1994.

Alyssa Schukar for The New York Times

- **Mayor watched a dance recital. Now he's the ex-mayor.**

[The mayor of Tehran resigned](#) after attending a celebration where six girls danced and threw rose petals in honor of a female saint.

Women are not allowed to dance in public in Iran — and girls older than 9 are regarded as women by clerics.

- **Best of late-night TV**

Samantha Bee [reveled in Conor Lamb's victory](#) in Pennsylvania: “You know, I’m really enjoying this radical new Democratic strategy called ‘trying.’ ”

- **Quotation of the day**

“We have grown up watching more tragedies occur and continuously asking: Why? Why does this keep happening?”

— [\*Kaylee Tyner\*](#), a 16-year-old who joined a gun-violence walkout at Columbine High School in Colorado, where 13 people were killed in 1999.

- **The Times, in other words**

Here’s an image of [today’s front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

“The Godfather,” which opened in New York on this day in 1972, was “one of the most brutal and moving chronicles of American life ever designed within the limits of popular entertainment,” [the Times film critic Vincent Canby wrote](#).



Marlon Brando won — but didn’t accept — an Academy Award for his role in “The Godfather.”

Paramount Pictures

The adaptation of Mario Puzo’s best-selling 1969 novel was directed by a young Francis Ford Coppola. [He was selected](#) after numerous other directors turned down the job, and in part for his Italian heritage.

The saga of the Corleones, an organized crime family in New York in the 1940s and ’50s, “The Godfather” became an almost-instant classic. It was the top-earning film of 1972 and remains one of the highest-grossing (and [most critically acclaimed](#)) movies of all time.

Nominated for 10 Academy Awards in 1973, “The Godfather” won three, including best picture and best actor for Marlon Brando, who played Vito Corleone, the family’s aging patriarch. Brando [famously declined to accept the award](#) as a protest of Hollywood’s portrayal of Native Americans.

“The Godfather” was “a superb Hollywood movie,” Canby wrote in 1972, “scaring the delighted hell out of us while cautioning that crime doesn’t (or, at least, shouldn’t) pay.”

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The New York Times

# Morning Briefing

Thursday, March 1, 2018

[NYTimes.com](#) »

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## Your Thursday Briefing

By CHRIS STANFORD



Students returned to class at Marjory Stoneman Douglas High School in Parkland, Fla., on Wednesday, two weeks after a gunman killed 17 people there. Saul Martinez for The New York Times

*Good morning.*

*Here's what you need to know:*

## February marches out like a lion

- Wednesday was an extraordinarily busy day, particularly in Washington.

[Tensions between President Trump and Attorney General Jeff Sessions flared publicly](#) when the president criticized Mr. Sessions for not opening his own investigation into Republican charges of misconduct in the Russia investigation. Mr. Sessions had suggested that the Justice Department's inspector general, an Obama administration appointee, would look into them instead.

In a tweet, the president called Mr. Sessions "DISGRACEFUL." Mr. Sessions responded with a rare statement defending his "integrity and honor."

- **Separately, Hope Hicks**, the White House communications director and one of Mr. Trump's longest-serving advisers, [plans to leave in the next few weeks](#). The news came a day after she testified that her job occasionally required telling "white lies."

## A shock to the N.R.A.'s system

- At the National Rifle Association's annual meeting last year, President Trump declared, "I can proudly say I will never, ever let you down."

That wasn't evident at a meeting with lawmakers on Wednesday, as [Mr. Trump called for comprehensive gun control legislation](#).

He also suggested that guns could be seized from mentally ill people or others who presented a danger. "Take the guns first, go through due process second," he said. [We fact-checked some of his comments](#).

- **It was unclear** what effect Mr. Trump's statements might yield. In January, he said he favored a bipartisan immigration bill, but he reversed that position soon after.

## Back to school, with some empty desks

- Classes resumed at Marjory Stoneman Douglas High on Wednesday, two weeks after a gunman killed 17 people at the Florida school.

[Our reporter spent the day with Brooke Harrison](#), 14, who lost three classmates in her Honors English class. "I feel like I'm on an episode of 'C.S.I.," she said.

- **Two of the leading gun sellers in the U.S.**, Walmart and Dick's Sporting Goods, announced steps [to limit their sales of firearms](#), including requiring gun buyers to be at least 21, regardless of local laws.

## New ethics concerns involving Kushner

- The real estate business of Jared Kushner, President Trump's son-in-law and senior adviser, [received large loans last year from two companies](#) whose executives had met with Mr. Kushner at the White House.

Citigroup lent \$325 million to Kushner Companies in the spring, and Apollo Global Management, a private equity firm, lent \$184 million in November.

- **Mr. Kushner**, who remains heavily invested in his family's business, has long been dogged by questions about conflicts of interest.

## China says no to Pooh (and the letter N)

- After China proposed changing the Constitution so that President Xi Jinping could remain in power indefinitely, Communist Party censors have [scoured the internet to suppress criticism](#).

"My emperor," "lifelong" and "shameless" were obvious targets of censors. But images of Winnie the Pooh — to whom Mr. Xi is sometimes likened — have also been erased.

- **The letter N was also briefly censored**, according to one University of Pennsylvania professor, apparently to pre-empt expressing dissent mathematically:  $N > 2$ , with "N" being the number of Mr. Xi's terms in office.

## "The Daily": Trump versus the N.R.A.

- President Trump stunned lawmakers by apparently embracing some gun control, and Hope Hicks resigns.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **Virtual coins, real resources:** One explanation for America's productivity problem may be [the energy, time and money](#) spent to make digital products like Bitcoin.
- **How low** can unemployment go? Economists aren't sure, [our chief economics correspondent writes](#).
- **Spotify has filed to go public.** [The music streaming service is valued as high as \\$23 billion](#) (you read that right).
- **U.S. stocks** [were down](#) on Wednesday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **If your marriage** is in a rut, [try these "love hacks."](#)
- **"Smart" items** may have more features, but sometimes [dumb is better](#).
- **Recipe of the day:** Pair your morning tea with [maple scones](#).

## Noteworthy

- **U.S. Olympic chief resigns**

Scott Blackmun, who called for the resignation of the entire board of U.S.A. Gymnastics after a sexual abuse scandal, is [the latest official to go](#).

Separately, the International Olympic Committee [lifted its ban on Russia](#) after the remaining drug tests from the Pyeongchang Games were negative.

- **The myth that built the modern world**

Why do we identify with millions of strangers based solely on borders? [In this video from The Interpreter](#), we explain how new the idea of national identity is.

- **Today's number: 8.3 billion**

In a study published last year, scientists estimated that 8.3 billion metric tons of plastic had been produced since the 1950s.

A Dutch supermarket on Wednesday introduced what it billed as [the world's first plastic-free aisle](#) .

- **Best of late-night TV**

Trevor Noah was surprised that [President Trump called out Republicans for their ties to the N.R.A.](#) “I’ve got to tell you, he didn’t say what you’d expect.”

- **Quotation of the day**

“We’re not ditching any constitutional protections simply because the last person the president talked to today doesn’t like them.”

— [Senator Ben Sasse](#), *Republican of Nebraska, on the surprise reversal by President Trump on gun control.*

- **The Times, in other words**

Here’s an image of [today’s front page](#) , and links to our [Opinion content](#) and [crossword puzzles](#).

- **A frozen upper lip**

Your Morning Briefing is produced from London, where we’re accustomed to rain. But not so much to snow, which has arrived in relative abundance this week. [Please enjoy our video.](#)

## Back Story

It has been called “[the toughest job you’ll ever love](#) .”

The Peace Corps got its start on this day in 1961, established under an executive order by President John F. Kennedy.



President John F. Kennedy greeted Peace Corps trainees in 1962.

Abbie Rowe, via John F. Kennedy Presidential Library

The idea to send American volunteers around the world to assist with development projects and to promote the image of the U.S. existed in various forms after the end of World War II.

But it was during a campaign stop at the University of Michigan a few weeks before he was elected president that [Kennedy asked a crowd of students](#), “How many of you who are going to be doctors are willing to spend your days in Ghana?”

Kennedy would repeat that call to service a few months later [during his inaugural address](#), when he urged Americans to “Ask not what your country can do for you — ask what you can do for your country.”

The Peace Corps has not been without criticism: Richard Nixon said it was [a haven for draft dodgers](#), and, more recently, the organization has faced [questions about the health and safety](#) of its volunteers, particularly women.

But after initially operating in only a handful of countries, the Peace Corps has sent [more than 230,000 volunteers to 141 nations](#).

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The New York Times

# Morning Briefing

Thursday, February 22, 2018

[NYTimes.com](#) »

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## Your Thursday Briefing

By CHRIS STANFORD



Students from Marjory Stoneman Douglas High School at a meeting with President Trump in the White House on Wednesday. Tom Brenner/The New York Times

*Good morning.*

*Here's what you need to know:*

## **“How many children have to get shot?”**

- Those were the words of the father of a student killed last week at a Florida high school as he [pressed President Trump to act](#). “It should have been one school shooting, and we should have fixed it,” he added during a White House visit on Wednesday.

Mr. Trump said that arming educators could be a solution to gun violence. Here are [11 dramatic exchanges about gun control](#) on Wednesday.

In Florida, Senator Marco Rubio and a spokeswoman for the National Rifle Association [were repeatedly booed during a nationally televised forum](#) at which they refused to back new gun control measures.

And [student protesters at the Florida Capitol confronted lawmakers](#), who responded that gun-related legislation could be introduced by Friday.

- **Polls show strong support for action** on gun control and immigration. That sentiment is not, however, shared by the Republicans who control the government, [our chief Washington correspondent says](#).

## Patrolling far from the border

- Border Patrol officers are working on private property and [setting up checkpoints up to 100 miles from the frontier](#), part of an aggressive crackdown on illegal immigration.

The government isn't required to obtain a warrant before searching people or property at ports of entry. Within what the Justice Department has defined as a "reasonable distance," officers can search people suspected of violating immigration law or smuggling drugs.

- **But many residents and travelers** say that authority amounts to an invasion of privacy.

## Ivanka at the Games

- When Kim Jong-un's sister attended the Winter Olympics two weeks ago, the South Korean news media called her "North Korea's Ivanka."

They're about to get the real one.

Ivanka Trump [will attend the closing ceremony at the Games](#) this weekend, a visit that administration officials say could smooth some of the tensions from Vice President Mike Pence's trip.

- **For its part**, North Korea announced today that it would [send a high-level delegation](#), another sign that the two Koreas are trying to improve ties.

## A pastor to millions

- The Rev. Billy Graham was America's best-known Christian evangelist for more than 60 years, using satellites to transmit sermons worldwide. [He died Wednesday at 99.](#)

A counselor to presidents, Mr. Graham at times filled the role of national clergyman, offering prayers after the Sept. 11, 2001, terrorist attacks and preaching in New Orleans after Hurricane Katrina.

[Our video explains](#) how Mr. Graham capitalized on modern communication technologies to give his ministry a global reach.

- **He will lie in repose** Monday and Tuesday in Charlotte, N.C., and [his funeral will be on March 2.](#)

## A fault line that runs through Poland

- The European Union has bestowed huge sums on Poland, but [the country's nationalist government has repeatedly bitten the hand](#) that feeds it, with Warsaw accused of undermining democratic values.

Poland will define whether the union's long effort to integrate the former Soviet bloc succeeds or fails, and the stakes for Europe, many believe, far outweigh those of Britain's exit.

- **Speaking of Brexit**, Britain's government suggested on Wednesday that the transition period could be longer than two years, a time frame that [disappointed hard-line supporters of withdrawal.](#)

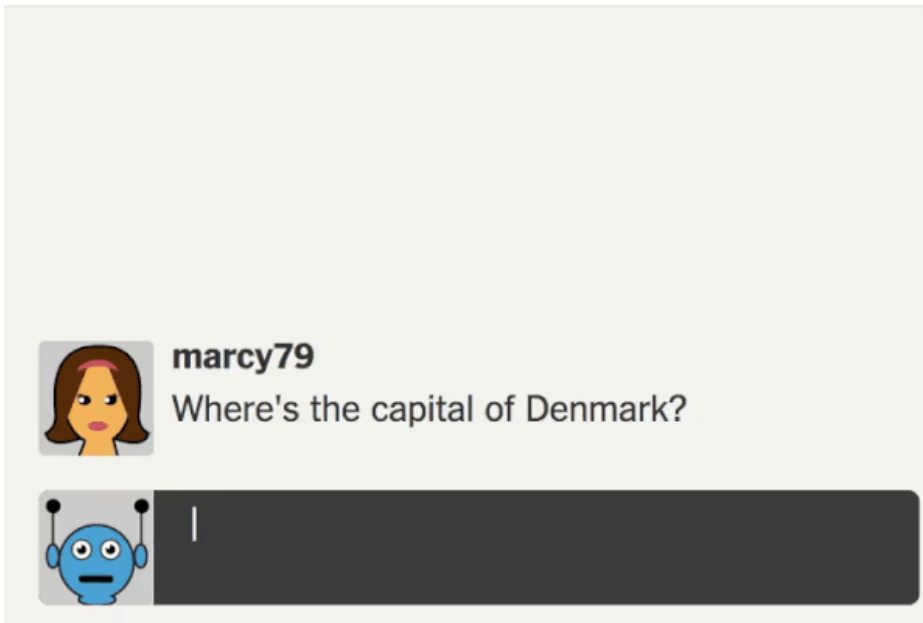
## “The Daily”: Students protest gun violence

- Demands for restrictions have followed one mass shooting after another, but little has changed. This time, survivors are leading the charge.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **The U.S. economy** is [ready for higher interest rates](#), officials at the Federal Reserve say.
- **Ford Motor** [ousted the head of its North American operations](#) over what it called “inappropriate behavior.”
- **Conversational A.I. systems** can be improved by letting them talk to people online, researchers say. [But people can be a bad influence](#).



Minh Ung/The New York Times

- **Alexa, Amazon’s voice assistant** , has a shot at becoming the third great consumer computing platform of the decade, [our tech columnist writes](#).
- **U.S. stocks** [were down](#) on Wednesday. Here’s a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- “**Natural**” sounds great on a food label, but it [doesn’t always mean what you think](#) .
- **Want to get away?** Here are [10 affordable European trips](#).
- **Recipe of the day:** Pasta with bacon, cheese, lemon and pine nuts [satisfies many tastes](#).

## Noteworthy

- **Americans win hockey gold**

[The U.S. women beat Canada](#) today in a shootout, 3-2, to capture their first Olympic gold in ice hockey in 20 years. The two countries have dominated the event since women’s hockey was introduced at the Games in 1998.

On the slopes, [Mikaela Shiffrin won silver](#) in the Alpine combined event; Lindsey Vonn finished without a medal.

Here are [the rest of today’s results](#) from Pyeongchang, South Korea. Find [all our coverage here](#).

- **Bomb attack at U.S. embassy**

[A man threw an explosive device](#) onto the grounds of the embassy in Montenegro, but killed only himself, the State Department said.

- **On second thought**

Nearly 70 percent of Americans link human activity to climate change. We [spoke to six doubters about what changed their views](#).

If you want more climate-related news, [sign up for our new email newsletter, Climate Fwd](#):

- **A bed in the clouds**

Our writer recently [spent a luxurious night in One57](#), one of New York City’s newest, tallest and most resented buildings.

- **Best of late-night TV**

[Jimmy Kimmel had a message for conspiracy theorists](#) who say the students in Parkland, Fla., are actors: “Your brain is not functioning, and I’m worried about you.”

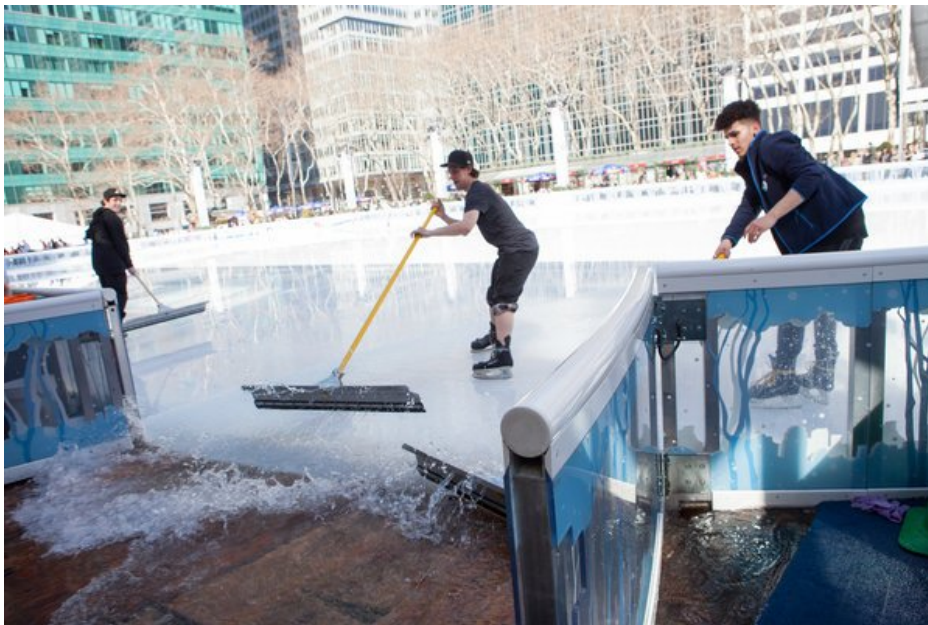
- **Quotation of the day**

“It doesn’t matter what a pistolero you are, or think you are. You don’t need to be in school in charge of protecting children.”

— [Joel Myrick](#), *a former assistant principal who survived a school shooting, on efforts to arm teachers.*

- **The Times, in other words**

Here’s an image of [today’s front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).



Temperatures as high as 78 turned the Bryant Park skating rink in Manhattan slushy on Wednesday. But the forecast today is cold, gray and wet.

Julia Gillard for The New York Times

## Back Story

It’s easy to spot members of the Dutch delegation at the Winter Olympics because they travel on orange bicycles, 132 of which were shipped to South Korea.

The bikes are helping athletes feel at home. In the Netherlands, [bicycles outnumber people](#), 22.5 million to 18 million.





Bikes outnumber people in the Netherlands.

Ilvy Njiokiktjien for The New York Times

But the Netherlands [wasn't always a cyclist's haven](#) . In the 1950s and '60s, as people started buying more cars, two-wheelers started to be pushed off the road.

Literally. Bicycle deaths, like traffic deaths as a whole, increased.

In 1971, about 3,300 people died in traffic accidents, including 400 children. Activist groups sprang up. Stop de Kindermoord (Stop the Child Murder) was [among the most prominent](#).

The number of traffic deaths has dropped since then. In 2016, the Netherlands saw [629 traffic deaths](#), about a third of which were bike deaths. Twelve were children.

Part of the success story: the country's bike lanes, a network measuring about 22,000 miles.

*Claire Moses contributed reporting.*

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**The New York Times**

# Morning Briefing

Thursday, March 8, 2018

[NYTimes.com](#) »

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## Your Thursday Briefing

By CHRIS STANFORD



The investigative reporter Ida B. Wells, left, and the poet Sylvia Plath are two of the famous women who never received an obituary in The Times. A new project starting today tells their stories and those of others who have been overlooked.  
Chicago History Museum/Getty Images; Bettmann

*Good morning.*

*Here's what you need to know:*

## Curtain-raising for tariffs

- President Trump is set to [sign sweeping tariffs on steel and aluminum imports](#) this afternoon, under a legal provision that allows him to take actions to defend national security.

More than 100 Republican lawmakers urged the president to drop the plan, which would initially exempt Canada, the largest source of steel and aluminum for the U.S., and Mexico. Washington is linking the exemptions to renegotiations of the North American Free Trade Agreement.

The proposal has raised fears of retaliation. “Choosing a trade war is a mistaken prescription,” [China’s foreign minister said today](#). (Our senior economics correspondent calls it [more of a “skirmish.”](#) )

- **Gary Cohn**, the top economic adviser who just resigned, was a vocal opponent of the protections. The exodus of White House advisers is increasingly leaving the president to follow his instincts, [our correspondents write](#).

## The president and his lawyers

- Ignoring his lawyers' advice, President Trump [asked key witnesses in the Russia inquiry what they had discussed](#) with investigators, according to people familiar with the encounters.

Legal experts said the contacts, with Donald McGahn, the White House counsel, and with Reince Priebus, his former chief of staff, most likely did not amount to witness tampering. The White House didn't respond to several requests for comment.

- **Separately, President Trump's lawyer** [secretly obtained a temporary restraining order](#) last week to prevent Stephanie Clifford, the pornographic-film star known as Stormy Daniels, from speaking about her alleged affair with Mr. Trump.

## Differing approaches to gun violence

- Three weeks after the mass shooting at a high school in Parkland, Fla., most gun safety proposals appear to be going nowhere on Capitol Hill. Republican leaders are [shifting instead toward measures to increase security at American schools](#).

Democrats and advocates of gun control accuse Republicans of diverting attention from the proliferation of weapons.

- **In Florida**, however, the House defied the National Rifle Association on Wednesday, passing [a \\$400 million gun control and school safety bill](#) that's on its way to the governor. [Here's what's in the measure](#).

## North Korean leader adds charm to arsenal

- Months after a series of missile tests raised fears of war, [a smiling Kim Jong-un surprised South Korean officials this week](#) with a willingness to start talks with the U.S. on ending his nuclear program.

"He seems to be evolving into a strategic thinker with a game plan instead of a bomb thrower," Bill Richardson, a veteran U.S. diplomat, said. "What we need to be worried about is this: Is he setting up a trap for all of us?"

- **The prospect of negotiations** — even if they fail — [is welcome in China](#), which is eager to avoid war on its border.

## "The Daily": Trump's tariffs

- The president said that new protections on steel and aluminum imports were for national security. But could the threat be the tariffs themselves?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).



Outside a subway stop in New York. The second powerful winter storm in a week hit the Northeast on Wednesday.

Stephen Speranza for The New York Times

For more on Wednesday's storm, [click here](#).

## Business

- **The Chinese company Huawei** is [determined to lead 5G mobile technology](#), and that's worrying Washington. "Whoever controls the technology knows, intimately, how it was built and where all the doors and buttons are," a consultant in Beijing said.
- **In a rare interview**, Peter Thiel, a billionaire investor and Facebook board member, [spoke to The Times](#) about politics, Silicon Valley and "a crazier two years than I would have thought."
- **U.S. stocks** [were mixed](#) on Wednesday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Take the stress** out of weeknight cooking with [versatile quarter-sheet pans](#).
- **Find a great rug** at [a small fraction of the usual price](#).

- **Recipe of the day:** Liven up roasted potatoes with a little [lemon, paprika and rosemary](#).

## Noteworthy

- **Women we overlooked**

Since 1851, obituaries in The Times have been dominated by white men. Even in the last two years, only one in five of our subjects were female.

Today, we're starting [a new project, Overlooked](#), which begins with the stories of 15 remarkable women.

- **Yesterday's news, today**

For two months, our tech columnist [skipped online news and social media](#), getting all of his updates from print. He said he ended up better informed, less anxious, and with more free time.

If you find this idea attractive, please note that the Morning Briefing is kind of like print, published once a day. ;)



Doug Chayka

- **A feast for eyes (and ears)**

We're adding The Times's best-seller lists to your Morning Briefing. [Find the full range here](#).

We'll be featuring books for your eyes as well as your ears, as we're publishing monthly [audio fiction](#) and [audio nonfiction](#) lists for the first time. And the [paperback trade fiction](#) and [paperback nonfiction](#) have been expanded to 15 titles each.

- **Today's number: 2**

Coca-Cola said in 2016 that it unveils an average of nearly two new products a day.

The beverage giant plans to introduce a drink in Japan that [combines flavored sparkling water with alcohol](#).

- **Best of late-night TV**

[Stormy Daniels was the topic of the day](#) for the comedy hosts.

- **Quotation of the day**

"I think it was probably either the mayor of New York or Vladimir Putin. I am going to leave it to you great investigative reporters to follow the facts and ferret out the truth."

— [Gov. Andrew Cuomo](#) of New York, responding to rumors that his longtime rival Mayor Bill de Blasio had encouraged the actress Cynthia Nixon to run for governor.

- **The Times, in other words**

Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

They were sworn into service, required to wear regulation uniforms and saw the horrors of war.

But when the Hello Girls returned home to the U.S. after World War I, they were largely forgotten.





Members of the U.S. Army Signal Corps operating the switchboards in France during World War I.

National World War I Museum and Memorial

Today is [International Women's Day](#), and we'd like to recognize a group of 223 women.

In 1917, on the eve of the U.S. entry into World War I, Washington [drafted 2.8 million men](#) into military service. The Army realized that its success would rely on [the Allies' use of a new technology: the telephone](#).

Enter the Hello Girls, a group of bilingual telephone operators selected for working the switchboards in France, connecting the front lines with supply depots and military command. They often handled more than 150,000 calls a day.

But because they were women, the U.S. government denied them veteran status for more than 60 years after the war.

"The unfortunate reality is their service wasn't officially recognized with veteran status until 1979, when a small fraction of those who served were still alive," Doran Cart, a senior curator at the [National World War I Museum and Memorial](#), said. "To achieve that point of hard-won recognition took a monumental effort."

*Remy Tumin contributed reporting.*

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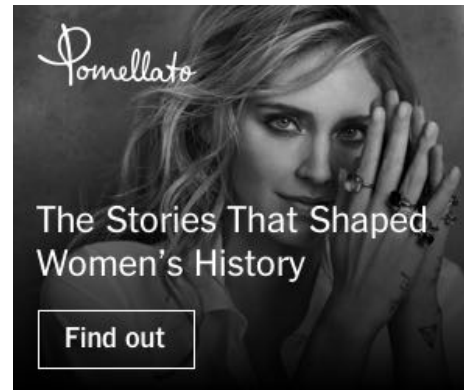


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The New York Times

# Morning Briefing

Tuesday, February 20, 2018

[NYTimes.com](#) »

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## Your Tuesday Briefing

By CHRIS STANFORD



Syrians running for cover after government strikes on rebel-held suburbs of the capital on Monday. At least 98 people died. Abdulmonam Eassa/Agence France-Presse — Getty Images

*Good morning.*

*Here's what you need to know:*

## Shots are fired, and bots swarm in

- Soon after the mass shooting at a high school in Florida last week, Twitter accounts suspected of having links to Russia [jumped on the hashtag #Parklandshooting](#), posting messages about the gun control debate.

The automated accounts follow a pattern: “The bots focus on anything that is divisive for Americans. Almost systematically,” said an executive at a company that tracks online disinformation campaigns.

- **The shooting, which killed 17 people**, has left educators grappling with questions of having to be [first responders or, worse, human shields](#). One teacher said, “If I go through my college transcripts — master’s degree, doctorate courses, all that — I know for sure there are no courses that say: ‘Shooter on Campus 101.’ ”

## Changing the way guns are sold

- At a time when Washington has shown little interest in limiting the sale of assault weapons, [our DealBook columnist, Andrew Ross Sorkin, has an idea](#): Let the banks do it.

He argues that credit card issuers, some of which already ban the purchase of legal products like virtual currencies, could easily gain more leverage over the gun industry than lawmakers have.

- **President Trump is open to [improvements in federal background checks](#)** for prospective gun buyers, the White House said on Monday. Such changes are the focus of proposed legislation that the National Rifle Association supports.

## Crooked deals pay for a war machine

- In a nearly four-year war against rebels armed by Russia, Ukraine's defense spending has soared, from around 2.5 percent of its gross domestic product in 2013 to more than 5 percent this year, when it will total around \$6 billion.

But the money that has rejuvenated Ukraine's military has opened avenues for the graft and cronyism that many see as [the country's biggest enemy](#).

- **"It serves no purpose** for Ukraine to fight for its body in Donbas if it loses its soul to corruption," Secretary of State Rex Tillerson warned last year, referring to regions seized by Russian-backed separatists.

## An Obamacare dilemma

- One tension at the heart of the Affordable Care Act is that, while it aims to provide health coverage for all, it is far more generous to the poor and near-poor than to the middle class.

President Trump's efforts to undermine the law [have helped deepen the resentment](#) that many of those who don't qualify for government assistance feel for those who do.

- **Such feelings help explain** why the only government programs with broad support are those that help everyone: Social Security and Medicare.

## An exceptionally deadly day in Syria

- [Government attacks on rebel-held suburbs](#) of the capital, Damascus, have killed at least 98 people, a monitoring group said today.

The Britain-based Syrian Observatory for Human Rights said that Monday was the deadliest day in three years in the area.

## "The Daily": An endless war

- Four American soldiers were ambushed by militants in Niger. It was part of a shadowy war going back to Sept. 11, 2001.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **The U.S. tax overhaul [now has more supporters than opponents](#)**, buoying Republican hopes for elections this year.

- **The case against Google:** Critics say the search giant squelches competition. [An essay for The Times Magazine](#) examines whether government should intervene.
- **Fox News** is planning [a new streaming service](#) for “superfans.” Focusing primarily on right-leaning commentary, it would be available without a cable package.
- **U.S. markets** were closed for Presidents’ Day. Here’s a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **What to do with a day off?** [Nothing is one of our best suggestions.](#)
- **At any age,** hangovers are trying [to tell you something.](#)
- **A Paris-style hamburger** respects, but doesn’t replicate, [steak tartare.](#)

## Noteworthy

- **Smooth operators at the Games**

They are the 22nd-largest team at the Winter Olympics: the Zamboni drivers. [Meet the group that resurfaces the ice](#) in Pyeongchang, South Korea, keeping the rinks in top shape.

Dancing around that ice today were Tessa Virtue and Scott Moir of Canada, [who won the gold medal](#) in a sport they’ve dominated for a decade. They beat their chief rivals, Gabriella Papadakis and Guillaume Cizeron of France, by less than a point.

And the skier [Mikaela Shiffrin has pulled out of Wednesday’s downhill event](#), leaving just one opportunity to compete head-to-head against her fellow American Lindsey Vonn.

Here are [today’s Olympic results](#). Find [all our coverage here](#).

- **Dark energy, fading to gray**

A project that would have investigated dark energy — the force that’s speeding up the expansion of the universe — [has been cut from NASA’s proposed budget](#).

The planned cancellation of the mission, which would also have searched for planets around other stars, comes as the space agency shifts its focus to the moon.

- **No limits for Rhodes scholars**

For the first time in the 116-year history of the scholarship program at Oxford University, [students from anywhere in the world can qualify](#).

- **Ping-Pong at the Philharmonic**

Table-tennis-playing soloists are [part of an unconventional concerto](#), “Ricochet,” at the New York Philharmonic.

- **Do you hear that?**

Residents of Windsor, Ontario, [complain of a persistent, mysterious noise](#) that has led to sleeplessness, depression and headaches.

- **Best of late-night TV**

The comedy hosts took Presidents’ Day off. Our roundup will resume on Wednesday.

- **Quotation of the day**

“Last night I told my wife I would take a bullet for the kids.”

— [Robert Parish](#), a teacher at a Florida elementary school.

- **The Times, in other words**

Here’s an image of [today’s front page](#) , and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

The Florida high school that was the site of last week’s mass shooting is named after her.

But Marjory Stoneman Douglas has [a longer legacy in the history of Florida](#) and in the fight to preserve the Everglades, the tropical wetlands that once covered the southern part of the state.



Marjory Stoneman Douglas in the Everglades in 1987.

Mary Lou Foy/The Miami Herald, via Reuters

Born in Minnesota in 1890, she graduated from Wellesley College and worked for a time as a reporter for her father, the editor of The Miami Herald.

She was later asked to contribute to a book series about U.S. rivers. In researching the Miami River, she became interested in the Everglades and persuaded her publisher to let her write about them instead.

“The Everglades: River of Grass” was published in 1947. An environmental classic, the book changed the way the U.S. viewed its wetlands, as important ecosystems and surge buffers rather than as worthless swamps that are more useful when drained.

Despite Mrs. Douglas’s warning that “There are no other Everglades in the world,” development has continued to encroach.

The school now in the news [opened in 1990](#), commemorating her 100th birthday. She [died eight years later](#), in [the same Miami cottage](#) in which she’d lived since 1926.

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*The New York Times*

# Morning Briefing

Tuesday, March 13, 2018

[NYTimes.com](#) »

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## Your Tuesday Briefing

By CHRIS STANFORD



The helicopter that crashed in New York was pulled from the East River on Monday. Five passengers drowned when harnesses letting them dangle their feet out of the helicopter became death traps. Mark Lennihan/Associated Press

*Good morning.*

*Here's what you need to know:*

## Conceding to the N.R.A.

- The gun debate in Washington hasn't changed.

President Trump [has abandoned a push for comprehensive gun control measures](#) that are opposed by the National Rifle Association, saying on Monday that there is “not much political support.”

After the Florida school shooting last month, Mr. Trump called for raising the age limit to purchase rifles and backed legislation for near-universal background checks. At the time, he told lawmakers that while the N.R.A. has “great power over you people, they have less power over me.”

- **In looking for a solution**, the president has turned his attention to [an Obama-era effort to reduce the suspensions and expulsions of minority students](#). Conservative commentators have argued that relaxing disciplinary rules could let a killer slip through the cracks.

## Interference? Yes. Collusion? No.

- [Republicans on the House Intelligence Committee said on Monday](#) that they agreed with U.S. intelligence agencies that Russia had interfered with the 2016 presidential election.

They differed on the intent: “We disagree with the narrative that they were trying to help Trump,” said Representative Michael Conaway, the Texas Republican who led the investigation.

The end of the House investigation comes as the special counsel, Robert Mueller, expands his own inquiry. He is pursuing criminal charges against at least four Trump associates.

- **Separately, a special election** in Pennsylvania today has become the latest test of whether Democrats can make inroads in a district that Donald Trump carried handily. [Here’s what to watch for.](#)



Stephanie Clifford, the pornographic film actress known as Stormy Daniels, offered on Monday to return \$130,000 she received from President Trump’s personal lawyer for agreeing not to discuss an alleged relationship with Mr. Trump.

Joe Raedle/Getty Images

For more on Ms. Clifford’s proposed deal, [click here.](#)

## Moscow’s long reach

- Russia has more spies deployed in London than it did at the height of the Cold War, former British intelligence officials have said.

One of their most important tasks is [to monitor Russian opposition figures living in Britain](#), attracted by its property market and banking system.

But the nerve agent attack last week on a retired Russian double agent and his daughter has put pressure on London to rein in President Vladimir Putin’s operatives.

- **Prime Minister Theresa May** said on Monday that it [was “highly likely” that Moscow was to blame](#) and warned of possible reprisals. Secretary of State Rex Tillerson [called the attack “an egregious act.”](#)

## Doorstep bombs in Texas

- Two people were killed and three injured in [three separate explosions at homes in Austin, Tex.](#), this month.

Two attacks happened on Monday, miles and hours apart, after residents found a package outside their door that contained a powerful explosive device.

- **The police said** they “see similarities” in the blasts and were not ruling out any motive linking the attacks, including the possibility that they were hate-related. The victims were African-Americans and a Hispanic woman.

## “The Daily”: Refusing to stay silent

- Listen to Part 2 of the story of Leopoldo López, the Venezuelan opposition leader under house arrest.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **President Trump** [blocked the \\$117 billion bid](#) for the chip maker Qualcomm by the Singapore-based Broadcom, citing national security concerns.
- **The Chinese government** said today that it planned to overhaul supervision of the country’s debt-ridden financial sector, its environmental regulators and other essential government agencies.

The move would [further consolidate the Communist Party’s hold](#) on official levers of power.

- **New faces at the top:** Nancy Dubuc of A&E Networks [is said to be in talks to replace Shane Smith](#), the head of Vice Media.

And David Solomon, a longtime investment banker, [has been anointed as the sole heir apparent](#) to the Goldman Sachs chief executive, Lloyd Blankfein.

- **U.S. stocks** [were mixed](#) on Monday. Here’s a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Find** [quality makeup at the drugstore](#).

- **Don't be surprised** that [teens are sexting](#) — include it in conversations about safety and respect.
- **Recipe of the day:** Layering is the key to [loaded nacho perfection](#).

## Noteworthy

- **Final act ends in disgrace**

The Metropolitan Opera [fired the conductor James Levine](#) after an investigation found that he had engaged in “sexually abusive and harassing conduct.”

Mr. Levine, whom many consider the greatest American conductor since Leonard Bernstein, had defined the company for more than four decades.

- **In memoriam**

[Hubert de Givenchy](#), the French couturier, upheld a standard of romantic elegance in fashion for more than four decades, dressing the likes of Jacqueline Kennedy Onassis, Grace Kelly and Audrey Hepburn. He was 91.



In 1961, Audrey Hepburn wore a black Givenchy dress in her role as Holly Golightly in “Breakfast at Tiffany’s.” The dress was later sold at a charity auction for \$923,187.

Paramount Pictures/Corbis, via Getty Images

- **Powerball winner also wins anonymity**

The woman who won a \$560 million jackpot — one of the largest prizes in U.S. history — [does not have to disclose her name](#), a New Hampshire judge ruled, saying it would be an invasion of privacy.

- **It’s UConn, as usual**

Connecticut [will be seeking its 12th N.C.A.A. women’s basketball championship](#) when the tournament begins on Friday. Notre Dame, Louisville and Mississippi State are the other No. 1 seeds. [Here’s a printable bracket](#).

- **Today’s number: One-fifth**

An estimated one in five adults in the U.S. have at least one tattoo, and tens of thousands of laser removals are performed each year.

A study of the cells in tattooed mice [might help improve removal procedures for people](#).

- **Best of late-night TV**

Stephen Colbert was [eager to discuss Stormy Daniels](#) and her “60 Minutes” of fame.

- **Quotation of the day**

“It’s like allowing someone to walk on the wing of an airplane, and in my judgment poses too much of a risk.”

— [Gary Robb](#), an aviation lawyer, referring to open-sided helicopter tours, like the flight that crashed in New York on Sunday, killing five passengers.

- **The Times, in other words**

Here’s an image of [today’s front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

Thailand officially declared today, March 13, National Elephant Day — or Chang Thai Day — in 1998.

The country’s national animal, [the elephant has always played an important role](#) in Thai society, where it was seen as a symbol of royalty.





The guests of honor at a buffet on National Elephant Day in Thailand in 2015.

Rungroj Yongrit/European Pressphoto Agency

Practically, the elephant also helped in warfare, harvest and transportation. In Buddhism, Thailand's predominant religion, the elephant is a [symbol of mental strength](#) and frequently appears in allegories and art.

There's even a [Thai Elephant Orchestra](#) (!), which has been trained to play percussion instruments.

It's not completely clear how many elephants live in the country, but in 2006 the number of wild elephants [was estimated at 3,000 to 3,700](#), while elephants in captivity numbered around 4,000. At the beginning of the 20th century, Thailand was said to have had more than 300,000 wild elephants and about 100,000 domesticated ones.

Today, [Asian elephants are endangered](#), with a population of fewer than 50,000 worldwide.

*Claire Moses contributed reporting.*

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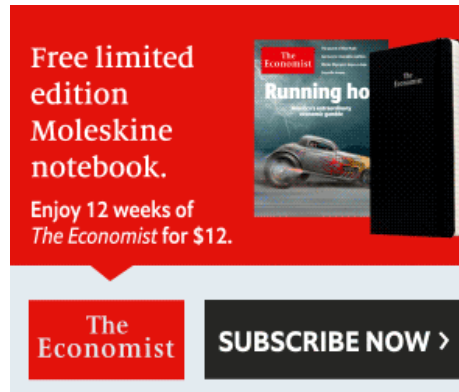
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The New York Times

# Morning Briefing

Tuesday, April 3, 2018

[NYTimes.com](#) »

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## Your Tuesday Briefing

By CHRIS STANFORD



Villanova romped to its second N.C.A.A. men's basketball championship in three seasons, beating Michigan, 79-62, on Monday. The Wildcats won each of their games in the tournament by double digits. Bob Donnan/USA Today Sports, via Reuters

*Good morning.*

*Here's what you need to know:*

## Casualties of a growing trade war

- Some of the biggest companies in the U.S., including General Electric and Goldman Sachs, are warning the White House [about the negative effects of punitive measures against China](#). They're worried they'll be cut off from the world's most lucrative and fastest-growing market.

China has long been accused of unfair economic practices, and the Trump administration has promised to crack down on such behavior. Now China is retaliating.

- **That's unnerved the markets** . [Steep declines on Monday](#) left stocks down more than 4 percent this year, and shares had their first quarterly decline since 2015. Here's a snapshot of [global markets](#) today.

## Immigration, and an invitation

- President Trump is making a new push [to crack down on those who enter the U.S. illegally](#), and to make it more difficult to get refuge in the country.

For two days, the president has warned that “caravans” of immigrants are heading toward the U.S. from Central America. [We explain what those are.](#)

- **Separately on Monday**, Russia pressed Mr. Trump [to meet with President Vladimir Putin at the White House](#), a visit that the Kremlin said Mr. Trump proposed last month.

## A lobbyist, a condo deal, a green light

- Last year, the Environmental Protection Agency approved a Canadian energy company’s pipeline-expansion plan. At the same time, the agency’s chief, Scott Pruitt, [was renting a condominium linked to the company’s lobbying firm](#).

Mr. Pruitt was paying \$50 a night for the condo on Capitol Hill, where rates are typically considerably higher. Both the E.P.A. and the lobbying firm deny that there was a connection between the rental and the deal’s approval.

- **Separately, Mr. Pruitt** said on Monday that [Obama-era car pollution standards were “too high,”](#) setting up a fight with California, which has the authority to set its own emissions rules and wants to stick with tougher regulations. We looked at how U.S. fuel economy standards [compare with those of other countries](#).

## “No funding, no future”

- [Thousands of teachers in Oklahoma and Kentucky walked off the job](#) on Monday, shutting down schools as they protested cuts in pay, benefits and school funding.

The walkouts and rallies, which followed a similar movement in West Virginia last month, have caught lawmakers and sometimes the teachers’ labor unions flat-footed.

- **In Kentucky**, “What I’m seeing in Louisville is teachers are a lot more politically engaged than they were in 2015 or 2016,” a math teacher said. “It really is a wildfire.”

## Inside the rule books for cheerleaders

- After a cheerleader for the New Orleans Saints was fired for posting a picture that the team deemed inappropriate to her private Instagram account, a Times reporter reviewed seven of the N.F.L.’s cheerleader handbooks.

[He found stringent rules](#) governing personal hygiene, like shaving techniques and the proper use of tampons, as well as attire outside the workplace. In some cases, wearing sweatpants in public is forbidden.

- **The N.F.L.** declined to comment.

## “The Daily”: The right to bear arms

- The Second Amendment is just 27 words, but it’s at the heart of contentious debates on gun control. Why is the Supreme Court reluctant to clarify it?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **In his first report to Congress** as the acting director of the Consumer Financial Protection Bureau, Mick Mulvaney asked lawmakers [to severely curb his agency’s power and independence](#).
- **Facebook** should consider adding a “Why me?” button next to all pushed content, [our business columnist writes](#).
- **Nirav Modi has been a jeweler to the stars**. He’s now on the run, accused of bank fraud. The chase [has both enraged and captivated his homeland, India](#).

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Exercising** while young might [create more heart-muscle cells](#).
- **Those two-minute walk breaks?** [They add up](#).
- **Recipe of the day:** Don’t stress over dinner. Just make [fettuccine with asparagus](#).

## What We’re Reading

*Our journalists recommend these great pieces:*

- **“I wrote** [a story about dulse](#) a while ago. This led to a lot of people asking me what it is, and where it comes from.

The short answer is that it’s seaweed, and a lot of it comes from Grand Manan, in New Brunswick.

Check out this beautiful short film by Tory Lovekin, ‘Dark Harbour Dollar: Dulse,’ for more.” [ [Vimeo](#)]

— [Sam Sifton](#), *food editor*

## Noteworthy

- **In memoriam**

[Winnie Madikizela-Mandela](#) was a leader in South Africa’s fight against apartheid, but her legacy was tarnished by scandals involving corruption, kidnapping, murder and the implosion of her marriage to Nelson Mandela. She was 81.



- **130 miles, 26 checkpoints**

Few American reporters have spent more time reporting from Iraq in the last 15 years than Alissa J. Rubin, who was Baghdad bureau chief for The Times at the height of the conflict.

She returned to the region in January and, in a drive to the Iraq-Syria border, found that competing military and militia groups had set up checkpoints everywhere. [Here's her account of the journey.](#)

- **The mummy and the F.B.I.**

A museum wasn't sure whose head it had put on display. So F.B.I. forensic scientists were called in [to crack the coldest of cases.](#)

- **Villanova makes it look easy**

The Wildcats completed a dominant run through the N.C.A.A. men's basketball tournament, [crushing Michigan, 79-62.](#)

It's the second title in three years for Villanova, whose star on Monday was [Donte DiVincenzo and his 31 points.](#)

- **Best of late-night TV**

[The comedy hosts were puzzled](#) after President Trump declared April to be National Sexual Assault Awareness and Prevention Month. "April is also National Presidential Unawareness Month," Jimmy Fallon said.

- **Quotation of the day**

"We're going to have a lot of teachers at the ballot box who I don't think would normally go in a midterm year. If I were a legislator right now, I'd be honestly sweating bullets."

— [Noah Karvelis](#), *an elementary school music teacher in Arizona fighting for better pay.*

- **The Times, in other words**

Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

Hong Kong, a special administrative region of China, has a vibrant mix of people, languages and cultures. Its flag takes a similar hybrid approach.

The flag was approved by the Chinese national legislature 28 years ago this week. It was first raised on July 1, 1997, the day Hong Kong was returned to Chinese rule after more than 150 years as a British colony and territory.





Hong Kong's flag first flew over the territory after it returned to Chinese rule in 1997.

Vincent Yu/Associated Press

The [flag was designed](#) to reflect Hong Kong's new relationship with the People's Republic of China. It is the same shade of red as the Chinese national flag.

In the center is a white flower from the *Bauhinia blakeana*, or Hong Kong orchid tree. (The real flower is a purplish pink and is not actually an orchid.) Stars on each of the five petals echo the five stars on the Chinese flag.

The flag's two colors are said to represent the "one country, two systems" principle under which China agreed to rule Hong Kong for the first 50 years.

In recent years, Hong Kong protesters have [waved the British colonial flag](#) to express their displeasure with the way Beijing governs. Since the handover in 1997, lawmakers and activists in Hong Kong have also been [prosecuted for desecrating](#) the Chinese and Hong Kong flags.

*Jennifer Jett contributed reporting.*

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The New York Times

# Morning Briefing

Tuesday, March 27, 2018

[NYTimes.com](#) »

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## Your Tuesday Briefing

By CHRIS STANFORD



Linda Brown in an undated photograph. She was a third grader when her father started a class-action lawsuit that led to the Brown v. Board of Education decision in 1954, in which the Supreme Court ruled that segregated schools were inherently unequal. Ms. Brown has died at 75. Associated Press

*Good morning.*

*Here's what you need to know:*

## Getting tough on Russia

- It was the largest-ever expulsion of Russian officials from the U.S., even more than in the darkest days of the Cold War.

President Trump joined a coordinated effort by at least 23 countries on Monday [to retaliate for the poisoning of a Russian former spy](#) in Britain. Sixty Russian officials and their families were given seven days to leave the U.S., and the Russian Consulate in Seattle will be closed.

While the European Union isn't known as a model of decisiveness, [its leaders came together](#) to punish President Vladimir Putin of Russia and to support Prime Minister Theresa May of Britain, our chief diplomatic correspondent in Europe notes. Even Hungary, which has warm relations with Mr. Putin, expelled a Russian diplomat.

- **The Kremlin has denied any involvement** in the nerve-agent attack and made clear that it would respond to the coordinated expulsions in kind. Our correspondent [provides the view from Moscow](#).

## A global order attacked from within

- The post-World War II system that the West put in place to keep the peace is under threat, and not only from Russia.

Institutions like NATO, the European Union and the World Trade Organization are also under assault from [some of the very powers that constructed them](#) — not least the U.S., under President Trump.

- **With rising nationalism and economic anxieties**, “What we’ve seen is a kind of backlash to liberal democracy,” one scholar in Belgium said.

## Are you a U.S. citizen?

- The 2020 U.S. census [will ask respondents that question](#) to better measure how many people are eligible to vote, the Commerce Department announced on Monday. (The department oversees the Census Bureau.)

But critics warned that people who are in the U.S. illegally might be less likely to respond, resulting in an undercount of the population and faulty data for government agencies. The redistricting of political districts could also be affected.

- **Separately, the Environmental Protection Agency** is considering [a major change to the way it assesses scientific work](#), a move that would severely restrict the research it can use when writing regulations.

## A referendum on Trump’s conduct

- “It’s a political Catch-22,” a Republican strategist said. “Candidates can’t win without their base. But what it takes to satisfy a pro-Trump base in 2018 will make Republican candidates in many states unacceptable to large swaths of the electorate.”

Allegations of an affair with the porn star Stephanie Clifford are helping to [make President Trump’s behavior a campaign issue](#) for the midterm elections in November. Mr. Trump has denied her accusations ([just not on Twitter](#)).

- **In Ms. Clifford’s interview** on “60 Minutes” on Sunday, she used some of Mr. Trump’s own tactics, [our chief TV critic writes](#).

## “The Daily”: A Cold War flashback

- Years after moving to Britain as part of a spy swap, a Russian former agent was poisoned. Many Western officials believe Moscow was responsible.

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **Regulators, politicians** and law enforcement officials are [demanding information about Facebook’s privacy practices](#), as the social network’s relationship with a political data firm draws increasing scrutiny.

- **Small and midsize grocery companies** [are struggling to stay afloat](#), under pressure from Amazon, Walmart and discount stores.
- **After Citigroup limited firearm sales** by its retail clients, [our business columnist suggested two more steps](#) that banks could take to influence the gun control debate.
- **U.S. stocks** [were up](#) on Monday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Use a credit card** when [renovating your home](#), and earn rewards to finance a vacation.
- **Whether or not** you have children, writing a will [creates your legacy](#).
- **Recipe of the day:** Try pizza topped with [caramelized onions, figs, bacon and blue cheese](#).

## What We're Reading

*Great pieces from around the web:*

"I'm a big fan of explainers in graphic or comic form, and this animated comic does an excellent job of explaining how nuclear strikes are launched, and most important, avoided. Let's start with that narrowly avoided nuclear catastrophe in 1983." [ [The Nib](#) ]

— [Alan Henry](#), *Smarter Living editor*

"It's going to take me a while to get through this feature, but for good reason — it's a deep dive into the 101 dishes that changed America. Some of the picks are obvious (hot dogs, 1916; nachos, 1943); others might be surprises (gargouillou, 1980; Spam musubi, 1985). It's all delightful." [ [Thrillist](#) ]

— [Dan Saltzstein](#), *senior staff editor, Travel*

## Noteworthy

- **In memoriam**

[Linda Brown](#), who wasn't allowed to attend an all-white school, prompted one of the most transformative court proceedings in American history, the 1954 school desegregation case Brown v. Board of Education. She has died at 75.

- **The secrets of cockroaches**

They can live for a week without a head. They eat just about anything. They can run as fast as 210 miles an hour, relative to their size.

All of those feats, and more, are encoded in the insect's genome, which [scientists recently finished sequencing](#).

- **No Cinderella stories here**

The final four teams in the N.C.A.A. women's basketball tournament are all No. 1 seeds. [Connecticut and Notre Dame advanced on Monday](#) to join Louisville and Mississippi State.

- **Best of late-night TV**

[Stephen Colbert considered Stephanie Clifford's story on "60 Minutes"](#) : "It's an insane, salacious tale about a sitting president — and the least surprising story I have ever heard."

- **Quotation of the day**

"She escaped the anti-Semitism of the Nazis, but in the end her destiny followed her because she was killed because of anti-Semitism."

— [Francis Kalifat](#), a Jewish leader in France, referring to Mireille Knoll, 85, who escaped the Holocaust but was stabbed to death in Paris last week.

- **The Times, in other words**

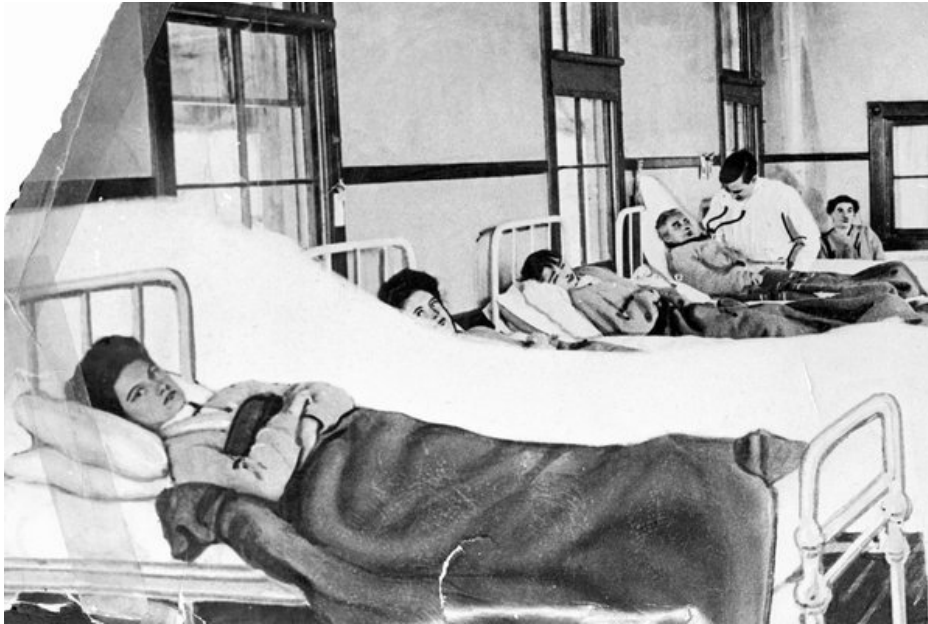
Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

On this day in 1915, Mary Mallon, nicknamed Typhoid Mary, was [placed in quarantine for the second time](#) in New York City. Though she never displayed any symptoms of the disease, she would be confined for the rest of her life.

In 1906, health officials tied Ms. Mallon to outbreaks of typhoid fever in [seven wealthy families](#) for whom she had worked as a cook.





Mary Mallon, left, better known as Typhoid Mary, in the early 1900s, during one of her two quarantines.

Bettmann, via Getty Images

She was confirmed to be a carrier of the disease and quarantined. Doctors [released her in 1910](#) under the condition that she no longer work as a cook. Shortly after, she disappeared.

Ms. Mallon was found in 1915 by officials investigating a typhoid outbreak in a Manhattan hospital. She had been working there as a cook, under an assumed name.

She was then quarantined for 23 years, until [her death at 69 in 1938](#) after a stroke.

During her life, the public was fascinated by Ms. Mallon. She often appeared in news stories and cartoons, with one depicting her [frying skulls in a pan](#). She was frustrated by the attention and by her captivity, once [describing herself](#) as “a peep show for everybody.”

Her case is often cited during public health crises, such as [the Ebola epidemic](#), in debates over officials’ power to quarantine people they believe carry diseases.

*Jillian Rayfield contributed reporting.*

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The New York Times

# Morning Briefing

Wednesday, February 28, 2018

[NYTimes.com](#) »

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## Your Wednesday Briefing

By CHRIS STANFORD



Since the beginning of the Trump administration, Jared Kushner, the president's son-in-law, has enjoyed a special status within the White House. Doug Mills The New York Times

*Good morning.*

*Here's what you need to know:*

## Access denied

- Jared Kushner's portfolio in the West Wing is expected to shrink significantly after he was [stripped of his top-secret security clearance](#), two people familiar with the situation said.

Mr. Kushner, President Trump's son-in-law and senior adviser, had been operating on an interim clearance for months because of delays in his F.B.I. background check. John Kelly, the White House chief of staff, is overhauling the clearance process after a top aide was accused of spousal abuse last month.

- A close ally of Mr. Kushner's was named [the manager of Mr. Trump's 2020 campaign](#) on Tuesday, 980 days before Election Day.

## N.S.A. faults U.S. response to Russia

- The White House [has not ordered the National Security Agency to counter Moscow's efforts](#) to meddle in American elections, the departing director of the agency testified on Tuesday.

President Trump has long rejected the notion of Russian interference, but U.S. intelligence officials say they are convinced that it took place and that the midterm elections in November are the next target.

- **Separately**, Hope Hicks, the White House communications director, told House investigators that her work [occasionally required her to tell white lies](#), although not about matters material to the Russia investigation, people familiar with her testimony said.

## Corporate America versus the N.R.A.

- Business leaders are [struggling to position themselves in an increasingly polarized U.S.](#)

More than a dozen companies have severed ties with the National Rifle Association since the massacre in Parkland, Fla. Just as quickly, gun rights supporters have criticized the companies for their stance.

In particular, Delta Air Lines has found itself at odds with Georgia lawmakers, who are threatening to remove a jet-fuel tax break for the carrier, one of the state's largest employers.

- **The Florida school shooting** has also thrust gun control into [the spotlight for the midterm elections](#), although the prospects for change in Congress remain dim, [our chief Washington correspondent writes](#).

## For German car capital, a ban on cars

- Stuttgart, home to Porsche and Mercedes, is among the German cities [that can limit vehicles on some streets](#) to help fight air pollution, a court ruled on Tuesday.

There are 15 million diesel cars on German roads. [Automakers bet their futures](#) on technology they billed as environmentally friendly, but rigged vehicles to pass stringent emissions tests.

- **Carmakers warned** that allowing individual cities to set their own rules could result in confusion for drivers.

## That's quite a dining room set

- The Department of Housing and Urban Development [spent \\$31,000 on a custom hardwood table, chairs and hutch](#) for Secretary Ben Carson's office, records show.

The purchase in late 2017 came at the same time as plans to cut department programs for the homeless, elderly and poor. Mr. Carson "didn't know the table had been purchased," but does not intend to return it, a spokesman said.

- **On a tour** of facilities for the poor last year, Mr. Carson [warned of the effects of providing "a comfortable setting"](#) for those on government assistance.

## "The Daily": Guns and the midterm elections

- Is gun control set to be a dominant topic?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).



Teachers demonstrated outside the Capitol building in Charleston, W.Va., on Tuesday. A strike that has ground public schools to a halt across the state for a week is set to end on Thursday.

Craig Hudson/Charleston Gazette-Mail, via Associated Press

## Business

- **The Treasury secretary**, Steven Mnuchin, said the U.S. was discussing [rejoining the Trans-Pacific Partnership](#), a year after pulling out of the multilateral trade agreement.
- **Craft breweries** are [providing fresh fizz for sleepy commercial districts](#) across the U.S.
- **Amazon** [acquired a maker of doorbells and cameras](#) as part of its push into the smart-home market. (Smart cameras create intriguing and sometimes eerie possibilities, [our tech columnist writes](#).)
- **U.S. stocks** [were down](#) on Tuesday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **A shopping ban** can help you reassess [what you really need](#).
- **Bless you** if you [sneeze into your elbow](#). It limits spreading germs, health officials say.

- **Recipe of the day:** Fresh paprika makes for a superlative [chicken paprikash](#).

## Noteworthy

- **Shrouds on Virginia statues to be removed**

[A judge ruled that the black tarps](#) that for six months have covered two Confederate statues in Charlottesville, Va., the site of a deadly rally by white nationalists last summer, must come down.

- **Harper Lee's will is unsealed**

The document, which left literary assets to a private trust, [only deepened the mystery](#) surrounding one of America's most cherished authors.

- **A new link in a very expensive chain**

Once a radical experiment in dining and now a global brand, L'Atelier de Joël Robuchon returns to Manhattan. [Our restaurant critic visited](#).

- **Today's number: About 30,000**

That's how many people [are employed by Disneyland Resort](#) in Orange County, Calif., where the cost of living is a particular challenge.

- **Best of late-night TV**

President Trump endorsed Senator Ted Cruz on Tuesday. "And when he heard that, Ted Cruz smiled so big, eight babies started crying," [Seth Meyers said](#).

- **Quotation of the day**

"I don't believe in blackmail, and I'm sorry to use such a dirty word, but that's almost what it tastes like."

— [Sam Massell](#), a former mayor of Atlanta, on Georgia lawmakers' threat to kill a tax break for jet fuel after Delta Air Lines ended a discount for the National Rifle Association.

- **The Times, in other words**

Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

[Our recent obituary for the Rev. Billy Graham](#) referred to the Scopes "monkey trial," so we thought we'd revisit the case.



It was a turning point in the acceptance of evolution in the U.S.



A bookstand in Dayton, Tenn., where evolution was on trial in 1925.

Associated Press

In 1925, after Tennessee banned schools from teaching evolution, the American Civil Liberties Union offered to defend anyone who [challenged the law](#). Residents of the town of Dayton convinced a young teacher named John Scopes to do so, in a bid for publicity.

They got it. The proceedings became a nationally watched showdown between science and religion, each represented by a prominent figure: Clarence Darrow, a lawyer and agnostic, defended Scopes; William Jennings Bryan, a Christian orator, prosecuted him.

Dayton officials encouraged the spectacle. They considered moving the trial to a baseball field. [A barbecue pit was dug](#) in the courthouse's lawn. And [The Times described a display](#) of “two chimpanzees and a strange-appearing man who is called the ‘missing link.’ ”

In [the trial's climactic moment](#), Darrow called Bryan as a witness, grilling him on biblical literalism. Darrow declared that he wanted to keep “bigots and ignoramuses from controlling” education. Bryan retorted that he needed to protect religion from the country's “greatest atheist and agnostic.”

In the end, Scopes was convicted after eight minutes of jury debate and fined \$100, a decision later overturned on a technicality. But it was Darrow's impassioned critique of fundamentalism that won hearts and minds across the country.

*Jillian Rayfield contributed reporting.*

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The New York Times

# Morning Briefing

Wednesday, February 21, 2018

[NYTimes.com](#) »

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## Your Wednesday Briefing

By CHRIS STANFORD



Students from Marjory Stoneman Douglas High traveling to Tallahassee, Florida's capital, on Tuesday. "This shooting is different from the other ones," one 16-year-old said. "I just have a gut feeling — something is going to change." Saul Martinez for The New York Times

*Good morning.*

*Here's what you need to know:*

## Hope and skepticism on gun measures

- An outcry echoed across the U.S. on Tuesday, as lawmakers were pressed again to take action after a deadly mass shooting.

President Trump [called for a ban on so-called bump stocks](#), devices that allow semiautomatic weapons to be fired more quickly, although they weren't involved in the attack at a high school in Parkland, Fla., last week. ([Watch how bump stocks work.](#))

The president has also signaled that he's open to legislation to strengthen the national system for background checks, a measure the National Rifle Association also supports.

- **Nevertheless, gun control activists** said they were bracing for another disappointing battle with lawmakers.

## Grieving students hit the road

- A group from Marjory Stoneman Douglas High, where 17 people were killed last week, [traveled more than 400 miles to Florida's capital on Tuesday](#) to demand gun control measures.

“We definitely have a moral obligation to do something, considering that so many innocent people that we know passed,” one of the students said.

State lawmakers, however, rejected an effort to debate an assault weapons ban, in a party-line vote.

- **The students** have emerged as passionate advocates for change, but parts of the right-wing media have [portrayed them as pawns and conspiracists](#). An aide to a Florida legislator was fired on Tuesday [after calling the Parkland students actors](#).

## Russia investigation broadens

- The son-in-law of a Russia-based billionaire [pleaded guilty on Tuesday to lying to U.S. investigators](#) about his contact with Rick Gates, a former Trump campaign aide.

Alex van der Zwaan, a lawyer, also acknowledged deleting emails sought in the special counsel’s inquiry into Russian election interference. It is the seventh criminal case that the team led by Robert Mueller has brought since October.

- **Separately, Jared Kushner**, President Trump’s son-in-law and senior adviser, is said to be [resisting giving up his high-level security access](#), as John Kelly, the White House chief of staff, pushes to revamp the clearance process.

## Hot water gets hotter for Netanyahu

- Prime Minister Benjamin Netanyahu of Israel has already been accused of accepting nearly \$300,000 in bribes.

On Tuesday, one of his top advisers [was said to have sought to bribe a judge](#) into dropping an investigation of Mr. Netanyahu’s wife, and several of the leader’s friends and confidants were arrested as part of another inquiry.

- **Mr. Netanyahu denies** the new accusations. He and his associates could face charges of obstructing justice.

## “The Daily”: Russian trolls

- The recent indictment makes clear that Facebook was used extensively in the campaign to disrupt the 2016 election. How did Moscow do it?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).



Vice President Mike Pence with his wife, Karen, and Kim Yo-jong, the sister of the North Korean leader, at the Winter Olympics in Pyeongchang, South Korea, this month. He had planned to meet secretly with a high-level delegation of North Korean officials, but they canceled at the last minute, the State Department said on Tuesday.

Doug Mills/The New York Times

## Business

- **The U.S.** could hardly be less prepared for the next recession, [our economics columnist writes](#).
- **Social media companies** often fail to enforce their policies against impersonation, [an examination by The Times found](#), enabling the spread of fake news and propaganda — and allowing a global black market in social identities to thrive.
- **Venezuela** [has begun selling a virtual currency](#), backed by its vast petroleum reserves, to try to address one of the most severe economic collapses of modern times.
- **Taking the C out of KFC:** The fast-food chain was forced to close about half of its 900 outlets in Britain after [a chicken shortage](#).
- **U.S. stocks** [were down](#) on Tuesday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*



- **Counting calories** is not [the key to weight loss](#), a new study says.
- **Stylists** share some practical tips for [salvaging dry winter hair](#). (Treat it like cashmere.)
- **An easy fish chowder** still carries [the spirit of the sea](#).

## Noteworthy

- **The price Lindsey Vonn has paid**

The 33-year-old American skier, who has sustained many injuries in her quest for greatness, [explained some of them to The Times](#). She won the third Olympic medal of her career today at the Winter Games, [capturing bronze in the downhill](#).

Also today, Kikkan Randall and Jessie Diggins [became the first American cross country skiers to win a medal](#) at the Games since 1976, one of the longest droughts for the U.S. at the Olympics.

Here are [today's results](#) from Pyeongchang, South Korea. Find [all our coverage here](#).

- **Basketball title is erased**

The Louisville men's basketball program [must forfeit the 2013 N.C.A.A. tournament championship](#) and 122 other victories over four seasons as punishment for a sex scandal involving players.

It's the first time the N.C.A.A. has stripped a program of the Division I men's title.

- **The hunt for produce in Alaska**

The nights are long at this time of year, and [Alaskans yearn for fruits and vegetables](#) that shoppers in other states take for granted.

(You'll never look at a pear the same way again after reading one chef's description.)

- **Best of late-night TV**

Stephen Colbert [expressed solidarity](#) with the students who are calling for gun control legislation. "Until we do something about guns, you can't vote if you're over 18."

- **Quotation of the day**

"I cried when I heard. I am thrilled. I am delighted. And most of all, I want to meet this girl. I want to hear her voice."

— [David Code](#), a former member of the Whiffenpoofs at Yale, the nation's oldest collegiate a cappella chorus, after the group admitted its first female member. In 1987, Mr. Code unsuccessfully



*lobbied the Whiffenpoofs to admit women, decades after Yale went coed.*

- **The Times, in other words**

Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).

## Back Story

Gerald Holtom, the Briton who designed the peace symbol, was in “deep despair” when he created it on this day in 1958.

“I drew myself,” [wrote Mr. Holtom](#), a World War II conscientious objector who was alarmed by the nuclear arms race. “The representative of an individual in despair, with hands palm outstretched outward and downward in the manner of [Goya's peasant before the firing squad](#).”



An early sketch of the peace symbol designed by Gerald Holtom, on display at the Imperial War Museum in London.

Yui Mok/PA Wire, via Associated Press

The symbol also combined the semaphores, or [flag-signaling codes](#), for the letters “N” and “D,” or “Nuclear Disarmament.” The circle around it represented the earth.

Later that spring, the symbol appeared on buttons and signs in an antinuclear march to the Atomic Weapons Research Establishment, a warhead factory in Aldermaston, England. (The march became an annual event.)

The symbol, which isn't trademarked, was embraced by the broader antiwar movement and [disparaged by critics](#) as anti-Christian.

Mr. Holtom is said to have later [expressed a desire that the symbol be inverted](#) so that it resembled hands reaching to the sky. Such a symbol, in addition to being more celebratory of peace, would also evoke the semaphore for the letter "U" — as in "Unilateral Disarmament."

The [Campaign for Nuclear Disarmament](#), which still uses the symbol as its logo, is taking it on an [anniversary tour](#) around Britain this year.

*Jennifer Jett contributed reporting.*

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**The New York Times**

# Morning Briefing

Wednesday, March 7, 2018

[NYTimes.com](#) »

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## Your Wednesday Briefing

By CHRIS STANFORD



The White House economic adviser Gary Cohn, center, last month. Mr. Cohn announced his resignation on Tuesday. Tom Brenner/The New York Times

*Good morning.*

*Here's what you need to know:*

## **Tariffs pit Trump against his party**

- [The issue of trade has always divided](#) President Trump and establishment Republicans.

Mr. Trump says other countries have taken advantage of the U.S., while most Republican leaders say lower trade barriers have helped America build the world's leading economy.

The schism was highlighted this week when Mr. Trump said he would impose tariffs on steel and aluminum imports, and as Gary Cohn, the president's top economic adviser, [announced his resignation](#). We [fact-checked some of the president's statements](#).

- **Our chief Washington correspondent** examined how, on both trade and gun control, [Mr. Trump has broken with his party](#).

## **Raising hopes that have been dashed before**

- [North Korea's sudden willingness to bargain with the U.S.](#) over the dismantling of its atomic arsenal surprised many on Tuesday.

The North's leader, Kim Jong-un, said he would suspend all nuclear and missile tests if talks took place, according to South Korean envoys who met with him.

- **But this isn't the first time** . President Trump [now faces the same negotiating challenges](#) that bedeviled his three predecessors.

## Winter storm, Round 2

- The U.S. Northeast is bracing for the second winter storm in less than a week, and Massachusetts, New Jersey and New York declared states of emergency. [Our live briefing has the latest.](#)

More than a foot of snow is expected in some areas, and thousands of flights have been canceled. An earlier nor'easter killed eight people and knocked out power to millions last Friday.

- **One of our climate reporters** [answered questions about the storm.](#) Have a question? [Email storms@nytimes.com.](mailto:storms@nytimes.com)

## Texas kicks off primary season

- [Both parties suffered from infighting](#) before Tuesday's voting, the first stage in the 2018 midterm elections.

Early turnout was high, particularly among Democrats. But Republicans still cast more ballots over all, thanks to their strength in rural areas.

- **Here are** [the results so far.](#)

## Cold War echoes in a quiet English city

- A former Russian intelligence official and his daughter are in critical condition [after being found in a catatonic state](#) in Salisbury, England, a case that British politicians have suggested could involve the Kremlin.

The police have not yet determined whether the official, Sergei Skripal, who was freed from a Russian prison as part of a 2010 spy exchange, was poisoned.

- **"This is a form of soft war** that Russia is now waging against the West," one British lawmaker said.

## "The Daily": Pyongyang reaches out

- South Korea says the North could dismantle its atomic arsenal. Is the nuclear threat over?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **Citing national security concerns**, the U.S. government [ordered an investigation into the hostile takeover bid for Qualcomm](#), a computer chip manufacturer, by Broadcom of Singapore.

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It's part of a global fight over access to emerging technologies, including [the next generation of wireless, known as 5G](#).

- **The planned sale** of the Weinstein Company [has collapsed again](#).
- **Should Facebook pay** for our puppy pictures? Doing so could benefit both sides, [our columnist writes](#).
- **U.S. stocks** [were up](#) on Tuesday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Our columnist** has been writing about science and health for The Times for 52 years. She offers her [personal secrets to lasting weight loss](#).
- **An easier way** to buy art? [There's an app](#) for that.
- **Recipe of the day:** [Cumin-roasted salmon](#) with a vinegary herb sauce will cure midweek blues.

## Noteworthy

- **Stormy Daniels files suit**

Donald Trump intentionally never signed a nondisclosure agreement in 2016 so that he could later disavow knowledge of it, [according to a lawsuit the pornographic-film actress filed](#) on Tuesday.

The actress, whose real name is Stephanie Clifford, says she began an “intimate relationship” with Mr. Trump in 2006.

- **Teachers' strike nears its end**

“We’re going to school tomorrow,” one West Virginia teacher said on Tuesday after the governor [signed a bill raising state employees’ pay by 5 percent](#). Public schools there were closed for almost two weeks.

- **In memoriam**

[Alan Gershwins](#) insisted for decades that he was the long-lost son of the composer George Gershwin. Despite the skeptics, he made a career out of that assertion. He was 91.

- **Modern art and lame duck**

DaDong, which serves what some people consider Beijing's best Peking duck, opened recently in Manhattan. The result is ... satisfactory, [our restaurant critic writes](#).

- **New voices for the Gray Lady**

The Times is revamping The Edit, a newsletter for college students and those starting their careers.

Its editor, Lindsey Underwood, said she expected to receive a couple hundred applications when we announced we were hiring five contributors. [She got 20,000](#).

- **Today's number: 60**

That's roughly [the percentage of young Republicans](#) who say that human-induced climate change is real, according to a new survey. The number among young Democrats is 88 percent.

- **Best of late-night TV**

After President Trump ribbed the Academy Awards for record low viewership this year, Jimmy Kimmel said the president [knows something about low ratings](#).

- **Quotation of the day**

"I helped them kill my friends. If that doesn't show how you're willing to turn your life around, I don't know what will."

— [Bryant Neal Vinas](#), a convicted terrorist who was denied witness protection even though he helped the U.S. fight Al Qaeda.

- **The Times, in other words**

Here's an image of [today's front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).





Mayor Megan Barry of Nashville announced her resignation on Tuesday after pleading guilty to a felony charge of theft. The move capped a turbulent five weeks.

Mark Humphrey/Associated Press

[Read more about Ms. Barry's resignation.](#)

## Back Story

This week is the anniversary of the birth of Gabriel García Márquez, the Nobel Prize-winning Colombian novelist affectionately known in Latin America as Gabo.

Born on March 6, 1927, García Márquez was known for the writing genre magical realism, but his escapades in real life were just as noteworthy.



Gabriel García Márquez in an undated photograph. “One Hundred Years of Solitude” established him as a giant of 20th-century literature.

Associated Press

He started his career as a journalist, [at one point enraging the Colombian dictator Gen. Gustavo Rojas Pinilla](#) so much that García Márquez fled to Europe for two years.

He became such close friends with Fidel Castro that he would show the Cuban leader drafts of his unpublished books.

At one point, he vowed not to write as long as the Chilean dictator Gen. Augusto Pinochet remained in power (a promise broken long before Pinochet’s 17-year reign ended).

And after being denied a U.S. visa for more than three decades, García Márquez arrived there for the first time in 1995, at the invitation of President Bill Clinton.

Before García Márquez died in 2014, a friend [said the title of the author’s memoir summed up his life](#). “All his motivation is contained in that title, ‘To Live to Tell It’ — it is the pleasure of telling the story,” he said.

*Anna Schaverien contributed reporting.*

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The New York Times

# Morning Briefing

Wednesday, March 21, 2018

[NYTimes.com](#) »

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## Your Wednesday Briefing

By CHRIS STANFORD



Hagerstown, Md., on Tuesday. The Northeast is expecting a “four’easter” today, the fourth big storm in a month. New York City could see 12 to 18 inches of snow. Colleen Mcgrath/The Herald-Mail, via Associated Press

*Good morning.*

*Here’s what you need to know:*

## “We had a very good call”

- Against aides’ advice, President Trump [congratulated Vladimir Putin](#) on Tuesday for his victory in the Russian presidential election.

The White House said the call, made five days after the U.S. imposed new sanctions on Russia, had focused on “shared interests.” They did not include election meddling or the poisoning of a former Russian spy in Britain.

Other leaders, foreign and American, have also congratulated Mr. Putin. But not the Senate majority leader, Mitch McConnell: “When I look at a Russian election, what I see is a lack of credibility in tallying the results. Calling him wouldn’t have been high on my list.”

- **Separately, Mr. Trump** reinforced his commitment to the [Saudi crown prince](#), Mohammed bin Salman, on Tuesday.

## Breaking: Austin suspect is dead, police say

- A suspect in the series of bombings that have terrorized the Texas capital [died early today](#) after he blew himself up in his car as he was being chased by the police, the authorities said.

This is a developing story.

- **Here's** [what we know about the bombings](#), which have killed two people and wounded five others.

## Scraping Facebook

- Regulators, prosecutors, politicians and investors are all asking whether the social network mishandled user data.

[The business model of Mark Zuckerberg's company is under scrutiny](#) after reports that a political consulting firm improperly obtained information on 50 million users.

- **The firm, Cambridge Analytica**, [suspended its chief executive](#), Alexander Nix, on Tuesday.

## Spring started on Tuesday

- Starting today, however, 18 inches of snow could fall in New York City. [Find the latest here](#).

## Suing to speak about an affair

- Karen McDougal, a former Playboy model, [is the second woman this month to challenge efforts](#) by allies of President Trump to bury stories about extramarital relationships.

She is suing The National Enquirer's parent company — whose chief executive is a friend of the president's — which paid her \$150,000 to keep quiet.

- **Separately on Tuesday**, [a ruling in a defamation lawsuit against Mr. Trump](#) raised the possibility of a public airing of other accusations of sexual misconduct.

## Multimillionaire versus billionaire

- The Illinois governor's race could become one of the most expensive in history.

[After winning their parties' nominations on Tuesday](#), the Republican incumbent, Bruce Rauner, a private-equity executive, will face J. B. Pritzker, a Democrat and billionaire philanthropist, this fall. Here are [full results from the primary](#).

- **In a congressional race** that became a fight between moderate and progressive Democrats, the longtime representative Daniel Lipinski narrowly defeated a challenger from the left, Marie Newman. A Republican [denounced by his party as a Nazi also won](#).

## Yet another U.S. school shooting

- “If you don't think this can happen at your school, you are sadly mistaken.”

A school superintendent in Maryland had a familiar warning after [a shooting left the suspect dead and two students wounded](#). The police said the gunman, a 17-year-old student, had been confronted by an armed deputy at Great Mills High.

- **The shooting** occurred a little over a month after 17 people were killed at a school in Florida. A nationwide march in support of gun control is planned for this weekend.

## “The Daily”: The data harvesters

- How did the brains behind Cambridge Analytica become its whistle-blower?

Listen on [a computer](#), an [iOS device](#) or an [Android device](#).

## Business

- **In trade talks with Mexico and Canada**, the U.S. is pushing [to limit warning labels on junk food](#).
- **Lawyers for Bill O'Reilly and Fox News** [argued for the dismissal of the defamation lawsuit](#) brought by three women who reached harassment settlements.

Separately, [a longtime analyst for Fox News, Ralph Peters, is leaving](#), telling colleagues that the network had become “a mere propaganda machine.”

- **U.S. stocks** [were up](#) on Tuesday. Here's a snapshot of [global markets](#) today.

## Smarter Living

*Tips, both new and old, for a more fulfilling life.*

- **Renovating?** Here's [some advice](#).
- **Enjoy fine dining** on a [fast-food budget](#).
- **Recipe of the day:** Get through Wednesday with this [no-bake mango dessert](#).

## What We're Reading

*An inside look at the media diet of Times staff members:*

- **If you've ever seen a mind-blowing photograph of Saturn's rings**, Jupiter's swirls or the heart shape across Pluto, it's thanks in no small part to NASA's Deep Space Network. Shannon Stirone takes you behind the scenes of the infrastructure, which she describes as “worn out” and threatened by insufficient funding and outdated hardware. [ [Longreads](#) ] — *Michael Roston, senior*



staff editor, *Science*

- “**A magazine started by Elizaveta Osetinskay**, a Russian journalist based in the U.S., found and interviewed one of the scientists involved in developing the nerve agents known as Novichok. The scientist, Vladimir Uglev, both confirms the existence of the substances (which some Russian officials said didn’t exist) and points out potential problems in Western accounts of its use against a former Russian spy in Britain.” [ [The Bell](#) ] — *Ellen Barry, London correspondent*

## Noteworthy

- **A war that hasn’t ended**

Fifteen years after the U.S. invasion of Iraq, [The Times is reintroducing At War](#), which began in 2009 as a blog for our journalists and contributors in Baghdad.

The new iteration will continue to tell stories of the American war experience while expanding its coverage to global conflicts. In [the first essay](#), a veteran Marine lieutenant recalls leading tanks into Baghdad in 2003.

- **Finding a place at the bar**

Our Food section [discusses blended scotch](#), which is seeking a role beyond legacy drinkers and cocktails.

- **Best of late-night TV**

Noting the administration’s turnover rate, [Jimmy Kimmel said](#), “Trump goes through cabinet members like he goes through cheeseburgers and Aqua Net: fast.”

And two books about Vice President Mike Pence’s pet bunny, Marlon Bundo, were published this week. One is a picture book. [The other, the brainchild of John Oliver, is a gay romance.](#)

- **Quotation of the day**

“Our teachers in Oklahoma are going above and beyond every single day for an unacceptable and unsustainable salary that doesn’t even provide them with a living wage.”

— [Deborah Gist](#), *Tulsa schools superintendent*.

- **The Times, in other words**

Here’s an image of [today’s front page](#), and links to our [Opinion content](#) and [crossword puzzles](#).



Ben Carson, the secretary of housing and urban development, told a House committee on Tuesday that he had “dismissed” himself from the decision to buy a \$31,000 dining room set for his office last year, leaving the details to his wife and staff.

Erin Schaff for The New York Times

For more on Mr. Carson’s appearance on Capitol Hill, [click here](#).

## Back Story

Each week, The Times’s crossword column, [Wordplay](#), highlights the answer to one of the most difficult clues from the previous week’s puzzles.

This week’s word: [nene](#).



Behold the nene: a rare goose (and a frequent answer in The Times's crossword).

Barry Batchelor/PA, via Associated Press

If it looks like a goose and honks like a goose, it should just be a goose, right? The nene, however, is special. Not only is it Hawaii's state bird, it's also the world's rarest goose.

Its webbed feet have adapted to living on hardened lava, but it is a weak flier. Nenes were once hunted nearly to extinction, but conservation efforts have bolstered their population.

Another reason to know your nenes is that, although rare in the wild, they often come up in crossword puzzles. Nene has been an entry in Times crosswords 295 times since 1944.

It appeared in [the puzzle on March 12](#) with the clue "Hawaiian goose." The word might also appear in easy puzzles with the clue "Hawaiian state bird" or "Hawaiian honker."

Later in the week, as the crosswords become harder, it might be referred to as "Aloha State bird," "Endangered state bird," "Lava geese," "Bird so-called from its call" or "Gray-brown goose."

You can find out about the nene and other birds that appear regularly in our [Crossword Aviary](#).

*Deb Amlen contributed reporting.*

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The New York Times

# Morning Briefing

Sunday, March 25, 2018

[NYTimes.com](#) »

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## Your Weekend Briefing

By KAREN ZRAICK AND BRENT MURRAY

*Here are the week's top stories, and a look ahead.*

Erin Schaff for The New York Times



### 1. “Welcome to the revolution.”

That was Cameron Kasky, a junior at Marjory Stoneman Douglas High School in Parkland, Fla., at [the March for Our Lives against gun violence](#) in Washington. He was addressing “the leaders, skeptics and cynics who told us to sit down and stay silent.”

Hundreds of thousands of people poured into the streets around the world for sister marches. Inspired by [survivors of the Parkland shooting](#), in speeches and with colorful signs and chants, they called for gun control measures and vowed to continue their campaign as the midterm elections approach. You can hear some of the speeches [in this video](#), and here’s a [photo gallery](#).

Above, two students at the rally in the capital: Jada Wright, 17, and Carl Payne, 18, from Eastern Senior High School in Washington.

Did you keep up with the headlines this week? Test your knowledge with [our news quiz](#). And here’s the [front page of our Sunday paper](#).

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Doug Mills/The New York Times





**2. It was a crazy week** in Washington, even by Washington standards. A [head-spinning series of presidential decisions](#) on national security, trade and the budget left the capital reeling — and White House aides nervous about what comes next.

As [two hard-line hawks are set to take key posts](#) — that would be John Bolton as national security adviser and Mike Pompeo as secretary of state — President Trump’s team faces dire challenges. Topping the list: North Korea and Iran.

Then there are domestic challenges, including the one posed by [Stormy Daniels, the pornographic film actress](#) who says she had an affair with Mr. Trump. She is suing to get out of a nondisclosure agreement, and is scheduled to appear on “60 Minutes” on Sunday.

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Jim Wilson/The New York Times



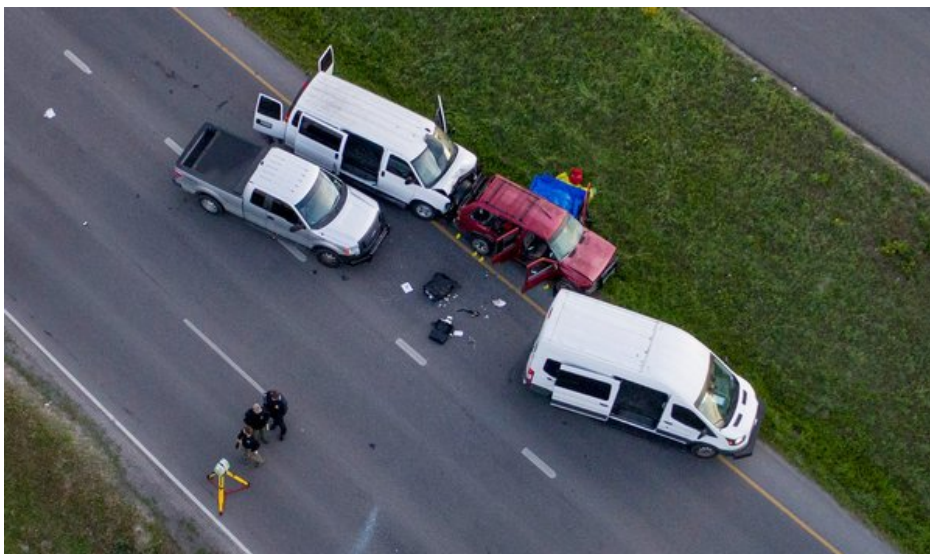


**3. Calls for privacy** in the wake of revelations that a political consulting firm that worked for the Trump campaign harvested Facebook data without user permission could upend tech companies' business model. Above, Facebook's chief executive, Mark Zuckerberg, [addressed jittery employees](#).

Facebook, Google and other firms got big by offering free services in exchange for data that could be used by advertisers. But there are [growing calls from consumers and regulators](#) — in the U.S. and in Europe — to crack down on privacy violations. Meanwhile, the Justice Department and the F.B.I. are pushing tech firms to allow them [access to encrypted data on phones](#) during investigations.

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Jay Janner/Austin American-Statesman



**4. Lucky breaks,** surveillance video and a pair of pink gloves [led investigators to Mark Conditt](#), the 23-year-old suspect in a series of mysterious bombings in Texas.

He died in an explosion as investigators closed in on him early Wednesday. (Above, the scene of that explosion.) He left behind a 25-minute recording that the police said was a confession, but which shed no light on his motives.

The [two people killed in the bombings](#) belonged to prominent African-American families in Austin, which led many to believe they were [racially motivated](#). Anthony Stephan House, 39, was a father and finance professional. Draylen Mason, 17, was a promising classical musician.

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Erin Trieb for The New York Times



5. “Whenever I hear a blast go off in my hometown the first thing I do is call my little brother.”

That is Fatima Faizi, above, a young reporter in our Kabul bureau, [describing how she covers suicide bombings](#). She has experienced eight of them since 2016.

The most recent was a devastating [attack near a hospital as residents celebrated Nowruz](#), the Persian New Year. Thirty-one people were killed. We also talked to [a Ukrainian soldier who deserted the Soviet Army and ended up staying in Afghanistan](#) for more than three decades.

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Reuters



6. We obtained documents that show [Uber's self-driving cars were struggling](#) even before one struck and killed a woman in Arizona. Above, investigators inspecting the vehicle.

The authorities are still investigating the crash and have not determined whether the car was at fault. Uber has halted autonomous car tests in Arizona, Pittsburgh, San Francisco and Toronto.

Tech companies and automakers are spending billions developing self-driving cars, but there are few federal rules governing their testing.

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Todd Heisler/The New York Times



7. **There's a new economy** in the Houston suburbs hit hardest by Hurricane Harvey: [the buying and selling of flooded homes.](#)

We sent a team to Canyon Gate, a subdivision built in a reservoir area designed to flood in order to protect central Houston. Nearly all of the homes are destined to flood again.

“I was flooded, too, I get it,” said Nick Pelletiere, above, who is both a resident and a speculator. “But this hurricane is a monstrous opportunity.”

You can see more of the rebuilding [in this video](#), and [these maps explain](#) how the reservoir system is designed.

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Jasmin Lavoie for The New York Times

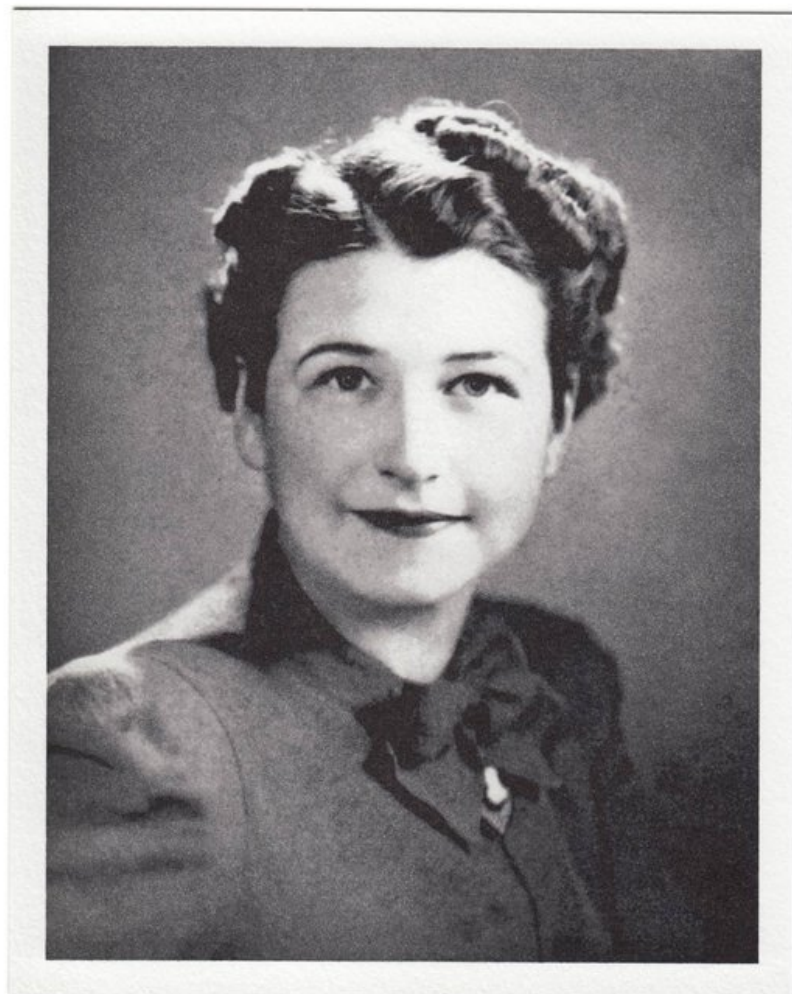




8. **Our reporter** recently spent 10 days on the road rediscovering Quebec, where he was born, after nearly three decades away.

He met a wide array of people along the way. [Here are portraits of some of them](#), including an Algonquin D.J. (that's Cory Whiteduck, above), a Muslim leader, the doorman at Quebec City's grandest hotel and a well-known detective novelist.

Interfoto/Alamy



**9. The latest obituary** in our Overlooked series is of the woman [who invented the chocolate chip cookie](#). Ruth Wakefield, above, originally called her creation the Toll House Chocolate Crunch Cookie, after the popular Massachusetts restaurant she ran with her husband in the 1930s.

As [the Overlooked project](#) started, we asked readers to suggest women they felt deserved, but didn't get, obituaries in The Times. [Here are the stories](#) you told us about your grandmothers and great-grandmothers.



The New York Times

**10. Finally**, come inside the Times Square studios [where actors for Broadway’s biggest shows rehearse](#) . Our annotated video shows a day in the life of the bustling space. Above, rehearsing a scene from “Frozen.”

Looking for other ideas for what to read, watch or listen to?

This week’s New York Times best-seller lists have No. 1 debuts in [hardcover fiction](#) with Clive Cussler and Graham Brown’s thriller “The Rising Sea,” and in [hardcover nonfiction](#) with Michael Isikoff and David Corn’s look at the 2016 presidential election, “Russian Roulette.”

Our team at Watching has a list of some [key episodes of “Roseanne” to rewatch](#) before the series reboot premieres on Tuesday. (The old episodes are streaming on Amazon Prime; the new ones will be on ABC.)

And our music critics have [a new playlist](#) out, with tracks by Shawn Mendes and Snail Mail, among others.

Have a great week.

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**The New York Times**

# Morning Briefing

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Sunday, March 4, 2018

[NYTimes.com](#) »

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By KAREN ZRAICK AND LANCE BOOTH

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Todd Spoth for The New York Times



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Zack Wittman for The New York Times



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Leah Millis/Reuters



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Jeff J. Mitchell/Getty Images



**4. The heaviest snow** in decades [battered parts of Europe](#), accompanied by freezing temperatures. Some places were even colder than the North Pole. (It was experiencing an unusually balmy spell.) Above, a scene in Glasgow.

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Alexander Zemlianichenko/Associated Press



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Andrew Medichini/Associated Press





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Nivin Hotary, via Facebook



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Lucy Nicholson/Reuters

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**The New York Times**

# Morning Briefing

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Sunday, March 4, 2018

[NYTimes.com](#) »

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The New York Times

# Morning Briefing

Sunday, January 28, 2018

[NYTimes.com](#) »

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## Your Weekend Briefing

By KAREN ZRAICK AND LANCE BOOTH

*Here are the week's top stories, and a look ahead.*

Brittany Greeson for The New York Times



**1. It was an extraordinary court proceeding.**

More than 150 women and girls spoke out about sexual abuse by Larry Nassar, who was once lauded as a must-see doctor for America's best gymnasts. [Here are excerpts from their testimony](#), delivered over seven days in a Michigan courtroom.

Dr. Nassar was [sentenced to 40 to 175 years](#) in prison, on top of a 60-year sentence on separate child pornography charges. Now the focus is turning to Michigan State University and U.S.A. Gymnastics, which employed him for years.

The disturbing questions at hand: Who knew what, when, and how did the abuse go unpunished for so long? Above, a protest at Michigan State, where [critics say the university failed](#) to conduct a truly independent investigation. Here's [a guide to our coverage of the case](#).

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Tom Brenner/The New York Times



**2. President Trump** [went to the World Economic Forum](#) in Davos, Switzerland, where he invited the financial elite to invest in what he called a resurgent United States. “America First does not mean America alone,” he said in a closely watched speech.

A rough [consensus emerged over his two-day visit](#) that his administration had shown itself to be more pragmatic than advertised. Many were inclined to view the president’s most extreme positions as just aggressive bargaining postures. Here’s [our full coverage](#) of the forum.

Did you keep up with the headlines this week? Test your knowledge [with our news quiz](#).

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Gabriella Demczuk for The New York Times



**3. Lawmakers** agreed on a deal to fund the government — but only through Feb. 8. Talks continue [on an immigration deal](#).

But our Washington correspondents say Capitol Hill is absorbed with concern that President Trump's time in office [has pushed an already dysfunctional Congress](#) into a near-permanent state of gridlock.

The president will [deliver his State of the Union address](#) on Tuesday.

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Doug Mills/The New York Times



4. We reported that President Trump [ordered the firing of Robert Mueller](#), above, the special counsel overseeing the Russia investigation. But he ultimately backed down after the White House's top lawyer threatened to resign over the directive.

Mr. Trump denied the report, calling it “fake news.” Senate Democrats said they would redouble their efforts [to protect Mr. Mueller from being fired](#).

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Ryan Hermens/The Paducah Sun, via Associated Press



5. A school shooting in small-town Kentucky [was the 11th shooting on school property this year](#). And it was only Jan. 23.

Two 15-year-old students, a boy and a girl, were killed. The suspect is also a 15-year-old student. Many of the [emergency workers who responded](#) have children who attend the school, or went there themselves. Above, a vigil for the victims.

Researchers and gun control advocates say that since 2013, they have logged school shootings at a rate of about one a week.

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Andrew Quilty for The New York Times





6. A bomb placed in an ambulance set off a [huge explosion on Saturday on a busy street](#) in Kabul, Afghanistan, above, killing at least 95 people and injuring dozens of others. The Taliban claimed responsibility.

And we were following the fighting in northern Syria, where Turkey attacked U.S.-backed Kurdish militias. Those groups are critical in the battle against the Islamic State, but Turkey contends that they are also terrorists. [Here's a primer](#) on the complicated situation there.

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Odd Anderson/Agence France-Presse — Getty Images



7. **The arrival** of voice-controlled assistants in cars [has raised new concerns about security and privacy](#). Hacks could include annoying pranks like a honking horn, or more serious breaches such as remotely unlocking a home's doors for a robbery.

In other auto news, our correspondent in Frankfurt illustrates [how far German carmakers went to skew research](#) on the damaging effects of diesel emissions.

The automakers financed an experiment in which 10 monkeys squatted in airtight chambers, watching cartoons for entertainment as they inhaled fumes from a rigged diesel Volkswagen Beetle. Above, a storage facility at Volkswagen's headquarters.

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Chad Batka for The New York Times



**8. The Philadelphia Eagles** face off against the New England Patriots in the Super Bowl on Feb. 4.

We caught up with [Malcolm Jenkins, the Eagles' star safety](#), above, whose raised fist during the national anthem before games in October and November became one of the enduring images of this most political of N.F.L. seasons.

After the league agreed to invest \$89 million in social causes in December, he ended his protests — but not his work off the field for criminal justice reform and racial equality.

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NBC



9. **Will Ferrell**, above, a “Saturday Night Live” alumnus and [host of the latest episode](#), brought back his impression of former President George W. Bush, reminding viewers who might compare him favorably with President Trump, “I was really bad.”

“Don’t forget, we’re still in two different wars that I started,” Mr. Ferrell said. “What has two thumbs and created ISIS? This guy.”

Kerry Hayes/Fox Searchlight Pictures, via Associated Press





**10. Finally**, the 2018 Academy Award nominations were announced, and “The Shape of Water,” above, led the pack. See the full list of nominees and [cast your vote here](#).

The Grammy Awards are Sunday at 7:30 p.m. [Will the show have a #MeToo moment?](#) Women are dramatically underrepresented in the music industry. A new study found that of the 899 nominees for the last six ceremonies, just 9 percent were women. We’ll have [live coverage here](#).

For more on pop music, consider signing up for our weekly newsletter, [Louder](#).

*Have a great week.*

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The New York Times

# Morning Briefing

Sunday, February 18, 2018

[NYTimes.com](#) »

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## Your Weekend Briefing

By KAREN ZRAICK AND LANCE BOOTH

*Here are the week's top stories, and a look ahead.*

Saul Martinez for The New York Times





**1. The “mass shooting generation” is speaking out.**

The [teenagers who survived last week’s school shooting in Parkland, Fla.](#), were born into a world reshaped by the 1999 attack at Columbine High School in Colorado. They grew up practicing active shooter drills — and wondering whether it could happen at their schools.

This week, of course, it did. And many students responded not by grieving silently, but with [loud calls for gun control measures](#). Above, a vigil at the school.

The 19-year-old suspect, [Nikolas Cruz, had exhibited “every single known red flag”](#) before the attack, and the [F.B.I. failed to act](#) on a tip last month that Mr. Cruz was a threat. [Here are brief portraits](#) of the 14 students and three staff members who were killed.

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Zayid Ballesteros/U.S. Army



2. We did a deep dive into [the attack in Niger in October](#) that left four American soldiers dead.

Few Americans — even senior members of Congress — know much about the 800 U.S. troops there. They were supposed to be training and advising Nigerien soldiers, four of whom were also killed in the attack. Above, a training exercise last year.

Interviews with current and former officials, service members and witnesses point to intelligence failures and strategic miscalculations that left the soldiers in hostile territory with no backup.

More broadly, their deaths have reignited a longstanding argument in Washington over the sprawling and often opaque war against jihadist groups that began after the Sept. 11 terrorist attacks.

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Doug Mills/The New York Times



3. **More than a dozen** Russians and three companies were charged with [interfering in the 2016 elections](#), underscoring the conclusion that Russia is engaged in a virtual war against the U.S.

It was the first indictment in connection with election meddling secured by the special counsel in the Russia investigation, Robert Mueller, above. [President Trump claimed personal vindication](#), writing on Twitter that there was “no collusion!”

Prosecutors said that [Facebook and Instagram were the most frequently used tools](#) for Russian operations that aimed to sow political discord.

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Tasos Katopodis/Getty Images



**4. The Senate** blocked three measures — including one backed by President Trump — [to resolve the fate of the young people known as Dreamers](#).

What will happen now is unclear. The program that was protecting an estimated 690,000 people from deportation was rescinded by Mr. Trump, and it will expire on March 5. Above, a protest in Washington last month.

Congress is in recess this week, and immigrant rights advocates are [turning their attention to the legal arena](#). Two federal courts have blocked the administration from ending the program, but the White House wants those rulings overturned.

The Supreme Court convened a closed-door conference on Friday to discuss whether to take up the issue immediately.

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Pool photo by Gianluigi Guercia



5. Cyril Ramaphosa, above, took over as president of South Africa. He had been deputy president and [is one of the richest men on the continent](#).

He succeeds [Jacob Zuma, who resigned](#) after nearly nine years as president. Mr. Zuma, once known as a charismatic anti-apartheid hero, had come to symbolize the corruption that flourished during his time in office.

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Mauricio Lima for The New York Times





6. Our correspondent on the ground in northern Syria met some of the [fighters for the Syrian Democratic Forces](#). The American-backed group, which includes Kurds and Arabs, drove the Islamic State out of a large section of northeastern Syria.

“We’re very proud,” said Shervan Derwish, above. “We did something for our people, and for the world.”

Secretary of State Rex Tillerson was in Turkey, where he [met with President Recep Tayyip Erdogan](#) to discuss the diplomatic crisis between their countries over Turkey’s military operations against Kurdish forces in Syria.

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Tony Cenicola/The New York Times



7. What does “natural” mean, exactly? The term is on more and more products these days, from fruit juice to shampoo to baby wipes.

The problem, consumer groups say, is that there is [no legal or regulatory definition of what “natural” is](#). That has spurred hundreds of lawsuits.

The debate echoes the tussling over the term “organic” in the 1990s. (The Department of Agriculture did eventually create a definition and certification process.)

And we haven’t even gotten to “healthy” yet.



Hilary Swift for The New York Times

#### 8. There's just a week to go in the Winter Olympics.

We caught up with [Tara Lipinski and Johnny Weir, the NBC figure skating analysts](#) who have all but upstaged the athletes with their very-big-night-out attire. They took us through some of the outfits in the 22 suitcases they took to Pyeongchang, South Korea.

Here's the full [Olympic medals table, results and schedule](#). And you can [sign up here for direct messages](#) from our sports editor at the Games.

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Karsten Moran for The New York Times





9. **Flynn the bichon frisé** was crowned Best in Show at [the 142nd Westminster Kennel Club Dog Show](#) in New York.

The jovial 5-year-old cut a striking figure in the ring: His powder-puff fur was painstakingly coifed, and he trotted across the floor with a light, jaunty step.

Speaking of pups, we're ringing in the Year of the Dog, which began Friday. Our friends in Cooking have [a wide selection of recipes](#) to celebrate the Lunar New Year.

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Gene J. Puskar/Associated Press



**10. Finally**, did you keep up with the headlines last week? Test your knowledge [with our news quiz](#).

And a friendly reminder: It's not all bad out there. In [this roundup of uplifting stories](#), we have the snowboarder Chloe Kim's "hangry" tweets, a postal stamp featuring Mr. Rogers, above, and an easy way to make kids happier and healthier.

*Have a great week.*

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