

IN THE SUPREME COURT OF OHIO

ERIN GABBARD, et al.,	:	
	:	
Plaintiffs-Appellees,	:	Case No. 2020-0612
	:	
v.	:	Appeal from the Butler County
	:	Court of Appeals
MADISON LOCAL SCHOOL DISTRICT	:	Twelfth Appellate District
BOARD OF EDUCATION, et al.	:	Case No. CA2019-03-0051
	:	
Defendants-Appellants.	:	

BRIEF OF *AMICUS CURIAE*
OHIO K-12 TEACHERS AND STAFF
IN SUPPORT OF APPELLEES

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STATEMENT OF AMICUS INTERESTS

The *Amici Curiae* are teachers and other staff from schools across the State of Ohio. *Amici* share the concerns of the Plaintiffs/Appellees about the safety of children in Ohio schools, and further wish to participate as *amici* to express their concerns for their own safety if the Court were to hold that Ohio law contains no training requirement for school teachers to possess guns in school buildings. The concern of these *amici* is amplified because, unlike Madison Local School District, many districts do not tell parents or unarmed staff that the school has a policy permitting staff to carry guns in the building, and do not know who is permissibly armed and who is not.

In total, these amici include 284 current or former teachers and other school staff members from throughout the Buckeye State. They are listed in the Appendix to this brief.

ARGUMENT

PROPOSITION OF LAW NO. 1: Ohio law requires that teachers and other school staff that go armed while on duty meet the training requirements of R.C. 109.78(D).

I. Introduction

On March 8, 2019, there was an alarming incident in South Bloomfield Township, near Sparta, Ohio, about 40 miles north of Columbus. Inside a school building, two individuals were alone in a room. One of them pointed a 9 mm handgun at the other, stating, “Put your hands behind your back. You’re arrested.” Other than the fact that this occurred in a school building, this image may not seem particularly exceptional. But the incident was exceptional indeed.

For one thing, the incident did not occur at the high school, it occurred at Highland Elementary School.

For another, the individual with a gun pointed at her (who was instructed to put her hands behind her back because she was under arrest) was unarmed and had neither committed a crime nor threatened anyone. She was a student at the elementary school – *a six year-old student*.

Why would any reasonable police officer point a gun at an unarmed, non-threatening six year-old who had committed no crime? None would. And indeed, none did on that day in Sparta. The person wielding the gun was not a police officer at all. The person wielding the gun was another six year-old.

The gun belonged to Vicky Nelson, the School District’s transportation director. Nelson was allowed to carry the gun as part of the School District’s concealed-carry plan adopted in 2018 to arm administrators and select staff members to *protect students* from potential gun

violence. Nelson had left the gun in her unlocked desk, with two six year-olds alone in the room, while she drove to a nearby high school.¹

Affirming the decision by the Court of Appeals is appropriate, among other reasons, to help ensure that situations such as this do not occur again. *Amici* here advance three arguments in favor of affirmance. *First*, basic principles of statutory construction require adoption of the reading of the statute advanced by Plaintiffs. *Second*, permitting untrained civilian school staff members to carry guns in school buildings causes many educators to fear for their physical safety. And *third*, the extraordinary lack of transparency exhibited by school districts throughout the State – most refuse to tell teachers and parents whether there are armed civilian school employees – exacerbates the problems associated with misinterpreting the statute.

II. The plain text of R.C. 109.78(D) unambiguously requires a school employee who goes armed while on duty to complete basic peace officer training.

R.C. 109.78(D) states that, in schools, all special police officers, security guards, and employees in other positions in which the person goes armed while on duty must have either (a) satisfactorily completed an approved basic peace officer training program, or (b) twenty years' experience as a peace officer. The statute reads:

No public or private educational institution, or superintendent of the state highway patrol shall employ a person as a special police officer, security guard, or other position in which such person goes armed while on duty, who has not received a certificate of having satisfactorily completed an approved basic peace officer training program, unless the person has completed twenty years of active duty as a peace officer.

R.C. 109.78(D).

¹ The details of this story can be found at <https://www.beaconjournal.com/news/20190821/ohio-first-grader-points-loaded-gun-at-student-in-school-office-email-says> (last visited September 18, 2020) and <https://www.dispatch.com/news/20190816/first-graders-had-access-to-gun-meant-to-prevent-school-violence> (same).

An unambiguous statute such as R.C. 109.78(D) need only be applied, not interpreted. *See, e.g., Provident Bank v. Wood* (1973), 36 Ohio St.2d 101, 105, 304 N.E.2d 378 (a court must first look to the language of the statute itself to determine legislative intent, and if that inquiry reveals that the statute conveys a meaning that is clear, unequivocal, and definite, at that point the interpretive effort ends, and the statute must be applied accordingly); *Katz v. Dept. of Liquor Control* (1957), 166 Ohio St. 229, 231, 141 N.E.2d 294 (“Where the language itself clearly expresses the legislative intent, the courts need look no further.”). Because the Revised Code states that no school “shall employ as person as a special police officer, security guard, or other position in which the person goes armed on duty” without having completed an approved basic peace officer training program or twenty years of active duty officer experience, Madison Local School District’s policy permitting the District to employ people in other positions where they go armed while on duty without meeting one of those criteria is unlawful.

Should the Court, however, choose to interpret rather than apply the statute, *amici* urge the Court to consider the cardinal rule of statutory construction that “a statute should not be interpreted to yield an absurd result.” *State ex rel. Dispatch Printing Co. v. Wells*, 18 Ohio St.3d 382, 384, 481 N.E.2d 632 (1985). The interpretation of R.C. 109.78(D) advocated by Madison Local and its *amici*, including the State, is absurd. Here’s why. All parties, and all *amici*, agree that the statute requires police officers who are employed by school districts and who carry weapons to either have completed an approved basic peace officer training program, or have at least twenty years of experience as an active duty peace officer. Yet Madison Local argues that there is no such requirement for teachers.

Consider two hypothetical school employees. The first is a forty year-old who, immediately after graduating from college at age twenty-two, joined a local police department as

a police officer. Though she never completed a basic peace officer training program, she has spent the last eighteen years as an active duty police officer, carrying weapons (including a handgun), responding in real time to intense and rapidly evolving dangerous situations, protecting the public and maintaining the peace. She applies for a job as a security guard. The second hypothetical employee is a twenty-two year-old who graduated from college last spring with a bachelor's degree in elementary education hired to be a kindergarten teacher. She has never before in her life carried a weapon of any kind, and the most dangerous situation to which she has ever had to respond was fending off her younger brother's Nerf gun attacks when her parents weren't looking. Under the reading of the statute advanced by Madison Local, *for the protection of students*, the General Assembly has decided that the police officer with eighteen years of experience cannot be permitted to carry a handgun in a school building as a security guard, but the twenty-two year-old can carry a gun as a kindergarten teacher. And under Madison's view of state law, if that kindergarten teacher carries her weapon concealed at school, she need only have completed an eight-hour course, six hours of which can be completed online, and she need not even demonstrate that she can hit a target. If she carries it openly, Madison says she needs zero hours of training under state law. (Madison Br. at 9.) "Absurd" does not seem like a strong enough word to capture the inconsistency of that interpretation of the statute.

III. Permitting untrained civilian school staff members to carry guns in school buildings without sufficient training reasonably causes many educators to fear for their physical safety.

Reasonable minds might disagree on the question of whether students are safer in school if teachers are allowed to carry handguns. But reasonable minds cannot disagree on the question of whether – if they are going to be permitted to carry handguns in school – teachers should have substantial training.

Amici are Ohio teachers and school staff members who believe that permitting teachers and staff to possess handguns in school without requiring extensive training unnecessarily puts them and their students at risk. There is already an epidemic of mishandling of handguns in schools. The Giffords Law Center tracks incidents of mishandled guns in schools, and reports an astonishing number of such instances.² In Pinellas County, Florida, a teacher was helping students on the playground do flips and cartwheels when a handgun loaded with 19 rounds of ammunition fell from his waistband, roughly five feet from an eight year-old.³ In Texarkana, Texas, an employee's loaded handgun fell out of its holster on a bus, where it was later found by a student.⁴ In Mustang, Oklahoma, a school was put on lockdown after an employee left a gun in an unattended handbag in the school's media center.⁵ In Port Gibson, Mississippi, a loaded handgun was left in the restroom of an elementary school.⁶ In St. Louis, Missouri, two middle school students stole a gun that was brought to school by a teacher.⁷ At a charter school in Philadelphia, a student bumped into a teacher's bag in class, revealing a firearm.⁸ In Glyndon, Maryland, a teacher at a K-8 school left a handgun in a restroom.⁹ In High Island, Texas, a school district superintendent left a gun in a school van, where it was found by a student.¹⁰ And

² See <https://giffords.org/lawcenter/report/every-incident-of-mishandled-guns-in-schools/> (last accessed September 18, 2020).

³ See <https://www.wfla.com/news/pinellas-county/report-loaded-gun-fell-out-of-substitute-teachers-waistband-on-pinellas-county-playground/1546792808/> (last accessed September 18, 2020).

⁴ See <https://www.easttexasmatters.com/news/top-stories/gun-discovered-on-middle-school-bus-at-pleasant-grove-isd/> (last accessed September 18, 2020).

⁵ See <http://www.news9.com/story/5e347ff2527dcf49dad759f8/mustang-high-school-put-under-short-lockdown-after-gun-was-found-on-campus> (last accessed September 18, 2020).

⁶ See <https://www.wjtv.com/news/local-news/gun-found-on-elementary-school-campus-in-claiborne-county/1706579865/> (last accessed September 18, 2020).

⁷ See <https://patch.com/missouri/stlouis/central-middle-teacher-brought-gun-class-students-stole-it> (last accessed September 18, 2020).

⁸ See <https://6abc.com/education/police-presence-at-school-after-teacher-found-with-gun/3516853/> (last accessed September 18, 2020).

⁹ See <https://foxbaltimore.com/news/local/staff-member-found-with-gun-at-sacred-heart-school-in-glyndon> (last accessed September 18, 2020).

¹⁰ See <https://www.12newsnow.com/article/news/local/high-island-isd-super-who-left-gun-in-van-still-on-leave-district-wont-comment-on-possible-action/442522240> (last accessed September 18, 2020).

in Seaside, California, a teacher accidentally discharged his gun while teaching a class, injuring three students, one of whom had bullet fragments lodged in his neck.¹¹ The list goes on and on.¹²

It is not the role of this Court to determine what Ohio's policy should be regarding teachers possessing handguns in schools. All parties agree that that policy decision is properly made by the General Assembly. But there is good reason why the General Assembly wrote the law the way that it did – teachers and staff possessing handguns can pose an extraordinary risk to students and employees, and therefore it makes sense that the General Assembly decided that no corners should be cut when it comes to the minimum training requirements for civilian employees to possess handguns in school. Moreover, if a local school district elects to arm teachers in case of an active attack, those teachers will be better equipped to protect their students, their colleagues, and themselves if they have received sufficient training. Local school districts have the authority in Ohio to make their own determinations regarding whether it is wise to arm teachers with handguns. But the General Assembly has required that, should they elect to arm teachers, school districts must ensure that they have adequate training, which the legislature determined was satisfactory completion of an approved basic peace officer training program. *Amici* fear the potentially fatal consequences should this Court fail to enforce that policy decision made by the General Assembly.

IV. The lack of transparency by school districts that refuse to disclose their policies on arming teachers exacerbates the problems associated with misinterpreting the statute.

Regardless of their individual views about the propriety of arming teachers, parents across Ohio want to know whether their children's teachers are armed. For some, this may be

¹¹ See <https://www.ksbw.com/article/seaside-high-teacher-accidentally-fires-gun-in-class/19426017> (last accessed September 18, 2020).

¹² See <https://giffords.org/lawcenter/report/every-incident-of-mishandled-guns-in-schools/> (last accessed September 18, 2020).

because they fear that the accidental mishandling of a weapon possessed by a teacher may have fatal consequences for their children. Those parents, if they know of the school district's policy, may elect to move to a new school district, send their children to private school, or home school their children. For other parents, they may want to know that their children's teachers are armed because they fear a school shooting, and believe that arming teachers will help protect their children. Those parents may want to move districts or home school their children if their home district does *not* permit teachers to be armed. But regardless of those preferences, every parent wants to know whether their children's teachers are armed.

Likewise, teachers and school staff want to know whether their colleagues are armed. If a teacher should happen to notice a firearm on a colleague, that teacher ought to be able to know right away whether that armed colleague is friend or foe – whether the presence of the handgun is authorized and protective, or the colleague presents a danger to other staff and students such that prompt action is required.

Madison Local, to its credit, is an exception to the rule in the State of Ohio. Madison Local has informed the community of its decision to permit teachers to be armed. Most school districts across the State, however, do not provide their communities with the same notice. Most districts claim that Ohio law does not require the disclosure of this information. Indeed, the Ohio Department of Public Safety has taken the position that an exemption to Ohio's public records law means that the Department is not required to release information about which school districts allow armed staff.¹³ But if there is no duty to make public which schools permit teachers to be armed, there is no way for the public to know which, or how many, of Ohio's 610 school

¹³ See <https://www.daytondailynews.com/news/least-schools-ohio-arm-teachers-and-staff-report-says/UnuzjrjyCTYGPiYonsDwfO/> (last visited September 18, 2020).

districts have armed teachers.¹⁴ Indeed, parents and teachers are not the only ones left in the dark about which school districts have armed teachers – even the Ohio Department of Education has no idea. What school districts permit teachers to be armed is not under the Department of Education’s jurisdiction, and districts are not required to report to the Department of Education whether they allow teachers to carry guns.¹⁵

Can parents and teachers just file a public records request to find out? The districts say no. Most school districts add an armed teachers’ policy as part of the School’s Safety Plan during Executive Session of a school board meeting, which is closed to the public. And the safety plan itself is not subject to a public record request under the Ohio Public Records Act. See R.C. 149.433(A)(3) (defining “emergency management plan adopted pursuant to section 3313.536 of the Revised Code” as security record exempt from public disclosure); see also R.C. 3313.536(I) (same).

Indeed, even the Madison Local School District, where the District disclosed to the community that it was arming teachers, nonetheless refused to release details about the plan until sued; arguing that it did not have to do so based on Ohio Public Records laws. See Mot. for Partial Dismissal, Ex. A. Even when parents asked what information and research the Board relied upon in deciding to adopt its armed staff policy, the District said that information was subject to confidentiality. (Id.) *See also*, Madison Local School District Firearms Authorization Policy (MSJ Ex. C, at 1) (paragraph on confidentiality, stating that “All records, letters, written authorizations, revocations of authorizations, and other documents related to the Firearms

¹⁴ See https://www.washingtonpost.com/local/education/armed-and-safe-at-ohio-schools-the-security-plan-includes-teachers-and-guns/2018/03/12/9f49ff68-1b22-11e8-ae5a-16e60e4605f3_story.html (last visited September 18, 2020).

¹⁵ See <https://www.cincinnati.com/story/news/education/2018/03/07/does-my-kids-teacher-have-gun/404341002/> (last visited September 18, 2020).

Authorization Policy shall be maintained in a secured location determined by the Superintendent or designee. No such documents will be issued to the public or circulated among unauthorized school employees.”). In fact, it was only through this litigation that the teachers in Madison Local learned that one of their peers who is carrying a gun at school with them failed the firearms training test multiple times. See Deposition of John Doe 3, 24:19-25:22 (describing repeated attempts at qualification); Deposition of John Doe 2, 66:13-68:9 (describing that one armed staff person failed qualification test twice). With this degree of secrecy employed, there is no way for parents or non-carrying teachers to hold their districts accountable for following (or failing to follow) appropriate procedures for vetting individual teachers who are to be armed. This secrecy, lack of transparency, and lack of accountability only serve to heighten the concerns *amici* have regarding their safety and the safety of their students.

CONCLUSION

R.C. 109.78(D) should be applied and enforced as written – employees that go armed at school must meet one of the two explicit criteria for eligibility to do so. The statutory requirement is unambiguous. Beyond that basic reading of the statute, teachers across the State of Ohio are scared that their colleagues can carry weapons without meaningful training. While the relative merits of permitting teachers to be armed can be debated from a policy perspective, the desire to have any teachers who are armed be adequately trained is beyond debate. Finally, the concerns of *amici* about their safety and the safety of their students when insufficiently trained teachers are permitted to carry guns at school are heightened by the secrecy with which schools are permitted to operate with regard to the arming of teachers. For all of these reasons, these *amici* urge the Court to affirm the judgment of the Court of Appeals.

Respectfully submitted,

/s/ John C. Camillus

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CERTIFICATE OF SERVICE

The undersigned hereby certifies that a copy of the foregoing Brief of *Amicus Curiae K-12 Teachers and School Staff* was served upon the following counsel of record, by email transmission, this 5th day of October, 2020:

_ /s/ John C. Camillus _____

IN THE SUPREME COURT OF OHIO

<p>ERIN GABBARD, et al.,</p> <p style="text-align: center;">Plaintiffs-Appellees,</p> <p style="text-align: center;">v.</p> <p>MADISON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION, et al.</p> <p style="text-align: center;">Defendants-Appellants.</p>	<p>⋮</p> <p>⋮</p> <p>⋮</p> <p>⋮</p> <p>⋮</p> <p>⋮</p> <p>⋮</p> <p>⋮</p> <p>⋮</p>	<p>Case No. 2020-0612</p> <p>Appeal from the Butler County Court of Appeals Twelfth Appellate District Case No. CA2019-03-0051</p>
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EXHIBIT 1: Amici Signatures
BRIEF OF AMICUS CURIAE
**OHIO K-12 TEACHERS AND STAFF
 IN SUPPORT OF APPELLEES**

	Name	Title/Position	Status	County
1	Barry Ackerman	Principal	Retired	Franklin
2	Clayton Adams	Intervention Specialist	Current Employee	Hamilton
3	Roberta Adams	Guidance Counselor	Retired	Franklin
4	Barry Alcock	Teacher	Retired	Franklin
5	Karen Allen	School social worker	Retired	Cuyahoga
6	Rachel Amey	Teacher	Retired	Hamilton
7	Connie Anderson	Teacher/Counselor	Retired	Allen
8	Rachel Arcus-Goldberg	Head of School	Current Employee	Franklin
9	Jackie Arnold	Assistant Professor	Current Employee	Greene
10	Carol Arny	Teacher	Retired	Delaware
11	Traci Arway	Special Education Coordinator of Non Public Schools and Scholarship Programs	Current Employee	Franklin
12	Kyisa Avula	Teacher	Retired	Hamilton
13	Kathleen Baka	Teacher of gifted	Retired	Lake

14	Karla	Balskus	Fifth grade teacher	Retired	Hamilton
15	Billie	Bartholomew	Teacher	Current Employee	Franklin
16	Cathy	Becker	Teacher	Retired	Cuyahoga
17	Tricia	Beecroft	Substitute teacher	Current Employee	Montgomery
18	Marlene	Beierle	Teacher - Curriculum Coordinator	Retired	Franklin
19	Virginia	Beilharz	Curriculum Supervisor	Retired	Allen
20	James	Beirne	Project Liaison	Current Employee	Hamilton
21	Catherine	Bell	Mathematics teacher	Retired	Franklin
22	Michaelene	Belpedio	speech/language pathologist	Retired	Delaware
23	Patty	Benninger	Teacher	Retired	Franklin
24	George	Bergen	Public Safety Services Coordinator	Retired	Butler
25	Debbie	Bernauer	K-3 Teacher	Retired	Cuyahoga
26	Glenna	Biggins	Teacher	Retired	Medina
27	Jason	Blair	Art teacher	Current Employee	Franklin
28	Kimberly	Boehm	11th and 12th Grade Sociology and CCP American History Teacher	Current Employee	Richland
29	Catherine	Boone	Teacher/Department Chair	Current Employee	Delaware
30	Kevin	Bord	Intervention Specialist	Retired	Summit
31	Lisa	Borowy	Early Childhood Teacher	Current Employee	Portage
32	Marlene	Borton	Substitute Teacher	Retired	Montgomery
33	Carol	Bouffioux	Middle School Teacher	Current Employee	Montgomery
34	Carol T.	Bowes	Permanent substitute English teacher	Retired	Summit
35	Jamie	Bowsher	Intervention specialist	Current Employee	Fairfield
36	Jerome	Brady	Teacher	Current Employee	Hamilton
37	Abby	Brewer	Teacher	Current Employee	Warren
38	Liela	Brode	Teacher	Retired	Cuyahoga
39	Darla	Brown	Teacher	Retired	Franklin

40	Dorothy	Bruggeman	Assistant to the Superintendent	Retired	Summit
41	Sandra	Burkeen	Teacher	Retired	Franklin
42	Catherine	Burkhart	Kindergarten & First Grade Teacher	Retired	Belmont
43	Patricia	Burnside	Teacher	Retired	Montgomery
44	Crystal	Carley	ELA 7/8 Teacher	Current Employee	Montgomery
45	Betsy	Carpenter	English teacher	Current Employee	Sunbury
46	Bev	Carter	School Nurse	Retired	Franklin
47	Mary Kay	Cerrito	Elementary teacher	Retired	Cuyahoga
48	Laura	Chatfield	Teacher/2nd Grade	Retired	Wayne
49	Brenda	Clark	Science Instructor	Retired	Franklin
50	Sue	Coblentz	Kdg. teacher	Retired	Montgomery
51	Pam	Conine	Teacher	Retired	Greene
52	MaryLynn	Conn	Substitute teacher	Retired	Summit
53	Kif	Corcoran	ELA 7th grade Teacher	Current Employee	Warren
54	Helen	Cosner	Teacher	Current Employee	Franklin
55	April	Costello	Math Teacher	Current Employee	Cuyahoga
56	Laurine	Crowther	English teacher	Retired	Franklin
57	Daryl	Curry	Teacher	Current Employee	Franklin
58	Brenda	Custodio	Assistant Principal	Retired	Franklin
59	Candace	Daniel	Teacher	Retired	Delaware
60	Tammy	Daniels	English Teacher	Current Employee	Butler
61	Lauren	Day	Teacher	Current Employee	Delaware
62	Joseph	Decker	Teacher - Grade 7 Social Studies	Current Employee	Franklin
63	Allison	DeGreen	Teacher	Current Employee	Richland
64	Anna	DeHart	Kindergarten Teacher	Current Employee	Franklin
65	Sara	DeMuch	Intervention Specialist - High School	Current Employee	Cuyahoga
66	Luann	Derr	Preschool Paraprofessional	Retired	Summit
67	D. Matthew	Deters	Teacher	Current Employee	Montgomery

68	Mary	Dixon	School Psychologist	Retired	Franklin
69	Mary Jane	Dodson	Teacher	Retired	Greene
70	Michael	Dowell	substitute science teacher	Retired	Summit
71	Katie	Dreier	Preschool teacher	Current Employee	Hamilton
72	Katherine	Droder	Teacher's aide	Current Employee	Warren
73	Madeline	Dyer	Kindergarten/General Education Teacher	Current Employee	Franklin
74	Janice	Eddey	3rd grade teacher	Retired	Franklin
75	Susan	Egan	Librarian	Retired	Lorain
76	Marilyn	Eppich	Fourth grade teacher	Retired	Cuyahoga
77	Alicia	Fair-Foust	Intervention Specialist	Current Employee	Logan
78	Victoria	Fisher	Director of Curriculum & Instruction	Retired	Lorain
79	Ellen	Foley	Special Education Kindergarten Teacher	Retired	Lucas
80	John	Foley	Superintendent	Retired	Lucas
81	Kathy	Francescani	Retired elementary teacher	Retired	Cuyahoga
82	Susan	Frantz	Special Needs/Tutor	Retired	Lorain
83	Laura	Frase	Science Teacher	Current Employee	Lake
84	Bonnie	Fraylick	Teacher Grade 5	Current Employee	Lorain
85	Julie	Fredericksen	Educator/Data Coordinator	Current Employee	Ottawa
86	Margaret	Frey	Administrator	Retired	Montgomery
87	Dianne	Frimel	Teacher	Retired	Montgomery
88	Paul	Froehlich	Instructional Assistant/ Sp. Ed	Current Employee	Franklin
89	Julie	Froude	Music Specialist	Current Employee	Butler
90	Mary	Fry	Intervention Specialist	Current Employee	Summit
91	Mary	Fulton	Lead Teacher	Retired	Summit
92	Blair	Gabalis	Teacher	Retired	Franklin
93	Gail	Garee	Language Arts Teacher	Current Employee	Franklin
94	Donah	Gehlert	Teacher	Retired	Summit
95	Linda	Gingerich	Teacher	Retired	Warren

96	Lauren	Glaros	Social Studies Teacher	Current Employee	Franklin
97	Beverly	Good	Teacher	Retired	Franklin
98	Margaret	Gorman	Teacher	Retired	Lake
99	Jerry	Graham	Retired	Retired	Summit
100	Connie	Griffis	Intervention Specialist	Retired	Butler
101	Amy	Grinstead	Teacher	Current Employee	Franklin
102	Judith	Gudelsky	Teacher	Retired	Hamilton
103	Kimili	Gulley	Math Teacher	Current Employee	Cuyahoga
104	Cassidy	Guthrie	7th Grade Teacher & Grade Level Chair	Current Employee	Franklin
105	June	Gutterman, Ed.D.	Superintendent	Retired	Franklin
106	Rochelle	Haas	Early Childhood School Psychologist	Retired	Stark
107	Candice	Hadden	Kindergarten & Middle School Aide	Retired	Fayette
108	Krystian	Hall	Teacher	Current Employee	Montgomery
109	Angela	Hammond	English teacher/teacher	Current Employee	Perry
110	Donna M	Hanby	Ele. Teacher	Retired	Montgomery
111	Julia	Handelman	Dean of Instruction	Retired	Franklin
112	Barbara	Hanna	Teacher/ former administrator	Retired	Summit
113	Michelle	Hansen	English Teacher	Current Employee	Franklin
114	Holly	Hargraves	Intervention Specialist	Retired	Hamilton
115	Lee	Hart	English teacher, now retired	Retired	Cuyahoga
116	Robin	(Rue) Hawkins	Teacher grades 4 and 3	Retired	Medina
117	Ruth	Heide	Teacher	Retired	Cuyahoga
118	Christopher	Henricksen	Teacher	Current Employee	Knox
119	Penny	Herr	Teacher	Retired	Hamilton
120	Phyllis	Hinerman	Reading Specialist	Retired	Wayne
121	Katie	Hofmann	Teacher	Current Employee	Greene
122	Rachael	Holland	Parent Mentor	Current Employee	Franklin

123	Robin	Holland	Teacher/ literacy specialist	Retired	Franklin
124	Brian	House	5th Grade	Current Employee	Union
125	Jessica	Hubbard	Kindergarten Teacher	Current Employee	Cuyahoga
126	Barbara	Huml	Office staff	Retired	Cuyahoga
127	Frank	Huml	Teacher, administrator 50 years	Retired	Cuyahoga
128	Janice	Hunter	Board of Education member	Current Employee	Hamilton
129	David	Jacob	Teacher	Current Employee	Hamilton
130	Yvonne	Jacobs	Teacher	Current Employee	Franklin
131	Evan	Jarvis	Computer Lab Instructor	Current Employee	Portage
132	Julie	Johnson	3rd grade teacher	Current Employee	Delaware
133	Amy	Jordan	Teacher	Current Employee	Franklin
134	Barbara	Kaplan	Teacher	Retired	Summit
135	Heather	Kardeen	Gifted Intervention Specialist	Current Employee	Montgomery
136	Laura	Katz	Director of Communications & Creative	Current Employee	Hamilton
137	Richard	Kawolics	Director of Speech and Debate; Upper School Science Faculty	Current Employee	Geauga
138	Lisa	Kimble	8th grade Language Arts Teacher	Retired	Franklin
139	Scott	King-Owen	Teacher	Current Employee	Franklin
140	Kathryn	Kleman	Intervention Specialist	Current Employee	Richland
141	Amy	Klepczyk-Gorski	English Instructor	Current Employee	Franklin
142	Sharon	Koehler	Teacher- 6th grade	Retired	Franklin
143	Sharon	Kokot	Teacher - French and English	Retired	Franklin
144	Susan	Koukis	Teacher	Current Employee	Delaware

145	Timothy	Kraus	History and Technology/Career Tech Teacher	Retired	Hamilton
146	Glenetta	Krause	Teacher	Current Employee	Hamilton
147	Patricia	Krummrich	Substitute Teacher	Retired	Stark
148	Jamie	Kuhn	Language arts teacher	Current Employee	Hamilton
149	Lisa	Kunze	Intervention Specialist	Current Employee	Hamilton
150	Valerie	Kunze	Principal	Current Employee	Franklin
151	Mary	Kurila	Teacher	Retired	Lake
152	Suzanne	Laird	Library Media	Retired	Delaware
153	Susanne	Lane	Teacher	Current Employee	Butler
154	Ingrid	Langer	Teacher	Retired	Franklin
155	Kate	Laraway	PreK Teacher	Current Employee	Cuyahoga
156	Casey	LaRocco	2nd Grade Teacher	Current Employee	Franklin
157	Valerie	Lee	School Psychologist	Retired	Montgomery
158	Kathleen	Lensenmayer	Elementary Prinicpal	Retired	Franklin
159	Kyle	Linehan	Math Teacher	Current Employee	Lucas
160	Michelle	Lombardi	Media Specialist	Current Employee	Franklin
161	Pamela	Londergan	Teacher	Current Employee	Wood
162	Lee	Lowery-Harris	Teacher	Current Employee	Clermont
163	Jennifer	Ludwig	Co Director of Theatre Company	Current Employee	Lorain
164	Salena	Maazaoui	French Teacher	Retired	Hancock
165	Kimberly	MacDonald	Program Coordinator	Current Employee	Mahoning
166	Roderick	MacLeod	Science Teacher, Science Department Chair	Retired	Summit
167	Scott	Malone	Psychologist	Current Employee	Hamilton
168	Sean	Martin	Teacher	Current Employee	Franklin
169	Velma	Matuszewski	Teacher	Retired	Franklin

170	Heather	McClellan	Intervention Specialist	Current Employee	Geauga
171	Kathleen	McGorray	Principal	Retired	Cuyahoga
172	Jim	McGregor	Business manager	Retired	Hamilton
173	Charles	McIlvaine	Retired HS Language Arts Teacher	Retired	Franklin
174	Tenah	McMahan	Educator Business Technology	Current Employee	Union
175	Geraldine	McManamon	Teacher / ELA, German, Russian	Retired	Franklin
176	Donald	McMeekin	District & WSHS Art Department Chair & Teacher	Retired	Delaware
177	Jane	McMeekin	Social Studies Teacher	Retired	Delaware
178	Deborah	McNally	Librarian/Media Specialist	Retired	Vinton
179	Megan	Menker	Middle Division Faculty	Current Employee	Franklin
180	Christine	Michael	Teacher	Current Employee	Franklin
181	Jennifer	Mitchell	6th Grade Language Arts Teacher	Current Employee	Wood
182	Mary	Mitchell	Speech Language Pathologist	Current Employee	Summit
183	Geoff	Mize	Social Studies Teacher	Current Employee	Franklin
184	Barbara	Moore	Teachaer	Retired	Franklin
185	Mary	Moore	Long term substitute Science Teacher	Retired	Butler
186	Megan	Moore	5th grade teacher	Current Employee	Montgomery
187	Ann	Morahan	Teacher in Ohio for 37 years	Retired	Franklin
188	Katherine	Moss	School counselor (contracted worker)	Retired	Franklin
189	Leslie	Muhlbach	Teacher	Current Employee	Franklin
190	Alfred	Navarro	Member, Champion Local Board of Education	Retired	Franklin
191	Timothy	Neher	Teacher	Retired	Erie
192	Jeri	Neidhard	Teacher: Speech/Theatre/English	Retired	Montgomery
193	Jennifer	Newell	Biology Teacher	Current Employee	Franklin

194	Jennifer	Nielsen	Teacher	Retired	Franklin
195	Regina	Niesen	Licensed Teacher grades 3,4,7,8/ Substitute	Retired	Warren
196	Amy	Nolan	Intervention Specialist	Retired	Franklin
197	Eva	O'Mara	Principal	Retired	Cuyahoga
198	Kathryn	O'Neal	Library Media Specialist	Retired	Cuyahoga
199	Sarah	Oberlin	4th/5th Grade General Education Teacher	Current Employee	Franklin
200	Kelli	OConnell	Teacher	Current Employee	Butler
201	Deb	Oen	Substitute Teacher	Retired	Auglaize
202	Laura	OGrady	Teacher	Current Employee	Butler
203	Inge	Orendt	Substitute	Retired	Summit
204	Elizabeth	Overmier	Intervention Specialist	Current Employee	Franklin
205	August	Pacetti	Director of Campus Ministry	Current Employee	Lorain
206	Holly	Pangrace	School Counselor	Retired	Cuyahoga
207	Candace	Parsons	6th grade teacher	Current Employee	Butler
208	Wendy	Partin	Early Childhood intervention specialist	Current Employee	Franklin
209	Ann	Patella	Title One Reading Teacher	Retired	Portage
210	Kristine	Plisga	Classroom teacher/reading specialist/reading recovery teacher	Retired	Franklin
211	Judi	Pollak	Occupational Therapist	Current Employee	Hamilton
212	Diana	Porter	Lead Teacher	Retired	Hamilton
213	Sean	Powers	School Counselor	Current Employee	Franklin
214	Terry	Pratt	Teacher	Retired	Lucas
215	Andrea	Ralston	Teacher of Gifted K12	Retired	Franklin
216	Emilio	Ramirez	Administrator	Current Employee	Wood
217	Sarah	Ramirez	School Counselor	Current Employee	Wood
218	Summer	Reece	Intervention Specialist	Current Employee	Clinton

219	Susan	Ridgeway	Library teacher/ Library Media Specialist	Current Employee	Summit
220	Alyssa	Ritchart	Math Teacher	Current Employee	Delaware
221	Sara	Roberts	Teacher	Retired	Lucas
222	Amy	Roediger	Teacher	Current Employee	Geauga
223	Gail	Rose	Music k-6	Retired	Franklin
224	Barb	Rosengard	Teacher	Retired	Portage
225	Fred R	Ross	Ass't Supt	Retired	Clermont
226	Marilyn	Rossiter	Choral Music Teacher	Retired	Wayne
227	Ellen	Rubin	2nd grade teacher	Retired	Portage
228	Blair	Russo	Social Studies Teacher	Retired	Franklin
229	Carol	Rutti	Preschool Director	Retired	Franklin
230	Richard	Santoro	Teacher	Retired	Hamilton
231	Kathy	Schabo	Speech Language Pathologist	Retired	Franklin
232	Lucas	Schamer	English Teacher	Current Employee	Warren
233	Seraphine	Schomber	School Counselor	Current Employee	Hamilton
234	Anna	Schottenstein	Social Studies Teacher	Current Employee	Franklin
235	Melissa	Schreck	Third Grade Teacher	Current Employee	Montgomery
236	Brittany	Schwarck	Art Teacher	Current Employee	OH
237	Kerry	Selfinger	Office Personnel - Marketing & Development Coordinator	Current Employee	Franklin
238	Andrew	Shewmon	Substitute Teacher	Current Employee	Butler
239	Candace	Shicks	Teacher	Retired	Franklin
240	Frances	Sibberson	Retired Teacher	Retired	Franklin
241	Roberta	Sientop	Elementary Physical Education Teacher	Retired	Delaware
242	Yvonne	Sims	Guidance Counselor	Retired	Cuyahoga
243	Rebecca	Slisher	German Teacher	Retired	Franklin
244	Dennis	Slotnick	Secondary Science Educator. Biology and Environmental Ed	Retired	Lucas

245	Bradley	Smith	Teacher	Current Employee	Delaware
246	Gary	Stetler	Physics/AP Chemistry teacher	Retired	Logan
247	Anita	Stratton	Third Grade Teacher	Current Employee	Franklin
248	Gretchen	Suhre (aka Baxtresser)	Music Teacher	Retired	Franklin
249	Bette	Sullivan	Administrative Assistant/Office of Student Services	Retired	Montgomery
250	Maureen	Sullivan	Teacher	Current Employee	Franklin
251	Jean	Sylak	Executive Director of Elementary Schools	Retired	Cuyahoga
252	Marcia J	Szymanel	Special Education Teacher	Retired	Lake
253	Olivia	Tanner	Science Teacher	Current Employee	Crawford
254	Jeremy	Tawney	Teacher	Current Employee	Summit
255	Molly	Tener	Literacy Coach	Current Employee	Franklin
256	Susan	Tenon	Teacher	Current Employee	Lake
257	Sarah	Thornbery	Teacher-Librarian	Current Employee	Butler
258	Stephanie	Tiller	Teacher	Current Employee	Hamilton
259	Kimberly	Toben	Teacher	Current Employee	Hamilton
260	Daniel	Toohey	Paraprofessional	Current Employee	Montgomery
261	Bethany	Torres	3-6 guide	Current Employee	Franklin
262	Margaret	Towery	K-12 Curriculum Coordinator	Current Employee	Franklin
263	Vince	Trombetti	Teacher	Current Employee	Powell
264	Denise	Trudeau	Special Education	Retired	Franklin
265	Phillip	Trudeau	Teacher	Retired	Franklin
266	Andrea	Vescelius	English Teacher	Current Employee	Franklin
267	Stella	Villalba	EL Teacher Leader	Current Employee	Franklin

268	Maralee	Viox	Substitute	Current Employee	Warren
269	Daniel	Vossler	Teacher	Retired	Geauga
270	Jennifer	Wade	Early Childhood Intervention Specialist	Current Employee	Butler
271	Jody	Wallace	Teacher, Early Childhood Education	Retired	Franklin
272	Peg	Watkins	Community Support Assistant	Current Employee	Delaware
273	Christina	Watts	Assistant Principal	Current Employee	Fairfield
274	Jennifer	Webb	English teacher	Retired	Butler
275	Susan	Weber	Teacher grades 1, 2 and Reading Specialist	Retired	Lane
276	Wayne	Welsh	School Counselor	Retired	Stark
277	Elizabeth	Wetherholt	Intervention Specialist	Retired	Franklin
278	Robert	White	Teacher	Retired	Cuyahoga
279	Amy	Whitling	Teacher	Current Employee	Clermont
280	Brooke	Wilming	Library Aide	Current Employee	Franklin
281	Melissa	Wilson	Teacher	Retired	Franklin
282	Patricia	Wilson	Teacher Assistant, former Secretary	Retired	Cuyahoga
283	Vanessa	Winn	Clinical Professor and School District Liaison	Current Employee	Butler
284	Linda	Wyer	Teacher	Retired	Summit