
GENERALS BULLETIN

Anthony Wayne Local Schools Employee Newsletter



A NEW YEAR WITH THE RIGHT TEAM, THE RIGHT FOCUS

What a great start we've had to another school year at Anthony Wayne Local Schools! I want to begin with a simple thank you.

The start of a school year takes an incredible amount of preparation, and I've been impressed by the time, energy, and care you've put into getting ready for our students. From welcoming students and families to solving last-minute challenges and supporting one another, you've done so much to make these first days successful. I see it, and I truly appreciate it.

Our opening meeting reminded us what makes Anthony Wayne special: our people. Like golf, education takes preparation, teamwork, focus, and the ability to adjust when things don't go as planned. We won't hit every shot perfectly this year, and that's okay. What matters is how we respond, support one another, and keep our eyes on the target: doing what's best for our students.

As we move forward, we'll continue strengthening relationships with our students, families, and community while beginning the important work of developing our next Strategic Plan. Your voice will be an important part of that process.

I'm proud to serve as your superintendent and even prouder to be part of this team. Our future is bright because of you. Thank you for all you do. Let's celebrate the good shots, learn from the tough ones, support our teammates, and enjoy the game.

Keep your eyes on the target, and let's make it a great year!

Kevin Herman, Superintendent
Anthony Wayne Local Schools

COMMUNICATIONS CORNER



SHARING OUR NEWS & WORKING WITH THE MEDIA

We love sharing the great things happening across the district! As a reminder, all media requests must go through the Communications Office.

Unaccompanied reporters or photographer? Please direct them to Communications Director [Rebecca Sanford](#) for assistance. If a reporter approaches you for comments, please refer them to your building principal or the appropriate department director.

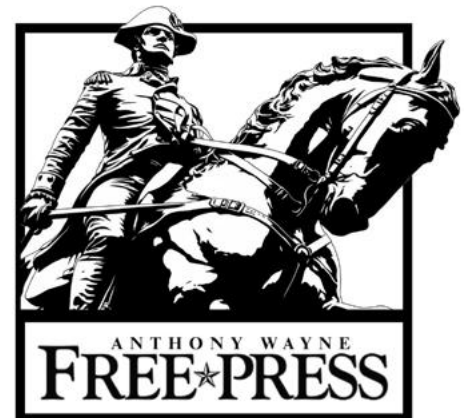
Have a story idea, news to share, or a Spotlight nomination? Send Rebecca an email or call 11202. Please keep the story ideas coming and thank you for helping us tell our story!

DO YOU MANAGE AN AW-AFFILIATED SOCIAL MEDIA ACCOUNT?

If you manage a school-related social media account, please let [Rebecca Sanford](#) or [Chris Hamady](#) know so we can keep our contact list up to date and ensure you have access to the latest information on new digital accessibility requirements and social media best practices.

LOOKING FOR LOCAL NEWS? CHECK OUT THE AW FREE PRESS!

The Anthony Wayne Free Press is a new non-profit, hyper-local news source focused on the AW Community. Leading the local coverage is Karen Gerhardinger, former reporter for *The Maumee Mirror*, who continues to report on AWLS and the communities it serves.



Stories are shared on the [Anthony Wayne Free Press website](#), [Facebook](#), and [Instagram](#). You can even [sign up for a weekly news recap](#) delivered directly to your inbox.

TECHNOLOGY TIPS



IMPORTANT EMAIL SECURITY REMINDER

For your protection, please do not request or send money for donations, fundraisers, or similar activities via email. These methods are commonly used in scams, and we do not want to establish a practice of sending or requesting funds this way.

All payments should be handled face to face. Please do not send your Venmo ID or other requests for funds electronically. Thank you for practicing good digital security habits!

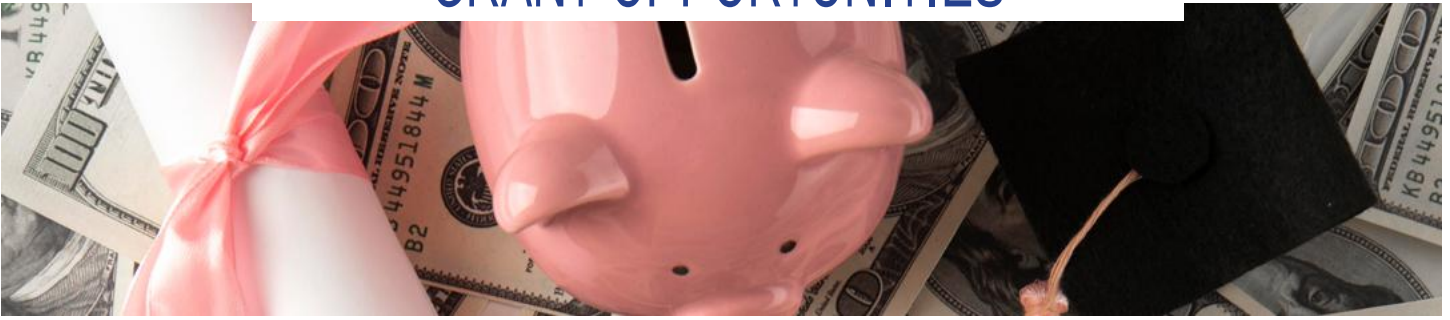
TECH IN YOUR BUILDING



David Hadley, Technology Specialist; Chris Hamady, Director of Technology; Nickie Sattler, Technology Supervisor; Devin Filip, Lead Technology Supervisor

Date	Time	Building	Tech
September 14	8:00 a.m.	Monclova	David Hadley
September 21	8:00 a.m.	Whitehouse	Devin Filip
September 28	7:00 a.m.	AWHS	Nickie Sattler
October 5	7:00 a.m.	AW Junior High	David Hadley
October 12	7:00 a.m.	Fallen Timbers	Devin Filip

GRANT OPPORTUNITIES



FUNDING YOUR IDEAS

Whether you have a new idea for your classroom or a project you've been dreaming about, grants can help turn those ideas into reality. Explore available opportunities, apply for funding, and invest in experiences that make a difference for your students and school community.

CURRENT LOCAL OPPORTUNITIES

NEA FOUNDATION GRANTS

[Learning and Leadership Grants](#)

DEADLINE: SEPTEMBER 15

DIRECTIONS CREDIT UNION

[Directions Cares for Classrooms Grants](#)

DEADLINE: SEPTEMBER 30

MARTHA HOLDEN JENNINGS FOUNDATION

[Grants-to-Educators Program](#)

DEADLINE: OCTOBER 15

JENNIFER LIBER AWARDED \$8,000 GRANT

Jennifer Liber, Intervention Specialist was recently awarded an \$8,000 grant from the [Lott-Conlon Foundation](#) for an accessible sensory garden to enhance the Land Lab outdoor learning environment at Waterville Primary School. Her goal is to provide a space where students can practice mindfulness and self-regulation. [Read about the project.](#)



RETIREMENT RESOURCES



FUTURE READY: PLANNING FOR YOUR NEXT CHAPTER

Whether it's your 5th year or your 25th year in education, it's never too early to think about your future. Taking time to understand your benefits and review your financial goals can help you feel secure in your pathway to retirement.



[The Ohio School Employees Retirement System \(SERS\)](#) provides retirement benefits to eligible non-teaching employees of Ohio's public schools, such as administrative, clerical, custodial, and transportation staff.



[The State Teachers Retirement System of Ohio \(STRS\)](#) covers eligible teachers, faculty, and other educational employees in Ohio's public schools, colleges, universities, and certain state agencies.

Eligibility for retirement benefits under either system depends on factors such as membership, age, and years of qualifying service credit.

TOMMY BRIDGES REFLECTS ON CAREER WITH AWLS

As Tommy Bridges, Physical Education /Health Teacher at AW Junior High and Generals Athletics coach prepares for his last day with the district on Sept. 23, he reflects on the dedication of his colleagues and the meaningful connections that make AWLS so special. [Read more about Tommy.](#)



WELLNESS: MILITARY RESOURCES



DEPLOYMENTS AND THE POWER OF SCHOOL SUPPORT

As we look ahead, please remain mindful that many District families are facing military deployments in the coming months. These periods of transition can bring unique emotional, social, and academic adjustments.

To help us best support them, a research brief from the [Clearinghouse for Military Family Readiness at Penn State](#) highlights how vital our school environment is to both student well-being and family peace of mind:

The Value of a "Caring Adult": Research shows that having a consistent, supportive relationship with a caring adult at school acts as a powerful protective shield—leading to fewer depressive symptoms, higher self-confidence, and stronger resilience in students navigating military-life difficulties.

Supporting the Home Front Supports the Mission: Family stress directly impacts a service member's focus and safety during operations. Supporting our students here gives deployed parents the peace of mind they need to stay focused and safe.

HOW WE CAN HELP THIS MONTH

Learn: The [MCEC Training Catalog](#) offers free, 20-minute learning modules to help you learn how to support military-connected children during deployment.

Connect: Check in quietly with military-connected students facing an upcoming deployment to let them know you are a stable, supportive presence in their corner. Note: Some military families prefer privacy. Please check before making general classroom announcements or connecting in front of others.

Routine & Monitor: Keep classroom routines predictable, and reach out to our counseling team early if you notice sudden changes in a student's behavior or academics.

MILITARY-CONNECTED STAFF

STAFF WITH DEPLOYED LOVED ONES

When a family member is deployed or preparing to deploy, feelings of worry, uncertainty, loneliness, and stress are common. Everyone responds differently, some maintain their routines, while others may have trouble focusing. There is no “right” way to cope.

Common signs of stress may include:

- Difficulty concentrating or making decisions
- Changes in appetite or sleep
- Anxiety, sadness, irritability, or numbness
- Headaches or stomach problems
- Feeling withdrawn, powerless, or overwhelmed
- Increased use of alcohol or other substances

Seeking stability in uncertainty:

- Limit news and social media to reduce anxiety.
- Talk with trusted friends, family, or others who understand military life.
- Prioritize sleep, healthy meals, exercise, and activities you enjoy.
- Maintain everyday routines.

Ask for help. Seeking support is a sign of strength, not weakness. If stress feels overwhelming or persists for several weeks, consider talking with a mental health professional or military family support resource.

Resource: [Coping with the Stress of Deployment](#)



RESPONSE REQUESTED: MILITARY-CONNECTED EMPLOYEES SURVEY

The AWLS Purple Star program is working to develop a list of military-connected staff members.

If you are:

- currently serving
- are a veteran
- have a family member who is deployed or facing deployment

[Please complete this brief survey.](#)

Thank you.

OUR EAP HAS DEPLOYMENT & MILITARY FAMILY ASSISTANCE



EAP offers free deployment resources like: pre-deployment checklists, tips for navigating communication, and advice for managing the emotional cycle. Counseling services are also available anytime by calling 800-252-4555.

RED ROVER, RED ROVER



GETTING READY TO USE OUR NEW PERSONNEL REPORTING SYSTEM

We are preparing to modernize our systems and streamline our daily operations by transitioning our HR, time-tracking, and hiring systems from Frontline to Red Rover.

As a result, time off requests and approvals, timeslip submissions, and the hiring process will change. We are starting to share information and training materials with you so you are prepared for this transition.

SEND [YOUR NAME] RIGHT OVER

You will receive an invitation to join Red Rover and set up your password in mid-October. It will look like the image to the right and will include links to training materials to help you get started.

If you would like to get an early look at the new system, you may wish to review the [Red Rover Training Documents on the Employee page](#).

There is also a free Red Rover mobile app that you can start to use after you receive the invitation email and set up your login credentials.

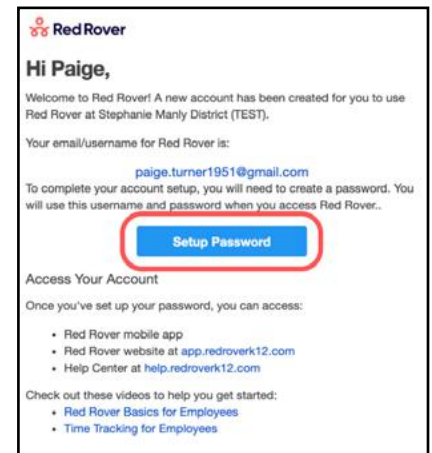
Please watch your email for more information as our invitation date draws near!



TIMELINE

Email Invitations Distributed
October 19, 2026

Absence Tracking Go-Live
January 1, 2027

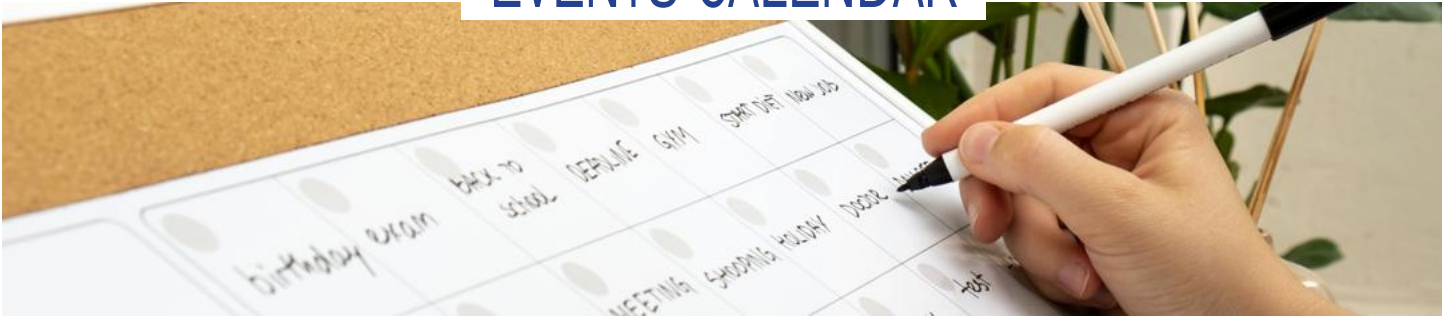


Download on the
App Store



GET IT ON
Google Play

EVENTS CALENDAR



SEPTEMBER 4

Military Appreciation
Night at Football Game

SEPTEMBER 7

Closed: Labor Day

SEPTEMBER 9

LPDC Materials Due

SEPTEMBER 10

Payday

SEPTEMBER 14

LPDC Meeting
Board Meeting

SEPTEMBER 15

Deadline for Military Wall
of Honor Submissions

SEPTEMBER 24

Payday

SEPTEMBER 25

Homecoming

OCTOBER 7

Wellness Wednesday
LPDC Materials Due

OCTOBER 8

Payday

OCTOBER 12

LPDC Meeting

OCTOBER 14

Districtwide Anti-Bullying
Day

OCTOBER 16

End of the First Quarter

OCTOBER 19

No School - Staff PD

OCTOBER 22

Payday

OCTOBER 26-30

Red Ribbon Week



SET ASIDE YOUR EXTRA STUFF

Make plans to donate your unneeded clothing and household goods during the Pass It On Challenge.

During the week of October 12 - 15, AWHHS will compete against Clay High School to collect the most items (by weight), with the winning school earning a \$500 scholarship for a deserving student.

[District Events
Calendar](#)

[2026 - 2027
District Calendar](#)

[Generals Athletics
Schedule](#)

LPDC MEETING DATES FOR 2026-2027

[View the meeting dates and your building rep information.](#)



Celebrating Our Outstanding Team Members

AWLS proudly recognized several outstanding employees during Opening Day ceremonies for their dedication, compassion and service to our students and school community.

Our school nurses were honored as the district's Group Staff Members of the Year for the compassionate care, comfort and reassurance they provide to students each day. Congratulations to Laura Soeder, Valerie Bradfield, Libby Gagen, Sarah Tapley, Amy Baburek and Fay Birkemeier!

Jennifer Gross, Special Education Aide at Whitehouse Primary School, was named Classified Staff Member of the Year for her dedication to supporting students and colleagues with a positive, caring and collaborative approach.

Christine Young, Social Studies Teacher at AW Junior High School, was named Certified Staff Member of the Year for her commitment to student success and her work supporting students and families both inside and outside the classroom.

The district also celebrated employees reaching 5, 10, 25 and 30 years of service. We are incredibly grateful for their decades of dedication, hard work and commitment to Anthony Wayne Local Schools.

Congratulations to all of our honorees, and thank you for making a difference in the lives of our students every day!





Monclova Primary Staff are ready for a fun year!



The Staff Wellness Metropark Takeover was a Blast



The AWHs Math Squad is measuring the days in pi.