

**CHAPTER 1**  
**Troops to Teachers Program Overview and**  
**National Office Information**

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## **HISTORY OF TROOPS TO TEACHERS**

### **Initial Legislation – January 19, 1994**

The Department of Defense Troops to Teachers Program was officially established by Public Law 102-484 of October 23, 1992. P.L 103-160 of November 30, 1993, changed the formula to a five-year pay out. P.L. 103-337 of October 5, 1994, extended eligibility for U.S. Coast Guard. The Defense Activity for Non-Traditional Education Support (DANTES), located in Pensacola, FL, was designated the program management responsibility by OSD(P&R) memo of July 12, 1993 and ASD(P&R) memo of January 19, 1994 provided the implementing directive. There were three basic goals: 1) Assist those individuals affected by the defense drawdown to enter a second career in public education, 2) Provide highly skilled and motivated individuals who can serve as positive role models for public school students, and 3) Help alleviate teacher shortages, especially in the areas of math and science. Under this program, military personnel, and Department of Defense (DoD) and Energy (DoE) civilian employees affected by the military “drawdown” were provided a support system to help identify and enter alternative certification or licensure programs and find employment as a teacher or teacher’s aide in a public school which serves a high concentration of students from low income families.

There were several major aspects to the program. First, DANTES provided an information resource to help participants identify those school districts that were experiencing teacher shortages and identified opportunities to earn teacher certification through alternative routes. Second, financial support in the form of a stipend up to \$5,000 was available to eligible participants to offset the cost of an alternative certification program with an obligation to teach for five years in a high need school district. Finally, an incentive grant was available to qualifying school districts to offset a portion of the basic salary of eligible Troops to Teachers’ participants over a period of five years.

### **FY 1994**

To increase the acceptance of Troops to Teachers participants, the program was promoted among public schools, educators, state departments of education, teacher education institutions, states boards of education and other stakeholders in public education. Four State Placement Assistance Offices were established within the first year to eliminate barriers to certification, promote the program among local education agencies, and identify employment opportunities. By the end of FY 1994, 150 participants were hired as teachers or teacher’s aides and 250 had been accepted into alternative certification training programs.

## **HISTORY OF TROOPS TO TEACHERS (cont.)**

### **FY 1995**

Established twelve additional State Placement Assistance Offices to provide a state agency advocate to support TTT participants. Established a system to identify teacher shortages within states and provide a readily accessible listing for participants. Developed similar process to allow districts to obtain a listing of participants interested in employment within their state. Installed voice mail system to provide more efficient service to all clients. Established a marketing plan to increase awareness within the public education community. Expanded the alternative certification program database. By the end of FY 1995, 1,300 participants had entered certification programs and over 800 had been employed as teachers or teacher's aides in 200 school districts in 45 states. Surveys of school districts revealed that participants received very high ratings as effective teachers and positive role models. Approximately 1,500 individuals received financial assistance.

### **End of Funding for Stipend and Grant, September 30, 1995**

The \$135 million obligated in FY 1994 and FY 1995 was to be used for stipend and incentive grants and would be paid out over a five year period starting from the obligation date. Funding in support of the stipend and grant provisions of the program ended on September 30, 1995. However, counseling and referral services were available to applicants who applied after September 30, 1995 (along with the funded participants). Both funded and unfunded participants continued to have access to the Troops to Teachers "internet" Home Page that provided informational material including, but not limited to, application forms, eligibility criteria, vacancy announcements, the names and addresses of TTT State Placement Assistance Offices, as well as the names and phone numbers of the DANTES program staff members. The Internet Job Referral process remained active allowing participants to search for teacher positions and school district officials to search the participant data base for potential teachers.

### **FY 1996**

The referral process was enhanced to provide rosters of participants to school districts based on subject matter needs. A pilot Internet Referral Process was initiated with the State of Arizona. This allowed participants to identify teacher openings by city, county, and subject area. The Troops to Teachers Home Page was expanded to include overall program information, links to active job listings, links to state departments of education, an application form, and alternative certification program information. Actions were initiated to establish State Placement Assistance Offices in Alabama and Virginia. By the end of FY 1996, over 1,900 individuals had entered alternative certification programs and over 1,200 had been employed as teachers or teacher's aides in 500 school districts within 47 states. Approximately 3,000 participants received financial assistance.

## **HISTORY OF TROOPS TO TEACHERS (cont.)**

### **FY 1997**

The Internet Teacher Job Referral process was implemented during the 3<sup>rd</sup> Qtr. Over 600 school districts posted vacancies. The site received between 15,000 and 20,000 visits weekly during that first fiscal year. School district officials started to use the Internet process to search the Troops to Teachers database to identify individuals to fill teacher vacancies. The Home Page was enhanced to include a Resume Development section, a JROTC Information page, and expanded links to State Departments of Education and Job Banks. A Bulletin Board was placed on-line to allow participants to contact one another to share experiences and provide assistance to others relevant to the process of transitioning from the military to public education. By the end of FY 1997, over 6,000 participants received financial assistance, over 2,700 individuals had entered alternative certification programs, 2,300 had been employed as teachers or teacher's aides in 700 school districts within 46 states.

### **FY 1998**

The Internet Teacher Job Referral process was expanded with over 3,000 school districts registered. The "Mentor Connection" was established on the TTT Home Page to allow participants to contact veterans currently employed as teachers. State support offices were established in four new states: Alabama, Colorado, Illinois and Virginia. A survey was conducted among 2,000 participants to determine levels of satisfaction with their new careers and attitudes toward a variety of educational issues, and to identify certain demographic factors. The positive results from the survey were the subject of several news articles on TTT. A study was initiated to determine the effectiveness of TTT participants hired in the 1997/98 school year compared with other new teachers. A plan was developed to phase out the operations of TTT by the end of FY 1999. By the end of FY 1998, over 7,000 participants had received financial assistance, 3,100 had entered alternative certification programs, and over 3,000 had been employed as teachers or teacher's aides in 800 school districts within 48 states.

### **FY 1999**

Funding appropriated for TTT for FY 1999 was used to: 1) manage the funds (\$135 Million) obligated during FY 1994 and FY 1995, 2) maintain a process to assure five year obligations were fulfilled by participants, 3) maintain and manage the applicant database, 4) counsel participants, 5) market the program to the public education community, 6) participate in job fairs, 7) participate in base transition conferences, 8) maintain a teacher vacancy data base, 8) develop and maintain an Internet Job Referral process, and 9) maintain an Internet Home Page. The Internet Teacher Job Referral process was expanded with over 4,000 school districts registered. The "Mentor Connection" was expanded to over 75 mentors from 18 states. Additional State support offices were established in four new states: Michigan, Missouri, Maryland and New York. Legislation was introduced in both the U.S. House and Senate to continue Troops to Teachers for an additional five years. DOD provided funding to maintain the Troops to Teachers structure in FY 2000 pending legislation. By the end of FY 1999, over 8,000 participants had received financial assistance, 3,300 had been employed as teachers or teacher's aides in 1,738 school districts within 50 states.

## **HISTORY OF TROOPS TO TEACHERS (cont.)**

### **Program Phase Out - September 30, 1999.**

The TTT program was to be phased out at the end of FY 1999 with DANTES continuing to provide information on teaching as a second career.

### **Department of Education Assumes Responsibility for TTT - October 1, 2000**

Public Law 106-65 (The National Defense Authorization Act for FY 2000), transferred the responsibilities for TTT to the Department of Education effective October 1, 2000. DANTES continued to operate the program.

### **FY 2000**

The program continued to support the transition of interested military personnel to a second career in public education. Centralized program management, counseling, and guidance on teacher certification requirements and teacher placement were provided through the DANTES Troops to Teachers office. A network of 24 State Troops to Teachers Offices available to provide state-specific assistance. The Internet Teacher Job Referral site provides a resource for locating potential teaching jobs throughout the country. By the end of FY 2000, over 3,800 participants were employed as teachers or teacher's aides in 2,038 school districts within 50 states. Several hundred articles in the news media have portrayed TTT as a highly effective program in attracting excellent teachers to the nation's classrooms.

### **FY 2001**

A study conducted by Southwest Texas State University of over 500 "Troops" currently teaching in Texas revealed that participants received very high ratings as effective teachers and had a positive impact on the learning of their students. . By the end of FY 2001, over 4,100 participants had been employed as teachers in 2,038 school districts in 50 states.

### **Title II, Chapter A, Public Law 107-110 - No Child Left Behind (NCLB) Act was passed January 8, 2002**

Provided financial assistance for retired military personnel and certain Reserve and National Guard personnel to enter teaching as a second career. Troops to Teachers received an appropriation of \$18M for FY 2002. This would support 1,500 individuals to begin new careers as public school teachers.

### **FY 2002**

DANTES is responsible for implementing and managing the TTT program. TTT provides a support system through which military personnel of all active duty military branches and Reserve components including Coast Guard, may gain assistance in identifying routes to teacher certification and find employment as teachers in public schools. Emphasis is on recruiting highly qualified teachers for schools serving students from low-income families. Eligible individuals may receive financial assistance in the form of a stipend of up to \$5,000 to help pay for teachers certification programs or in the form of a bonus of \$10,000 as an incentive to teach in schools serving a high percentage of disadvantaged students. The Department of Education is responsible for funding while the Department of Defense, through DANTES, manages and operates the program. The network of State Troops to Teachers Offices expanded to 28. By the end of FY 2002, over 4,500 participants had been employed as teachers in over 2,000 school districts nationwide.

## **HISTORY OF TROOPS TO TEACHERS (cont.)**

### **FY 2003**

Troops to Teachers received an appropriation of \$28M for FY03. This would support 1,500 individuals, in beginning new careers as public school teachers in addition to funding the development of new alternative teacher certification programs to assist retiring military personnel in earning teacher certification. The network of State Offices expanded to 33. Link to home page established at [www.proudtoserveagain.com](http://www.proudtoserveagain.com). By the end of FY 2003 over 5,600 participants had been employed as teachers in over 2,000 school districts nationwide.

### **FY 2004**

Troops to Teachers received an appropriation of \$15M for FY04. Troops to Teachers supports the NCLB by focusing on recruiting participants to teach in high need schools and critical need subjects. Over 80% of "Troops" who have received funding since 2002 are teaching math, science or special education and/or are teaching in schools where the majority of students come from low-income families. State offices are initiating special emphasis partnerships with inner-city school districts such as Los Angeles and Chicago to attract Troops to Teachers participants. The states of Minnesota and Indiana received assistance from neighboring State Troops to Teachers Offices. The network of state Troops to Teachers offices remains at 33 offices with Minnesota and Indiana receiving assistance from neighboring State Offices. By the end of FY 2004, over 7,000 participants had been employed as teachers in 2,000+ school districts nationwide with over 1,200 employed for SY 04/05 alone.

### **FY 2005**

The FY 2005 appropriation for Troops to Teachers was \$14.8M. The Troops to Teachers Program continues to provide teachers most needed in public education; men, minorities, teachers of math, science, and special education, and teachers willing to teach in high-need schools. State support for Delaware is now provided by Pennsylvania and Rhode Island is receiving support from the New England office located in Maine.

Troops to Teachers supports the NCLB by focusing on recruiting participants to teach in high need schools and critical need subjects. Still over 80% of "Troops" who have received funding since 2002 are teaching math, science or special education and/or are teaching in schools where the majority of students come from low-income families. State offices are initiating special emphasis partnerships with inner-city school districts in Los Angeles, Chicago and Los Vegas to attract Troops to Teachers participants.

To date over 8,000 Troops to Teachers participants have been employed as teachers in 2,000+ school districts within 50 states, including District of Columbia. Over 4,000 Troops to Teachers participants have received financial assistance provided by the 2002 legislation of which 3,600 are currently employed as teachers in public schools.

## **HISTORY OF TROOPS TO TEACHERS (cont.)**

### **FY 2006**

FY 2006 appropriation for TTT was \$14.7M. A program referred to as “Hire in Advance” has been initiated with the Clark County School District, Las Vegas, NV. The school district provides participants a Letter of Employment guaranteeing a teaching position as much as two years in the future. To date, over 100 participants were in various stages of the interview and evaluation process. Department of Education established new rules which restricted the number of school districts where participants could fulfill their three year teaching obligation. As a result the number of registrations has dropped by 20% over FY 2005. The network of State Offices reduced to 32 offices covering 49 states. To date over 9,000 participants have been employed as teachers in over 2,000 school districts nationwide. Since enactment of NCLB in 2002, over 5,000 TTT participants received financial assistance of which 4,600 are currently employed as teachers in public schools.

### **FY 2007**

The FY 2007 appropriation for Troops to Teachers was \$14.7M. The “Hire in Advance” program that was initiated in Clark County School District, NV, in FY 2006 was promoted to specific school districts national-wide and gained a high level of acceptance. Agreements with an additional 10-15 school districts by the end of the fiscal year was anticipated. Registrations continued to decline as a result of the new rules established by Department of Education which restricted the number of school districts where participants could fulfill their three year teaching obligation. The Troops to Teachers Improvement Act of 2006 (H.R. 711) was Introduced in the House by Congressman Petri. A senate companion bill to H.R. 711 was introduced in March 2007. The bill would amend the Elementary and Secondary Education Act of 1965 to ensure that participants in the Troops to Teachers program may teach at a range of eligible schools. Centralized program management, counseling and guidance on teacher certification requirements, and teacher placement are provided through the DANTES Troops to Teachers office. With the loss of the Alaska office and the Oregon office incorporated under the Lewis and Clark Regional TTT Office, the network of Troops to Teachers offices dropped to 31 offices covering 49 states.

By the end of FY 2007, over 10,000 Troops to Teachers participants were employed as teachers in 3,109 school districts within 50 states, including District of Columbia. Since enactment of NCLB in 2002, 5,545 Troops to Teachers participants have received financial assistance of which 4,623 are currently employed as teachers in public schools. Still over 80% of "Troops" who have received funding since 2002 are teaching math, science or special education and/or are teaching in schools where the majority of students come from low-income families.

## CURRENT LEGISLATION

### P.L. 107-110

#### H.R.1

**To close the achievement gap with accountability, flexibility, and choice, so that no child is left behind. (Enrolled as Agreed to or Passed by Both House and Senate)**

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### *Subpart 1--Transitions to Teaching*

#### **CHAPTER A--TROOPS-TO-TEACHERS PROGRAM**

#### **SEC. 2301. DEFINITIONS.**

In this chapter:

(1) **ARMED FORCES**- The term 'Armed Forces' means the Army, Navy, Air Force, Marine Corps, and Coast Guard.

(2) **MEMBER OF THE ARMED FORCES**- The term 'member of the Armed Forces' includes a former member of the Armed Forces.

(3) **PROGRAM**- The term 'Program' means the Troops-to-Teachers Program authorized by this chapter.

(4) **RESERVE COMPONENT**- The term 'reserve component' means--

(A) the Army National Guard of the United States;

(B) the Army Reserve;

(C) the Naval Reserve;

(D) the Marine Corps Reserve;

(E) the Air National Guard of the United States;

(F) the Air Force Reserve; and

(G) the Coast Guard Reserve.

(5) **SECRETARY CONCERNED**- The term 'Secretary concerned' means--

(A) the Secretary of the Army, with respect to matters concerning a reserve component of the Army;

(B) the Secretary of the Navy, with respect to matters concerning reserve components named in subparagraphs (C) and (D) of paragraph (4);

(C) the Secretary of the Air Force, with respect to matters concerning a reserve component of the Air Force; and

(D) the Secretary of Transportation, with respect to matters concerning the Coast Guard Reserve.

## CURRENT LEGISLATION (cont.)

### SEC. 2302. AUTHORIZATION OF TROOPS-TO-TEACHERS PROGRAM.

(a) PURPOSE- The purpose of this section is to authorize a mechanism for the funding and administration of the Troops-to-Teachers Program, which was originally established by the Troops-to-Teachers Program Act of 1999 (title XVII of the National Defense Authorization Act for Fiscal Year 2000) (20 U.S.C. 9301 et seq.).

(b) PROGRAM AUTHORIZED- The Secretary may carry out a program (to be known as the "Troops-to-Teachers Program")--

(1) to assist eligible members of the Armed Forces described in section 2303 to obtain certification or licensing as elementary school teachers, secondary school teachers, or vocational or technical teachers, and to become highly qualified teachers; and

(2) to facilitate the employment of such members--

(A) by local educational agencies or public charter schools that the Secretary identifies as--

(i) receiving grants under part A of title I as a result of having within their jurisdictions concentrations of children from low-income families; or

(ii) experiencing a shortage of highly qualified teachers, in particular a shortage of science, mathematics, special education, or vocational or technical teachers; and

(B) in elementary schools or secondary schools, or as vocational or technical teachers.

(c) ADMINISTRATION OF PROGRAM- The Secretary shall enter into a memorandum of agreement with the Secretary of Defense under which the Secretary of Defense, acting through the Defense Activity for Non-Traditional Education Support of the Department of Defense, will perform the actual administration of the Program, other than section 2306. Using funds appropriated to the Secretary to carry out this chapter, the Secretary shall transfer to the Secretary of Defense such amounts as may be necessary to administer the Program pursuant to the memorandum of agreement.

(d) INFORMATION REGARDING PROGRAM- The Secretary shall provide to the Secretary of Defense information regarding the Program and applications to participate in the Program, for distribution as part of pre-separation counseling provided under section 1142 of title 10, United States Code, to members of the Armed Forces described in section 2303.

(e) PLACEMENT ASSISTANCE AND REFERRAL SERVICES- The Secretary may, with the agreement of the Secretary of Defense, provide placement assistance and referral services to members of the Armed Forces who meet the criteria described in section 2303, including meeting education qualification requirements under subsection 2303(c)(2). Such members shall not be eligible for financial assistance under subsections (c) and (d) of section 2304.

## CURRENT LEGISLATION (cont.)

### SEC. 2303. RECRUITMENT AND SELECTION OF PROGRAM PARTICIPANTS.

(a) **ELIGIBLE MEMBERS**- The following members of the Armed Forces are eligible for selection to participate in the Program:

(1) Any member who--

(A) on or after October 1, 1999, becomes entitled to retired or retainer pay in the manner provided in title 10 or title 14, United States Code;

(B) has an approved date of retirement that is within 1 year after the date on which the member submits an application to participate in the Program; or

(C) has been transferred to the Retired Reserve.

(2) Any member who, on or after the date of enactment of the No Child Left Behind Act of 2001--

(A)(i) is separated or released from active duty after 6 or more years of continuous active duty immediately before the separation or release; or

(ii) has completed a total of at least 10 years of active duty service, 10 years of service computed under section 12732 of title 10, United States Code, or 10 years of any combination of such service; and

(B) executes a reserve commitment agreement for a period of not less than 3 years under subsection (e)(2).

(3) Any member who, on or after the date of enactment of the No Child Left Behind Act of 2001, is retired or separated for physical disability under chapter 61 of title 10, United States Code.

(4) Any member who--

(A) during the period beginning on October 1, 1990, and ending on September 30, 1999, was involuntarily discharged or released from active duty for purposes of a reduction of force after 6 or more years of continuous active duty immediately before the discharge or release; or

(B) applied for the teacher placement program administered under section 1151 of title 10, United States Code, before the repeal of that section, and satisfied the eligibility criteria specified in subsection (c) of such section 1151.

(b) SUBMISSION OF APPLICATIONS-

(1) FORM AND SUBMISSION- Selection of eligible members of the Armed Forces to participate in the Program shall be made on the basis of applications submitted to the Secretary within the time periods specified in paragraph (2). An application shall be in such form and contain such information as the Secretary may require.

## CURRENT LEGISLATION (cont.)

`(2) TIME FOR SUBMISSION- An application shall be considered to be submitted on a timely basis under paragraph (1) if--

`(A) in the case of a member described in paragraph (1)(A), (2), or (3) of subsection (a), the application is submitted not later than 4 years after the date on which the member is retired or separated or released from active duty, whichever applies to the member; or

`(B) in the case of a member described in subsection (a)(4), the application is submitted not later than September 30, 2003.

`(c) SELECTION CRITERIA-

`(1) ESTABLISHMENT- Subject to paragraphs (2) and (3), the Secretary shall prescribe the criteria to be used to select eligible members of the Armed Forces to participate in the Program.

`(2) **EDUCATIONAL BACKGROUND-**

`(A) ELEMENTARY OR SECONDARY SCHOOL TEACHER- If a member of the Armed Forces described in paragraph (1), (2), or (3) of subsection (a) is applying for assistance for placement as an elementary school or secondary school teacher, the Secretary shall require the member to have received a baccalaureate or advanced degree from an accredited institution of higher education.

`(B) VOCATIONAL OR TECHNICAL TEACHER- If a member of the Armed Forces described in paragraph (1), (2), or (3) of subsection (a) is applying for assistance for placement as a vocational or technical teacher, the Secretary shall require the member--

ave received the equivalent of 1 year of college from an accredited institution of higher education and have 6 or more years of military experience in a vocational or technical field; or

` (ii) to otherwise meet the certification or licensing requirements for a vocational or technical teacher in the State in which the member seeks assistance for placement under the Program.

`(3) HONORABLE SERVICE- A member of the Armed Forces is eligible to participate in the Program only if the member's last period of service in the Armed Forces was honorable, as characterized by the Secretary concerned (as defined in section 101(a)(9) of title 10, United States Code). A member selected to participate in the Program before the retirement of the member or the separation or release of the member from active duty may continue to participate in the Program after the retirement, separation, or release only if the member's last period of service is characterized as honorable by the Secretary concerned (as so defined).

`(d) SELECTION PRIORITIES- In selecting eligible members of the Armed Forces to receive assistance under the Program, the Secretary shall give priority to members who have educational or military experience in science, mathematics, special education, or vocational or technical subjects and agree to seek employment as science, mathematics, or special education teachers in elementary schools or secondary schools or in other schools under the jurisdiction of a local educational agency.

## CURRENT LEGISLATION (cont.)

### ^(e) OTHER CONDITIONS ON SELECTION-

^(1) SELECTION SUBJECT TO FUNDING- The Secretary may not select an eligible member of the Armed Forces to participate in the Program under this section and receive financial assistance under section 2304 unless the Secretary has sufficient appropriations for the Program available at the time of the selection to satisfy the obligations to be incurred by the United States under section 2304 with respect to the member.

^(2) RESERVE COMMITMENT AGREEMENT- The Secretary may not select an eligible member of the Armed Forces described in subsection (a)(2)(A) to participate in the Program under this section and receive financial assistance under section 2304 unless--

^(A) the Secretary notifies the Secretary concerned and the member that the Secretary has reserved a full stipend or bonus under section 2304 for the member; and

^(B) the member executes a written agreement with the Secretary concerned to serve as a member of the Selected Reserve of a reserve component of the Armed Forces for a period of not less than 3 years (in addition to any other reserve commitment the member may have).

### **^SEC. 2304. PARTICIPATION AGREEMENT AND FINANCIAL ASSISTANCE.**

#### ^(a) PARTICIPATION AGREEMENT-

^(1) IN GENERAL- An eligible member of the Armed Forces selected to participate in the Program under section 2303 and receive financial assistance under this section shall be required to enter into an agreement with the Secretary in which the member agrees--

^(A) within such time as the Secretary may require, to obtain certification or licensing as an elementary school teacher, secondary school teacher, or vocational or technical teacher, and to become a highly qualified teacher; and

^(B) to accept an offer of full-time employment as an elementary school teacher, secondary school teacher, or vocational or technical teacher for not less than 3 school years with a high-need local educational agency or public charter school, as such terms are defined in section 2101, to begin the school year after obtaining that certification or licensing.

^(2) WAIVER- The Secretary may waive the 3-year commitment described in paragraph (1)(B) for a participant if the Secretary determines such waiver to be appropriate. If the Secretary provides the waiver, the participant shall not be considered to be in violation of the agreement and shall not be required to provide reimbursement under subsection (f), for failure to meet the 3-year commitment.

## CURRENT LEGISLATION (cont.)

`(b) VIOLATION OF PARTICIPATION AGREEMENT; EXCEPTIONS- A participant in the Program shall not be considered to be in violation of the participation agreement entered into under subsection (a) during any period in which the participant--

`(1) is pursuing a full-time course of study related to the field of teaching at an institution of higher education;

`(2) is serving on active duty as a member of the Armed Forces;

`(3) is temporarily totally disabled for a period of time not to exceed 3 years as established by sworn affidavit of a qualified physician;

`(4) is unable to secure employment for a period not to exceed 12 months by reason of the care required by a spouse who is disabled;

`(5) is a highly qualified teacher who is seeking and unable to find full-time employment as a teacher in an elementary school or secondary school or as a vocational or technical teacher for a single period not to exceed 27 months; or

`(6) satisfies the provisions of additional reimbursement exceptions that may be prescribed by the Secretary.

`(c) STIPEND FOR PARTICIPANTS-

`(1) STIPEND AUTHORIZED- Subject to paragraph (2), the Secretary may pay to a participant in the Program selected under section 2303 a stipend in an amount of not more than \$5,000.

`(2) LIMITATION- The total number of stipends that may be paid under paragraph (1) in any fiscal year may not exceed 5,000.

`(d) BONUS FOR PARTICIPANTS-

`(1) BONUS AUTHORIZED- Subject to paragraph (2), the Secretary may, in lieu of paying a stipend under subsection (c), pay a bonus of \$10,000 to a participant in the Program selected under section 2303 who agrees in the participation agreement under subsection (a) to become a highly qualified teacher and to accept full-time employment as an elementary school teacher, secondary school teacher, or vocational or technical teacher for not less than 3 school years in a high-need school.

`(2) LIMITATION- The total number of bonuses that may be paid under paragraph (1) in any fiscal year may not exceed 3,000.

`(3) HIGH-NEED SCHOOL DEFINED- In this subsection, the term 'high-need school' means a public elementary school, public secondary school, or public charter school that meets one or more of the following criteria:

`(A) LOW-INCOME CHILDREN- At least 50 percent of the students enrolled in the school were from low-income families (as described in section 2302(b)(2)(A)(i)).

`(B) CHILDREN WITH DISABILITIES- The school has a large percentage of students who qualify for assistance under part B of the Individuals with Disabilities Education Act.

`(e) TREATMENT OF STIPEND AND BONUS- A stipend or bonus paid under this section to a participant in the Program shall be taken into account in determining the eligibility of the participant for Federal student financial assistance provided under title IV of the Higher Education Act of 1965.

## CURRENT LEGISLATION (cont.)

### ^(f) REIMBURSEMENT UNDER CERTAIN CIRCUMSTANCES-

^(1) REIMBURSEMENT REQUIRED- A participant in the Program who is paid a stipend or bonus under this section shall be required to repay the stipend or bonus under the following circumstances:

^(A) FAILURE TO OBTAIN QUALIFICATIONS OR EMPLOYMENT- The participant fails to obtain teacher certification or licensing, to become a highly qualified teacher, or to obtain employment as an elementary school teacher, secondary school teacher, or vocational or technical teacher as required by the participation agreement under subsection (a).

^(B) TERMINATION OF EMPLOYMENT- The participant voluntarily leaves, or is terminated for cause from, employment as an elementary school teacher, secondary school teacher, or vocational or technical teacher during the 3 years of required service in violation of the participation agreement.

^(C) FAILURE TO COMPLETE SERVICE UNDER RESERVE COMMITMENT AGREEMENT- The participant executed a written agreement with the Secretary concerned under section 2303(e)(2) to serve as a member of a reserve component of the Armed Forces for a period of 3 years and fails to complete the required term of service.

^(2) AMOUNT OF REIMBURSEMENT- A participant required to reimburse the Secretary for a stipend or bonus paid to the participant under this section shall pay an amount that bears the same ratio to the amount of the stipend or bonus as the unserved portion of required service bears to the 3 years of required service. Any amount owed by the participant shall bear interest at the rate equal to the highest rate being paid by the United States on the day on which the reimbursement is determined to be due for securities having maturities of 90 days or less and shall accrue from the day on which the participant is first notified of the amount due.

^(3) TREATMENT OF OBLIGATION- The obligation to reimburse the Secretary under this subsection is, for all purposes, a debt owing the United States. A discharge in bankruptcy under title 11, United States Code, shall not release a participant from the obligation to reimburse the Secretary under this subsection.

^(4) EXCEPTIONS TO REIMBURSEMENT REQUIREMENT- A participant shall be excused from reimbursement under this subsection if the participant becomes permanently totally disabled as established by sworn affidavit of a qualified physician. The Secretary may also waive the reimbursement in cases of extreme hardship to the participant, as determined by the Secretary.

^(g) RELATIONSHIP TO EDUCATIONAL ASSISTANCE UNDER MONTGOMERY GI BILL- The receipt by a participant in the Program of a stipend or bonus under this section shall not reduce or otherwise affect the entitlement of the participant to any benefits under chapter 30 of title 38, United States Code, or chapter 1606 of title 10, United States Code.

## CURRENT LEGISLATION (cont.)

### **SEC. 2305. PARTICIPATION BY STATES.**

#### **(a) DISCHARGE OF STATE ACTIVITIES THROUGH CONSORTIA OF STATES-**

The Secretary may permit States participating in the Program to carry out activities authorized for such States under the Program through one or more consortia of such States.

#### **(b) ASSISTANCE TO STATES-**

**(1) GRANTS AUTHORIZED-** Subject to paragraph (2), the Secretary may make grants to States participating in the Program, or to consortia of such States, in order to permit such States or consortia of States to operate offices for purposes of recruiting eligible members of the Armed Forces for participation in the Program and facilitating the employment of participants in the Program as elementary school teachers, secondary school teachers, and vocational or technical teachers.

**(2) LIMITATION-** The total amount of grants made under paragraph (1) in any fiscal year may not exceed \$5,000,000.

### **SEC. 2306. SUPPORT OF INNOVATIVE PRERETIREMENT TEACHER CERTIFICATION PROGRAMS.**

**(a) PURPOSE-** The purpose of this section is to provide funding to develop, implement, and demonstrate teacher certification programs.

**(b) DEVELOPMENT, IMPLEMENTATION AND DEMONSTRATION-** The Secretary may enter into a memorandum of agreement with a State educational agency, an institution of higher education, or a consortia of State educational agencies or institutions of higher education, to develop, implement, and demonstrate teacher certification programs for members of the Armed Forces described in section 2303(a)(1)(B) for the purpose of assisting such members to consider and prepare for a career as a highly qualified elementary school teacher, secondary school teacher, or vocational or technical teacher upon retirement from the Armed Forces.

**(c) PROGRAM ELEMENTS-** A teacher certification program under subsection (b) shall--

**(1)** provide recognition of military experience and training as related to certification or licensing requirements;

**(2)** provide courses of instruction that may be conducted on or near a military installation;

**(3)** incorporate alternative approaches to achieve teacher certification, such as innovative methods to gaining field-based teaching experiences, and assessment of background and experience as related to skills, knowledge, and abilities required of elementary school teachers, secondary school teachers, or vocational or technical teachers;

**(4)** provide for courses to be delivered via distance education methods; and

**(5)** address any additional requirements or specifications established by the Secretary.

## CURRENT LEGISLATION (cont.)

### `(d) APPLICATION PROCEDURES-

`(1) IN GENERAL- A State educational agency or institution of higher education (or a consortium of State educational agencies or institutions of higher education) that desires to enter into a memorandum under subsection (b) shall prepare and submit to the Secretary a proposal, at such time, in such manner, and containing such information as the Secretary may require, including an assurance that the State educational agency, institution, or consortium is operating a program leading to State approved teacher certification.

`(2) PREFERENCE- The Secretary shall give preference to State educational agencies, institutions, and consortia that submit proposals that provide for cost sharing with respect to the program involved.

`(e) CONTINUATION OF PROGRAMS- Upon successful completion of the demonstration phase of teacher certification programs funded under this section, the continued operation of the teacher certification programs shall not be the responsibility of the Secretary. A State educational agency, institution, or consortium that desires to continue a program that is funded under this section after such funding is terminated shall use amounts derived from tuition charges to continue such program.

`(f) FUNDING LIMITATION- The total amount obligated by the Secretary under this section for any fiscal year may not exceed \$10,000,000.

### **SEC. 2307. REPORTING REQUIREMENTS.**

`(a) REPORT REQUIRED- Not later than March 31, 2006, the Secretary (in consultation with the Secretary of Defense and the Secretary of Transportation) and the Comptroller General of the United States shall submit to Congress a report on the effectiveness of the Program in the recruitment and retention of qualified personnel by local educational agencies and public charter schools.

`(b) ELEMENTS OF REPORT- The report submitted under subsection (a) shall include information on the following:

`(1) The number of participants in the Program.

`(2) The schools in which the participants are employed.

`(3) The grade levels at which the participants teach.

`(4) The academic subjects taught by the participants.

`(5) The rates of retention of the participants by the local educational agencies and public charter schools employing the participants.

`(6) Such other matters as the Secretary or the Comptroller General of the United States, as the case may be, considers to be appropriate.



**DEPARTMENT OF DEFENSE  
DEPARTMENT OF EDUCATION**

**Troops to Teachers**

PROGRAM OVERVIEW



**Background**

Troops to Teachers (TTT) was established in 1994 as a Department of Defense program. The National Defense Authorization Act for FY 2000 transferred the responsibility for program oversight and funding to the U.S. Department of Education but continued operation by the Department of Defense. The No Child Left Behind Act of 2001 provides for the continuation of the TTT Program. TTT is managed by the Defense Activity for Non-Traditional Education Support (DANTES), Pensacola, Florida.

**Goal and Objectives**

Reflecting the focus of the No Child Left Behind Act of 2001, the primary objective of TTT is to help recruit quality teachers for schools that serve students from low-income families throughout America. TTT helps relieve teacher shortages, especially in math, science, special education and other critical subject areas, and assists military personnel in making successful transitions to second careers in teaching.

**Current Status**

Funding is covered by the continuation budget resolution for FY 2008 to provide counseling, referral services and financial assistance to eligible participants and to maintain a network of state offices. Military personnel interested in a second career in public education may submit a registration form to DANTES.

**Program Function**

The purpose of TTT is to assist eligible military personnel to transition to a new career as public school teachers in targeted schools. A network of State TTT Offices has been established to provide participants with counseling and assistance regarding certification requirements, routes to state certification, and employment. The TTT homepage provides information and resource links, including a job referral system to allow participants to search for job vacancies as well as links to state Departments of Education, state certification offices, model resumes, and other job listing sites in public education.

Pending availability of funds, financial assistance may be provided to eligible individuals as stipends up to \$5K to help pay for teacher certification costs or as bonuses of \$10K to teach in schools serving a high percentage of students from low-income families. Participants who accept the Stipend or Bonus must agree to teach for three years in targeted schools in accordance with the authorizing legislation.

**Eligibility**

Educational and Service eligibility requirements for Counseling and Referral services and Financial Assistance are outlined on the reverse side of this Overview and are also available on the TTT Home Page at [www.ProudToServeAgain.com](http://www.ProudToServeAgain.com). Also available is a "Self Determination Guide" to quickly assess eligibility.

**Registration**

Register with Troops to Teachers by contacting your base Education Center/Navy College Office or download a registration form from the TTT Home Page. Eligible active duty and reserve personnel may register with Troops to Teachers at any time. Counseling and information are available to all participants, however, financial assistance may not be provided to active duty personnel until one year prior to retirement. Contact the DANTES Troops to Teachers office regarding questions about eligibility or services offered.

The Department of Education establishes the operating rules that govern the schools where Troops to Teachers participants who accept financial assistance may fulfill their three-year teaching obligation. There are revised rules which determine these eligible schools. These revised rules became effective 15 Sep 05. For details see the Policy Statement on the TTT Home Page.

**Contact Information**

For more information about Troops to Teachers, write or call:

**Address:** DANTES, Troops to Teachers  
6490 Saufley Field Road  
Pensacola, FL 32509-5243

**Phone:** 850-452-1241  
**Toll free:** 1-800-231-6242  
**DSN:** 922-1241  
**E-mail:** [ttt@navy.mil](mailto:ttt@navy.mil)

**Home Page:** [www.ProudToServeAgain.com](http://www.ProudToServeAgain.com)

**TTT State Offices:** For TTT State Office contact information, call the number listed above or visit our Home Page

# Troops to Teachers Eligibility Criteria

**Assisting eligible military personnel transition to a new career as public school teachers  
in schools serving students from low-income families.**

**The Department of Education establishes the operating rules that govern the schools where Troops to Teachers participants who accept financial assistance may fulfill their three-year teaching obligation. There are revised rules which determine these eligible schools. These revised rules will take effect for anyone registering in the Troops to Teachers program on or after the implementation date of September 15, 2005.**

## **1. Eligibility for Counseling and Referral Services**

Counseling and referral services include the following:

- Access to our State Offices for counseling relative to becoming a certified teacher
- Participation in the job referral process via the Internet
- Opportunity to post a mini-resume made available to school district recruiters
- Use of the MENTOR Connection to contact TTT participants who are teaching for hints about transitioning to teaching as a second career

Those eligible for elementary and secondary teacher referral services must meet the following criteria:

- A. **Service Requirements:** Active or Reserve component personnel who: 1) retired, 2) separated with six or more years of creditable service towards retirement on or after October 1, 1990, or 3) separated with a service-determined physical disability on or after January 8, 2002 and registered within four years after separation, or 4) current members of the Selected Reserve with six or more years of creditable service towards retirement. The last period of service must be honorable. Those selected to participate in the Program before retirement, separation, or release from active duty may continue to participate only if the last period of service is characterized as honorable.
- B. **Educational Requirements:** Must hold a Baccalaureate or advanced degree from an accredited institution at the time of registration for academic teacher referral - **or** - have the equivalent of one year of college with six years of work experience in a vocational or technical field or meet state requirements for vocational/technical teacher referral.

## **2. Eligibility for Financial Assistance**

In addition to the Education Requirements noted above and pending availability of funds, financial assistance may be provided to qualified service members in the form of either (A) a stipend of up to \$5K for teacher certification expenses for which individuals must teach for three years in a "high-need" school; or (B) a bonus of \$10K to teach for three years in a school serving a high percentage of disadvantaged students. To qualify, a service member must meet one of the requirements listed below.

### **Active Duty**

**AD-1.** Retired from active duty.

**AD-2.** Active duty member with approved date of retirement with one year or less remaining before retirement.

**AD-3.** Separated for a service-determined physical disability on or after January 8, 2002. Must register within four years after separation. *Note: Physical disability must be noted on service separation documentation not a VA determination. Medical discharge is not the same as discharge due to physical disability.*

### **Reserve Component**

**RC-1.** Retired from the Selected Reserve.

**RC-2.** Currently serving in the Selected Reserve with 10 or more years of creditable service towards retirement and commit to serving an additional three years, or until eligible for retirement.

**RC-3.** Separated from the Selected Reserve due to a service-determined physical disability on or after January 8, 2002. Must register within four years after separation. *Note: Physical disability must be noted on service separation documentation not a VA determination. Medical discharge is not the same as discharge due to physical disability.*

**RC-4.** Individuals transitioning from active duty on or after January 8, 2002, and have served six years on active duty immediately before separation, and commit to three years with a Selected Reserve unit. Must register within four years after separation

## LIST OF PROGRAM SERVICES

The purpose of Troops to Teachers (TTT) is to assist eligible military personnel to transition to a new career as public school teachers in schools serving students from low-income families. To achieve this goal, Troops to Teachers provides various services to our participants.

The National Office provides all participants the following list of services (excluding the section on “Financial Assistance”) that are available through the Troops to Teachers program. The section on “Financial Assistance” is only included on the list provided to participants that are eligible to apply for financial assistance.

**Counseling and Referral Services.** TTT State Offices are available for counseling relative to teacher certification and referral services. They can provide information specifically on the transition of military personnel into a career in teaching and are knowledgeable on state requirements and the needs of the schools in their state. We have TTT contacts for 49 states. For a listing of contact information e-mail [ttt@navy.mil](mailto:ttt@navy.mil) or visit our home page at [www.ProudToServeAgain.com](http://www.ProudToServeAgain.com). For those states and U.S. Territories that are not covered by a TTT State Office, contact our central office at 1-800-231-6242 ext. 3157 or e-mail [ttt@navy.mil](mailto:ttt@navy.mil). Information for state certification agencies can also be found on our home page.

**Financial Assistance.** You may be eligible for financial assistance in the form of a Stipend to assist with teacher certification expenses (up to \$5,000.00) or a Bonus as an incentive to teach in high need schools (\$10,000.00). Those who accept financial assistance incur an obligation to teach for three years in a targeted district or school. Additional obligations may apply.

**Employment Referral.** This process allows school districts to search the TTT database (contact and referral information only) for recruiting purposes. Also, the TTT State Offices utilize the database to find participants that might be eligible for various teaching positions in their state. All participants in an active status who are not currently employed in a full-time K-12 position are included in the referral process. Therefore, it is important to keep database records up-to-date with the latest contact and personal information such as: address, phone number, e-mail, states in which you are interested in teaching (maximum of three or any state), degrees and teaching certification earned after your registration with the TTT program, military status, and current teaching employment status. Once full-time K-12 employment is attained, the individual’s name will be removed from the referral list. If a file is relegated to an inactive status due to non-response to request for information, recall to active duty, or upon the request of the participant, they will be removed from the referral list.

**Promotion of Troops to Teachers.** There is nation promotion with TTT directed to the public school community to provide information about Troops to Teachers. The emphasis is focused on the qualities that military veterans bring to the classroom: integrity, experience, dedication, determination, and commitment. Our State Program Managers work directly with their local education agencies to help school administrators realize the benefits of hiring Troops to Teachers participants.

**Services available from our Jobs2Teach web site at [www.jobs2teach.doded.mil](http://www.jobs2teach.doded.mil):**

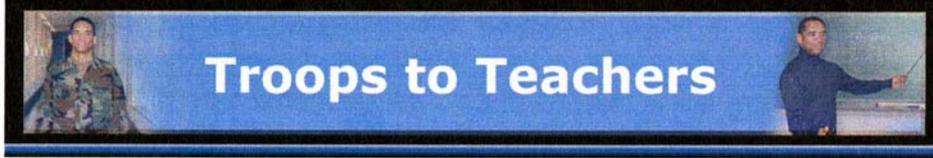
**Vacancy Postings.** Many school districts post their vacancies directly to our web site. You may search these vacancies through this site.

**Access Referral Information and Mini-Resume.** If you are in an active status, you can review your basic contact and referral information and personalize your record with a “mini-resume” that may appeal to a potential employer. User name and password are required to access this information. If you have not received this information within a few weeks of registration or can no longer access your account, contact our office or send an e-mail to [TTTResume@voled.doded.mil](mailto:TTTResume@voled.doded.mil).

**Services available from our home page at [www.ProudtoServeAgain.com](http://www.ProudtoServeAgain.com):**

**Mentor Connection.** The mentor connection consists of TTT participants who are currently teaching and who have volunteered their time via E-mail to answer questions of other participants. They can provide hints about transitioning from the military to teaching as a second career and first hand information of their experience with the certification process and job search in their state. This is an especially valuable tool for those exploring the possibility of transitioning to teaching as a second career. To access the mentors click on “Mentor Connection”.

## TTT BRIEFING



# Troops to Teachers



**First Lady Laura Bush visits Naval Station, San Diego to encourage retiring military personnel to consider teaching as a second career and join Troops to Teachers.**







# Background

- Began in 1994 as transition assistance program
- Financial aid for 2 years (FY 94 & 95)
- Provided placement assistance from FY 96 - 01
- Defense Authorization Bill of 2000 moved responsibility to Dept of Education
- "No Child Left Behind Act of 2001" provides financial assistance, extends program thru FY 06





## TTT BRIEFING (cont.)



**Program Purpose**

- Recruit quality teachers for schools serving low-income families
- Help relieve teacher shortages, primarily in Math, Science, & Special Ed
- Assist military personnel in moving to second careers in K-12, public school teaching

*"America's school children need you"*

Laura Bush, First Lady of the United States





**Program Administration**

- **Funded by U.S. Department of Education**
- **Administered by DOD through DANTES**



## TTT BRIEFING (cont.)



### Educational Requirements

➔ To Teach Academic Subjects:  
BA-BS degree or higher from an accredited institution

➔ To Teach Vo-Tech Subjects:  
Equivalent of one year of college with six years of experience to apply for TTT






### Eligibility

#### Counseling and Referral Services

- Separated from active duty after 30 Sep 90
- Had at least 6 years of service

»OR

- Separated or still serving in Selected Reserve with 6+ years total service




## TTT BRIEFING (cont.)



### Financial Assistance

- Stipend: Up to **\$5,000** to assist with teacher certification costs. Must teach in school district serving students from disadvantaged families
- Bonus: **\$10,000** for participants who teach in schools that are defined as "high-need" schools
- Both require 3-year teaching commitment
- Maximum received can not exceed \$10,000






### Financial Eligibility

Bonus & Stipend Eligible

- Retired Active or Reserve
- Active duty member with one year or less before retirement
- Separated for physical disability on or after 8 Jan 02 with application NLT 4 years after separation
- Currently serving in Reserves with 10+ years of service and commit to serving an additional 3 years
- Have served six years on active duty and transition into the Selected Reserve for three years on or after 8 Jan 02




## TTT BRIEFING (cont.)



### Fulfilling Teaching Obligation

**Participants accepting a BONUS must teach for three years in:**

Any School where 50%+ of students are eligible for free or reduced lunch or a "high percentage" are students with disabilities **SO LONG AS**

the school district has 10%+ of students who come from families with income below the poverty level





### Fulfilling Teaching Obligation

**Participants accepting a Stipend must teach for three years in:**

**A.** Any school in a district where 20%+ (or 10,000+) of students come from families with income below the poverty level

**OR**

**B.** A School where 50%+ of students are eligible for free or reduced lunch or a "high percentage" are students with disabilities **SO LONG AS**

the school district has 10%+ of students who come from families with income below the poverty level



## TTT BRIEFING (cont.)



**Fulfilling Guard / Reserve Obligation**

**National Guard and Reserve participants accepting financial assistance must continue serving in the Guard or Reserves for 3 years or until retirement eligible.**



The banner features a blue background with two images: a soldier in camouflage on the left and a man in a blue shirt pointing at a whiteboard on the right. The text is centered in white. The DANTES logo is on the bottom left, and the Troops to Teachers logo, which includes an American flag and the text 'PROUD TO SERVE AGAIN', is on the bottom right.



**Montgomery GI Bill Benefits**

- Receipt of Troops to Teachers financial assistance will not affect benefits under chapter 30 or chapter 1606
- Contact Veterans Affairs counselor for specific information



The banner features a blue background with two images: a soldier in camouflage on the left and a man in a blue shirt pointing at a whiteboard on the right. The text is centered in white. The DANTES logo is on the bottom left, and the Troops to Teachers logo, which includes an American flag and the text 'PROUD TO SERVE AGAIN', is on the bottom right.

## TTT BRIEFING (cont.)



# Counseling-Referral Services



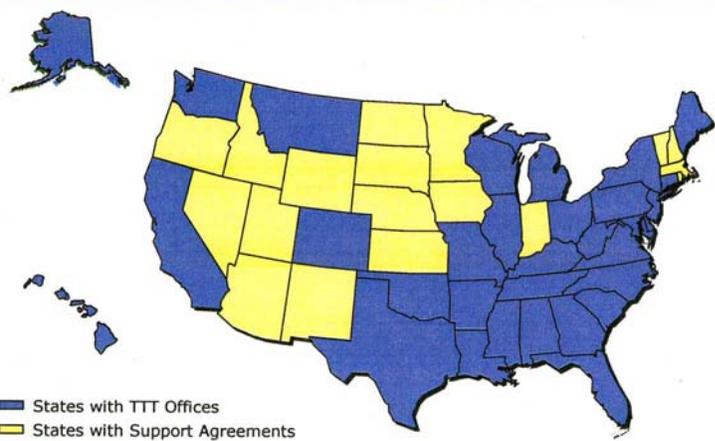
- State TTT Offices provide certification and placement advice and counseling
- Post mini-resume available to school districts
- Contact TTT Mentors for advice and info on teaching as a second career
- Contact TTT for counseling and assistance





# State TTT Offices





■ States with TTT Offices  
■ States with Support Agreements



## TTT BRIEFING (cont.)



The banner features a blue background with the text "State Office Support" in white. On the left, there is a small image of a man in a military uniform. On the right, there is a small image of a man in a blue shirt pointing at a whiteboard.

### State Office Support

- Certification Requirements Information
- Certification Training Programs
- Links to Employment Opportunities
- Assessment of Academic Qualifications
- Promote Program
- Reduction/Elimination of Barriers



The DANTES logo is a blue oval with the word "DANTES" in white. The Troops to Teachers logo features an American flag and the text "Troops to Teachers" and "PROUD TO SERVE AGAIN".



The banner features a blue background with the text "Outcomes" in white. On the left, there is a small image of a man in a military uniform. On the right, there is a small image of a man in a blue shirt pointing at a whiteboard.

### Outcomes

- Over 11,000 veterans entered teaching
- Retention >75%
- Excellent performance ratings
- Recognition of military as excellent resource for new teachers



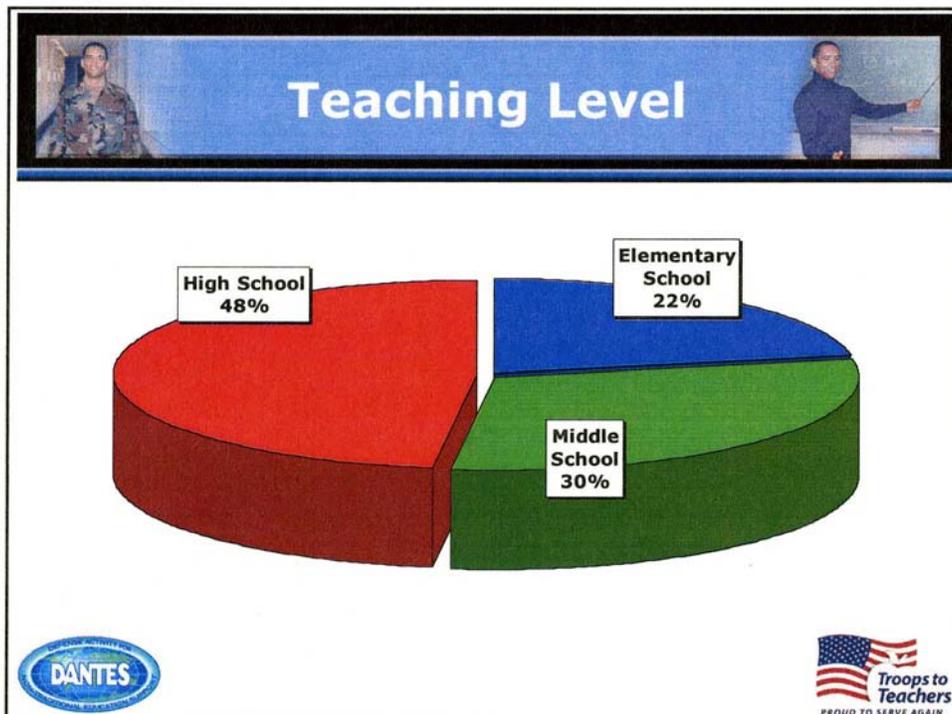
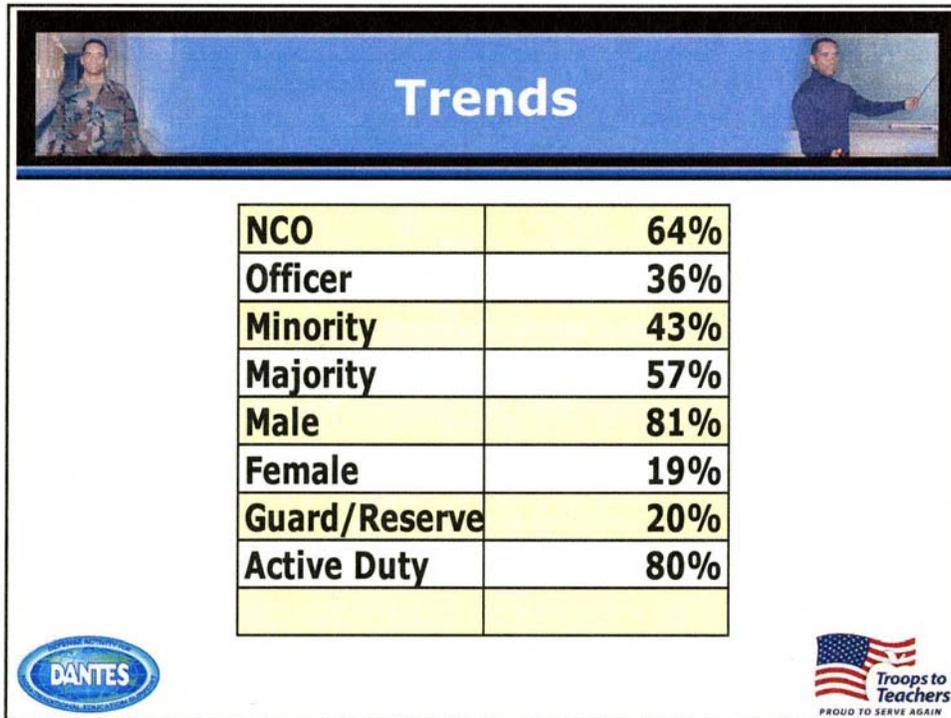
The DANTES logo is a blue oval with the word "DANTES" in white. The Troops to Teachers logo features an American flag and the text "Troops to Teachers" and "PROUD TO SERVE AGAIN".

## TTT BRIEFING (cont.)

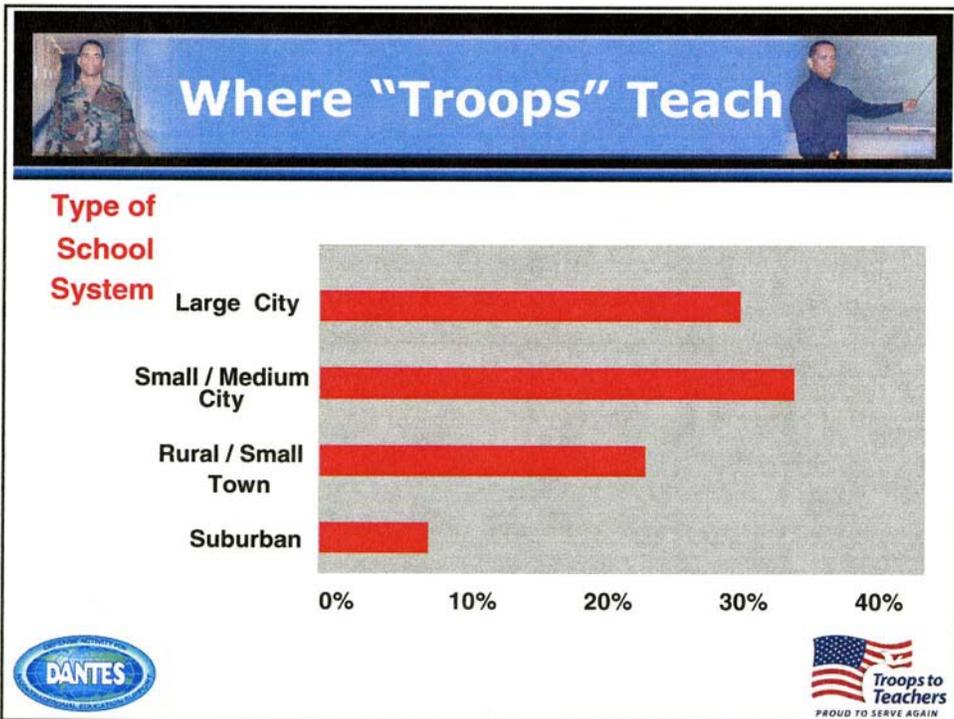
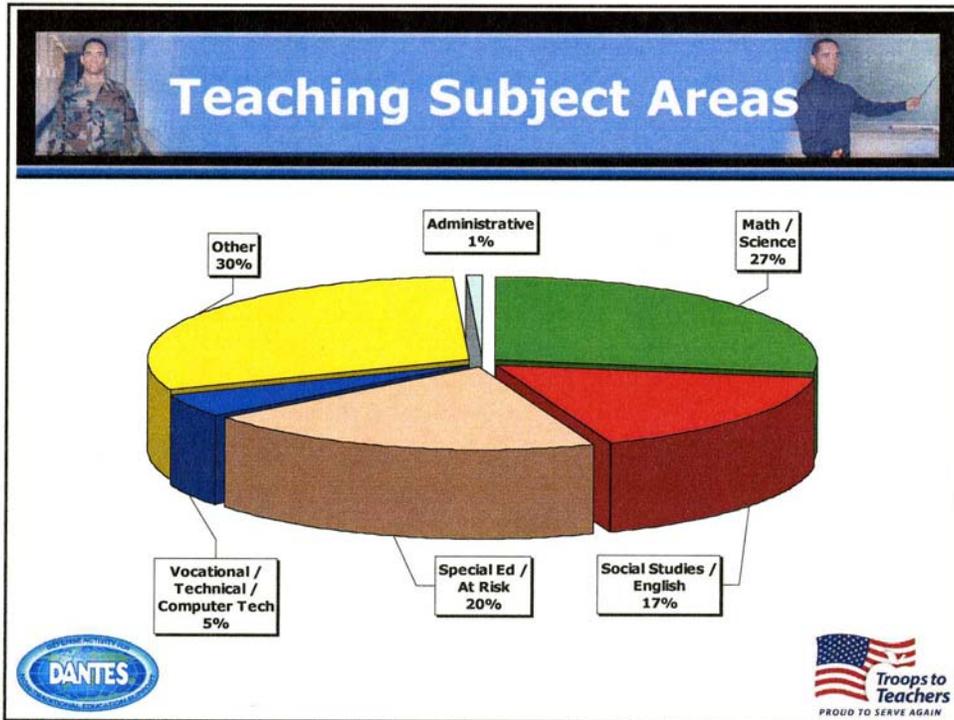


- 
- ## Success Factors
1. Veterans as Teachers
  2. State Office Support
  3. Opportunities for Alternative Certification Routes
- DANTES**
- Troops to Teachers**  
PROUD TO SERVE AGAIN

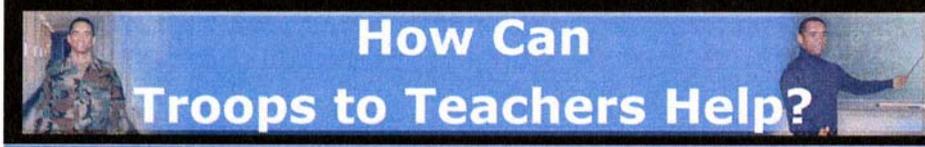
## TTT BRIEFING (cont.)



### TTT BRIEFING (cont.)



## TTT BRIEFING (cont.)



### How Can Troops to Teachers Help?

- Counseling
- Information Resource
- State Office Network
- Mentor Connection
- Financial Assistance
- Promotion to Public Education



### Contact Information

Address: DANTES  
Troops to Teachers  
6490 Saufley Field Road  
Pensacola, FL 32509-5243

Phones: DSN 922-1320 or (800) 231-6242  
or (850) 452-1241

E-Mail: [ttt@navy.mil](mailto:ttt@navy.mil)

Home Page: <http://proudtoserveagain.com>



## NATIONAL OFFICE STAFF ROSTER

Phone: 850-452-1320 / DSN 922-1320

Toll Free: 1-800-231-6242

Fax: 850-452-1096 (Admin) or 850-452-1194 (Records & Finance)

Home Page: <http://www.ProudToServeAgain.com>

		NAME / TITLE	RESPONSIBILITY
<b>ADMINISTRATION</b>		<b>William (Bill) McAleer</b> <b>Chief, Troops to Teacher</b> E-mail: <a href="mailto:william.mcaleer@navy.mil">william.mcaleer@navy.mil</a> Extension 3155	<ul style="list-style-type: none"> <li>• Overall Operations</li> </ul>
		<b>Peter Peters</b> <b>Assistant Chief</b> E-mail: <a href="mailto:peter.peters@navy.mil">peter.peters@navy.mil</a> Extension 3117	<ul style="list-style-type: none"> <li>• Office and Program Management</li> </ul>
		<b>Stacy Ross</b> <b>Computer Support Specialist</b> E-mail: <a href="mailto:stacy.ross.ctr@navy.mil">stacy.ross.ctr@navy.mil</a> Extension 3141	<ul style="list-style-type: none"> <li>• Administrative Support</li> <li>• Contact for State Office Jobs2Teach Access</li> <li>• TTT Statistical Reports</li> </ul>
		<b>Kathy Kirkland</b> <b>Publication Coordinator Specialist</b> E-mail: <a href="mailto:kathy.kirkland.ctr@navy.mil">kathy.kirkland.ctr@navy.mil</a> Extension 3216	<ul style="list-style-type: none"> <li>• Administrative Support</li> <li>• Contact for Participant and State Office Jobs2Teach Access</li> <li>• Coordinates Ordering and Disbursement of Promotional Materials to State Offices</li> </ul>
		<b>Rey Castellano</b> <b>Data Management Specialist</b> E-mail: <a href="mailto:reymond.castellano.ctr@navy.mil">reymond.castellano.ctr@navy.mil</a> Extension 3163	<ul style="list-style-type: none"> <li>• Contact for School District Jobs2Teach Access</li> </ul>
<b>COUNSELING</b>		<b>John Roth</b> <b>TTT Counselor / Education Advisor</b> E-mail: <a href="mailto:john.p.roth.ctr@navy.mil">john.p.roth.ctr@navy.mil</a> Extension 3157	<ul style="list-style-type: none"> <li>• TTT Counseling &amp; Program Information</li> <li>• State Office Event Coordinator</li> </ul>
		<b>Marilyn Kelley</b> <b>TTT Counselor / Education Advisor</b> E-mail: <a href="mailto:marilyn.kelley.ctr@navy.mil">marilyn.kelley.ctr@navy.mil</a> Extension 3156	<ul style="list-style-type: none"> <li>• TTT Counseling &amp; Program Information</li> <li>• TTT Home Page</li> <li>• Mentor Connection</li> <li>• State Office Contact Sheet Coordinator</li> </ul>
		<b>Tylee Roller</b> <b>Spouses to Teachers (STT) Counselor / Education Advisor</b> E-mail: <a href="mailto:tylee.roller.ctr@navy.mil">tylee.roller.ctr@navy.mil</a> Extension 3224	<ul style="list-style-type: none"> <li>• STT Counseling &amp; Program Information</li> <li>• STT Overseas Registration</li> <li>• STT Home Page</li> </ul>

## NATIONAL OFFICE STAFF ROSTER (cont.)

		NAME / TITLE	RESPONSIBILITY
<b>PARTICIPANT RECORDS</b>		<b>Patricia (Pat) Clark</b> <b>Data Management Specialist</b> E-mail: <a href="mailto:patricia.k.clark.ctr@navy.mil">patricia.k.clark.ctr@navy.mil</a> and <a href="mailto:tttrecords@navy.mil">tttrecords@navy.mil</a> Extension 3148	<ul style="list-style-type: none"> <li>• Records Section Oversight</li> <li>• Registration Evaluation and Data Entry</li> <li>• Generates Program Status Letters</li> <li>• Participant Record Update &amp; Maintenance</li> </ul>
		<b>Geraldine (Gerri) Parker</b> <b>Data Management Specialist</b> E-mail: <a href="mailto:geraldine.parker.ctr@navy.mil">geraldine.parker.ctr@navy.mil</a> Extension 3160	<ul style="list-style-type: none"> <li>• Record Update &amp; Maintenance</li> <li>• Stipend/Bonus Processing</li> <li>• Processes Incoming Mail</li> </ul>
		<b>Rodney (Rod) Barrier</b> <b>Data Management Specialist</b> E-mail: <a href="mailto:rodney.barrier.ctr@navy.mil">rodney.barrier.ctr@navy.mil</a> and <a href="mailto:tttrecords@navy.mil">tttrecords@navy.mil</a> Extension 3158	<ul style="list-style-type: none"> <li>• Registration Evaluation and Data Entry</li> <li>• Participant Record Update &amp; Maintenance</li> <li>• Generates Program Status Letters</li> <li>• Enters employment information</li> </ul>
		<b>Andrea Delemos</b> <b>Data Management Specialist</b> E-mail: <a href="mailto:andrea.delemos.ctr@navy.mil">andrea.delemos.ctr@navy.mil</a> Extension 3158	<ul style="list-style-type: none"> <li>• Registration Evaluation and Data Entry</li> <li>• Participant Record Update &amp; Maintenance</li> <li>• Generates Program Status Letters</li> </ul>
		<b>Lydia McCants</b> <b>Data Management Specialist</b> E-mail: <a href="mailto:lydia.mccants.ctr@navy.mil">lydia.mccants.ctr@navy.mil</a> Extension 3161	<ul style="list-style-type: none"> <li>• Receptionist</li> <li>• Record Scanning and Maintenance</li> </ul>
<b>FINANCE</b>		<b>Brenda Stout</b> <b>Financial Analyst</b> E-mail: <a href="mailto:brenda.stout.ctr@navy.mil">brenda.stout.ctr@navy.mil</a> Extension 3162	<ul style="list-style-type: none"> <li>• Finance Section Oversight</li> <li>• Funding for National and State Offices</li> <li>• Stipend/Bonus Approval</li> <li>• Financial Obligation Extensions, Waivers or Repayment Approval</li> </ul>
		<b>Sandie Thompson</b> <b>Data Management Specialist</b> E-mail: <a href="mailto:sandra.j.thompson.ctr@navy.mil">sandra.j.thompson.ctr@navy.mil</a> and <a href="mailto:ttt.finance@navy.mil">ttt.finance@navy.mil</a> Extension 3154	<ul style="list-style-type: none"> <li>• Stipend/Bonus Processing</li> <li>• Financial Obligation Extensions, Waivers or Repayment Processing</li> <li>• Financial Obligation Tracking (Certification, Reserve Service [if applicable], &amp; Employment)</li> </ul>