



# TODAY

Website:  
www.vtnea.org

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## Educators and Vermont-NEA's Summer Reading for Kids featured on "Across the Fence"

MONTPELIER – The books highlighted in Vermont-NEA's *Summer Reading for Kids* brochure are being featured this summer in short segments on WCAX Television's noontime farm and home show, *Across the Fence*. In each of the one-to-two-minute segments, which are airing between July 1 and August 16, an educator describes and recommends a book from the brochure.

The school librarians who volunteered their service and expertise compiling the Vermont-NEA booklist -- Angelica Harris of the Alburg Community Education Center, Shannon Walters of Barnes Elementary School, and Dan Greene and Vicki Palmer of Union-32 Junior-Senior High School -- also arranged for teachers, paraeducators, and even a school principal to be videotaped for the TV segments at their schools in Alburg, Burlington, and East Montpelier.

Angel, Shannon, Dan and Vicki deserve our gratitude and congratulations for this volunteer work -- as do all their friends and colleagues who were recruited for television debuts!

Will Mikell, the new producer of *Across the Fence*, worked with Vermont-NEA and the librarians to promote summer reading. He hopes these taped book recommendations can become an annual event.

### A Decade Promoting Reading

Vermont-NEA began a collaboration with the Vermont Educational Media Association -- an association of public school librarians -- and Leda Schubert, library-media consultant for the Vermont Department of Education, some 10 years ago. Our mission: to encourage children, K-12, to read during the summer months by provid-

ing a list of excellent titles in a brochure to be distributed free to students, parents, libraries, book stores and the general public.

This year, 40,000 brochures were distributed. Several school districts enclose the list with report cards. Hundreds of teachers hand out the brochure as an end-of-the-schoolyear gift to students. Book stores make window displays based on our recommendations. Local newspapers reprint the list for their communities. The 2002 list is available on the Vermont-NEA website ([www.vtnea.org](http://www.vtnea.org)), along with lists from the past eight years.

"Mmmm. Those spiders tasted just like peanut butter," Angel Harris of Alburg told us in her TV spot on July 1. She dabbed her lips with a napkin and continued with an evil grin: "And did you know the cheese on your pizza has living bacteria in it, and you eat it every day! That's the topic of this book..." After that recommendation, what kid could resist reading *It's Disgusting and We Ate It* by James Solheim?

Piper Rexford, learning specialist/special educator at Union-32 High School appeared on TV July 11 recommending a food book for older students: "Eric Schlosser has written *Fast Food Nation* so that you will know what really lurks between those sesame seed buns," she said.

At the close of each spot, our brochure fills the TV screen, beside the Association's address. We've received a lot of requests for copies of the list, thanks to *Across the Fence*.

Tune in at 12:00 noon each week day through mid August. We may be asking you to be videotaped next year! ■



Angelica Harris



Piper Rexford



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# School Vouchers: Still a bad idea

By Angelo J. Dorta, President

Constitutional or not, school vouchers still are a bad idea.

Everyone recognizes the highly political and conservative temperament of the present US Supreme Court. The questionable reasoning of the majority's razor-thin 5-4 decision has precedence, too. After all, the Court got it wrong on racial discrimination in this country for nearly 60 years, until the landmark 1954 case of *Brown vs. the Board of Education*.

The US Supreme Court's June 27<sup>th</sup> *Zelman vs. Simmons-Harris* ruling on Cleveland's school voucher program is not the final word, either. Instead, the battle now will shift to state level courts, as a few unwise state legislatures and local school boards inevitably become emboldened enough to formulate their own voucher plans.

Their prospects aren't good. Many state constitutions have stronger prohibitive language, such as in Vermont, where our own State Supreme Court decided in 1999 that the Chittenden School District's intention to pay their students' tuition to any willing religious school was struck down as unconstitutional. The matter of direct payment of tuition to religious schools now is settled in Vermont, unless the Vermont Supreme Court reverses itself or the Legislature amends the Vermont Constitution, unlikely possibilities in the foreseeable future.

In reality, the chief obstacle for voucher proponents never was the legal issue. Instead, it is public opinion. Vouchers have been overwhelmingly defeated every time they've been put to a popular vote over the past 30 years. Since the 1970s, vouchers and tuition tax credits have been defeated in at least 26 states, several times in states such as California.

Voucher ballot measures lost 67% to 33% in Colorado (1992), 70% to 30% in California (1993), 64% to 36% in Washington (1996), 69% to 31% in Michigan (2000), and 71% to 29% in California again (2000). When get-out-the-vote campaigns help citizens to know the flaws and false hopes inherent to all voucher schemes, voters say **no** to school vouchers by lopsided margins.

According to the annual August, 2001 Gallup Poll for *Phi Delta Kappan* magazine, "When given the specific choice, 71% of the general public would improve and strengthen existing public schools, while just 27% would opt for vouchers, the alternative most frequently mentioned by public school critics." Why? Because parents prefer to send their children to good schools in their own neighborhood and to keep them close to home for as long as possible. Consequently, Vermont teachers and education support staff — and NEA members everywhere — are working very hard to make certain that public schools keep getting better for every student.

There currently are only three school voucher programs in actual operation, two of them in cities (Milwaukee and Cleveland) and one statewide program (Florida Governor Jeb Bush's two-year old "A+" voucher plan).

Where school vouchers exist, access to a choice of schools really means a chance in a lottery drawing. Of course, a voucher lottery only provides choice options randomly to a lucky few. True education equity means the opportunity for every child to attend a good nearby school.

Who, then, really chooses in so-called "school choice" programs? The receiving schools actually make the choices, not the students and their families. Private schools' admissions policies can favor or exclude students based on special learning needs, academic abilities and aptitudes, English proficiency, athletic prowess, religion, race, gender, etc.

Consequently, despite our nation's need to unify diverse populations, school vouchers only will contribute to socioeconomic, ethnic, racial, and religious re-segregation and stratification. National research shows that religious schools turn away two out of three applicants, while exclusive private schools reject nine out of 10. At least 93% of Florida's private schools said they would not accept voucher students. In Milwaukee only two-thirds of 15,000 available school vouchers are used, in part because parents cannot find a suitable placement for their children.

Public relations efforts to use low-income students in deteriorating urban inner cities as the primary reasons for and beneficiaries of school vouchers are exploitative and misleading. Vouchers remain an elitist strategy whose most salient feature is tuition subsidies for students already enrolled in private schools, not the expansion of learning opportunities for low-income children.

In Cleveland, for example, only 21% of voucher-bearing students in 2001 ever attended public school. The most recent California voucher proposal, resoundingly defeated two years ago by voters, would have cost approximately \$3 billion just to pay for students already attending private schools. The rejected Michigan plan did not distinguish between students in public schools and those in private schools and would have diverted up to \$35 million a year to pay for vouchers in seven school districts deemed eligible because of high dropout rates.

Suppositions that competition improves schools and increases student achievement at comparable costs also are deceptive and lack solid evidence. Private school tuition vouchers began in Milwaukee in 1990. Today, 12 years later, there still is no consistent data that Milwaukee public schools are better as a direct result of the city's voucher plan. The same conclusion can be drawn from Cleveland's seven-year voucher program.

Research studies on the impact of vouchers on student achievement are enormously controversial, are subject to constant reexamination, and are plagued with questions about motives, methods, and sources of funding. Yet, the official evaluations of the Milwaukee and Cleveland voucher programs "have found little or no difference in voucher and public school students'

performance," according to a 2001 report by the US Government Accounting Office (GAO). Notably, the GAO report cast doubt on the validity of some research studies claiming statistically significant positive results from vouchers, even precluding their inclusion in the GAO's report to Congress.

However, it easily can be documented that nearly half of the \$60 million cost for vouchers in the 2001-02 school year was paid by diverting state aid from Milwaukee's public schools. Additionally, Columbia University Professor Henry Levin found that Milwaukee voucher schools cost taxpayers almost \$1,000 more per student at the same grade levels, since voucher schools do not have to provide special education and transportation services. In Cleveland, vouchers cost almost \$15 million per year and are paid with funds from Cleveland's Disadvantaged Pupil Impact Aid, normally intended for smaller class sizes, reading improvement programs, all-day kindergarten, and preschool for disadvantaged public school students.

A host of public accountability problems also are evident. Milwaukee and Cleveland voucher schools are exempt from statewide student testing and reporting of student achievement results. Little or nothing is required for school accreditation, teacher licensing and certification, curriculum and special student services, and fiscal control.

Several voucher schools have been closed and their principals arrested for mishandling public funds, fraud, falsifying enrollment figures, and other misdeeds. One 83-student school relied on education videos for classroom instruction and lacked fire safety certificates, satisfactory tests for lead-based paint, and student immunization records. Regarding oversight of Florida's state voucher program, a Department of Education spokesman admitted last October that "We don't ask for an accounting of how the money was spent," prompting *St. Petersburg Times* editorialists to complain in April: "This hands-off approach with voucher schools stands in sharp contrast to the new demands these same officials have placed on public schools."

Public schools educate 90% of America's students and don't need voucher threats to improve student achievement. In addition to sufficient human and financial resources, we already know the proven elements of school success: high standards for students and teachers, safe and orderly environments, early education, rich curricula, best practices in classroom instruction and assessment, smaller classes, up-to-date learning materials and technology, staff leadership and collaboration, parent and citizen involvement, etc.

Regardless of the recent US Supreme Court decision on constitutionality, school vouchers only can be a dangerous diversion of attention, energy, and money. Where public schools are struggling, the only answer is to fix them. ■

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## How the Elementary and Secondary Education Act (ESEA) affects you...

# New law lists duties paraeducators may perform

MONTPELIER – Beginning this school year, educators in classrooms across Vermont will feel the effects of the new federal education law -- the Elementary and Secondary Education Act of 2001 (ESEA). The law mandates student testing, a complex system of accountability to determine adequate yearly progress (AYP), licensing requirements for teachers, quality standards for paraeducators, and sanctions against schools that don't meet the requirements of the new law.

Vermont-NEA, with support from our National Education Association, is working to inform and protect educators. The Association will provide advice and guidance for local Associations and individual members dealing with ESEA issues.

### Attention Paraeducators!

Prior to enactment of the ESEA on January 8, 2002, Title I-funded paraeducators were required to have a high school diploma and there were no limits on their duties.

The new law lists educational requirements Title I paraeducators must meet. The requirements are in effect now for paras hired since January 8, 2002. Paras hired before January 8 must meet the requirements by 2006.

In addition, the new law specifically lists the duties that paraeducators may perform.

### Qualifications

All Title I paraeducators must have a high school diploma or the equivalent and prove that they are highly qualified. There are three ways that paraeducators may prove they are highly qualified:

- 1) Complete an associate de-

gree, or

- 2) Complete two years of college, or

- 3) Demonstrate knowledge of reading, writing and math and the ability to assist in instructing these subjects. This demonstration must be through a state or local academic assessment, which does not necessarily mean a paper and pencil test.

Vermont-NEA is exploring the third option and may assist in developing an academic assessment for use statewide.

### Duties of Paraeducators

ESEA says paras may perform these duties:

- Tutoring outside normal class time.
- Assisting with classroom management.
- Assisting in a computer laboratory, library or media center.
- Translating.
- Providing instruction under the direct supervision of a teacher.
- Conducting parental involvement activities.

Title I paras may perform certain functions outside those listed above for the benefit of all students, such as lunchroom, playground or study hall monitoring. However, the portion of the time they spend on these general duties may not exceed that of a non-Title I para at the same school.

### Only for Title I Paras?

The changes under ESEA may have a significant impact on all paraeducators, even those outside Title I programs. Most obviously, if a paraeducator moves into a Title I program or if the district uses Title I funds to pay the para's salary, the require-

ments take effect. But also, NEA advises that requirements in Title I usually become the standard, so it would be wise for paras to meet Title I requirements within the next few years, whether it's required right now or not.

### Portfolio Workshop for Paraeducators

Vermont-NEA is offering a special workshop for paraeducators at the Vermont-NEA Educators' Convention in October. Presenters Linda Howard, Terri Vest, and Johnnie Burt designed the workshop to help paraeducators construct, organize, assess and present a professional portfolio.

A portfolio may help paras demonstrate that they are highly qualified, as required under the new ESEA. Participants will get concrete, specific information about the types of documentation included in a professional portfolio, as well as information about any new state requirements in relation to the No Child Left Behind Act (ESEA). Participants will learn how to document activities such as previous trainings, work experience, workshops, classes, and other activities that may contribute to a professional portfolio. (Preregistration is required for this workshop. Use the registration form on page 5.)

### For more information about ESEA, go to:

- [www.vtnea.org](http://www.vtnea.org) (Website Vermont-NEA)
- [www.nea.org/esea](http://www.nea.org/esea) (Website of our National Education Association)
- [www.ed.gov/nclb](http://www.ed.gov/nclb) (Website of the U.S. Department of Education)
- [www.learningfirst.org](http://www.learningfirst.org)
- [www.ecs.org](http://www.ecs.org) (Website of the Education Commission of the States)

### Proud of Vermont delegation

It was a pleasure to attend the NEA Representative Assembly in Dallas this July. You can be proud of your delegation. Angelo Dorta presented his report to the convention on distance learning that was accepted by the RA. He received praise from Bob Chase for a difficult job well done. Jim Jeffords was awarded the Friend of Education award and he, too, praised Angelo for his progressive work in Vermont.

I presented three new business items on retirement that were passed by the assembly. I hope these new business items will help to improve our retirement security.

The Vermont delegation worked as a team and I was proud to be on that team.

**Jay Kaplan**  
Essex Junction EA - Retired

## A Symposium for Vermont-NEA Members...

# Investing for retirement in volatile times

Investing and managing your money judiciously to ensure that your retirement years are secure has become much more challenging in the past year or so. The turbulence of the stock market, the downturn in the U.S. economy, and recent revelations of corporate malfeasance and corruption have eroded the value of many individuals' investment portfolios and led them to question whether they can meet the retirement goals they set.

Vermont-NEA's 403(b) Endorsed Providers understand how difficult these times are for you, and while they don't have a crystal ball, they can recommend investment strategies for weathering the nation's current monetary troubles that may give you more peace of mind and help you to protect or increase the worth of your investments.

To assist you in this vein, our Endorsed Providers will sponsor a special presentation this fall on retirement investment and planning. It will take place at the Inn at Essex on Wednesday evening, October 23, the opening night of the Vermont-NEA Educators' Convention.

This symposium will feature a keynote speaker from a major American investment house. The focus of the evening will be on how to plan for retirement and how to protect and enhance the value of your retirement monies in these uncertain economic times. The event will run from 7 to 9 p.m., with ample time allotted for attendees to ask questions and to consult with Vermont-NEA's Endorsed Providers.

This event is the first of its kind, and it will be useful to all members, no matter what stage they are at in their retirement planning. It will be of particular importance, we think, to members who hope to retire in the next three to ten years and who want to make sure they have adequate financial resources to do this.

This event is absolutely free to members, and refreshments will be provided at no charge. Admission will be on a first-come, first-served basis. To reserve a seat, please contact Ellie McAndrew, at [emcandrew@vtnea.org](mailto:emcandrew@vtnea.org) or 1-800-649-6375. Seating is limited, so please let us know as soon as possible if you are interested in attending. ■

## Letters

### Support Movement for Universal Health Care

Put September 28th, Saturday, 2002, Statehouse, on your calendar. A grass-roots movement for universal health care will meet there by the thousands demanding reform of health care funding in Vermont. If you're concerned about your own health care coverage, if you're concerned for the less fortunate without health care, you know that something must be done.

Less than a year ago the Lewin Group study showed how to pay for every Vermonter's medical care from public funds and still save roughly \$100 million the first year. So why isn't this system in the works? The political heavies say it isn't "politically" feasible. Even in our own Vermont-NEA there has been a reluctance to venture forward in support of the change needed.

Physicians For A National Health Program, represented in Vermont by Dr. Deborah Richter, show most convincingly that effective health care can be purchased at reasonable cost directly from health care providers through a publicly controlled payment entity. This means dismantling the elaborate and lucrative health insurance system. Not an easy task.

"Prescription for Change" is the name of this summer's campaign. Check out your health care provider's office. Ask if these folks are on the bandwagon. Most of all, talk to your Vermont-NEA leaders, local officers to Pres. Angelo Dorta, and tell them you want Vermont-NEA on that bandwagon on September 28th.

Go to [www.vthca.org](http://www.vthca.org) for more details.

**Tom Luce**  
Barre EA

# A preview of the fall 2002 Vermont-NEA Educators' Convention Workshops

MONTPELIERb – Vermont-NEA's Convention Planning Committee is putting together a great program for educators this fall. On Thursday, October 24, at the Champlain Valley Expo Centre in Essex Junction, Vermont-NEA will present:

- A keynote address by 2001 National Teacher of the Year Michele Forman of Middlebury Union High School.
- The state's largest exhibition of educational materials.
- A broad selection of professional workshops, for which preregistration is required. These will be the choices...

## Thursday Morning, October 24

### Developing an Individual Professional Development Plan

Presenter: Judith L. Allard, NBCT

Is your license up for renewal in 2002? Will you be moving from a Level I License to a Level II License? Do you need to write an individual Professional Development Plan to submit to your Local Standards Board? This workshop will focus on setting professional development goals related to your endorsement(s) which meet the Five Standards for Vermont Educators. Participants will have an opportunity to begin working on their own IPDP. If you bring the IPDP form and the Plan of Operation from your Local Standards Board, you could have a first draft of your plan by the end of this workshop!

### Hook, Line & Sinkers:

#### An Innovative Approach to Environmental Studies

Presenters: Greg Sharrow and Helen Freismuth of the Vermont Folklife Center and a panel of Vermont Anglers

Hunting and fishing are an integral part of the cultural heritage of Vermont and represent a powerful cultural model for understanding and interacting with the natural environment. In this workshop we will draw on materials from the



Channel catfish caught at night at the St. Albans bridge in Lake Champlain. Photograph by Jack Rowell from *Hook, Line and Sinkers* (Vermont Folklife Center, 2002).

recently published *Hook, Line and Sinkers* fishing curriculum to demonstrate ways that teachers can use fishing as a springboard for exploring cultural heritage, developing basic skills and building environmental awareness. Presentations will include a panel discussion by a group of Vermont anglers.

Grade Level: 4-12

### Presentation by Pulitzer Prize Winning Editorial Writer David R. Moats

David Moats, who won the Pulitzer Prize for his series of editorials in the Rutland Daily Herald dealing with civil unions in Vermont, will discuss writing, local newspapers and education.

### Portfolio Workshop for Paraeducators

Presenters: Linda Howard, Terri Vest, and Johnnye Burt

This hands-on workshop designed especially for paraeducators will start you on your journey to construct, organize, assess and present your professional portfolio. You will get concrete, specific information about the types of documentation included in a professional portfolio, as well as information about any new state requirements in relation to the No Child Left Behind Act. Participants will learn how to document activities such as previous trainings, work experience, workshops, classes, and other activities that may contribute to a professional portfolio.

### Living History in the Classroom

Presenters:

Erick Tichonuk, Lake Champlain Maritime Museum  
Karl Crannell, Fort Ticonderoga  
Annie McCarty, Fort Ticonderoga  
Bob Snarski, Clarendon Elementary  
Chris Redmond, Clarendon Elementary  
Mimi Clark, Lake Champlain Maritime Museum  
Richard M. Strum, Fort Ticonderoga

Two professional museum educators each will present a third-person interpretation of a military officer who participated in the Revolutionary War. See authentic 18th century costumes and hear "first hand" what it was like to live during such a dramatic time in Lake Champlain's history.

Experienced classroom teachers will share with workshop participants how they incorporate living history in their classroom curriculum. Workshop moderators will provide nuts and bolts information about how to get started creating your own exciting ways of bringing history to life for your students.

Grade Level: 4-12

### A Field Trip: Geologic Field Trip Sites in Northern Vermont All Day for Teachers

Presenters:

Christine Massey, UVM Perkins Museum  
Shelley Snyder, Mt. Abraham Union High School  
8:30 a.m. - 4:00 p.m. - Rain or Shine!

#### Bring lunch/drink/snacks and sturdy walking shoes.

#### Visit Redstone Quarry, Lone Rock Point, Lessor's Quarry...

The areas around Northwestern Vermont provide a wealth of accessible geologic information for interpretation by school teachers and students. On this trip, students will learn about the geological history of Vermont through visits and hands-on exploration of three local sites. All of the sites are accessible to the general public (with prior permission) and are suitable for visits by groups of students. We will share our techniques for exploring these sites with young earth scientists.

Our trip begins at Redstone Quarry Natural Area (Burlington) in an ancient shoreline environment which we now view as the Monkton Quartzite. We will visit the famous Champlain Thrust Fault at Lone Rock Point (Burlington) and examine marine off-shore environments of the Iberville Shale and Dunham Dolostone Formations.

The islands of South Hero and Isle La Motte provide two quarries for viewing some of the life forms preserved in the limestones of the ancient Iapetus Ocean (*we will visit only South Hero on this trip*). The Glens Falls Limestone at Lessor's Quarry (South Hero) shows bryozoa, brachiopods and other fossils, while the Crown Point Limestone at the Fisk Quarry Preserve (Isle La Motte) preserves an ancient reef ecosystem which contains such fossils as stromatoporoids, bryozoa, algae, gastropods, cephalopods, and others. *The field trip guide will have information and directions to the Fisk Quarry on Isle La Motte.* Grade Level: K-16

**Special Note:** There is a \$15 fee to attend this workshop, which covers the cost of transportation and field guides. *Vermont-NEA will pay the fee for Association members who pre-register.* Non-members must pay \$15 in advance to register. The maximum class size is 15.

# INSTRUCTION

## Thursday Afternoon, October 24

### Preparing a Professional Portfolio

Presenter: Peter Anderson, Teacher

Educators wishing to renew their licenses must submit a portfolio to their Local Standards Board. Find out what to include in your portfolio and begin to choose the artifacts that represent your meeting the Standards. Sample portfolios will be available for viewing.

### Destination ImagiNation - Thinking Outside the Box

Presenter: Pasquale DiLeGo

Destination ImagiNation is a world wide creative problem solving program for students in kindergarten through college. We promote divergent thinking in all students and offer them a unique opportunity to participate in challenging and motivating activities both inside and outside their regular classroom curriculum. Students learn to work with others as a team. They develop self-confidence by creating solutions, evaluating their ideas, and making final decisions. They develop their creative skills through problem solving and independent thinking. Hence, the Destination ImagiNation Program makes learning FUN!! This program fits nicely with the Vermont Framework of Standards and Learning Opportunities.

This is a hands-on program and workshop. Participants should come prepared to be actively involved with working on solutions to some Instant Challenges and ready to have a lot of fun.

### Notable Not-to-Be-Missed Nonfiction

Presenters: Vermont Public School Librarians

According to the educational theory of the day, people read in two significantly different ways: *reading for information* and *reading for pleasure*. Each of these two types of reading challenges the brain in different ways. Consciously or unconsciously, we usually give our students the message that fiction is fun and nonfiction is tedious, hard and/or boring. Your school librarian believes that there are fascinating nonfiction books for all levels and interests out there that can give the reader great pleasure as well as good information.

In this two-part workshop, a panel of school librarians will do a show-and-tell of new and old nonfiction titles too good to miss for a variety of age and reading levels. For the first hour, librarians will focus on books suitable for children in grades 3-6, and in the second hour, the focus will shift to books for children in grades 7-12.

Each librarian will have some of her/his own favorites to show you, as well as titles suggested by other librarians. They will also share some librarian secrets about where and how they learn about and select good nonfiction. There will be time for participants to share nonfiction favorites of their own, and to browse the books. Bibliographies of the shared books will be available, as well as published recommended nonfiction lists.

### Family Stories as a Teaching Tool in the Classroom

Presenter: William Jaspersohn

This workshop offers clear, concrete ideas for unearthing the storytelling treasures within all of us. We will explore how to transform student-gathered field material - stories, anecdotes, interviews, etc. - into a range of student work.

William Jaspersohn is an author and editor of the Vermont Folklife Center's Family Heritage Series of children's picture books based on true oral histories. He says, "The books, I think, inspire the possibility of a bonding experience between older relatives and children." Grade Level: K-8

### The Abenaki of Vermont: A Living Culture

Presenters: Greg Sharrow, Judy Dow, Lynn Murphy, Jeanne Brink

This workshop will introduce the video The Abenaki of Vermont, which is now available for classroom use, and create a teaching/learning context for the video through in-depth interactions with Abenaki educators. Components of the program will include a screening of the video, a question/answer session and a presentation on culturally appropriate teaching materials. Grade Level: 4-12

### The Living Curriculum: Stories from the Classroom

Presenters: Jay Craven, Filmmaker

Marguerite Ames, Marion Cross School, Norwich; Dave Larsen, Wilmington Middle-Senior High School; Mary Cassarino, Rutland Elementary School; Tom Beach, Doty School, Worcester; Fran Brock, Burlington High School; Michele Forman, Middlebury Union High School

During the 2001-02 school year, the Vermont Alliance for the Social Studies (VASS) and the Regional Education Technology Network (RETN) traveled throughout Vermont finding K-12 teachers who were employing exciting practices in the teaching of history and the social studies. They videotaped these teachers with their classes and interviewed the teachers and students about the methods used to make the social studies come alive. This session unveils the resulting videotapes - The Living Curriculum: Stories from the Classroom (elementary, middle and high school).

In the keynote, "Expressing the Drama -- Past and Present," filmmaker Jay Craven shares his views on the importance of recreating a time and place for students to experience as well as analyze and evaluate. Participants then divide into elementary, middle and high school groups to watch teachers on tape using a variety of exciting practices, from historical reasoning and spatial analysis to

simulations and sociological surveys. A discussion follows, led by the teachers on the tapes, including former Teachers of the Year. Handouts from the lessons are available. Lunch provided for participants by RETN.

## I Can Do It! - An Innovative Vermont-NEA Workshop All Day for 1<sup>st</sup> and 2<sup>nd</sup> Year Teachers

8:00 a.m. - 4:00 p.m. - Hampton Inn, Colchester

Presenter: Grace Nelson, NEA-New Hampshire

Vermont-NEA is proud to offer the "I Can Do It" program during the Educators' Convention this year. New teachers will come away feeling inspired and more confident, and they will learn where to turn for ongoing support if they need it. Among other useful lessons, they will discover they are not alone in the challenges they face, and that there are ways to be successful without burning out. "I Can Do It" focuses on issues and practices that are at the heart of every new teacher's experience: facilitating successful classroom management techniques; fostering positive communication and learning styles; intervening appropriately with disruptive or behaviorally challenging students; establishing good relations with peers and parents.

This workshop runs for seven hours over the course of one intensive day, and is facilitated by trainers who have considerable classroom experience and who are passionate about teaching and working with kids. The workshop is highly interactive and spirited, with excellent written and visual resources. Grace Nelson from NEA-New Hampshire will conduct the workshop on October 24, at the Hampton Inn in Colchester.

### Recommend New Teachers for "I Can Do It!"

If you are a leader or if you plan an active role in your local Association, or if you're a member who cares deeply about the future of the profession, we need your help in recruiting new teachers in their first and second year on the job to take part in this workshop. We need you to talk with them about it and to recommend them to us; we'll do the rest. Vermont-NEA will cover round-trip mileage expenses for participants and the full cost of the workshop, and will provide breakfast and lunch at no charge. If members from far-flung parts of the state need lodging accommodations for the night of October 23, we can help with that, as well. Send us the names of new teachers who want to do this or whom you think would be ideal candidates for the workshop. We'll contact them and take care of all the arrangements. **Remember: This is a member-only event, and the teachers you recommend must be in the first or second year of their careers.** Please send names to Mark Hage at Vermont-NEA: phone 1-800-649-6375 (ex. 108) or email [mhage@vtnea.org](mailto:mhage@vtnea.org).

## Vermont-NEA Professional Workshop Registration Request THURSDAY, October 24, 2002

Morning Workshop Selection...

Afternoon Workshop Selection...

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_

School: \_\_\_\_\_

Phone: (W) \_\_\_\_\_ (H) \_\_\_\_\_

Are you a Vermont-NEA member?  yes  no

Registration is FREE for Vermont-NEA members.  
Non-members must enclose \$15 per workshop.

Send this form to Vermont-NEA, 10 Wheelock Street,  
Montpelier, Vermont 05602

Members ONLY may register by emailing  
[emcandrew@vtnea.org](mailto:emcandrew@vtnea.org)

You will receive registration confirmation by email.

## Invite Vermont legislators back to school during week of Sept. 16-20, 2002

During the week of September 16-20, state legislators across the country will be visiting schools and classrooms to talk about the legislature with students. Vermont legislators will be participating and are hoping that teachers in their area will invite them in to work with their classes.

Any interested teacher should contact a local representative or senator to establish a time and what the legislator can do when she or he comes to the classroom. Some legislators may simply discuss what it is like to be a legislator, others might, with the teacher's help, direct a legislative simulation.

This event is sponsored by the National Conference of State Legislatures (NCSL). NCSL will be providing legislators with sample lesson plans, a colorful brochure called *Your Ideas Count* which they can distribute to students, and a short video about representative democracy which is suitable for middle and high school students. Any interested person can visit their website at [www.ncsl.org/public/backsch.htm](http://www.ncsl.org/public/backsch.htm) for lots more information, including curriculum ideas for teachers and a preview of the video and the brochure. Contact the Legislative Council at 802-828-2231 for the name and telephone number of local legislators. ■

## Workshop: Salmon and Watersheds

Atlantic salmon were once abundant in the Connecticut River and Lake Champlain watersheds, but they became extinct due to human impacts. Today, various groups are integrating science, watershed management, and regional planning to bring wild salmon populations back. During this two-day workshop (Sept. 27-28) sponsored by the Vermont Institute of Natural Science (VINS) and the National Wildlife Federation, we'll investigate watersheds through a study of Atlantic salmon ecology and explore ways to improve water quality by restoring degraded rivers.

Participants will be encouraged to apply for mini-grants to implement school/community conservation projects with help from VINS educators. Participants also will receive standards-based curriculum materials and lunch, as well as reimbursements for travel to and from the workshop and classroom substitutes. They may also choose to receive one graduate credit from Johnson State College. To register, please contact VINS: (802) 457-2779 ■



Vermont-NEA's exhibit at the History Expo featured student work, free tote bags, and summer reading booklists. Here, Ann Buffum (L) and Joyce Sullivan (R) check out the display.

## Vermont-NEA exhibits at History Expo

TUNBRIDGE – The Vermont History Expo, sponsored by the Vermont Historical Society, opened for two days late in June at the Tunbridge Fairgrounds. The History Expo attracts hundreds of history buffs and educators each year. Vermont-NEA

supported the History Expo this year with a \$1,000 Partnership/Sponsorship Committee grant, and contributed an exhibit. At the Vermont-NEA booth, P/S Committee chair Joyce Sullivan, NEA Director Wayne Nadeau, and Vermont-NEA Board member Jay

Burnell passed out the Association's *Summer Reading List for Kids*, along with free "We keep getting better" tote bags. Teachers Debra Gardner-Baasch and Ann Buffum donated some very excellent student work for display. ■

## Project Citizen promotes participation in government

MONTPELIER – Middle school students presented their research and action plans on a wide range of public policy issues at the Vermont State House in May. They presented their work, consisting of graphic portfolios and accompanying documentation binders, in oral hearings and formal displays before panels of judges, all as part of Project Citizen, a middle school civic education program that promotes knowledgeable and responsible participation in local and state government.

Mark Hage of Vermont-NEA judged a number of portfolios, along with representatives from such organizations as the Vermont School Boards Association, Vermont State Colleges, Snelling Center for Government and the League of Women Voters.

At the end of the day, Milton Junior High School's "Creating a Teen Center" project was selected as the Vermont portfolio entry for the National Conference of State Legislatures annual meeting in Denver this summer.

Other awards went to Hartford Memorial Middle School, Rock Point



Mark Hage of Vermont-NEA is front and center serving as a judge, along with Nancy Notterman of the Association of Vermont Recyclers (L) and Dave Crossman, a trustee of the Vermont State Colleges (R).

School, Union-32 Junior High School, Twinfield School and Northfield Middle School.

Vermont-NEA member Bill Haines is one of the coordinators for Project Citizen in Vermont. Funding is provided through the Center for Civic Education by an Act of Congress and also a grant from the Vermont Legis-

lature.

Project Citizen asks students to identify a public policy problem, gather and evaluate information on that problem, examine and evaluate solutions, select or develop a proposed public policy, and then create an action plan. Interested? Contact Bill Haines at 229-9303 or [bill@mhs.mps.k12.vt.us](mailto:bill@mhs.mps.k12.vt.us) ■

# TEACHER SALARIES

## Increases in Vermont Teacher Salaries for 2001 - 2002

DISTRICT	BA MIN 2000-01	BA MIN 2001-02	\$ INC 2000-01	% INC 2001-02	MA@10 2000-01	MA@10 2001-02	\$ INC 2001-02	% INC 2001-02	M+30 MAX 2000-01	M+30 MAX 2001-02	\$ INC 2001-02	% INC 2001-02
<b>Addison County</b>												
ADDISON	\$25,000				\$35,240				\$45,768			
ADDISON NORTHWEST SU	\$25,000				\$35,240				\$45,768			
BRIDPORT	\$21,000				\$32,550				NC			
BRISTOL	\$24,154	\$25,120	\$966	4.00%	\$39,371	\$40,946	\$1,575	4.00%	\$47,825	\$50,240	\$2,415	5.05%
CORNWALL	\$24,625	\$25,100	\$475	1.93%	\$35,460	\$36,144	\$684	1.93%	\$46,295	\$47,188	\$893	1.93%
FERRISBURG	\$25,000	\$35,240	\$45,768									
LEICESTER	\$23,450	\$24,500	\$1,050	4.48%	\$34,004	\$34,854	\$850	2.50%	\$45,719	\$49,961	\$4,242	9.28%
LINCOLN	\$22,383	\$22,831	\$448	2.00%	\$36,484	\$37,214	\$730	2.00%	\$43,199	\$44,520	\$1,321	3.06%
MIDDLEBURY	\$28,850	\$41,544	\$57,700									
MIDDLEBURY UHS	\$29,300	\$30,050	\$750	2.56%	\$42,192	\$43,272	\$1,080	2.56%	\$55,377	\$56,794	\$1,417	2.56%
MONKTON	\$22,725	\$25,000	\$2,275	10.01%	\$37,042	\$40,750	\$3,708	10.01%	\$48,177	\$50,500	\$2,323	4.82%
MT. ABRAHAM UHS	\$25,000	\$25,000	\$-	0.00%	\$40,750	\$40,750	\$-	0.00%	\$50,000	\$50,500	\$500	1.00%
NEW HAVEN	\$24,154	\$25,120	\$966	4.00%	\$39,371	\$40,946	\$1,575	4.00%	\$46,617	\$50,240	\$3,623	7.77%
SALISBURY	\$24,625	\$35,460	\$46,295									
SHOREHAM	\$22,800	\$25,100	\$2,300	10.09%	\$36,480	\$36,144	(\$336)	-0.92%	NC	\$47,188		
STARKSBORO	\$24,154				\$39,371					\$46,617		
VERGENNES	\$25,000				\$35,240					\$45,768		
VERGENNES UHS	\$25,000				\$35,240					\$45,768		
WEYBRIDGE	\$26,000				\$37,440					\$48,880		
WHITING	\$23,450	\$24,500	\$1,050	4.48%	\$34,004	\$34,854	\$850	2.50%	\$45,719	\$49,961	\$4,242	9.28%
<b>Bennington County</b>												
ARLINGTON	\$22,185	\$22,584	\$399	1.80%	\$34,566	\$35,187	\$621	1.80%	\$47,024	\$47,870	\$846	1.8%
BENNINGTON	\$25,492	\$26,257	\$765	3.00%	\$39,502	\$40,688	\$1,186	3.00%	\$47,803	\$49,237	\$1,434	3.00%
BENNINGTON-RUTLAND SU	\$26,107	\$26,746	\$639	2.45%	\$37,192	\$38,102	\$910	2.45%	\$46,864	\$48,000	\$1,136	2.42%
BURR - BURTON ACADEMY	\$27,621	\$28,171	\$550	1.99%	\$38,399	\$38,518	\$119	0.31%	\$56,795	\$58,499	\$1,704	3.00%
DORSET	\$27,408	\$27,741	\$333	1.21%	\$36,961	\$37,409	\$448	1.21%	\$49,722	\$51,432	\$1,710	3.44%
MANCHESTER	\$26,190	\$26,190	\$-	0.00%	\$38,190	\$38,284	\$94	0.25%	\$49,022	\$50,493	\$1,471	3.00%
MT. ANTHONY UHS	\$25,492	\$26,257	\$765	3.00%	\$39,502	\$40,688	\$1,186	3.00%	\$47,803	\$49,237	\$1,434	3.00%
N. BENNINGTON	\$25,492	\$26,257	\$765	3.00%	\$39,502	\$40,688	\$1,186	3.00%	\$47,803	\$49,237	\$1,434	3.00%
POWNAL	\$25,492	\$26,257	\$765	3.00%	\$39,502	\$40,688	\$1,186	3.00%	\$47,803	\$49,237	\$1,434	3.00%
READSBORO	\$20,242	\$24,290	\$4,048	20.00%	\$32,387	\$39,350	\$6,963	21.50%	\$41,699	\$46,880	\$5,181	12.4%
SHAFTSBURY	\$25,492	\$26,257	\$765	3.00%	\$39,502	\$40,688	\$1,186	3.00%	\$47,803	\$49,237	\$1,434	3.00%
SOUTHWEST VERMONT SU	\$25,492	\$26,257	\$765	3.00%	\$39,502	\$40,688	\$1,186	3.00%	\$47,803	\$49,237	\$1,434	3.00%
STAMFORD	\$24,831				\$33,829				\$41,401			
SUNDERLAND	\$26,641	\$26,641	\$-	0.00%	\$40,228	\$40,228	\$-	0.00%	\$45,552	\$45,552	\$-	0.00%
<b>Caledonia County</b>												
BARNET	\$25,735	\$26,000			\$36,942	\$37,388			\$46,281	\$47,710		
BLUE MOUNTAIN	\$23,856	\$24,572	\$716	3.00%	\$37,740	\$38,873	\$1,133	3.00%	\$45,839	\$47,215	\$1,376	3.00%
BURKE	\$24,633	\$24,750	\$117	0.47%	\$40,004	\$34,350	(\$5,654)	NC				
CALEDONIA NORTH SU	\$24,150	\$24,750	\$600	2.48%	\$39,220	\$34,350	(\$4,870)	NC				
DANVILLE	\$23,649				\$33,425				\$42,010			
EAST HAVEN	\$24,150	\$24,750	\$600	2.48%	\$39,220	\$34,350	(\$4,870)	NC				
HARDWICK	\$24,250	\$24,978	\$728	3.00%	\$34,738	\$35,781	\$1,043	3.00%	\$43,408	\$44,711	\$1,303	3.00%
HAZEN UHS	\$22,218	\$25,450			\$32,738	\$37,501			\$45,103	\$46,383		
LYNDON	\$24,150	\$24,750	\$600	2.48%	\$39,220	\$34,350	(\$4,870)	NC				
MILLERS RUN (SHEFFIELD)	\$24,150	\$24,750	\$600	2.48%	\$39,220	\$34,350	(\$4,870)	NC				
NEWARK	\$24,150	\$24,750	\$600	2.48%	\$39,220	\$34,350	(\$4,870)	NC				
ORLEANS SOUTHWEST SU	\$22,432				\$33,054				\$43,675			
PEACHAM	\$23,619	\$23,619	\$-	0.00%	\$35,319	\$35,319	\$-	0.00%	\$46,277	\$46,277	\$-	0.00%
ST. JOHNSBURY	\$25,450	\$25,450	\$-	0.00%	\$39,957	\$40,186	\$229	0.57%	\$46,564	\$46,818	\$254	0.55%
SUTTON	\$24,150	\$24,750	\$600	2.48%	\$39,220	\$34,350	(\$4,870)	NC				
WALDEN	\$22,862				\$31,366				NC			
WATERFORD	\$22,777	\$23,261	\$484	2.12%	\$33,929	\$34,650	\$721	2.13%	\$43,222	\$44,140	\$918	2.12%
<b>Chittenden County</b>												
BOLTON (#2)	\$24,100	\$26,385	\$2,285	9.48%	\$35,186	\$37,040	\$1,854	5.27%	\$46,272	\$48,710	\$2,438	5.27%
BURLINGTON	\$25,659	\$26,660	\$1,001	3.90%	\$41,311	\$42,922	\$1,611	3.90%	\$53,820	\$55,919	\$2,099	3.90%
CHAMPLAIN VALLEY UHS	\$28,378	\$29,486	\$1,108	3.90%	\$44,837	\$46,588	\$1,751	3.91%	\$56,756	\$58,972	\$2,216	3.90%
CHARLOTTE	\$28,587	\$29,631	\$1,044	3.65%	\$45,167	\$46,817	\$1,650	3.65%	\$57,174	\$59,262	\$2,088	3.65%
CHITTENDEN EAST SU (#2)	\$24,100	\$26,385	\$2,285	9.48%	\$35,186	\$37,040	\$1,854	5.27%	\$46,272	\$48,710	\$2,438	5.27%
CHITTENDEN SOUTH SU	\$26,543				\$42,017				\$53,186			
COLCHESTER	\$26,131	\$26,712	\$581	2.22%	\$42,398	\$43,340	\$942	2.22%	\$53,242	\$54,426	\$1,184	2.22%
ESSEX JUNCTION	\$24,653	\$25,425	\$772	3.13%	\$41,171	\$42,460	\$1,289	3.13%	\$55,062	\$56,787	\$1,725	3.13%
ESSEX JUNCTION UHS	\$24,653	\$25,425	\$772	3.13%	\$41,171	\$42,460	\$1,289	3.13%	\$55,062	\$56,787	\$1,725	3.13%
ESSEX TOWN	\$30,342				\$47,940				\$60,684			
HINESBURG	\$26,593	\$28,032	\$1,439	5.41%	\$42,017	\$44,291	\$2,274	5.41%	\$53,186	\$56,064	\$2,878	5.41%
HUNTINGTON (#2)	\$24,100	\$26,385	\$2,285	9.48%	\$35,186	\$37,040	\$1,854	5.27%	\$46,272	\$48,710	\$2,438	5.27%
JERICHO (#2)	\$24,100	\$26,385	\$2,285	9.48%	\$35,186	\$37,040	\$1,854	5.27%	\$46,272	\$48,710	\$2,438	5.27%
MILTON	\$24,410	\$25,050	\$640	2.62%	\$38,568	\$39,579	\$1,011	2.62%	\$47,844	\$50,100	\$2,256	4.72%
MT. MANSFIELD UHS (#2)	\$24,100	\$26,385	\$2,285	9.48%	\$35,186	\$37,040	\$1,854	5.27%	\$46,272	\$48,710	\$2,438	5.27%
RICHMOND (#2)	\$24,100	\$26,385	\$2,285	9.48%	\$35,186	\$37,040	\$1,854	5.27%	\$46,272	\$48,710	\$2,438	5.27%
SHELBURNE	\$28,742	\$29,707	\$965	3.36%	\$45,412	\$46,937	\$1,525	3.36%	\$57,484	\$59,414	\$1,930	3.36%
SOUTH BURLINGTON	\$29,122	\$29,986	\$874	3.00%	\$45,430	\$47,749			\$56,382	\$58,382	\$1,633	2.98%
UNDERHILL CENTRAL (#2)	\$24,100	\$26,385	\$2,285	9.48%	\$35,186	\$37,040	\$1,854	5.27%	\$46,272	\$48,710	\$2,438	5.27%
UNDERHILL I.D. (#2)	\$24,100	\$26,385	\$2,285	9.48%	\$35,186	\$37,040	\$1,854	5.27%	\$46,272	\$48,710	\$2,438	5.27%
WESTFORD	\$29,239				\$46,782				\$58,478			
WILLISTON	\$27,682	\$28,642	\$960	3.47%	\$43,738	\$45,254	\$1,516	3.47%	\$55,364	\$57,284	\$1,920	3.47%
WINOOSKI	\$23,959				\$35,283				\$50,404			
<b>Essex County</b>												
BRIGHTON	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
CANAAN	\$22,242	\$23,240	\$998	4.49%	\$28,412	\$31,283	\$2,871	10.10%	\$44,096	\$46,080	\$1,984	4.50%
CONCORD	\$22,218	\$22,354	\$136	0.61%	\$35,216	\$35,766	\$550	1.56%	\$47,435	\$48,061	\$626	1.32%
LUNENBURG	\$22,306	\$22,614			\$34,315	\$34,826			\$42,381	\$42,967		
<b>Franklin County</b>												
BAKERSFIELD	\$21,250	\$21,500	\$250	1.18%	\$34,531	\$34,938	\$407	1.18%	\$41,969	\$42,463	\$494	1.18%
BERKSHIRE	\$21,350	\$21,350	\$-	0.00%	\$34,160	\$34,160	\$-	0.00%	\$42,700	\$42,700	\$-	0.00%
BFA-FAIRFAX	\$23,188	\$23,575	\$387	1.67%	\$37,681	\$37,720	\$39	0.10%	\$51,051	\$51,865	\$814	1.59%
BFA-ST. ALBANS	\$23,750	\$24,400	\$650	2.74%	\$38,000	\$39,040	\$1,040	2.74%	\$52,250	\$53,680	\$1,430	2.74%

# TEACHER SALARIES

DISTRICT	BA MIN 2000-01	BA MIN 2001-02	\$ INC 2000-01	% INC 2001-02	MA@10 2000-01	MA@10 2001-02	\$ INC 2001-02	% INC 2001-02	M+30 MAX 2000-01	M+30 MAX 2001-02	\$ INC 2001-02	% INC 2001-02
HIGHGATE	\$23,000	\$23,500	\$500	2.17%	\$36,800	\$37,600	\$800	2.17%	\$46,000	\$47,000	\$1,000	2.17%
MISSISQUOI VALLEY UHS	\$23,189	\$23,653	\$464	2.00%	\$37,102	\$37,845	\$743	2.00%	\$47,539	\$48,849	\$1,310	2.76%
MONTGOMERY	\$20,750	\$22,000	\$1,250	6.02%	\$33,200	\$35,200	\$2,000	6.02%	\$41,500	\$44,000	\$2,500	6.02%
RICHFORD (#2)	\$20,750	\$21,000	\$250	1.20%	\$33,200	\$33,600	\$400	1.20%	\$41,500	\$42,000	\$500	1.20%
SHELDON	\$22,809	\$25,500	\$2,691	11.80%	\$36,494	\$39,900	\$3,406	9.33%	\$46,758	\$48,300	\$1,542	3.30%
ST. ALBANS CITY	\$23,941	\$24,599	\$658	2.75%	\$38,305	\$39,359	\$1,054	2.75%	\$52,670	\$54,118	\$1,448	2.75%
ST. ALBANS TOWN	\$23,589	\$24,919	\$1,330	5.64%	\$37,743	\$38,270	\$527	1.40%	\$52,997	\$51,426	\$(1,571)	-2.96%
SWANTON	\$22,594	\$23,148	\$554	2.45%	\$36,150	\$37,036	\$886	2.45%	\$46,318	\$47,452	\$1,134	2.45%
<b>Grand Isle County</b>												
ALBURG	\$24,060	\$24,060	\$0	0.00%	\$38,496	\$38,496	\$-	0.00%	\$52,932	\$52,932	\$-	0.00%
GRAND ISLE	\$23,422	\$23,422	\$-	0.00%	\$37,475	\$37,475	\$-	0.00%	\$52,873	\$52,873	\$-	0.00%
NORTH HERO	\$23,463	\$24,636	\$1,173	5.00%	\$37,541	\$39,418	\$1,877	5.00%	\$51,959	\$54,199	\$2,240	4.31%
SOUTH HERO	\$24,039	\$24,039	\$-	0.00%	\$37,020	\$37,020	\$-	0.00%	\$50,001	\$50,001	\$-	0.00%
CAMBRIDGE	\$22,275	\$23,000	\$725	3.25%	\$32,967	\$34,040	\$1,073	3.25%	\$44,550	\$46,000	\$1,450	3.25%
EDEN	\$21,700	\$22,250	\$550	2.53%	\$32,116	\$32,930	\$814	2.53%	\$39,060	\$40,050	\$990	2.53%
HYDE PARK	\$23,590				\$32,842				\$43,369			
JOHNSON	\$22,650	\$23,443	\$793	3.50%	\$32,190	\$33,208	\$1,018	3.16%	\$43,875	\$45,193	\$1,318	3.00%
LAMOILLE UHS	\$25,953	\$26,838	\$885	3.41%	NC	\$39,838			NC	\$46,438		
MORRISTOWN	\$27,985	\$28,829	\$844	3.02%	\$41,053	\$41,897	\$844	2.06%	\$49,352	\$50,196	\$844	1.71%
STOWE	\$25,773	\$26,675	\$902	3.50%	\$37,628	\$42,947	\$5,319	14.14%	\$54,999	\$56,818	\$1,819	3.31%
WATERVILLE	\$21,450	\$23,595	\$2,145	10.00%	\$31,485	\$33,630	\$2,145	6.81%	\$40,493	\$43,340	\$2,847	7.03%
WOLCOTT	\$22,618	\$23,297	\$679	3.00%	\$33,022	\$34,014	\$992	3.00%	\$41,617	\$42,866	\$1,249	3.00%
<b>Orange County</b>												
BRADFORD												
BRAINTREE	\$21,925	\$24,000	\$2,075	9.46%	\$32,444	\$35,875	\$3,431	10.58%	\$40,781	\$42,875	\$2,094	5.13%
BROOKFIELD (#2)	\$21,925	\$24,000	\$2,075	9.46%	\$32,444	\$35,875	\$3,431	10.58%	\$40,781	\$42,875	\$2,094	5.13%
CHELSEA	\$23,500	\$23,500	\$-	0.00%	\$31,700	\$31,700	\$-	0.00%	\$38,800			
FAIRLEE	\$24,800				\$39,680				\$49,600			
NEWBURY	\$22,290				\$44,580				\$44,580			
ORANGE	\$23,250	\$24,000	\$750	3.23%	\$37,200	\$38,400	\$1,200	3.23%	NC	NC		
ORANGE SOUTHWEST SU	\$21,925	\$24,000	\$2,075	9.46%	\$32,444	\$35,875	\$3,431	10.58%	\$40,781	\$42,875	\$2,094	5.13%
OXBOW UHS	\$23,062				\$37,591				\$45,870			
RANDOLPH	\$21,925	\$24,000	\$2,075	9.46%	\$32,444	\$35,875	\$3,431	10.58%	\$40,781	\$42,875	\$2,094	5.13%
RANDOLPH UHS	\$21,925	\$24,000	\$2,075	9.46%	\$32,444	\$35,875	\$3,431	10.58%	\$40,781	\$42,875	\$2,094	5.13%
RIVENDELL ACADEMY	\$24,800	\$25,643	\$843	3.40%	\$39,680	\$41,029	\$1,349	3.40%	\$49,600	\$51,799	\$2,199	4.43%
THETFORD	\$23,788	\$28,783	\$4,995	21.00%	\$38,061	\$46,053	\$7,992	21.00%	\$51,144	\$59,006	\$7,862	15.37%
THETFORD ACADEMY	\$26,500	\$27,500	\$1,000	3.77%	\$38,061	\$38,750	\$689	1.81%	\$45,400	\$47,200	\$1,800	3.96%
TUNBRIDGE	\$22,904	\$23,477	\$573	2.50%	\$34,815	\$35,685	\$870	2.50%	NC	NC		
WAITS RIVER	\$21,295	\$25,400	\$4,105	19.28%	\$32,028	\$41,402	\$9,374	29.27%	\$43,655	\$48,260	\$4,605	10.55%
WASHINGTON	\$23,505	\$23,850	\$345	1.47%	\$37,608	\$38,160	\$552	1.47%	NC	NC		
WEST FAIRLEE	\$24,800	\$39,680	\$49,600									
WILLIAMSTOWN	\$24,000	\$24,000	\$-	0.00%	\$36,000	\$36,000	\$-	0.00%	\$48,000	\$48,000	\$-	0.00%
<b>Orleans County</b>												
ALBANY	\$26,500	\$26,500	\$-	0.00%	\$40,174	\$40,174	\$-	0.00%	\$47,117	\$47,117	\$-	0.00%
BARTON	\$26,500	\$26,500	\$-	0.00%	\$40,174	\$40,174	\$-	0.00%	\$47,117	\$47,117	\$-	0.00%
BROWNINGTON	\$26,500	\$26,500	\$-	0.00%	\$40,174	\$40,174	\$-	0.00%	\$47,117	\$47,117	\$-	0.00%
CHARLESTON	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
COVENTRY	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
CRAFTSBURY	\$22,585	\$23,500	\$915	4.05%	\$32,522	\$33,840	\$1,318	4.05%	\$40,853	\$42,300	\$1,447	3.54%
DERBY	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
GLOVER	\$26,500	\$26,500	\$-	0.00%	\$40,174	\$40,174	\$-	0.00%	\$47,117	\$47,117	\$-	0.00%
HOLLAND	\$21,880				\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
IRASBURG	\$26,500	\$26,500	\$-	0.00%	\$40,174	\$40,174	\$-	0.00%	\$47,117	\$47,117	\$-	0.00%
JAY - WESTFIELD (#1)	\$22,000	NA	NA									
LAKE REGION UHS	\$26,500	\$26,500	\$-	0.00%	\$40,174	\$40,174	\$-	0.00%	\$47,117	\$47,117	\$-	0.00%
LAKE VIEW	\$21,837				\$32,177				\$41,610			
LOWELL	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
MORGAN	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
NEWPORT	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
NEWPORT TOWN	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
NORTH COUNTRY UHS	\$24,378	\$25,799	\$1,421	5.83%	\$37,938				\$42,458	\$44,934	\$2,476	5.83%
ORLEANS	\$26,500	\$26,500	\$-	0.00%	\$40,174	\$40,174	\$-	0.00%	\$47,117	\$47,117	\$-	0.00%
ORLEANS CENTRAL SU	\$26,500	\$26,500	\$-	0.00%	\$40,174	\$40,174	\$-	0.00%	\$47,117	\$47,117	\$-	0.00%
ORLEANS-ESSEX NORTH SU	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
TROY	\$21,880	\$21,880	\$-	0.00%	\$33,880	\$33,880	\$-	0.00%	\$42,380	\$42,880	\$500	1.18%
<b>Rutland County</b>												
ADDISON-RUTLAND SU (#1)	\$21,051				\$28,791				\$33,306			
BARSTOW	\$23,450	\$24,500	\$1,050	4.48%	\$34,004	\$34,854	\$850	2.50%	\$45,719	\$49,961	\$4,242	9.28%
BENSON (#1))	\$20,406				\$28,146				\$37,000			
BRANDON	\$23,450	\$24,500	\$1,050	4.48%	\$34,004	\$34,854	\$850	2.50%	\$45,719	\$49,961	\$4,242	9.28%
CASTLETON-HUBBARDTON (#1)	\$22,000	\$23,000	\$1,000	4.55%	\$30,709	\$31,367	\$658	2.14%	\$40,741	\$41,901	\$1,160	2.85%
CLARENDON	\$23,611	\$20,776	\$(2,835)		\$33,528	\$34,523	\$995	2.97%	\$47,576	\$48,989	\$1,413	2.97%
CURRIER MEMORIAL	\$26,038	\$26,637	\$599	2.30%	\$36,467	\$37,308	\$841	2.31%	\$44,597	\$46,455	\$1,858	4.17%
FAIR HAVEN (#1)	\$22,864	\$24,064	\$1,200	5.25%	\$31,177	\$31,918	\$741	2.38%	\$38,760	\$39,500	\$740	1.91%
FAIR HAVEN UHS	\$25,500	\$26,500	\$1,000	3.92%	\$36,210	\$37,630	\$1,420	3.92%	\$49,598	\$51,543	\$1,945	3.92%
METTAWEE	\$25,163	\$26,196	\$1,033	4.11%	\$37,996	\$39,556	\$1,560	4.11%	\$44,035	\$45,843	\$1,808	4.11%
MIDDLETOWN SPRINGS #1	\$20,989	\$29,232										
MILL RIVER UHS	\$21,781	\$22,853	\$1,072	4.92%	\$33,457	\$34,529	\$1,072	3.20%	\$48,052	\$50,097	\$2,045	4.26%
MT. HOLLY	\$24,050	\$24,600	\$550	2.29%	\$35,200	\$35,750	\$550	1.56%	\$42,050	\$42,600	\$550	1.31%
ORWELL (#1)	\$22,000											
OTTER VALLEY UHS	\$23,450	\$24,500	\$1,050	4.48%	\$34,004	\$34,854	\$850	2.50%	\$45,719	\$49,961	\$4,242	9.28%
PITTSFORD	\$23,450	\$24,500	\$1,050	4.48%	\$34,004	\$34,854	\$850	2.50%	\$45,719	\$49,961	\$4,242	9.28%
POULTNEY	\$23,843	\$36,182	\$49,534									
PROCTOR	\$22,900	\$23,511	\$611	2.67%	\$34,579	\$35,502	\$923	2.67%	\$44,197	\$45,376	\$1,179	2.67%
RUTLAND	\$23,167	\$25,073	\$1,906	8.23%	\$38,110	\$47,592						
RUTLAND NORTHEAST SU	\$23,450	\$24,500	\$1,050	4.48%	\$34,004	\$34,854	\$850	2.50%	\$45,719	\$49,961	\$4,242	9.28%
RUTLAND TOWN	\$24,793				\$40,412	NS			\$50,825			
SHREWSBURY	\$23,316				\$31,716				\$41,516			
SUDBURY	\$23,450	\$24,500	\$1,050	4.48%	\$34,004	\$34,854	\$850	2.50%	\$45,719	\$49,961	\$4,242	9.28%
TINMOUTH												
WALLINGFORD	\$22,685	\$22,685	\$-	0.00%	\$31,718	\$32,332	\$614	1.94%	\$44,893	\$47,137	\$2,244	5.00%
WELLS (#1)	\$23,400	\$25,050	\$1,650	7.05%	NC	\$37,074			NC	\$43,086		

# TEACHER SALARIES

DISTRICT	BA MIN 2000-01	BA MIN 2001-02	\$ INC 2000-01	% INC 2001-02	MA@10 2000-01	MA@10 2001-02	\$ INC 2001-02	% INC 2001-02	M+30 MAX 2000-01	M+30 MAX 2001-02	\$ INC 2001-02	% INC 2001-02
WEST RUTLAND	\$22,515	\$23,190	\$675	3.00%	\$35,123	\$36,176	\$1,053	3.00%	\$45,255	\$46,612	\$1,357	3.00%
<b>Washington County</b>												
BARRE CITY	\$23,677	\$27,730	\$4,053	17.12%	\$34,692	\$42,496	\$7,804	22.50%	\$47,225	\$48,805	\$1,580	3.35%
BARRE TOWN	\$27,026	\$27,634	\$608	2.25%	\$41,417	\$42,349	\$932	2.25%	\$47,836	\$48,912	\$1,076	2.25%
BERLIN	\$25,100	\$26,986	\$1,886	7.51%	\$38,646	\$41,715	\$3,069	7.94%	\$45,741	\$47,241	\$1,500	3.28%
CABOT	\$23,646	\$24,256	\$610	2.58%	\$31,678	\$31,740	\$62	0.20%	\$44,498	\$45,788	\$1,290	2.90%
CALAIS (# 2)	\$25,100	\$26,986	\$1,886	7.51%	\$38,646	\$41,715	\$3,069	7.94%	\$45,741	\$47,241	\$1,500	3.28%
EAST MONTPELIER (# 2)	\$25,100	\$26,986	\$1,886	7.51%	\$38,646	\$41,715	\$3,069	7.94%	\$45,741	\$47,241	\$1,500	3.28%
FAYSTON (# 2)	\$22,863	\$22,920	\$57	0.25%	\$36,581	\$36,672	\$91	0.25%	\$48,584	\$48,705	\$121	0.25%
HARWOOD UHS	\$25,006	\$27,006	\$2,000	8.00%	\$39,259	\$41,259	\$2,000	5.09%	\$50,012	\$52,012	\$2,000	4.00%
MIDDLESEX (# 2)	\$25,100	\$26,986	\$1,886	7.51%	\$38,646	\$41,715	\$3,069	7.94%	\$45,741	\$47,241	\$1,500	3.28%
MONTPELIER	\$25,048	\$27,048	\$2,000	7.98%	\$38,890	\$40,890	\$2,000	5.14%	\$50,737	\$52,737	\$2,000	3.94%
MORETOWN (# 2)	\$22,700	\$23,100	\$400	1.76%	\$35,639	\$36,267	\$628	1.76%	\$46,989	\$47,817	\$828	1.76%
NORTHFIELD	\$24,761	\$26,288	\$1,527	6.17%	\$37,142	\$38,860	\$1,718	4.63%	\$42,769	\$43,432	\$663	1.55%
ROXBURY	\$22,998	\$23,113	\$115	0.50%	\$33,196	\$33,362	\$166	0.50%	\$41,791	\$42,000	\$209	0.50%
SPAULDING UHS	\$23,677	\$27,730	\$4,053	17.12%	\$34,692	\$42,496	\$7,804	22.50%	\$47,225	\$48,805	\$1,580	3.35%
TWINFIELD	\$24,714	\$26,064	\$1,350	5.46%	\$37,812	\$39,162	\$1,350	3.57%	\$45,227	\$46,577	\$1,350	2.98%
U-32 UHS (# 2)	\$25,100	\$26,986	\$1,886	7.51%	\$38,646	\$41,715	\$3,069	7.94%	\$45,741	\$47,241	\$1,500	3.28%
WAITSFIELD	\$23,722	\$24,908	\$1,186	5.00%	\$37,243	\$39,106	\$1,863	5.00%	\$49,223	\$51,684	\$2,461	5.00%
WARREN	\$27,166	\$27,166	\$-	0.00%	\$39,530	\$39,530	\$-	0.00%	\$55,964	\$55,964	\$-	0.00%
WASHINGTON CENTRAL SU (# 2)	\$25,100	\$26,986	\$1,886	7.51%	\$38,646	\$41,715	\$3,069	7.94%	\$45,741	\$47,241	\$1,500	3.28%
WASHINGTON NORTHEAST SU	\$24,150				\$36,708				\$46,158			
WATERBURY-DUXBURY	\$25,000	\$25,000	\$-	0.00%	\$36,900	\$36,900	\$-	0.00%	NC			
WOODBURY	\$24,060	\$24,421	\$361	1.50%	\$34,875	\$35,398	\$523	1.50%	\$42,694	\$43,335	\$641	1.50%
WORCESTER (# 2)	\$25,100	\$26,986	\$1,886	7.51%	\$38,646	\$41,715	\$3,069	7.94%	\$45,741	\$47,241	\$1,500	3.28%
<b>Windsor County</b>												
ALBERT BRIDGE	\$23,838	\$24,538	\$700	2.94%	\$38,662	\$54,977	\$16,315	42.20%	\$54,577	\$54,777	\$200	0.37%
BARNARD	\$21,711	\$24,080	\$2,369	10.91%	\$32,458	\$30,822	\$(1,636)	-5.04%	\$47,113	\$49,123	\$2,010	4.27%
BETHEL	\$23,700	\$24,500	\$800	3.38%	\$34,223	\$35,378	\$1,155	3.37%	\$44,651	\$46,158	\$1,507	3.38%
BRIDGEWATER	\$23,994	\$24,096	\$702	3.00%	\$33,594	\$34,296	\$702	2.09%	\$47,994	\$48,696	\$702	1.46%
CAVENDISH	\$24,609	\$26,291	\$1,682	6.83%	\$37,252	\$39,380	\$2,128	5.71%	\$44,025	\$45,170	\$1,145	2.6%
CHESTER-ANDOVER	\$25,253	\$28,665	\$3,412	13.51%	\$34,751	\$42,122	\$7,371	21.21%	\$49,868	\$51,591	\$1,723	3.5%
GREEN MOUNTAIN UHS	\$25,253	\$28,665	\$3,412	13.51%	\$34,751	\$42,122	\$7,371	21.21%	\$49,868	\$51,591	\$1,723	3.5%
HANCOCK	\$23,701	\$24,500	\$799	3.37%	\$34,224	\$35,378	\$1,154	3.37%	\$44,651	\$46,158	\$1,507	3.38%
HARTFORD	\$24,000	\$25,000	\$1,000	4.17%	\$34,700	\$41,825	\$7,125	20.53%	\$49,300			
HARTLAND	\$23,575	\$25,067	\$1,492	6.33%	\$34,689	\$35,171	\$482	1.39%	NC	\$48,817		
LUDLOW	\$25,023	\$25,273	\$250	1.00%	\$36,523	\$36,773	\$250	0.68%	\$42,770	\$42,273	\$(497)	-1.16%
NORWICH	\$27,508	\$28,883	\$1,375	5.00%	\$43,188	\$45,346	\$2,158	5.00%	\$51,990	\$54,878	\$2,888	5.55%
PLYMOUTH	NA	NA			NA	NA			NA	NA		
POMFRET	\$23,994	\$24,844	\$850	3.54%	\$33,124	\$34,194	\$1,070	3.23%	\$47,234	\$48,644	\$1,410	2.99%
ROCHESTER	\$23,700	\$24,500	\$800	3.38%	\$34,223	\$35,378	\$1,155	3.37%	\$44,651	\$46,158	\$1,507	3.38%
SHARON	\$20,750	\$24,500	\$3,750	18.07%	\$30,088	\$34,055	\$3,967	13.18%	NC	\$45,080		
SHERBURNE	\$31,069	\$31,380	\$311	1.00%	\$41,042	\$41,453	\$411	1.00%	\$48,148			
SOUTH ROYALTON (# 2)	\$22,420	\$24,250	\$1,830	8.16%	\$32,509	\$32,980	\$471	1.45%	NC	\$42,438		
SPRINGFIELD	\$24,408	\$25,018	\$610	2.50%	\$43,203	\$44,283	\$1,080	2.50%	\$49,794	\$51,039	\$1,245	2.50%
STOCKBRIDGE	\$23,700	\$24,500	\$800	3.38%	\$34,223	\$35,378	\$1,155	3.37%	\$44,651	\$46,158	\$1,507	3.38%
WEATHERSFIELD	\$23,136	\$24,000	\$864	3.73%	\$35,486	\$36,350	\$864	2.43%	\$44,036	\$45,850	\$1,814	4.12%
WINDSOR	\$23,957	\$24,457	\$500	2.09%	\$37,602	\$37,095	\$(507)	-1.35%	\$50,145	\$52,441	\$2,296	4.58%
WINDSOR CENTRAL SU	\$25,718	\$26,335	\$617	2.40%	\$38,063	\$38,976	\$913	2.40%	\$45,264	\$50,563	\$5,299	11.71%
WINDSOR NORTHWEST SU	\$23,700	\$24,500	\$800	3.38%	\$34,223	\$35,378	\$1,155	3.37%	\$44,651	\$46,158	\$1,507	3.38%
WINDSOR SOUTHEAST SU	\$24,451				\$38,086				\$53,580			
WOODSTOCK	\$24,475				\$36,049				\$51,832			
WOODSTOCK UHS	\$24,191	\$24,772	\$581	2.40%	\$35,658	\$36,514	\$856	2.40%	\$48,019	\$49,172	\$1,153	2.40%
<b>Windham County</b>												
BELLOWS FALLS UHS	\$24,951	\$25,550	\$599	2.40%	\$38,559	\$39,485	\$926	2.40%	\$47,631	\$48,775	\$1,144	2.40%
BRATTLEBORO	\$25,899	\$26,547	\$648	2.50%	\$40,087	\$41,089	\$1,002	2.50%	\$50,307	\$51,564	\$1,257	2.5%
BRATTLEBORO UHS	\$25,899	\$26,547	\$648	2.50%	\$40,087	\$41,089	\$1,002	2.50%	\$50,307	\$51,564	\$1,257	2.5%
BROOKLINE	\$24,528				\$39,245				\$47,094			
DOVER	\$26,603	\$27,274	\$671	2.52%	\$40,969	\$42,002	\$1,033	2.52%	\$49,748	\$51,002	\$1,254	2.52%
DUMMERSTON	\$25,899	\$26,547	\$648	2.50%	\$40,087	\$41,089	\$1,002	2.50%	\$50,307	\$51,564	\$1,257	2.5%
FLOODBROOK	\$26,197	\$26,983	\$786	3.00%	\$37,187	\$38,303	\$1,116	3.00%	\$47,258	\$48,676	\$1,418	3.0%
GRAFTON	\$24,951	\$25,550	\$599	2.40%	\$38,559	\$39,485	\$926	2.40%	\$47,631	\$48,775	\$1,144	2.40%
GUILFORD	\$25,899	\$26,547	\$648	2.50%	\$40,087	\$41,089	\$1,002	2.50%	\$50,307	\$51,564	\$1,257	2.5%
HALIFAX	\$24,100	\$25,000	\$900	3.73%	\$34,000	\$34,900	\$900	2.65%	\$41,200	\$44,800	\$3,600	8.7%
JAMAICA	\$23,509	\$24,120	\$611	2.60%	\$37,614	\$38,592	\$978	2.6%	\$45,137	\$46,310	\$1,173	2.60%
LELAND & GRAY UHS	\$23,929	\$24,528	\$599	2.50%	\$38,286	\$39,245	\$959	2.50%	\$45,944	\$47,094	\$1,150	2.50%
NEWFANE	\$23,929	\$24,528	\$599	2.50%	\$38,286	\$39,245	\$959	2.50%	\$45,944	\$47,094	\$1,150	2.50%
PUTNEY	\$25,899	\$26,547	\$648	2.50%	\$40,087	\$41,089	\$1,002	2.50%	\$50,307	\$51,564	\$1,257	2.5%
ROCKINGHAM	\$24,951	\$25,550	\$599	2.40%	\$38,559	\$39,485	\$926	2.40%	\$47,631	\$48,775	\$1,144	2.40%
TOWNSHEND	\$23,929	\$24,528	\$599	2.50%	\$38,286	\$39,245	\$959	2.50%	\$45,944	\$47,094	\$1,150	2.50%
VERNON	\$25,899	\$26,547	\$648	2.50%	\$40,087	\$41,089	\$1,002	2.50%	\$50,307	\$51,564	\$1,257	2.5%
WARDSBORO	\$23,929	\$24,528	\$599	2.50%	\$38,286	\$39,245	\$959	2.50%	\$45,944	\$47,094	\$1,150	2.50%
WESTMINSTER	\$24,951	\$25,550	\$599	2.40%	\$38,559	\$39,485	\$926	2.40%	\$47,631	\$48,775	\$1,144	2.40%
WHITINGHAM	\$22,804	\$23,584	\$780	3.42%	\$36,486	\$37,734	\$1,248	3.42%	\$47,888	\$49,526	\$1,638	3.4%
WILMINGTON	\$23,962	\$24,502	\$540	2.25%	\$38,339	\$39,203	\$864	2.25%	\$52,824	\$54,044	\$1,220	2.3%
WINDHAM CENTRAL SU	\$23,929	\$24,528	\$599	2.50%	\$38,286	\$39,245	\$959	2.50%	\$45,944	\$47,094	\$1,150	2.50%
WINDHAM NORTHEAST SU	\$24,951	\$25,550	\$599	2.40%	\$38,559	\$39,485	\$926	2.40%	\$47,631	\$48,775	\$1,144	2.40%
WINDHAM SOUTHEAST SU	\$25,899	\$26,547	\$648	2.50%	\$40,087	\$41,089	\$1,002	2.50%	\$50,307	\$51,564	\$1,257	2.5%

NA - Not Available.

NC - No Salary Column.

# 1 - Salary Schedule is for the placement of new teachers only.

# 2 - Teachers who have reached the maximum step receive additional compensation.

Vermont-NEA UniServ Director Norman P. Bartlett compiled this data.

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# 18 Vermont delegates shine among 9,000 at NEA Representative Assembly

Vermont-NEA Photo/Jeff Isham



Vermont-NEA President Angelo Dorta delivered the report of the national Association's Distance Learning Committee to the NEA Representative Assembly.

**D**ALLAS – The Vermont delegation to our National Education Association's Annual Meeting is small in number – just 18 in an assembly of nearly 9,000. But our small state makes its presence known. Vermont Senator Jim Jeffords was honored as the NEA Friend of Education. President Angelo Dorta took the microphone for nearly two hours to present an important report on distance learning. Vermont delegate Jay Kaplan presented three new business items aimed at improving retirement security that were passed by the assembly. And Vermont delegates raised more than \$5,000 in contributions for the widow of Vermont-NEA member James Chapdelaine, a custodian at Lake Region Union High School who won a five year legal battle to be reinstated to his job, then took his own life on May 30.

## National business

At the meeting, NEA delegates set aside \$4 million to expand awareness, help shape implementation, and advocate for improvements in the re-

authorization of the Elementary and Secondary Education Act (ESEA), the far-reaching law enacted last January. The Elementary and Secondary Education Act made significant changes in the conduct of federal education programs, including new provisions for standardized testing, identifying schools in need of improvement, and establishing certification requirements for teachers and new standards for paraeducators. The delegates approved the creation of an advisory committee to gather input and develop strategies for making sure ESEA improves opportunities for children and public education.

## President Dorta presents report on distance learning

Among the measures adopted by the delegates are new guidelines for quality distance learning programs. The guidelines were developed as the result of a year-long review of distance learning standards and practices by a task force chaired by Vermont-NEA President Angelo Dorta.

The new policy is designed to help

assure that technology is used as a tool in effective instruction, not a mechanism for replacing face-to-face interaction with teachers. The task force report emphasized the importance of teacher quality, whether courses involved distance learning, classroom instruction, or – ideally – a combination of both.

## Assembly honors Jim Jeffords

Senator Jim Jeffords (I-VT) was honored with the coveted NEA Friend of Education Award. A longtime champion of meaningful federal financial support for public education and vigorous defender of high standards for students, teachers, and schools, Jeffords was unable to attend the meeting, but addressed the assembly in a videotaped message.

## Teacher of the Year

Chauncey Veatch, the National Teacher of the Year, uplifted delegates on the Fourth of July with his account of the importance of public education in a democratic society.

"Having served my country wearing the uniform in the armed forces, it is important that I share with you that there is no work that I have done that is more patriotic than to be a teacher," Veatch said. Veatch, a retired Army colonel, is a social studies teacher at Coachella Valley High School in Thermal, Calif.

## NEA President Weaver

In his first opportunity to set the tone for the direction of the NEA in the years to come, President-elect Reg Weaver spoke emphasizing NEA's energy and commitment.

"We must work within an environment that recognizes that we are one in the fight for a quality education for all students," Weaver said. "It's an environment where we can disagree, but not disengage, an environment where NEA and its state affiliates do what is best for children and public education."

"NEA is everywhere, and we are the right people, in the right places, at the right time, and we will make the right choices for public education," Weaver said.

The NEA Representative Assembly is the highest policy-making body in the organization, and it has three basic mechanisms for setting standards and guidelines for action by leaders, staff, and affiliates – the Legislative Program, Resolutions, and New Business Items.

## Legislative program

The NEA Legislative Program sets the short-term and long-term agenda for NEA's federal lobbying efforts. Among changes in the Legislative Program adopted at this year's Representative Assembly were provisions strengthening support for early childhood education programs, collec-

tive bargaining rights for higher education faculty, and nondiscrimination in employment.

## Resolutions

Among changes in the Resolutions this year were amendments related to standardized testing of students. The changes clarified that standardized tests and assessments should be used only to improve the quality of instruction. The testing provisions also incorporated new information about the use and potential misuse of standardized testing.

In other action on Resolutions, the Representative Assembly adopted new language clarifying NEA's views that charter schools should be laboratory schools, not separate and apart from other public schools, and that charter schools should have the same standards of access and accountability as other public schools.

## New Business

The most significant New Business Items were those related to NEA's efforts to influence the implementation – and possible revisions – in the Elementary and Secondary Education Act.

Delegates voted to provide resources, establish strategies and programs, and provide assistance and guidance to state and local affiliates to ensure that the new federal law helps, rather than hinders, the work of teachers and education support professionals to make public schools great for every child.

In addition, the delegates voted to support efforts to expand access and enhance the quality of early childhood education and to take steps to organize early childhood education providers to improve their skills and compensation.

## Fund for Children & Public Ed

The NEA Representative Assembly is an opportunity for leaders to gather to discuss common goals, concerns and challenges. Delegates broke the record for voluntary contributions to the Fund for Children and Public Education, raising more than \$1.1 million, which will support efforts to elect candidates who support education in the 2002 elections.

One of the issues foremost in the minds of delegate was the decision of the U.S. Supreme Court to allow the Cleveland, Ohio, private school tuition voucher program to continue. Delegates rededicated themselves to defeating voucher proposals at the local, state, and federal levels.

Delegates also affirmed their commitment to a policy statement, adopted earlier in the week by the NEA Board of Directors, to support the language of the Pledge of Allegiance as it currently stands – with the wording "one nation under God." ■



*Carol Morin, secretary at Bennington Elementary is the clown; special educator and Vermont-NEA Board member Jay Burnell is the Cat-in-the-Hat; and sixth grader Emily Hollister of Shaftsbury is Cinderella leading this parade down Main Street in Bennington to celebrate Dr. Seuss's birthday and Read Across America in 2002. (Yes, that's Lieutenant Governor Doug Racine behind the clown.)*

## Television stars to co-chair Read Across America

*Ming-Na and Esai Morales to lead NEA's Read Across America*

WASHINGTON, D.C. – Our National Education Association has just announced that Read Across America -- the year-long reading extravaganza that culminates on (or near) the March 2 birthday of the late great Dr. Seuss -- will be headlined in 2003 by Ming-Na (better known as Dr. Chen on NBC's ER) and Esai Morales (Lt. Tony Rodriguez on ABC's NYPD Blue). The two will be joined by the ubiquitous Cat in the Hat, a Read Across America star for the past six years.

Together the three will lead what has become the largest one-day literacy celebration in the U.S. The 2002 event, headlined by Garth Brooks, attracted more than 45 million participants in all 50 states, as well as in a number of Department of Defense schools in Germany and Japan.

In Vermont, Dr. Seuss's birthday is a big day, with parades, parties, and a lot of group reading events. Big names and big celebrations at the national level add to the enthusiasm.

Ming-Na, who moved to New York City from China when she was four, says her first love is the theater, but she's been equally at home on both the large and small screens in such productions as *The Joy Luck Club*, *The Single Guy*, and of course, as the plucky Dr. Chen on the award-winning ER.

In her role as co-chair of NEA's Read Across America, she says: "I want to convince young people of the importance -- and sustained joy -- that reading can bring to anyone's life. It's a life-lesson that I'm thrilled to be able to share."

Morales, no stranger to the NEA

reading event, recorded public service announcements in both English and Spanish for the 2002 celebration and was featured in a Read Across America poster that was distributed by the American Library Association as well as the NEA. He says he welcomes the opportunity to spread the word about the importance of literacy: "Young people need to know that reading is the key to their future. Not to be able to read limits where you can go, and deprives you of the fun -- and friends -- that books can bring. Reading exercises the mind of the reader ...and it's the cheapest form of travel!"

As a child Morales enjoyed reading as well as being read to. Among his favorites: the "Curious George" series, books by Dr. Seuss, and "The Good Earth," by Pearl Buck. "Later," he says, "I graduated to Isabel Allende's "The House of the Spirits," and Gabriel Garcia Marquez's "100 Years of Solitude." Today when he isn't reading television scripts for NYPD Blue, PBS's *American Family*, or Showtimes' *Resurrection Blvd.*, he favors biographies. His most recent subjects: Paul Robeson and Simon Bolivar.

As honorary co-chairs of NEA's Read Across America 2003, Morales and Ming-Na will be featured in radio, television, and print public service announcements and will serve as official spokespersons for the event.

Started in 1998 as a way to promote reading while celebrating Dr. Seuss's birthday on March 2, NEA's Read Across America has become a national tradition over the past five years. Today more than 40 national partners including PBS, Saturn, Random House Children's Books, Youth Service America, Boys and Girls

Clubs of America, the NAACP, the Urban League, the Organization of Chinese Americans, and LaRaza are players in the national literacy effort.

In 2003, NEA's Read Across America will be celebrated on March 3 since Theodor Geisel's (Dr. Seuss) birthday -- March 2 -- falls on a Sunday.

For more information about NEA's Read Across America, log on to [www.nea.org/readacross](http://www.nea.org/readacross). And start thinking about the "big names" you can invite to join the Read Across America celebration at your school. ■



*Jay Burnell, Vermont-NEA Board member from Bennington, coordinates one of Vermont's biggest Read Across America celebrations.*

## Upcoming Association events...

### August 1

Vermont-NEA SLC at Mt. Snow's Grand Summit.

### August 5

Vermont-NEA SLC at Killington Grand Hotel.

Candidate interviews at Killington for Vermont-NEA recommendations.

Vermont-NEA Board meets at Killington.

Deadline for September issue of *Vermont-NEA Today*.

### August 7

Vermont-NEA SLC at Lyndon State College.

### August 12

Deadline for Vermont-NEA Convention program.

### September 9

Deadline for October issue of *Vermont-NEA Today*.

### September 14

Vermont-NEA Board meets in Montpelier.

## Members' support is strong for the Vermont-NEA Fund for Children and Public Education

The numbers are in from Vermont-NEA's telephone fund raiser in May. We reached 6,016 of 10,000 members by phone and asked that they support the Vermont-NEA Fund for Children and Public Education with a voluntary contribution. Members pledged \$21,162, the majority through payroll deduction. This amount is five times better than the voluntary contributions collected for political action in past years.

The Fund is non-partisan. Vermont-NEA will use the money to promote local and statewide candidates resolved to respect school employees and strengthen public education.

## Vermont delegates to the NEA Rep Assembly

Angelo Dorta, Vermont-NEA  
Martha Allen, Canaan  
Phil Bailey, Brattleboro  
Jay Burnell, Bennington  
Lisa Champagne, Windsor  
Tom Gallagher, Lamoille UHS  
Chuck Hess, Lamoille UHS  
Carol Hinchey, Essex Junction  
Linda Howard, Twinfield  
Gail Hunsdon, Springfield  
Jeff Isham, Moretown  
Dianna Ivey, Manchester  
Jay Kaplan-Retired  
Wayne Nadeau, Lamoille UHS  
Alison Sylvester, Richmond  
Francis Trask, Randolph  
Bonnie Tuscany, Morrisville  
Terri Vest, Twinfield.

## For Members Only

### NEA's Home Financing Program

Buying or refinancing a home can be a major financial challenge, especially for members burdened with debt (theirs' or their kids') or whose wages just don't stretch far enough. If you're a Vermont-NEA member, though, you can turn to the **NEA Home Financing Program** for assistance. This unique program is provided by Wells Fargo Home Mortgage.

Here are several reasons why 97% of Association members surveyed nationally as of September 2000 say they would recommend the program to their colleagues:

- **competitive interest rates**, which are monitored daily to make sure you're getting the lowest rate possible;
- **written pre-approval letters** are available to qualified applicants *before* they start shopping for a home;
- **a low origination fee** that saves you money at closing time, and a **zero-point option** that reduces your up-front, out-of-pocket expenses even more;
- **eligibility for the parents and adult children** of Association members;
- **low- and no-money down programs**. Wells Fargo's 3% "Easy-to-Own" program lets you buy a home with only 3% down, and flexible credit guidelines may make it easier for you to qualify for a home mortgage. There is also a "No Money Down Plus" option, which allows you to finance 100% of your property value or purchase price (whichever is lower);
- **a no-cost, 60-day interest rate lock option** to protect you from rising interest rates;
- **interest-only ARMS op-**

**tion**, which allows you for the first 5 to 7 years of your mortgage repayment period to pay back interest alone, with no principal, thus freeing you to

redirect your money toward other needs. Plus, interest-only payments may have tax advantages for you;

- **free refinancing analysis;**

### Moretown teacher recommends NEA-endorsed Wells Fargo

*NEA's Home Financing Program for members only, administered by Wells Fargo, can make buying and refinancing a home an easier and positive experience for teachers and support staff.*

Just ask Sara Whitcomb, a teacher and Vermont-NEA member at Moretown Elementary School.

Sara started her search for a lending institution for the purpose of buying a home via the internet and the telephone, until a friend suggested she call Barbara Tiffany at Wells Fargo. Right away Sara discovered the benefits of the NEA-endorsed home financing program, especially the exceptional and respectful service of Wells Fargo consultant Barbara Tiffany.

"While I was trying to balance selling my home and purchasing my new one," Sara said, "Barbara was extremely professional, respected my hectic schedule (4 kids, full-time teacher, trying to sell a house and move), and was very reassuring to me every step of the way. [She] went out of her way to get me a good rate, kept in contact consistently, and maintained a positive 'we can do it together' kind of attitude."

In addition to discovering that Wells Fargo's rates were "very competitive," Sara was delighted with the free *Driveaway Vacation* she earned as a Vermont-NEA member after closing on her new home. She took the opportunity to visit San Francisco this past June.

We asked Sara if she would take advantage in the future of what Wells Fargo offers NEA members in home financing. "I would definitely use Wells Fargo again...because Barbara Tiffany went out of her way to be helpful and positive, not because of a company name. I did recognize the Wells Fargo name, though, and that gave me confidence that this was not some fly-by-night-going-to-sell-me-out to a bigger bank kind of deal."

When you're looking at buying a home, it's very smart to shop around, as Sara Whitcomb did, before deciding on the right lending institution. If you're a dues-paying member of Vermont-NEA, keep the *NEA Home Financing Program* in mind. It may be able to save you money, as well as making the entire process more manageable.

- **full customer service** after closing, including comprehensive monthly payments and the choice of automatic deductions from your checking account to make your monthly mortgage payments.

As an added incentive, members who close on a new mortgage or refinancing arrangement by **December 31, 2002**, will receive a complimentary "Driveaway Getaway" vacation package for up to two adults (and up to two children sharing the same room), with a 4-day/3-night stay at a deluxe resort in one of 200 locations in the U.S., Canada, Mexico or the Bahamas.

Transportation is not included with this offer, but you will be reimbursed for up to \$100 in spending money when you return. For a list of participating hotels, go to: [www.neamb.com/loans/hmf1st.html](http://www.neamb.com/loans/hmf1st.html)

This member benefit program may or may not be right for you, and you may be able to secure lower rates from other lending institutions. But it can't hurt to call or meet with a Wells Fargo representative in Vermont to see if you can get a great mortgage rate because you're a member of Vermont-NEA. Let your dues work for you and your family outside, as well as inside, of school.

For more information about the NEA Home Financing Program, contact Barbara B. Tiffany, a Home Mortgage Consultant with Wells Fargo, at this toll free number:

**1-800-879-3559.**

Ms. Tiffany also maintains an office in Waitsfield, Vermont, and can be reached there at

**1-866-496-3313.**

### Wells Fargo's Reverse Mortgages

Imagine a scenario where you can borrow money against the equity you've built in your home, and you *don't* have to repay the debt for as long as you live in that home. Well, if you're at least 62 years old and have a low or no outstanding mortgage debt, Wells Fargo's **Reverse Mortgage Program** allows you to do just that.

The program is so named because you don't make monthly payments on the loan; instead, the money comes—in "reverse"—to you on a monthly basis. Besides monthly payments, your loan proceeds can be obtained in a lump sum or as a line of credit. You can even choose an immediate cash advance in addition to monthly allotments. The program also allows you to change the method of funds distribution as often as you wish.

Since the money you receive is loaned, it is *not* defined as income by the government and is tax-free.

Your maximum loan amount is based solely on three criteria: your age,

the value of your home (subject to the federal government's Housing and Urban Development's [HUD] limit for your county), and the "expected interest rate" (6.33% in late June 2002). There are no income, employment or credit qualifying restrictions. No one is turned down due to bad credit or insufficient income, as the loan is based only on the value of the home, not on the credit or income characteristics of the borrower.

When do you pay back the loan? The funds you receive during your loan term, plus any accrued interest, become due when you sell or permanently vacate your home. Any excess proceeds from the sale of the home belong to the homeowner or the estate. Homeowners who take advantage of reverse mortgages never owe more than the value of their home or the amount borrowed under the terms of the loan, whichever is less.

This program, by the way, is fully insured by the U.S. government

through HUD. If you are unable to pay off the full amount of the loan, plus accrued interest, after selling your home, the outstanding balance will be paid by HUD. There is *no personal liability* for you, for your children, or for the executor of your estate, no matter how long you live or what happens to the real estate market.

Wells Fargo is NEA's endorsed provider of its Home Financing Member Benefit. The Reverse Mortgage Program is *not* a member-only benefit; it is open to any U.S. citizen who meets its criteria. But given the growing number of retired or near-retired members in our ranks, we thought you might like to know about this unique opportunity. This program may accord you a way to supplement your income or realize certain financial goals that are now out of reach—or it may help your parents or relatives maintain their financial independence.

Presently, Wells Fargo is the only lending institution with a local em-

ployee in Vermont that offers this program in conjunction with HUD. If you are interested in more information or wish to speak directly with a Wells Fargo Reverse Mortgage consultant, call James Dean at 1-888-663-4843 (toll free) or 1-802-459-2003. You can also find information about the program at the NEA Member Benefit website: [www.neamb.com/loans/hmfrev.html](http://www.neamb.com/loans/hmfrev.html).

As an added incentive, NEA members or immediate family members who close on a reverse mortgage by **December 31, 2002**, will receive a complimentary "Driveaway Getaway" vacation package, with a 4-day/3-night stay at a deluxe resort in one of 200 locations in the U.S., Canada, Mexico or the Bahamas. Transportation is not included with this offer, but you will be reimbursed for up to \$100 in spending money when you return.

For a list of participating hotels, go to: [www.neamb.com/loans/hmf1st.html](http://www.neamb.com/loans/hmf1st.html).