



TODAY

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The official publication of the Vermont-National Education Association - Vol. 69, No. 11 - June 2003

Vermont-NEA publishes Summer Reading List for Kids, thanks to public school librarians

MONTPELIER – For the ninth consecutive year, Vermont-NEA and Vermont public school librarians have collaborated to compile and publish a summer reading list for kids. Copies of the colorful brochure now are available for Vermont-NEA members to send home with students, for librarians to make available in libraries throughout Vermont, and for members of the general public to request from Vermont-NEA by toll free telephone.

The brochure was edited by **Shannon Walters**, librarian at C.P. Smith Elementary School in Burlington. She recruited school librarians from Alburg, Colchester, Springfield, Derby, and Jericho to compile book recommendations for kids in grades K-4, 5-8, and 9-12. Thanks to:

- **Angelica Harris**, school librarian at Alburg Education Center, and **Mary Ann Kadish**, librarian at Porters Point School in Colchester, for putting together the recommendations for young children, grades K-4.

- **Susan Hunter**, librarian at Riverside Middle School in Springfield and **Sharon Levin**, librarian at North Country Union Junior High in Derby, for collecting titles for youngsters in grades 5-8.

- **Lisa Timbers**, librarian at Mount Mansfield Union High School in Jericho, for compiling reading recommendations for young adults in grades 9-12.

These award-winning books also are included on the list of reading recommendations.:

2003 Caldecott Award: Rohmann, Eric. *MY FRIEND RABBIT*. Clarion.

2003 Newbery Award: Avi. *CRISPIN: THE CROSS OF LEAD*. Clarion.

2003 Coretta Scott King Au-

thor Award: Grimes, Nikki. *BRONX MASQUERADE*. Dial Books for Young Readers.

2003 Michael L. Printz Award: Chambers, Aidan. *POSTCARDS FROM NO MAN'S LAND*. Dutton/Penguin Putnam.

2003 Robert F. Sibert Award: Giblin, James Cross. *THE LIFE AND DEATH OF ADOLF HITLER*. Clarion.

For a list of honor books and other awards presented by the American Library Association, go to: www.ala.org/alsc/awards.html#others

Order lists for your class

Vermont-NEA members may order the booklist in quantities sufficient for distribution to students in your class by calling Ellie McAndrew at 1-800-649-6375, ext. 109. Or email your request to emcandrew@vtnea.org.

This 2003 booklist also is available online at www.vtnea.org, along with booklists published since 1994.

Samples of the 2003 recommendations

GRADES K-4

■ Brett, Jan. *DAISY COMES HOME*. Putnam's Sons, 2002. Daisy, an unhappy hen in China, floats down the river in a basket and has an adventure.

■ Bunting, Eve. *WHALES PASSING*. Blue Sky Press, 2003. A young boy and his father watch a pod of Orca whales and wonder how they find their way from place to place. Notes at the end give facts about Orca whales.

■ Danziger, Paula. *GET READY FOR SECOND GRADE AMBER BROWN*. Putnam's Sons, 2002. Amber is worried that her second grade teacher may not be as nice as her old teacher. Will her new teacher give "seven hours of homework? What if she's an alien from some foreign planet?" She sets out with her friend, Justin, ready for anything...

■ DePaola, Tomie. *ADELITA*. Putnam, 2002. A Mexican Cinderella story about Adelita who is badly mistreated by her

stepmother and stepsisters until she finds her own true love at a grand fiesta. Tomie DePaola chooses warm Southwestern hues for his magnificent illustrations.

■ Ehler, Lois. *WAITING FOR WINGS*. Harcourt, 2001. Brilliant illustrations and rhyming text tell about the beauty and diversity of butterflies.

■ Gibbons, Gail. *BEHOLD, THE UNICORNS!* HarperCollins, 2002. People once believed in unicorns and their magic. Today, these legendary creatures still captivate our imaginations. Discover the origins of unicorn lore and how they remain with us today.

GRADES 5-8

■ Banks, Kate. *DILLON DILLON*. Frances Foster Books, 2002. Dillon had long wondered why his first and last names were the same, but during his tenth summer, on a lake in New Hampshire, he is taken aback when his loving family reveals the whole truth. A touching story of growing up.

■ Blacker, Terence. *THE ANGEL FACTORY*. Simon & Schuster, 2002. Why are his parents so darn perfect? When his friend Gip urges him to press for answers, Thomas begins a gripping odyssey into the unknown as he learns not only that he's adopted, but also that his family is controlled by an unworlly secret society. A British fantasy for older readers.

■ Chabon, Michael. *SUMMERLAND*. Hyperion, 2002. A zany, rambling saga about baseball on an island where it never rains in summer: a lovable but eccentric scientist father; his son Ethan, who cannot catch or hit though he tries; Ethan's friend, Jennifer, who excels at hitting; and a classmate who is only part android. Also the end of the world, lots of evil and good, very active small creatures, and a car that travels by hot air balloon.

■ Eckert, Allan W. *INCIDENT AT HAWK'S HILL*. Little, Brown, 1971. Ben, a shy six-year-old boy, wanders away from his home on the Canadian prairie, takes shelter in a badger's den during a thunderstorm, and spends three months surviving in the wild with the help of a female badger. This survival story is based on a true event from 1870.

■ Elish, Dan. *BORN TOO SHORT: THE CONFESSIONS OF AN EIGHTH-GRADE BASKET CASE*. Atheneum, 2002. Matt's jealousy over his friend Keith's height, looks, popularity, and athletic success causes him to wish bad luck on Keith and good luck on himself. Then, when the wish seems to come true, Matt is confused by both guilt and first love in this humorous, quick read.



GRADES 9-12

■ Marsden, John. *TOMORROW, WHEN THE WAR BEGAN*. Houghton Mifflin, 1993. An apocalyptic adventure written by an award-winning Australian author, Marsden portrays his teenage protagonists as sensitive, caring, resourceful, lustful and courageous. A riveting and tauntly drawn novel that is only the beginning of a series that is impossible to stop reading.

■ Goodkind, Terry. *WIZARD'S FIRST RULE*. Tom Doherty Associates, 1994. Epic in scope, this fantasy has it all: romance, adventure, horror, and suspense - a great escape from our everyday lives and headlines. Teens consume each book in the series and impatiently await the next publication. First in the ongoing *Sword of Truth* series.

■ Atwood, Margaret. *ALIAS GRACE*. Doubleday, 1996. Grace Marks is convicted of murdering her wealthy employer and his housekeeper/mistress. Grace tells her story from a lunatic asylum where she is serving a life sentence. This psychological murder mystery set in nineteenth century Canada is one of Atwood's best. A captivating, disturbing and ultimately satisfying novel.

■ Marillier, Juliet. *DAUGHTER OF THE FOREST*. Tom Doherty Associates, 2000. A beautiful retelling of the Celtic "Swans" myth, this novel is a mixture of history and fantasy, myth and magic, legend and love. Sorcha, the seventh child and only daughter, watches in horror as her six brothers are bound by a spell that turns them into swans and her father is bewitched by a wicked sorceress. Only Sorcha can lift the spell and she embarks on a journey that is filled with pain, loss and terror.

■ Citro, Joseph A. *SHADOW CHILD*. University Press of New England, 1998. A powerful, malevolent force is at work in the mysterious stone structures set in the Green Mountains. Baffling incidents begin to happen in a small New England town and people begin to vanish. When Eric Nolan, whose twin brother disappeared at the age of five, returns to town, he finds himself in the midst of a shocking and terrifying truth. ■

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Presorted Standard
U.S. Postage PAID
Permit No. 30
Burlington, Vermont

Vermont-NEA
TODAY

Published monthly except July by Vermont-NEA, Inc.
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Subscription Price: \$6.00 per year.

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We pay school taxes, too

The mantra of so-called "cost containment" in K-12 education is alive once again. Not since the pre- Act 60 days of the mid 1990s has there been such widespread use of the term and such interest in vaguely "doing something" about public education costs.

In the aftermath of over 40 local school budget defeats on Town Meeting Day, some newspaper editorials have criticized teacher salary and health insurance provisions and bemoaned the current number of Vermont schools.

Several state legislators and other public officials have proposed mostly artificial and draconian mechanisms to curb school costs. The predictable cadres of anti- Act 60/anti- public education critics and habitual tax-cutters also have joined the fray at state and local levels.

Certainly, school costs always are a matter of legitimate interest for all citizens, including educators. After all, we pay school taxes, too.

However, insinuations that teachers and support staff are pork-barreling school budgets are false and unwarranted. Local school boards decide numbers of school employees, not teacher unions.

According to NEA data, Vermont teachers ranked 29th in average teacher salary in 2001-02 at \$39,240 (usually requiring a master's degree and/or at least 10 years of experience). Average Vermont personal income ranks about the same. Most school support staff earnings do not even reach levels recommended by the Joint Fiscal Office's Livable Wage Study.

Since 1993, Vermont-NEA and the Vermont School Boards Insurance trust have jointly managed a statewide purchasing pool for school employees' health insurance that already has saved millions of taxpayer and employee dollars. VEHI — the Vermont Education Health Initiative — has averaged 9.25% in annual premium increases during a decade of rampant upper double-digit yearly growth. VEHI's administrative costs — about 5.5% — are about half the average of other similar groups.

Some drivers of added costs are obvious, but are not direct results of Act 60. Vermont is a rural state where many small communities desire their own schools. National and state economies are down. Despite often very low school budget increases,

steeply rising property values have sparked over \$30 million in additional Common Level of Appraisal surcharges collected by state government and withheld from use for school improvements or local property tax relief.

If overall Vermont school costs are at or near the top of national comparisons, so are the achievement levels of Vermont students. No state scored statistically higher in the National Assessment of Education Progress (NAEP) than Vermont 4th graders in mathematics and science. Vermont 8th grade scores were exceeded by only two states in mathematics and by only one state in science. Vermont highschoolers consistently surpass national graduation rates and national averages on challenging

that carefully examine key variables?

Vermont-NEA respectfully suggests the Legislature can usefully consider:

- fulfillment of Act 60 Education Fund and General Fund Transfer revenue promises, thus lowering local property tax rates needed to meet school budgets;
- supervisory union contract negotiations, wherever feasible and commonly desired, that acknowledge regionally similar local conditions and labor-management interests, while ensuring meaningful town representation, decision-making and accountability;
- assistance for nearby communities with very small schools to scrutinize possible costs and benefits of school consolidation by comparing

school and class sizes, potential enrollment, desired curricular programs and student services, staffing levels, community expectations, etc.

▪ analysis of the actual range of class sizes and staffing patterns throughout Vermont and their relationship to grade level, academic subjects, school organization policies, instructional goals, and special offerings such as high school advanced

placement courses;

▪ helping school boards use pooled resources to develop less expensive pre-paid attorney legal services, especially for collective bargaining and special education litigation tasks;

▪ a revised special education funding formula that covers most, but not full, local costs;

▪ attribution and re-allocation of some medical, therapeutic, and occupational service costs for special education students to the proper social services agencies;

▪ much stronger advocacy to obtain the federal government's promised 40% share of special education costs and the new money required to expand student testing and school services under the federal No Child Left Behind Act (the federal government's latest and perhaps largest bound-to-be-unfunded mandate).

Action to "contain" school costs may be appropriate, but the right responses depend on pertinent data and prudent, responsible inquiry. Our students, schools, and communities deserve no less.

Angelo J. Dorta
President

Legislative efforts to lower school costs should not diminish excellent instruction and school organizational practices, thereby endangering Vermont students' impressive academic rankings. They should focus on long-term and truly achievable savings and preserve Vermont's strong values of community spirit and of education quality and equity for children.

Advanced Placement courses for college credit, despite steadily increasing student participation.

Legislative efforts to lower school costs should not diminish excellent instruction and school organizational practices, thereby endangering Vermont students' impressive academic rankings. They should focus on long-term and truly achievable savings and preserve Vermont's strong values of community spirit and of education quality and equity for children. They should provide incentives for local towns to consider and voluntarily comply with reform options, rather than mandate "solutions" from Montpelier. Recommendations flawed by partisan politics or derived from ideological prejudgements must be avoided.

Vermont-NEA's public position on school costs and school governance re-structuring has been clear since 1994: The Association supports legislation that produces a thorough assessment of Vermont school governance aimed at limiting costs, sharing expenses, and obtaining savings *without compromising education quality.*

What topics, then, are worth in-depth investigative study using hard, detailed data and computer simulations



Vermont-NEA members join march for a Livable Wage

BURLINGTON – Sixty Vermont-NEA members from 15 local Associations joined members of other unions on Saturday, April 12, to demonstrate for a Livable Wage. Marchers rallied first on the steps of Burlington's City Hall to hear speakers, including Cindy Bubrowski of the Montpelier Support Staff Association, then marched up Church Street.

Cindy's local is one of a growing number of Vermont-NEA ESP Associations which have made it clear they no longer will work for poverty wages. Cindy urged support staff to fight for health insurance and improved compensation. Her own local made impressive strides last year, after a vigorous crisis buildup.

Most paras in Vermont are paid

less than the Livable Wage, the amount established by the State of Vermont as sufficient to meet basic needs. The Livable Wage ranges from \$11.58 an hour for a single person, or \$24,086 per year, to \$22.75 an hour or \$47,320 per year to support a spouse and two children.

Marchers wore Livable Wage T-shirts and carried balloons and banners. These Vermont-NEA local Associations were represented: Burlington EA; Cabot EA; Chittenden South EA; Colchester EA; Essex North EA; Franklin Northwest EA (Missisquoi); Harwood EA; Milton ESA; Orange East EA; Orange South EA; Peacham EA; Rutland SSA; Twinfield EA; Vergennes EA; Washington South EA (Northfield). ■



Cindy Bubrowski of Montpelier addressed the Livable Wage rally from the steps of Burlington City Hall.

2003 Updated Livable Wage Figures

A livable wage is the hourly wage or annual income sufficient to meet an individual or family's basic needs plus all applicable federal and state taxes. The basic needs budgets estimate what it costs to live in Vermont for six different Vermont urban and rural family sizes. Therefore, there is no one livable wage number. These figures are intended to be a guide for compensation based on how much it costs to meet basic needs in our state.

Since 2001, the State of Vermont Joint Fiscal Office (JFO) has estimated the cost of basic needs and the equivalent livable wage, based on methodology first developed in Phase 1 of the VT Job Gap Study and expanded by a 1999 Special Legislative Committee. As part of Act 119 – passed during the 2000 VT Legislative Session – JFO updates these calculations every January 15th. Below are the latest livable wage figures which assume employer-assisted health insurance and are averages of the rural and urban findings. (The full report can be found at www.leg.state.vt.us/jfo)

Family Size	Livable Wage Figures *
	(As prepared State of VT, Joint Fiscal Office, 1.15.03- 2001 Data)
2 adults, no children	\$18.99/hr. (\$39,499 yearly) (\$9.50/hr. each worker)
Single person	\$11.58 /hr. (\$24,086)
1 parent, 1 child	\$17.95 /hr. (\$37,336)
1 parent, 2 children	\$21.50 /hr. (\$44,720)
2 parents, 2 children, 1 job	\$22.75 /hr. (\$47,320)
2 parents, 2 children, 2 jobs	\$28.06 /hr. (\$58,344) (\$14.03 /hr. each worker)

Basic Needs include:

- Food
- Rent
- Utilities
- Health care **
- Transportation
- Child care
- Clothing / Household
- Telephone
- Personal expenses
- Renter's insurance
- Dental care
- Life insurance
- Savings of 5%
- Federal and state taxes

* These figures are the averages of urban and rural Vermont findings

** This data assumes employers pay a large % of workers' health insurance.

Photo by Kevin Commo



The winning scholars from Hanover: (L-R) Assistant Coach John Donnelly, Head Coach William Murphy, Evan Gardner, Iain Prendergast, Captain Niall Prendergast, Doug Brown, Andy Lee, Harker Rhodes, and Vermont-NEA Scholars' Bowl President David Rome.

Hanover wins Vermont-NEA Scholars' Bowl competition

By David Rome

Hanover High School emerged as the winner of this year's Vermont-NEA Scholars' Bowl competition. Hanover defeated a very resilient team from Champlain Valley UHS that overcame a 100 point deficit to make a late surge, but time ran out before they could completely rebound. The result: Hanover 330, CVU 270.

In the semifinal matches played earlier, Hanover responded to an early Burr and Burton lead to come back to win, while CVU coach John Bennett helped orchestrate a win over Mt. Anthony. Ironically, John began that program at Mt. Anthony eight years ago before moving to CVU in 2001.

The win by Hanover was its second championship in the twenty years of Scholars' Bowl academic competition. Their first win was in 1993. The annual Scholars' Bowl competition takes place through the school year among over thirty high schools.

Although Hanover HS is in New Hampshire, their participation in the Vermont tournament is a result of being in the Dresden School district, made up of Hanover and Norwich, Vermont.

As a result of winning the Vermont tournament, Hanover coach Bill Murphy has graciously invited John Bennett and Kevin Commo (of Burlington) to co-coach the Vermont team at the Panasonic Academic Challenge as he himself will be coaching the New Hampshire All-Stars.

Bill has also asked two other Vermont students, Dan Mills of CVU and Keith Williams of Burr and Burton, to be on the team along with four of his own students, Andy Lee, Evan Gardner, Niall Prendergast, and Harker Rhodes.

Congratulations to everyone on another fine championship day, and many thanks to the Vermont-NEA for its continued support! ■

STARBASE Teacher Academy August 4-8 in Rutland

By Doug Gilman, STARBASE Director

Do you teach grades 3-6? Would you like to enhance your science teaching skills? Do you want to go away for an up lifting experience, meet great people, and have new learning experiences? If so, please join STARBASE Vermont and UVM for our Teacher Academy in Rutland this summer.

Hands-on science, math and teambuilding activities will provide some interesting challenges. Rockets to launch, gliders to glide, hot air balloons to fly, pilots to meet, airplanes to see and touch....what a way to enjoy the summer!

Chris Dermody will be your main instructor for the course, but we will also use a team teaching approach to enhance our capabilities. With over 30 years as an educator and an extensive background in science and math, Chris will deliver a valuable learning experience that will help you add new energy to your science and math cur-

riculum. We will also teach you our highly successful personal development activities involving teambuilding, goal setting and healthy choices.

We will be offering our 3 credit course August 4-8, 2003. The class will meet at our new, air-conditioned classroom in Rutland. We also plan to make a day trip up to tour the Burlington Airport and the Vermont Air National Guard base in South Burlington. There we will meet with a pilot and various technical experts involved with the aircraft. We'll even be able to get up close and personal with an awesome piece of modern technology – the F-16 Fighting Falcon!

If you choose to take the course for credit, tuition is \$279 for three graduate-level credits, payable to UVM. A fee of \$50, payable to STARBASE Vermont Inc., covers the cost of course materials. If you're interested, please call 802-660-5201 for application information. You can also obtain more details and apply online at www.starbasevt.org. ■

Film by Vermont-NEA member will premiere on June 24

SHELburne – On June 24, Shelburne Farms will host the Vermont film premiere of the moving educational documentary *The Last Link*. Produced by Vermont-NEA member Tim Kahn and his son Ben, the film, which is supported by a Vermont-NEA traces the rich and dramatic immigration story of the shepherding culture from the French Pyrénées to the western United States. Less than a hundred years after scores of young people left the Old World to herd in the New, the culture they brought with them, like family-based agricultural traditions in Vermont, is in danger of being absorbed into the mainstream, as it dies out as a viable livelihood.

The film celebrates the deeply

rooted natural and cultural legacy of the Basques and Béarnais peoples, as an 83-year-old shepherd from Wyoming makes a symbolic voyage “home,” back to France and the Old World, to explore the land of his parents, for the first time in his life.

In addition to this beautiful film, the evening will feature delicious hors d'oeuvres, music, student generated projects celebrating natural and cultural heritage and end with a panel discussion on the importance of sustaining family based agriculture.

Tickets (\$17.00) will be sold by the Flynn Box Office 802-863-5966 and will be on a first-come-first-served basis. Reserve now and don't miss this memorable evening. ■

Vermont-NEA sponsors film project

MONTPELIER – Tim Kahn's educational documentary *The Last Link* is supported by a Vermont-NEA Sponsorship Grant to help pay for production and distribution to schools. Tim met with the Vermont-NEA Partnership/Sponsorship Committee seeking assistance. He impressed committee members with the potential and quality of his project, including the film.

Tim says that responsibility, for educators, is defined “not by helping students simply survive, but rather by enabling them to sustain the best of their culture while creating positive change. We must lead them to discover what is missing for many: a sense of place, a sense of community, and a sense of self, all towards a sense of purpose.”

Here is how Tim Kahn describes *The Next Link* project:

This comprehensive educational outreach project and the complementary documentary film *The Last Link* are designed to reach into classrooms and community centers across the country and become the focus of community forums around the topic of sustaining our natural and cultural heritage. The decline in agricultural life comes at a time when many students are facing a personal crisis of identity that is rooted in a lack of a family support system and a lack of a connection with a culture or community. Involved in the project's continual development and implementation are teachers of students K-16, students, farmers, community leaders, senior citizens, community service learning organizers, and business leaders.

It is the intention of this project to have an ultimate effect on saving family-based agriculture. We hope to increase the awareness of youth and community members of the critical need to save the family farm and become involved in the movement to bring about national changes in policies destructive to the small farmer/rancher. We also strive to eliminate the isolation many embattled farmers experience by involving community

members in their struggle to survive. These goals will become part of a national interdisciplinary curricula related to sustainability themes of the film to be taught in schools across the country.

The project leaders have decided on five project components to realize the goals of *The Next Link*, the first of which is *The Last Link* documentary film. Using the trip of an aging Basque-American sheep rancher to the homeland of his parents as a backdrop, the film explores how the current economic climate in America threatens family-based and community-oriented agriculture, which resonates in the loss of a collectively learned knowledge and the disappearance of our great cultural legacies.

The second component is *The Next Link: Building Sustainable Communities* Curriculum Guide, which offers curricula designed for a wide variety of subject areas, from social studies to film/video programs.

A Traveling Cultural Exhibit, the backdrop for community forums, is slated as the third component and will tour the United States to highlight the film and the American-European photos of Etienne Follet, a renowned French photographer, celebrating family agriculture, roots, community, the land and work.

Moving into the realm of place-based learning, the fourth component consists of sustained agricultural exchanges among people of all ages on both the national and international levels. Annual Presentation of Initiatives in Education for Sustainability, the fifth component, will provide yearly reviews of exemplary national and international community projects for sustainable living on planet Earth.

The Next Link: Building Sustainable Communities is off to a tremendous start. Within the first 10 months of its inception, project leaders succeeded in garnering support and meeting production goals. The latest news: Willie Nelson has recorded the film introduction! ■

Shelley Townsend wins Vermont History Day Educator's Award

BARRE – The ongoing success of History Day in Vermont has resulted largely from the involvement of a number of teachers who, over the years, have been committed to the growth and development of the program within the state. Each year, Vermont-NEA recognizes the efforts of one of these teachers with a \$250 History Day Educator of the Year Award. This award is given to an educator who is a Vermont-NEA member, has demonstrated superb guidance of History Day students, and is committed to the growth and betterment of the National History Day program. This year's winner is Shelley Townsend, a sixth grade teacher at the Mt. Holly School.

This was Townsend's fourth year as a History Day teacher after being recruited by a fellow teacher at Black River High School. She first introduced her students to History Day as a voluntary after-school program, but has since incorporated the program into her curriculum for her entire class to enjoy and learn from. This year, six of her students who had invested a considerable amount of time and energy in their projects participated in the state contest.

Since Townsend introduced Vermont History Day at Mt. Holly, a number of her former students have continued to participate at Black River High School, several qualifying to participate at National History Day. In fact, a few of her former students will be traveling to College Park, Mary-

Photo by Bev Osterberg



Shelley Townsend wins award.

land for the 2003 National contest. Townsend has not only been committed to the success and improvement of the Vermont History Day program, but to improving the quality of social studies instruction throughout the state. She serves as secretary of the Vermont Alliance for the Social Studies, a professional affiliate of Vermont-NEA.

Vermont History Day continues to be a growing success. On April 12, over 130 students from around Vermont gathered in Barre to present history projects that they researched and created throughout the school year. As a result, 32 Vermonters will travel to College Park, Maryland to participate in National History Day 2003. Students researched topics connected to this year's theme, "Rights and Responsibilities in History" and presented their research in the form of papers, exhibits, documentaries and performances.

Because of her commitment to the Vermont History Day program and her dedication to her students and fellow teachers through her efforts to promote and improve social studies instruction, Vermont History Day and the Vermont NEA are proud to name Shelley Townsend as this year's Vermont History Day Educator of the Year. - Eric Peterson, VHS

"I Can Do It" Workshops for New Teachers

At the 2003 Vermont-NEA Summer Leadership Conferences

July 31 at Rutland High School, in Rutland
August 5 at St. Michael's College in Winooski
August 7 at Lyndon State College, in Lyndon

Each workshop runs one day only,
from 9 a.m. to 3:30 p.m.

Dear New Teacher:

Vermont-NEA understands what the early years of teaching feel like, how immensely challenging and exhausting they are. We also know how little support many of you receive from your school districts. To help you be more successful and confident at the beginning of your career, Vermont-NEA is sponsoring "I Can Do It" workshops at each of its 2003 Summer Leadership Conferences.

This nationally recognized workshop 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.

The trainers for the summer workshops are veteran Vermont teachers with mentoring experience. These trainers are also revising the traditional workshop curriculum with the support of Vermont-NEA to make it more responsive to what Vermont teachers have told us they need.

Three workshops will be offered by training teams at each Conference day: one for elementary teachers, one for middle school teachers, and one for high school teachers. The trainings are open to Association members only with 1 to 5 years of teaching experience. Vermont-NEA will provide lunch to all participants and reimburse mileage expenses.

To sign up, contact Ellie McAndrew at 1-800-649-6375 or email her at emcandrew@nea.org. Give Ellie the following information:

- (a) your name, school phone and home phone
- (b) how many years you have taught & where your teach
- (c) the level of training you want -- elementary, middle school or high school -- and which of the trainings you will attend:

July 31 at Rutland High School
August 5 at St. Michael's College in Winooski
August 7 at Lyndon State College in Lyndon.

These workshops fill up very quickly, so please let us know as soon as possible if you are interested. Non-members may participate if they join the Association: ask your local president about our 2003 Early Bird Special membership offer, which is good through June 1, 2003.

Attention Vermont Educators!

Did you know:

- National Board Certified Teachers meet the criteria of "highly qualified" under No Child Left Behind?
- Completion of the NBPTS portfolio can count toward relicensure?

The Vermont World Class Teaching Project offers financial incentives for teachers to apply for National Board Certification, and is currently accepting applications from interested teachers for the 2003-2004 school year.

Informational meetings will be held in from 3:30-5:00 PM at the following locations:

- Tuesday June 17 – Berlin – Comfort Inn (exit 7, I-89)
- Wednesday June 18 – S. Burlington – Howard Johnson (Shelburne Rd.)
- Thursday June 19 – White River Junction – Comfort Inn (exit 11, I-91)

For more information, visit our website at:
www.vtworldclassteaching.org

To register, call or e-mail:
Laurie Lawrence, Coordinator
Vermont World Class Teaching Project
747-0060; llawrence@vtworldclassteaching.org

Fulbright Teacher Exchange - The professional opportunity of a lifetime!

By Alan Berry

Brochures and applications are now available for exchange opportunities in 28 foreign countries for the 2004-2005 school year. All K-12 teachers, counselors, and special educators with at least two full years of experience are eligible to apply. There are also some opportunities for two and four year college teachers.

I have participated in two year-long Fulbright exchanges and I would love to see more Vermont-NEA members apply! If accepted, you are matched with a foreign teacher with whom you swap jobs for the year. You may also agree to swap homes. (The housing exchange worked out great for us.) You would still be technically employed and paid by your school here in Vermont and continue to accrue benefits in the retirement system. The Fulbright grant pays for certain benefits, including an orientation program for the whole family in DC, plus round trip airfare for you, the teacher, to your foreign destination or a small stipend to supplement your salary. The best news is this: If you stay out of the country for a full twelve months, all of your income for the year is totally tax free in both countries.

My first exchange was to Fort Frances, Ontario, which borders International Falls, MN. (I will never call Vermont's climate cold again!) I was accompanied by my wife, Sarah, and our two children who were in grades 6 and 9 at the time. Vermont is a wonderful place to raise children, but this was a great opportunity to broaden their horizons. The entire year was a very positive experience for our family life as we shared many new adventures together. Our daughter made a life long friend who will be one of the bridesmaids in her wedding this summer.

I thoroughly enjoyed teaching grades 10-12 math at Fort Frances High School. The Canadians put very few additional demands on classroom teachers and I was able to focus my full attention on doing the very best possible job in the classroom. I learned the pros and cons of teaching in a 4x4 semestered block schedule with 80 minute classes.

The math curriculum was standardized province wide and was presented in a fully integrated way (as opposed to teaching algebra, geometry, etc. as separate disciplines). I came home to Harwood Union High School refreshed, renewed and full of new ideas.

Two years ago, with the kids grown and gone, Sarah and I headed to Bridport, Dorset, England which is 140 miles southwest of London, right on the coast. Dorset is a rural county filled with classic country villages of

stone cottages with thatched roofs. The extraordinary beauty of the Dorset coastline has earned it World Heritage Site status.

We absolutely fell in love with the English people. They seem quite easy to please and well contented with life's simplest pleasures. Complaining is very rare and in spite of a lower standard of living than ours and one of the world's most miserable climates, their most frequently used words are "lovely" and "brilliant"!

We were surrounded by sites of historical and archeological interest. Sarah and I visited 1000-year-old castles and churches, ruins from the Roman occupation and iron age hill forts. Local standing stones and burial mounds dated as far back as 3000 BC.

While in England, I taught grades 6-11 math in a state comprehensive school. My teaching experience here was more difficult than in Canada, but very rewarding, as well. I carried a heavy load of 200 students in eight classes, each of which met three times a week. The school culture is much more formal than in America. All English students must wear uniforms until they reach 6th form (grades 11 and 12). Male teachers are all addressed as "sir" and female teachers as "miss." All schools teach the national curriculum and progress is assessed, of course, by performance on national standardized tests in all subject areas. Virtually everything done in the classroom is geared toward test preparation. University admission is based nearly 100% on national test results. Transcripts of grades from secondary school are not used at all in the process. Though I wouldn't want to spend my entire career teaching in such a system, I was glad to experience it for a year and I returned home with greater appreciation for the way we do things here in North America.

The English school year runs from the first of September until the third

week of July, but during the year there are 7 weeks of vacation. We used some of our tax savings and traveled all over England, Scotland and Wales. We also took two trips to Italy and spent several days in Paris. We traveled to France by train from our local station in Dorset on Palm Sunday after attending morning services at the Anglican Church. The Eurostar train which goes through the "chunnel" and speeds along at 185 miles per hour in France had us in downtown Paris for Sunday supper. Quite an experience!

I should say that both the Canadian and English teachers who came to my school worked out very well and were strong assets to the Harwood math department. The exchanges proved to be "win-win" for both teachers and both schools in both cases! Since the exchange, Ed Hanson from England and I have each traveled back to our exchange schools to visit our students and visit each

other's classrooms. We also swapped houses again last summer during vacation.

My hope is that I have successfully sparked some interest! Applications are due October 15th and interviews are conducted in November and December. The nearest interview sites are Keene, NH and Plattsburg, NY. Matches are proposed and finalized in the spring.

To receive an application and brochure call 1-800-726-0479. Applications are also available on-line at www.fulbrightexchanges.org

Feel free to contact me personally with any questions. I'd love to hear from you. My email is berrya@harwood.org

P.S. The United Kingdom is now offering 6 month and 6 week exchanges in addition to full year exchanges.

Alan Berry is President of the Harwood Education Association



Alan Berry with his visiting sister Carol on the coastline in Dorset, England.

Angelo Dorta, Tom Gallagher, Joyce Sullivan win contested Vermont-NEA elections

MONTPELIER -- Vermont-NEA Elections Committee Chair Ann Lavery reported Association election results to the Vermont-NEA Board at their meeting on Saturday, May 2. Ballots were cast through the mail by Vermont-NEA members from May 31 to April 13, and then were tabulated by the accounting firm of Mudgett



Jennett and Krogh-Wisner.

Angelo Dorta prevailed in the contest for Vermont-NEA President, with 1,203 votes to 730 votes for Bonnie Tuscany of Morrisville.



Joyce Sullivan of Brattleboro

This will be Angelo's fifth consecutive term as Vermont-NEA President, an Association record.

was elected NEA Director from Vermont, with 948 votes to 741 votes for Jay Burnell of Bennington. This will be Joyce's first term.

Tom Gallagher of Lamoille UHS won the contest for Vermont-NEA Vice President, with 951 votes to 787 votes for Terri Vest of Twinfield. This will be Tom's first term.

Uncontested election results
Jeff Isham, who ran unopposed, won the election for Vermont-NEA Secretary Treasurer.

Cindy Bubrowski of the Montpelier Support Staff Association was elected to a seat on the Vermont-NEA Board representing the Central Vermont District, Area 1.

Diane Alberts of the Proctor Education Association was elected to a seat on the Vermont-NEA Board representing the Addison-Rutland District, Area 2.

Carol Hinchey of the Essex Educators' Association was elected to a seat on the Vermont-NEA Board representing the Chittenden County District, Area 3.

These 15 Delegates were elected to represent Vermont-NEA at the NEA Representative Assembly in New Orleans in July:

- Martha Allen 1608 votes
- Phillip Bailey 1607 votes
- Gary Barton 1584 votes
- Jay Burnell 1619 votes
- Lisa Champagne 1613 votes
- Charles Hess Jr 1596 votes
- Carol Hinchey 1632 votes
- Linda Howard 1582 votes
- Jeff Isham 1637 votes
- Kim Kimler 1580 votes
- Joyce Sullivan 1628 votes
- Alison Sylvester 1604 votes
- Francis Trask 1565 votes
- Bonnie Tuscany 1647 votes
- Terri Vest 1601 votes

Retired Delegate -
Jay Kaplan 257 votes

Upcoming Association events...

June 7
Vermont-NEA Board meets in Montpelier.

State NEA R.A. delegates meet

July 1-6
NEA Representative Assembly in New Orleans

July 14
Deadline for August issue of Vermont-NEA Today

July 31
Summer Leadership Conference at Rutland High School

August 4
Deadline for September issue of Vermont-NEA Today

August 5
Summer Leadership Conference at St. Michael's College, Colchester

August 7
Summer Leadership Conference at Lyndon State College

August 11
Deadline for Vermont-NEA Convention program

What's new on the Vermont-NEA Website...



www.vtnea.org Teacher Salaries 2002-03

Vermont teacher salary settlements for the past three years are listed by UniServ District, school district and Supervisory Union online at...

www.vtnea.org/Salaries.htm

The salary data includes percent increases and average beginning, mid-range and top salaries since 2000-01.

Summer Reading for Kids 2003

Vermont-NEA's latest list of books recommended for summer reading is posted online at...

www.vtnea.org/Blist-18.htm

This year's list was edited by Shannon Walters, librarian at C.P. Smith Elementary School in Burlington, and published as a community service by Vermont-NEA.

Summer reading and holiday giftbook lists for the past nine years also are available at the site.

Letters

I am honored that you have elected me as Vice President

Being a politician and campaigning is something that I am not comfortable with, and this election was no exception. I would rather be able to sit down with each of you and talk about my visions for the Association. However, being that I am a full time teacher, and building representative for my local association, this is not possible.

I am honored that you have elected me as Vice-President of Vermont-NEA. This is a task I will not take lightly. As I said in my campaign, I want to be able to work with the Board of Directors and the membership to improve our conditions of employment as well as developing a positive learning environment for our students. This has been the focus of the Board of Directors, Executive Committee, Officers and Staff in the past, and we will continue to strive to do so.

I could not have been successful in my quest for the office of Vice-President without the help and support of others. Some of the support I solicited, but many approached me with offers of help. To everyone who came out to work for me I would like to express my thanks. "THANKS!" I would also like to thank everyone who took the time and effort to fill out and mail their ballot.

I would also like to thank my opponent, Terry Vest, who ran a strong campaign which focused on the issues. She is an asset to our profession.

I hope any member will feel comfortable contacting me about issues that are important to them. You can contact me by phone, e-mail or the USPS. I don't know all of the answers, but will try to find out, and will get back to you. We are the workers for the membership and with your support will continue to serve you.

Tom Gallagher
Lamoille UHS EA

Congratulations to newly elected officers

Vermont NEA has newly elected officers for the organization. I am sure that they will serve all of us well in the next two years. I want to offer my sincere congratulations to all of them.

As an organization, we need to continue to push for the best working conditions for our members. Right now, many of us in our locals face a serious budget crisis. There are so many uncertainties because of it. Such uncertainties can cause splintering and even non-involvement. We need to work together and help to bring about involvement at all levels.

As stated in my campaign, Vermont NEA is only as strong as the members who are working each day in our public schools. Please remem-

ber members, YOU are the organization.

I would like to take this opportunity to thank the many people who encouraged me to run for Vermont-NEA President. We spent many hours together and those hours were most rewarding. Your support was greatly appreciated throughout the campaign. There are not sufficient words to express my gratitude.

Throughout my travels, I made many new contacts with dedicated, hard working, Vermont NEA members. Remember — you are making a positive difference each day for the children in Vermont's public schools.

Bonnie P. Tuscany
Morristown EA

Thank you for re-electing me

Thank you for re-electing me to serve as your Vermont-NEA President for another term. Together, we must confront imminent challenges at least as serious as any we have faced in nearly a decade. As always, I will work hard on your behalf to ensure that our students, our schools, and our profession are well represented, strengthened, and treated with the respect they so richly deserve. Through our collective actions and mutual support, we will leave the lasting legacy of a better future.

Angelo Dorta
Vermont-NEA

OPPORTUNITIES

Tom Pinsonneault retires

A fine educator decides it's time to move on

The start of each school year brings with it a crop of new educators, some fresh out of college, some transferred from another place, some entering the profession from other fields. And the close of the school year marks the departure of colleagues, some to retirement, some to other schools, and some to new challenges.

Tom Pinsonneault, world cultures and geography teacher at Fair Haven Grade School, is moving on, after 31 years in what he calls the "education game."



Tom Pinsonneault has taught for 31 years.

Here we say good-bye to Tom, as a representative of the many Vermont educators who are retiring and whose careers and years of service

As is common for exceptional educators, Tom is an active, involved member of his community. "Over the years, I have been recognized as Master and Past Master of Independence Lodge F&AM, President of Cairo Camel Corp (the Shrine), Past President of the Benson -Orwell Congregational Church, Church Deacon and choir member and trustee, member of the local Food Shelf, Youth Group leader, President of Ethan M. and Eliza T. Wright Memorial Library, Inc., and Cemetery Trustee," he says, adding: "I was selected by LSC to represent the college at the installations of Marlboro College President LeBlanc and Green Mountain College President Benson."

We extend our respect and appreciation to every Vermont-NEA member leaving service to Vermont public schools this year...

to Vermont youth deserve recognition.

Tom Pinsonneault has been a member of Vermont-NEA for 29 of his 31 years as a teacher. "I have always felt good about being a member," he explains. "I always knew that if I need be, VEA would be there, and they were."

A Full, Rich Career

Tom did more than his share over the years supporting the Association. He served as president, vice president and negotiator for Addison Rutland EA and Fair Haven Grade School. And his service included professional work for the district. "I was instrumental in restructuring the Social Studies curriculum in the ARSU and chaired the curriculum committee for that revision," he says.

In addition to his teaching duties, Tom has been involved in drama, flag football, baseball, basketball and intramural sports. "Most recently, in my World Cultures and Geography classes, I have introduced international dance and folktales as a part of the regular curriculum," says Tom. He and his wife Sharon also presented a folk dance workshop at the Vermont-NEA Educators' Convention in 2001.

Not surprisingly, Tom has been recognized as ARSU Teacher of the Year and further recognized by the Superintendents Incentive Award. He served as President for the Lyndon State College Alumni Association and received an appointment from Carol Moore, President of LSC.

As is common for exceptional educators, Tom is an active, involved member of his community. "Over the years, I have been recognized as Master and Past Master of Independence Lodge F&AM, President of Cairo Camel Corp (the Shrine), Past President of the Benson -Orwell Congregational Church, Church Deacon and choir member and trustee, member of the local Food Shelf, Youth Group leader, President of Ethan M. and Eliza T. Wright Memorial Library, Inc., and Cemetery Trustee," he says, adding: "I was selected by LSC to represent the college at the installations of Marlboro College President LeBlanc and Green Mountain College President Benson."

New Challenges

Tom is leaving the classroom to do something new. "What's life without taking a risk (as I tell my kids)?" he asks. "I can't wait to begin a new and challengingly different career. How I ever lasted over 30 years at one job is beyond me, but I AM READY to move on."

Most recently, Tom and his partner (wife Sharon) were hired by Suzuki Camps for a week-long "gig" at the Killington Music Festival this summer. Next year, they hope to do more with the Killington people, since they seem to be nationwide, as well as having music camps in Canada.

"The great thing is that I have many options and I don't feel pressured to do something immediately, says Tom, adding: "But, like most people, I will need to work a bit longer and I am hoping that someone needs a Baby Boomer on their staff... Thanks for asking!"

We wish Tom Pinsonneault success in his new adventure. And we extend our respect and appreciation to every Vermont-NEA member leaving service to Vermont public schools this year. -LBH

Vermont-NEA Summer Leadership Conferences

This summer, Vermont-NEA will offer one-day leadership conferences around the state for easy access and to accommodate your busy schedule!

Who's invited?

Association officers, negotiators, grievance reps, membership chairs, building reps, active members... and anyone who may soon have one of these roles.

What's the cost?

Continental breakfast, lunch, snacks and conference materials are provided **free!**

Where/When can you attend?

Select the date/location that's most convenient for you!

Each Conference starts at 8:00 am and ends at 3:30 pm

Thursday, July 31	Rutland High School
Tuesday, August 5	St. Michael's College, Colchester
Thursday, August 7	Lyndon State College

The Choice is yours. Select one...

Nuts & Bolts Bargaining: Examine salary schedules, wage indexes, "alternative" salary schemes, and impasse resolution procedures: binding arbitration, fact-finding and mediation. A practical "You can do it" approach to bargaining your contract.

Bargaining Behavior and Attitudes: Topics include: dynamics and psychology of negotiations, verbal skills at the table, crisis bargaining and over-all planning for the entire negotiations process. Appropriate for both teacher and support staff negotiators.

Solving Workplace Problems: This workshop will give you the skills and information you need to handle and resolve problems, and build a union culture that identifies problems before they happen, or before they escalate into grievances.

Membership Recruitment and Treasurers Training: Vermont-NEA staff will review all steps of the Treasurer's job, including how to set up your books, processing new and renewing memberships, payroll deduction, billing process, reporting requirements, membership incentive programs, and successful membership programs.

Leadership Skills & Roles: How to involve more members, how to solve conflicts, how to set goals and achieve them, how to use your Association to make life better for all your colleagues... Very practical solutions, tailored to your real needs.

Passing School Budgets & Electing Good School Boards: Learn from the direct experience of Vermont-NEA members across the state who have been successful in electing pro-education school board members and getting budgets passed.

Paraeducators Meeting New Standards – Tests, Portfolios, Professional Development: Paraeducators are facing new regulations which require higher education standards. For some districts, this will require new courses and standardized tests. Another way to meet these standards may be a professional portfolio. This workshop will examine the different options, and help you plan how you can influence your district's decisions.

Mining for Gold – Experienced Leaders Seminar: This seminar is intended for limited participation by highly experienced local leaders. Vermont-NEA staff will facilitate a seminar to "pick your brains" so that your wealth of knowledge can be effectively utilized.

"I Can Do It" Training for New Teachers: This is a one-of-a-kind workshop for teachers with 1 to 5 years of experience. New teachers come away feeling inspired and more confident, and they learn where to turn to for ongoing support if they need it.

SLC 2003 Registration Form

Name: _____

Association: _____

E-Mail: _____ Summer phone: _____

Please check which location(s) you'll attend.
You can come to as many as you wish.
Please check which workshop track you will attend.
Choose only one track per day.

	Thursday July 31 st Rutland H.S. Rutland	Tuesday August 5 th St. Michael's College Colchester	Thursday August 7 th Lyndon State College Lyndon
Nuts & Bolts Bargaining			
Bargaining Behaviors & Attitudes			
Solving Workplace Problems			
Membership Recruitment & Treasurers Training			
Leadership Skills & Roles			
Passing the Budget & Electing a Good Board			
Paraeducators Meeting New Standards			
Mining for Gold – Seminar for Experienced Leaders			
I Can Do It – New Teacher Training			
(3 breakouts: Elementary, Middle or High school) Please check the appropriate grade level	E	M	H
	E	M	H
	E	M	H

RETURN by July 20th to Vermont-NEA / 10 Wheelock Street / Montpelier, VT 05602
FAX: 802-223-1253 E-Mail: Efridman@nea.org