

TROOPS TO TEACHERS

APRIL 2013

CENTRAL STATES

VOL . 2-13



HOW TO MAKE A GREAT IMPRESSION AT THE JOB FAIR

For years, I hit the road with other School District Hiring Directors as we conducted the 'Meet and Greet' Job Fair rotation. These are grueling days of candidates putting their best forward and Directors searching for the best candidates for their schools. In the past few months, I have attended a couple of Job Fairs representing my University as a volunteer, no longer in the frenetic foray of the Director conducting on-the-spot interviews. This has been a wonderful opportunity for me to watch and to learn what makes the difference.



WWW.TROOPSTOTEACHERS.MO.GOV

FROM MY OBSERVER PERSPECTIVE, HERE ARE SOME TIPS TO KEEP IN MIND:

- It seems obvious to present yourself in a professional light (dress, demeanor, etc.), but I have seen many candidates who didn't seem to get the memo! Wearing jeans and sunglasses in the Fair! Think of the message that sends to an employer!
- Don't come across as too familiar. All Directors will wear name badges. This doesn't give you permission to become best friends and call them by their first names. I observed one candidate approach a district and call the women by their first names and address the men as 'Mr. ____'. It was noticed. Ouch!
- Have clean, easily readable resumes to hand to prospective employers. Be ready to succinctly highlight important elements on your resume: area of licensure, university or college you attended, any special experiences or training.
- Only pursue the districts or schools in which you are genuinely interested in teaching. At a Job Fair, the Director's time is limited and he or she has the mission of finding qualified teachers who will meet their needs. If you aren't willing to relocate, don't take the time of a Director from a district out of town, just for the practice of an interview.
- Finally, if you do get an interview, get the interviewer's business card, and send a thank you email or note within the following week in which you make specific comments regarding how you would be a benefit to their district. Make sure that your name is kept in the forefront.

This is the crazy season for job hunting. Best of luck finding the perfect fit!

Jeanne Gilbert

Assistant Professor, Student Teaching Services, Regis University, Denver CO

This article is courtesy of Education Week (<http://blogs.edweek.org/topschooljobs/careers/>)

ATTENTION: SUPERINTENDENTS, PRINCIPALS & HIRING OFFICIALS

Are you trying to hire the best available candidates to meet your teaching needs? If so, the Troops to Teachers Hot List is exactly what you are looking for. Be sure to check out the Hot List for your next high-quality hire. Troops to Teachers members are proven professional team members that are committed, creative, mature and prepared. Look here first when you need a new teacher. Whether you need a special education teacher or a volleyball coach, a Troops to Teacher candidate is your best choice for a productive and positive work force in your school.

The Hot List provides information about veterans who have enrolled in the Troops to Teachers program and are looking for teaching jobs in your area. [Veterans must be enrolled in Troops to Teachers to be included on the list.] Contact a Troops to Teachers supervisor to get your copy of the Hot List. Call **877.530.2765** or email troopstoteachers@dese.mo.gov.

STAFF

JEFFERSON CITY OFFICE

877-530-2765

Chad Schatz

Director

John Hose

Assistant Director

Ron Marsch

Supervisor

Debbie Butcher

Teacher Certification

Supervisor

Loretta Fennwald

Administrative Assistant

ST. LOUIS OFFICE

314-467-5080

John Parker

Supervisor

Mike Bitzenburg

Supervisor

Robert Hummel

Approval Developer

Suzanne Adam

Secretary

KANSAS CITY OFFICE

816-241-1705

Turner Shipman

Supervisor

Leo Blakley

Approval Developer

Sharon Sawyer

Secretary



Scan this code with your mobile device to be directed to the Troops to Teachers website.



Scan this code and be the first one to leave a message. Mention that you used this code and receive a free gift.

To find out if you are eligible for GI Bill education and training benefits, call 888-442-4551.

TROOPS TO TEACHERS NEEDS LOCAL VOLUNTEERS TO ASSIST WITH RECRUITMENT AND MARKETING EFFORTS.

Central States Troops to Teachers operates to enhance our operations and increase program awareness. We are seeking local volunteers and mentors that live on or around military installations to assist with recruitment and marketing. Volunteers could attend recruitment events and conduct briefings at local military installations. The mission of a local volunteer would be to increase program awareness among veterans, colleges, universities, and local school districts. If interested in volunteering please contact: John Parker at john.parker@dese.mo.gov or call: **1.314.467.5079**

THE TROOPS TO TEACHERS PROGRAM SUPPORTS THE YELLOW RIBBON PROGRAM

Seen here is Turner Shipman of the Missouri Veterans Education and Training section. Information on the GI Bill for use in school, OJT and Apprenticeship programs, and Troops to Teachers was provided to hundreds of participants.



GET TO KNOW THE STAFF AT THE TRUMAN EDUCATION CENTER

The Truman Education Center is Fort Leonard Wood's home of ACES, the Army Continuing Education System. Their goal is to provide adult and continuing educational services to soldiers, adult family members, Department of the Army Civilians, and retired personnel. It is achieved by providing professional development programs, such as on post college and university courses, counseling and testing, basic skills and on-duty leadership enhancement programs. They are located at: BLDG 499, 268 Constitution Avenue, 573.596.0172, Monday - Friday: 0700 - 1800



Truman Education staff L-R. Christina Ludtke, Earl McKee, Mark Armstrong, Chevina Phillips, Stacy Flathers, Dr. Lillian Stewart

TEACHING AS A SECOND CAREER SEMINARS

Does your organization need to learn more about the program? Do you have members that can benefit from the Troops To Teachers program? The Troops to Teachers office can offer Teaching as a Second Career Seminars to brief program essentials.

Topics typically include: Pathways to teaching (certification or licensure process) Financial assistance (TTT, federal, and state funding) Advantages and disadvantages of teaching Desired attributes of teacher candidates Salaries and job market Individual counseling.

STATE TEACHER JOB VACANCY SITES

Looking for a new job? These are some sources that may prove useful for certified teaching and substituting.

IA: <http://www.iowaeducationjobs.com/>
 KS: <http://www.kansasteachingjobs.com/>
 MO: <http://www.moteachingjobs.com/>
 NE: <http://www.nebraskaeducationjobs.com/>

Missouri/Kansas/Nebraska/Iowa

Chad Schatz, Director
 John Hose, Assistant Director

Missouri Department of Elementary and Secondary Education

Veterans Education and Training Section
 P.O. Box 480 • Jefferson City, MO 65102-0480
 Phone: 877-530-2765 • Fax: 573-526-5710
 Email: chad.schatz@dese.mo.gov

TEACHER CERTIFICATION CONTACT INFORMATION

IOWA

Dr. Mary Lou Nosco • ☎ 515-725-2146
E-mail: marylou.nosco@iowa.gov

MISSOURI

Debbie Butcher • ☎ 573-751-7863
E-mail: debbie.butcher@dese.mo.gov

KANSAS

Sungti Hsu • ☎ 785-291-3573
E-mail: shsu@ksde.org

NEBRASKA

☎ 402-471-0739
E-mail: nde.tcrtweb@nebraska.gov
Website: <http://www.education.ne.gov/tcert>

PARTICIPANT LIFECYCLE

Determine Eligibility

Register

Bachelors Degree

Teacher Certification

Job Search

Get Hired

Be a Mentor

The national Troops to Teachers website is located at www.proudtoserveagain.com.

VETERANS EDUCATION & TRAINING SECTION

April 2013

MISSOURI STATE
APPROVING AGENCY

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TREASURY OFFSET PROGRAM (TOP)

Several schools have not received the latest information concerning the Treasury Offset Program (TOP) and how it may affect their institution if an overpayment is assessed against the school. Schools should not refund funds to VA unless they are positive the school owes those funds. Please refer to the School Certifying Official Handbook concerning school and student debt.

http://www.gibill.va.gov/documents/job_aids/SCO_Handbook_v2.pdf pg 92 of SCO Handbook

DEBT COLLECTION TIMELINE						
RPO NOTIFIES STUDENT OF DEBT LETTER A	DCM SENDS 1ST LETTER LETTER B	DCM SENDS 2ND LETTER LETTER C	DMC SENDS TREASURY OFFSET LETTER [TOP] LETTER D	DMC REFERS TO CONSUMER REPORTING AGENCY LETTER E	DMC REFERS TO [TOP]	TREASURY REFERS TO PRIVATE COLLECTION AGENCIES
ACTION						
DAY						
1	10	40	70	100	130	190

This Timeline reflects letters sent by VA and Debt Management Center reference A-F.

* Treasury Offset Program [TOP] <http://fms.treas.gov/debt/top.html>

TUITION ASSISTANCE MOU

This office continues to receive questions concerning the Tuition Assistance Memorandum of Understanding. Be advised that the Tuition Assistance Program is administered by the Department of Defense, not the VA. Your school may have recently received an e-mail concerning the TA MOU. This office has no position on the TA MOU. We highly encourage all schools or institutions to thoroughly review the 27-page TA MOU, determine the requirements that the MOU places on the school, and that only a person at the school or institution who can enter into a contract with the Department of Defense sign the MOU. School Certifying Officials should not sign the MOU.

TRANSFER OF ENTITLEMENT (TRANSFER OF BENEFITS)

Transfer of Entitlement is a Department of Defense (DoD) program. The Department of Veterans Affairs (VA) only handles the payments for Transfer of Entitlement. Please refer to the GI Bill web site for detailed information on Transfer of Entitlement. A Fact Sheet can be found at:

http://www.gibill.va.gov/documents/factsheets/Transferability_Factsheet.pdf

Please note the first step in Transfer of Entitlement (Benefits) requires the service member to meet DoD criteria and to actually transfer the entitlement (benefits) with DoD. Once that has been completed, the receiver of the entitlement (benefits) must complete a VA Form 22-1990E, Application For Family Member to Use Transferred Benefits. The 22-1990E can be completed on the GI Bill web site at VONAPP (Veterans On-line Application) or on paper. The VA will process the 1990E and notify the receiver of the entitlement (benefit) with a Certificate of Eligibility that they can use the entitlement (benefit). School Certifying Officials should certify students who have received benefits as if they were the veteran using the student's social security number. Students who have received entitlement (benefits) through the DoD transfer program do not receive a file number as Chapter 35 students do. Family members who receive transferred entitlement (benefits) are encouraged to establish an eBenefits Premium Account login. On eBenefits, the recipient of transferred entitlement (benefits) will be able to see those benefits.



The Missouri State Approving Agency Directory

features all schools and colleges approved for the GI Bill. Request a copy by calling **877-530-2765.**

Veterans Education & Training Section
Department of Elementary and Secondary Education
P.O. Box 480
Jefferson City, MO 65109

Veterans Education & Training Section
c/o Penn Valley Community College Pioneer Campus
Room 256
2700 East 18th St.
Kansas City, MO 64127

Veterans Education & Training Section
c/o Mehlville School District
Room 110
3100 Lemay Ferry Road
St. Louis, MO 63125

WHEN WILL MONTHLY HOUSING ALLOWANCE CHANGE?

The Monthly Housing Allowance (MHA) payments students receive for the Post-9/11 GI Bill are based on the military's Basic Allowance for Housing (BAH) rates for an E-5 with dependents. The Department of Defense adjusts the military BAH rate every calendar year (or January 1) based on changes to housing costs across the country. Rates can either go up or down. Public Law 111 - 377 (the Veterans Educational Assistance Improvement Act of 2010) amended the effective date for the adjustment of the MHA students receive under the Post-9/11 GI Bill from the beginning of the calendar year (January 1) to the beginning of the academic year (August 1). If the BAH increased for your area, students will not see an increase until their September 2013 payment for training pursued in August. If the BAH decreases for your area, student's MHA amount will not decrease unless they change schools or have more than a six-month break in training.

APPRENTICESHIP AND ON-THE-JOB TRAINING

Although GI Bill education benefits can be used at both schools and training facilities, the process to enroll a veteran and help him/her get the earned benefit is different. A school can only certify electronically and the student verifies his/her attendance electronically or by phone. At a training facility, the process is still done on paper and mailed or faxed to the VA. With the advent of the Post 9/11 GI Bill (also known as Chapter 33, this election is irrevocable) there have been additional changes. Some veterans can now choose between two benefits, or chapters. Reporting of hours worked is handled differently between chapter 33 and the other chapters. This has caused some confusion among employers and veteran employees. This newsletter is intended to address issues specific to Certifying Officials in the workplace. Talk to your MO SAA representative and ask for a copy of the "VA CERTIFYING OFFICIAL Handbook."

CHANGES IN PROGRAM OR WAGE RATE

If the program that is currently approved at your facility has changed, those changes need to be reported to your Advisor at the State Approving Agency. Among the changes that need to be reported are change in work processes, change in length of program and change in wage rate. Your advisor will review the information with you and decide whether or not a new training agreement should be drawn up or if you need to submit changes directly to the VA. Effective August 1, 2011, an apprenticeship program registered with the Office of Apprenticeship (OA) of the Employment Training Administration of the Department of Labor or a State apprenticeship agency recognized by the Office of Apprenticeship is to notify the VA directly through the Education Liaison Representative regarding changes to their apprenticeship program utilizing forms designed for that purpose. Your Advisor can provide you with the form and contact information for the ELR in your region.

APPLICATION FOR BENEFITS

The first step in certifying enrollment of a veteran employee is for the veteran to apply for his GI Bill Education Benefits. This can be done either online at www.gibill.va.gov or by using a paper form 22-1990 Application for Benefits. It is recommended that your new veteran employee submit his application online and print 2 copies, one for his records and one for the SCO. In the case where the veteran is unable to submit the application online, the paper copy is fine. As an SCO, when he gives you the application, take a quick look to make sure it is signed and that Part II is completed. If 9A is checked, then 9F must be completed also. If the veteran does not fill this part out correctly, it will delay the determination of the employees benefit.

REPORTING HOURS TO THE VA

VA Form 22-6553d-1 Monthly Certification of Hours is the most commonly used method to report hours to the VA. The monthly certification form has typically been mailed to the veteran at the end of each month. The veteran records his hours and takes it to the certifying official who verifies the hours and both the veteran and certifying official sign the form. A copy is made for the certifying officials file and it is then mailed to the appropriate address at the RPO. PLEASE NOTE that the monthly certification of hours form is not mailed to the veteran who is collecting benefits under the Post 9/11 GI Bill (Chapter 33). If the veteran is approved for the Post 9/11 GI Bill, a VA 22-6553d-1 is enclosed with the award letter. The veteran is directed to make copies of the form (or go online to print additional forms) to give to the certifying official at the training establishment. This is being overlooked by some veteran employees. If you have a veteran employee who is complaining about not receiving their benefit or has not submitted a monthly certification of hours, have them check their award letter.

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Civil Rights Compliance (Title VI/Title IX/504/ADA/Age Act), 205 Jefferson Street, Jefferson City, MO 65102-0480; telephone number 573.526.4757 or Relay Missouri 800.735.2966.

A dedicated toll-free hotline is now available **FOR SCHOOL CERTIFYING OFFICIALS (SCOS) ONLY.** The toll-free hotline number is 1 (855) 225-1159. The hotline is available from 7:00 am to 5:00 pm, Central Time. SCOs must provide the school's facility code and be listed as a designated VA school certifying official to receive assistance through the dedicated hotline.



SWEET DREAMS PILLOW

The Sweet Dream Picture Pillows are available to the children of any family whose father or mother is on active duty and will be absent from their family for at least three months.

Please read more about Sweet Dream Picture Pillows on our website to learn more about this project and the brave men and women serving in every single branch of our armed forces.

You are appreciated and we thank you!

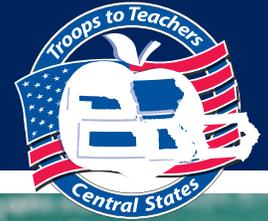
Visit our website at: <http://www.pillowprojectusa.com>

SHARE THIS NEWSLETTER

This newsletter is being e-mailed to one Certifying Official at each school. Please share this newsletter with all other Certifying Officials, the Bursar's or Comptroller's Office, Financial Aid Office and other interested individuals at your school/business. It is extremely important that the information in this newsletter receives the widest dissemination in order that veterans receive the GI Bill and other educational benefits to which they are entitled.

TO FIND OUT IF YOU ARE ELIGIBLE FOR VETERANS EDUCATION AND TRAINING BENEFITS, OR TO SEE HOW MUCH YOUR ENTITLEMENT IS, CALL 888-442-4551.

TROOPS TO TEACHERS HIRING TTT CANDIDATES



WHO ARE TROOPS TO TEACHERS CANDIDATES?

Thousands of Troops to Teachers have discovered new and rewarding careers in teaching. Statistically, former troops have a very high retention rate as teachers. Skilled in science and mathematics, representing significant proportions of minority groups, and comprising a largely male component, they contribute valuable skills and life experience and fill critical needs in vital areas of our nation's classrooms.

- More than 85% of TTT educators coming into teaching are male, compared to 26% in the overall teaching force.
- 33% of TTT teachers are from a minority group, compared to 10% of the current workforce.
- 32% of TTT teachers report they are teaching mathematics or science, compared to 24% of all teachers.
- 18% of TTT teachers, compared with 12% overall, are teaching special education.
- 24% of TTT teachers work in inner-city schools, compared to 16% overall.
- 68% of TTT teachers indicate a willingness to teach in a rural community, compared to 23% overall.



WHY SHOULD I HIRE A TTT CANDIDATE?

You should hire a prior long-serving military member making a mid-career change to teaching only if you seek these qualities:

- **MATURITY:** TTT participants have learned many lessons about human relations, stress management, priority setting, leadership and sacrifice that can only be gained through experience. Most TTT participants are in their early forties. This maturity is available to the students for decades to come, while the cost to the district is equivalent to hiring a recent young college graduate.
- **COMMITMENT:** The retention of TTT participants far exceeds the average teacher. This longer retention is evidence of the commitment of TTT participants to the children, school and administration and the TTT participant's decision to make teaching a professional career choice.
- **DIVERSITY:** When serving in the military you work in an extremely diverse community. Military members learn very quickly to be sensitive to other cultures, backgrounds and beliefs. Moreover, a "troop" learns very quickly that what really matters is whether a teammate can produce under pressure when needed and not that teammate's race, ethnicity, religion, or beliefs.
- **PROVEN TEAM MEMBER:** All military experience demands that each individual work for the good of the team and not of the self.
- **ALWAYS PREPARED FOR LESSONS:** An axiom of military operations is that you must always be prepared and have a good plan prior to starting any evolution. TTT participants never enter a classroom unprepared and try to "wing it."
- **CARING TEACHER:** In the military, a leader leads 24/7. The responsibility and caring for each individual "troop" are felt every day of the week. This same caring is evident in TTT participants and in the deep concern they feel for the children in their class.
- **DEDICATION:** No one serves a career in the military for the pay—no one really works just for a paycheck. There is not enough money in the world to pay someone to do what is sometimes asked of our service members. However, they do it willingly because of an intense level of dedication. This same level is transferred to helping children.
- **LOYALTY:** Service members have operated in a large bureaucracy and know that only through loyalty to the process and their leaders will the right things get done. TTT members support principals and their authority.
- **CREATIVE THINKER:** Contrary to the misconceptions often portrayed in the media, a successful military career requires a service member to constantly be looking for a better way to do things. It is no accident that the military has always been on the leading edge of development in technology and personnel issues.
- **UNMATCHED WORK ETHIC:** The military has never been a 9 to 5 job. This strong work ethic that was developed to be successful in a military career has earned most TTT participants the reputation as the first to arrive and the last to leave at their schools.

TROOPS TO TEACHERS CANDIDATES

IS THERE A LIST OF TTT CANDIDATES?

The best means to identify potential hires is to contact the state TTT staff and arrange a meeting to discuss your needs. During this meeting, the staff member will share specifics about the program and will gather information to become your “unpaid recruiter” in order to look for a participant to meet your long term goals. We maintain a database of all eligible candidates and can quickly locate potential teachers for your district.
<http://www.troopstoteachers.mo.gov>

ON-THE-JOB TRAINING (OJT) BENEFITS

First- and second-year, non-certified teachers (teaching with a Temporary Authorization Certificate) may be eligible for On-the-Job Training (OJT) benefits. These benefits are provided by the VA directly to the individual and do not involve a school district's accounting system. The benefits are in addition to the salary paid to the first- and second-year teacher. Inquiries regarding entitlement to VA OJT benefits may be directed to the VA Regional Office by calling toll-free, 888.442.4551.

Veterans not eligible for Troops To Teachers (TTT) financial assistance may qualify for VA OJT benefits. Some veterans not eligible for VA benefits may qualify for Troops To Teachers stipends or bonus funds, while others may draw benefits from the VA and TTT concurrently.

POST-9/11 GI BILL

In July of 2008 the Post-9/11 GI Bill was signed into law, creating a new robust education benefits program rivaling the WWII Era GI Bill of Rights. The new Post 9/11 GI Bill, which goes into effect on August 1, 2009, will provide education benefits for service members who have served on active duty for 90 or more days since Sept. 10, 2001. These benefits are tiered based on the number of days served on active duty, creating a benefit package that gives current and previously activated National Guard and Reserve members the same benefits as active duty service members.

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- UNMATCHED WORK ETHIC

On-the-Job Training (OJT) benefits Post-9/11 GI Bill



The national Troops to Teachers website is located at
www.proudtoserveagain.com