

Bethany Jutte

12/6/99



U.S. Department of Education

Office of Elementary
and Secondary Education

Washington, D.C. 20202-6100



"Deshpande, Connie" <Connie_Deshpande@ed.gov>
12/08/99 04:00:04 PM

Record Type: Record

To: "Rosenfelt, Phil" <Phil_Rosenfelt@ed.gov>, "Corwin, Thomas" <Thomas_Corwin@ed.gov>
cc: See the distribution list at the bottom of this message
Subject: specific questions to consider in light of NDAA--National Defense Authorization Act

As a follow-up to the memo I sent you, I have enclosed the type of questions that Mike and I have specifically regarding the transfer of function. I am referring specifically to PL 106-65, NDAA, signed 10/5/99, sections 1701 through 1709. The transfer of function is addressed in Sec. 1707: specific date of transfer is at 1707(b)(2).

What can ED do/not do that is still within the scope of this law? As a result of this law, what does ED have to begin doing and how is it done? Can ED simply assume "oversight" of the Troops To Teachers program and let the functioning responsibilities remain at the DOD? At the same time you are pondering these questions, so is the OGC and others at the DOD. Senator McCain's office has made several phone calls to the DOD inquiring about the implementation of this new law and asked specifically how it was going! Please advise at your soonest. I suspect we'll try to pull together a small meeting on this.

Mike, to answer an earlier question, this is just a one year authorization which remains the law unless something else replaces any of the language--just as was the case with the original USC 1151 of Troops To Teachers--Senator Nunn's brainchild.

Message Copied To:

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Memo

To: Mike Cohen

From: Connie Deshpande

CC: Bethany Little, Diana Phillips, Budget Office

Date: 12/06/99

Re: Troops To Teachers Update

Greetings: Enclosed is for your information. Please read carefully in its entirety and advise on next steps. We need to confer with the Department of Defense as soon as possible, as they are waiting for our response, as is Senator McCain's staff.

Troops To Teachers

Program Update: 12/6/99

1. Current TTT Program Status
 2. TTT Program and ED's Appropriation Bill
 3. Pending TTT Legislation
 4. Action need to be taken—Urgent?
 5. Recommended Next Steps
-

1. TTT current operations & budget history¹

	FY99	FY00	FY01	
New Grant Award Funds	0	0	\$18,000,000 ²	
Total (estimate) Stipend Awards for Troops To Teachings & Transition To Teaching	0	0	3,000*	
Grant Stipend	0	0	1,200 *TTT	1,800 Transition To Teaching
Stipend numbers to date	1,491			
Average Stipend (\$) amt.	\$4,455.00			
State office costs	\$1,700,000	\$1,700,000	2,000,000	
Overhead costs (5%)	850,000	850,000	\$900,000	

What started as the McCain bill has passed, albeit in altered form-- Public Law 106-65, National Defense Authorization Act (NDAA), sections 1701 through 1709 was signed on 10/5/99. These provisions repeal entirely what was the legislative base for Troops to Teachers, 10 USC 1151,³ and have substituted new language. The transfer of function is addressed in Section 1707 and the specific date of transfer is at 1707 (b) (2).⁴

¹ Please see attachment A for a quick historical overview of TTT through my PowerPoint presentation.

² Troops To Teachers received no appropriations for FY 96, 97, 98 and 99. Therefore, there were no stipends awarded last year or in the last four years.

³ Please see attachment B

⁴ Please see attachment C

Secretary Riley sent a letter to the Honorable Floyd Spence, Chairman on the Committee on Armed Services June 6, 1999 that addressed two important provisions of the NDAA. The Secretary strongly opposed Section #579 of the bill because it didn't allow for the flexibility to "enhance and expand" the program as stated in the "Educational Excellence for All children Act of 1999"—introduced as H.R. 1960 and S. 1180 respectively. The second primary concern was that Section #579 would transfer day-to-day responsibility for the TTT program to the Secretary of Education. The "Educational Excellence for All Children Act" would continue those functions in the DOD, where, based on its experience in running the program, existing programmatic infrastructure and access to military personnel and retirees, should be maintained. The DOD issued an official appeal to the conferees regarding Section \$579 as well. Nonetheless, the following is what became law through NDAA.

The following is the final summary of the NDAA:

- \$3 million was *authorized* not appropriated. Even if the \$3 million was appropriated, the legislative language called for three thousand \$5,000 stipends and one thousand \$10,000 bonuses (3,000 x \$5,000 stipends) + 1,000 x \$10,000 bonuses) = \$25 million.

What DOD cannot do in light of NDAA: The director of TTT estimated that 1,200 new recruits could have been attracted for FY2000 if given the \$5,000 stipend incentive (\$6,000,000 needed just for recruits). TTT receives 150 inquiries at per/month, but none can formally become a participant because there is no money to obligate for stipends. Without the money, many of these potential recruits do not follow through with the process to become certified teachers.

- DOD was in holding pattern contingent upon ED's appropriation bill that might pass on money to implement program. There was no money appropriated in ED's FIE funds. As you know, ED requested \$18 million for TTT for FY2000 under FIE. This was to be divided among stipends for TTT recruits and for starting to put in place a system based on TTT model of recruiting even more mid-career professionals other than those in the military to meet the increasing student demand. According to Carol Cichowski, Congress appropriated more than ED requested for FIE, but has earmarked much of it. According to Scot Flemming Shelley Amdur et. al there is no money in FIE for Troops To Teachers. They indicated that "the authorizers objected, saying the program, including the Defense portion, is not authorized." OMB advised that ED not use any of the remaining funds for new initiatives like TTT. Cheryl Smith cautioned that the issue was addressed by the conferees and that ED should not fund TTT out of FIE, even if ED thinks it has the authority. Apparently, she thought it would be too similar to what happened with voluntary testing.

What DOD cannot do in light of NDAA

DOD cannot recruit, through stipends (bonuses, N/A. as they were not offered in ED FIE funds) any new military or armed services personnel to start alternative certification classes towards become classroom teachers. Furthermore, the TTT program cannot give State offices the incentives to continue their operations into the next fiscal year because there remains uncertainty in continued funding for the program. It isn't clear whether or not all or some of the State offices will continue under these circumstances, which is a threat to losing the heart of the TTT recruitment successes through State office efforts.

3. Pending TTT legislation⁵

4. Action needed to be taken—urgent/not.

- It is important to keep in mind a bit of the history to all the pending legislation regarding TTT. DOD never requested *any* legislation regarding TTT. None of the related bills, i.e., S.389, H.R. 1326, S.667 or Section 579 of S. 1060 are “DOD” bills. DOD was prepared to end the program FY99 and this announcement was probably the catalyst to the congressional flurry on TTT. Since the President’s press conference on teacher quality earlier this year (Feb.), DOD was following ED’s lead in establishing a broad teacher recruitment effort—Transition To Teaching. Recommended that immediate action be taken to reiterate with OMB or Assistant Secretary’s selected contacts on Capitol Hill, the importance of providing some FIE funding for TTT to at a minimum offer \$5,000 stipends to recruit 1,200 new teachers into the profession for FY2000 (\$6,000 million).

5. Recommended Next Steps:

- ✓ **Assistant Secretary, Mike Cohen act on aforementioned “immediate action”.**
- ✓ **Mike Cohen place a call to Gail McGinn, in the Office of the Assistant Secretary of Defense, Force Management**

⁵ Please refer to the PowerPoint Presentation in attachment A.

Policy, to offer our continued support for ED's proposed language in the "Educational Excellence for All Children Act of 1999" under Title II, Part B— Transition To Teaching: Troops To Teaching. ⁶ Despite its FIE defeat, DOD needs to know that ED is still committed to keeping Troops To Teachers operating as one teaching recruitment tool in their effort to recruit mid-career professionals in Transition to Teaching. Although the authorizes objected to including money in FIE for Troops To Teachers, ED is still optimistic that there will be money for Transition To Teaching: Troops To Teachers in reauthorization.

- ✓ **Mike Cohen should also advise that DOD should maintain the status quo for FY2000, since neither DOD nor ED has been given the appropriations to do anything different that what was stated in the original TTT language.**

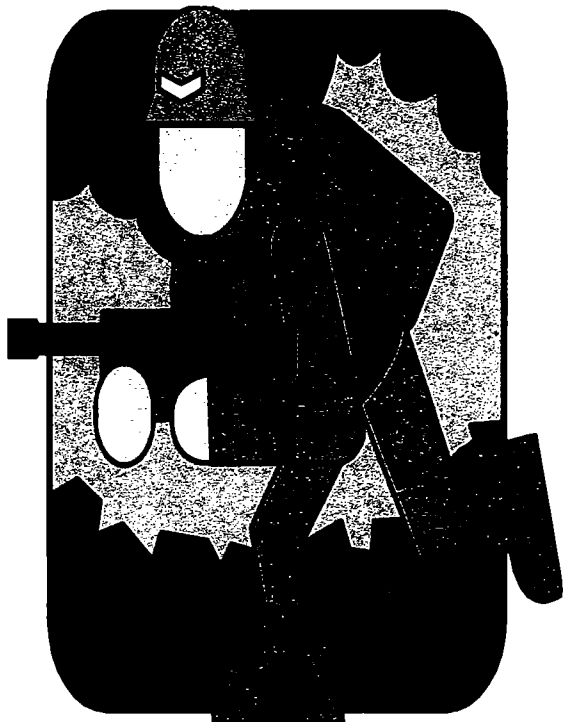
⁶Please refer to attachment D

Troops To Teachers Transition to Teaching

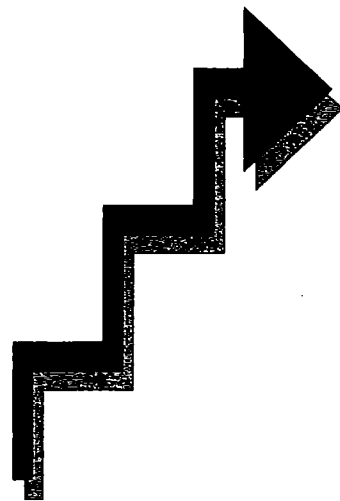
Attachment

A

Troops



Teachers



Troops To Teachers (TTT)

- *How* did ED become interested in a Department of Defense (DOD) program?
- *When* did ED become involved in TTT?
- Exactly *what* is Troops to Teachers?
- Exactly *what* is Transition to Teaching?

Troops To Teachers

- Former Assistant Secretary Gerald Tirozzi was impetus for ED to learn more of TTT.
- Otto Thomas, Office of Assistant Secretary of Defense, Force Management Policy contacted Dr. Tirozzi just over a year ago.
- DOD, although recognizing TTT as a vital teacher recruitment program, noted it was not part of it's mission--FY99 it would end.

Troops To Teachers



- The goal of this legislation was to help improve American education by providing mature, motivated, experienced, and dedicated personnel for nation's classrooms.
- *10 USC Sec. 1151* of the National Defense Authorization Act (NDAA).

Troops To Teachers

- Brainchild of former Senator Nunn (D-GA) concerned about military downsizing.
- Officially authorized on January 19, 1994 by P.L. 102-484 by the National Defense Authorization Act (NDAA).
- \$65 million--appropriated for FY94 to provide \$5,000 stipends to separating servicemembers and \$50,000 grants to school districts that hired participants.

Troops To Teachers

- An amendment for FY94 authorized DOD to use 10% of the appropriation to establish/support State liaison offices.
- An additional \$65 million was appropriated and committed during FY 95.
- By law, the program for military personnel was to last through FY99, but no money was appropriated for FY96. A Senate floor amendment to authorize \$42 M failed.

Troops To Teachers

- DOD is prohibited from selecting anyone to participate unless it has sufficient appropriations to satisfy obligations to be incurred. No one has been selected for stipends and grants since the end of appropriations September 30, 1995.
- Since 1996, DOD has continued to operate TTT through its own funding.

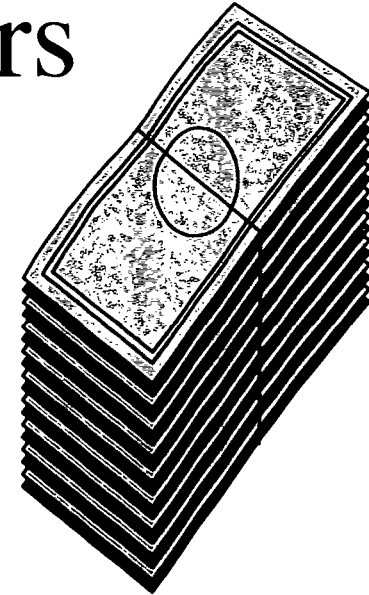
Troops To Teachers

FY96: \$800,000

FY97: \$635,000

FY98: \$1,900,000

FY99: \$800,000



Troops To Teachers



What exactly is TTT?

- Teacher recruitment program of DOD.
- Operated by DANTES--Defense Activity for Non-Traditional Education Support--whose mission is to support the voluntary education functions of the Office of the Secretary of Defense, including the Military Services, Reserves & other DOD components.

Troops To Teachers

Department of Defense

William Cohen
Secretary

Frank Rush
Assistant Secretary
Office of Force Management Policy

Otto Thomas
Chief, DOD Continuing Education

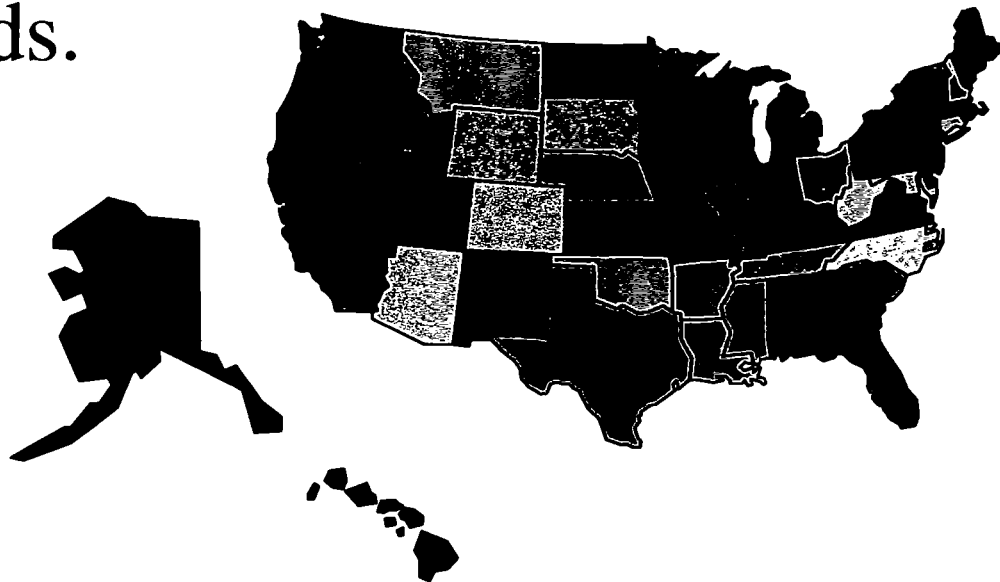
John Gantz
Chief, TTT
DANTES

Headquarters staff
and 20 State offices



Troops To Teachers

- Program Function: Referral & Placement Assistance. State support offices have been established in 20 states to assist participants with both certification requirements and program leads.



Troops To Teachers

TTT in Public Schools

- 90% are male
- 29% are math teachers
- 8% teach science
- 10% teach special ed
- 15% teach vocational technology
- 30% are minority
- 39% prefer inner city
- 68% prefer rural areas

Teachers in Public Schools

- 26% are male
- 13% teach math
- 3% teach science
- 5% teach special ed
- 3% teach vocational technology
- 10% are minority
- 16% teach inner city
- 23% teach in rural

Troops To Teachers



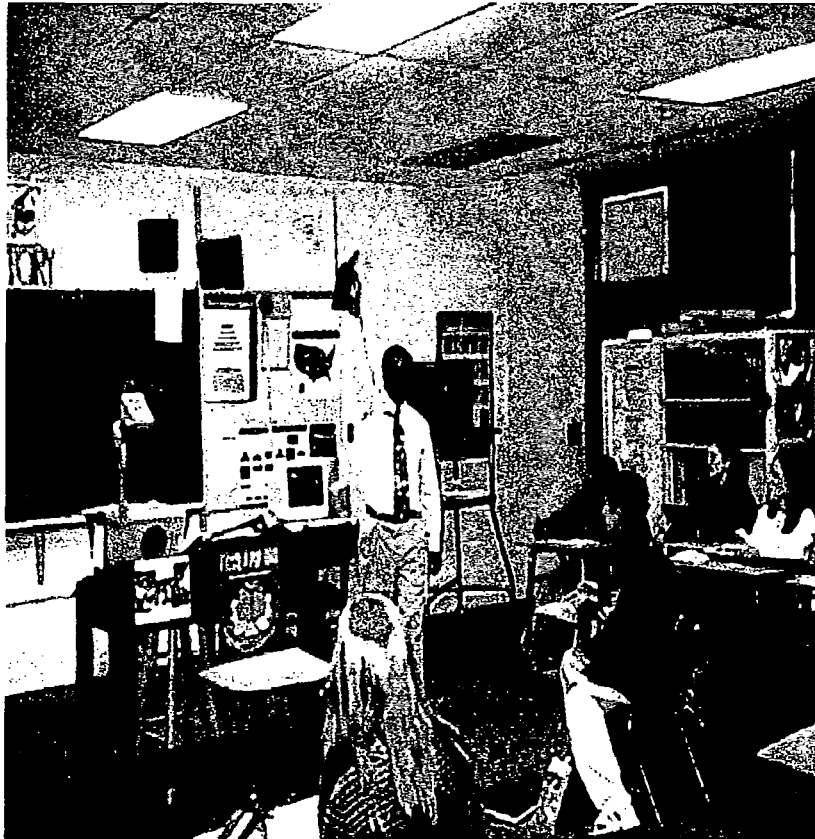
- Melvin Early, retired Army Major.
- 5th grade class at a Dayton, Ohio inner-city school.

Troops To Teachers



- Randy Shelton, retired LTC, Army.
- 3rd Grade in Prince William County.

Troops To Teachers



- Franklin Davis, retired NCO, Air Forcena.
- Junior High Social Studies class.

Troops To Teachers

Troops To Teachers IS a program that:

- ✓ Assists participants in finding employment opportunities.
- ✓ Assists school districts in locating potential teachers.
- ✓ Maintains an Internet Job Referral web site.
- ✓ Provides personal counseling services via phone and e-mail.

Troops To Teachers

Troops To Teachers IS a program that:

- ✓ Promotes teaching as a second career through printed material and the web.
- ✓ Markets to military personnel exploring second career options.
- ✓ Provides potential participant links to other "troops" turned teacher--Mentor Program.

Troops To Teachers

Troops To Teachers IS a program that:

- ✓ Provides placement assistance and certification counseling at the State level through a network of 24 State offices.
- ✓ Promotes public education w/in community.

Troops To Teachers

Troops To Teachers is NOT:

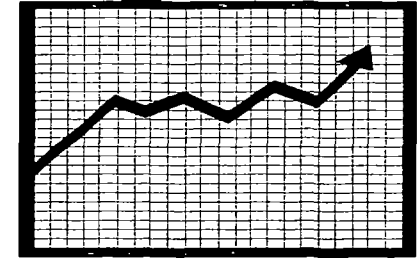
- ⊘ A teacher certification program.
- ⊘ A teacher placement service.
- ⊘ A program that currently provides financial assistance for teacher certification.

Troops To Teachers

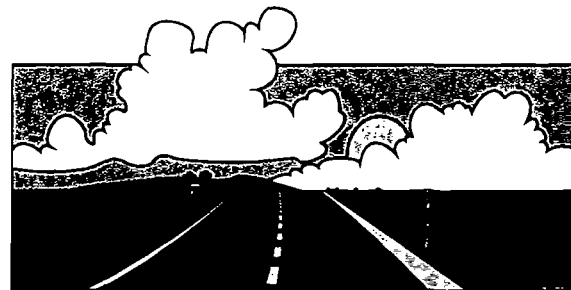
Troops To Teachers is NOT:

- ⊘ A program that provides new teacher induction services.
- ⊘ A program that interferes with employer/employee relationships.

Transition To Teaching



- The military personnel fills a fraction of the increasing student demand. 2.2 million qualified teachers are needed in the next decade, especially in Math/Science.
- Other pathways to recruiting teachers.

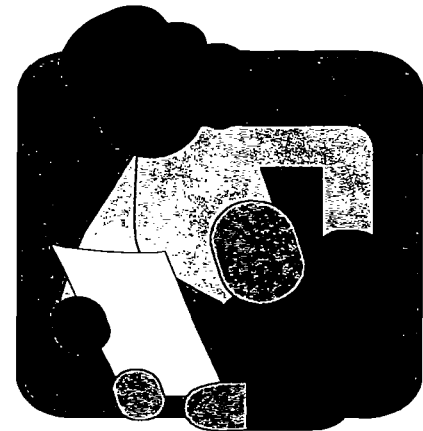


Transition To Teaching

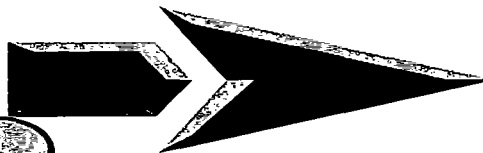
• Corporations



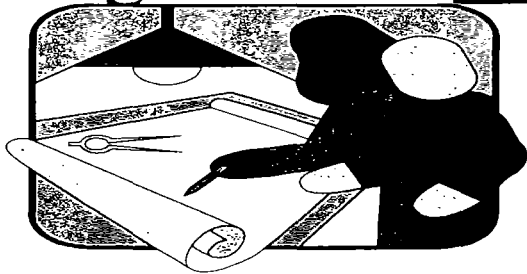
• Classrooms



• Engineers

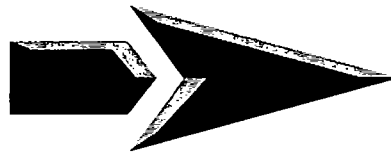
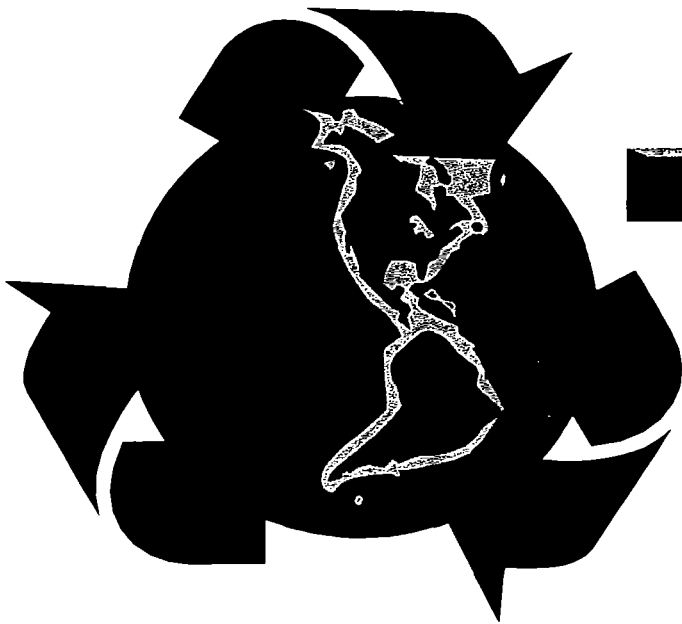


• Educators

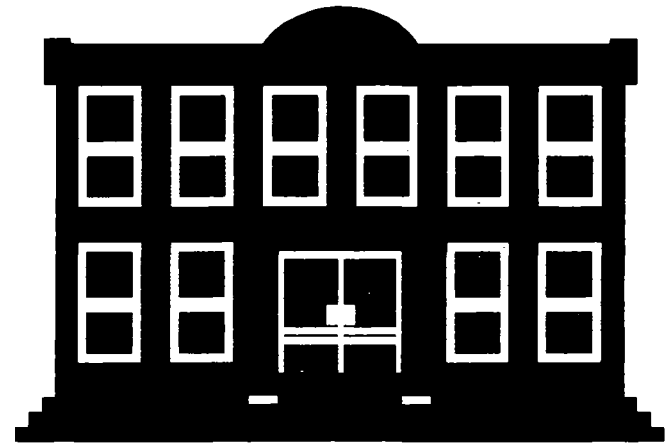


Transition To Teaching

Peace Corps

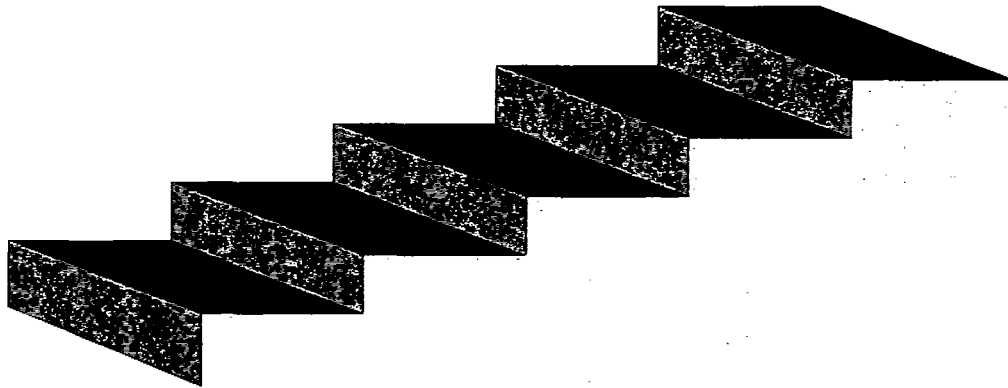


Public Schools



Transition To Teaching

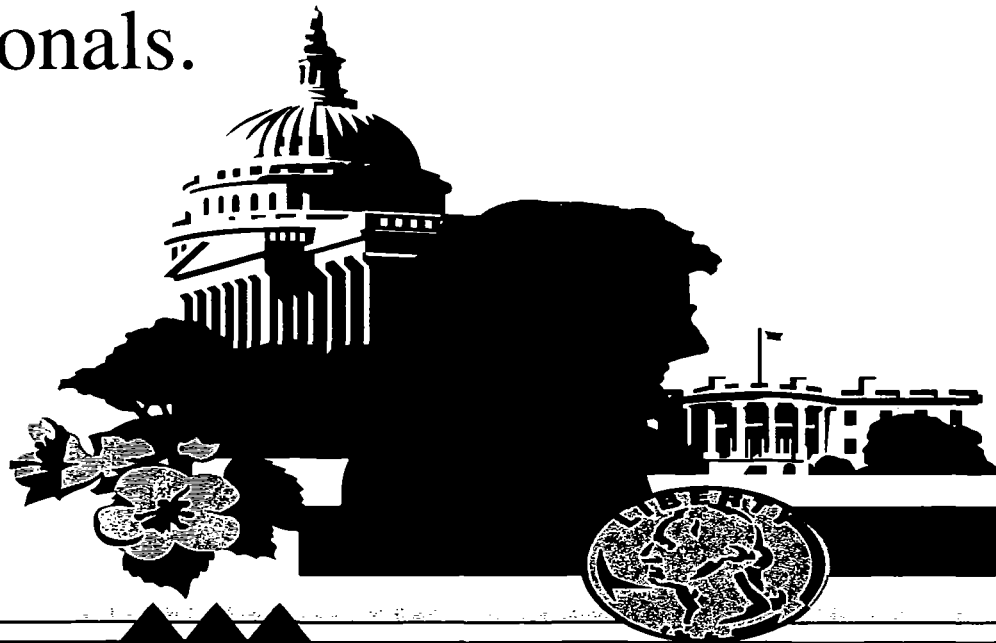
- Steps from Troops To Teachers to Transition To Teaching



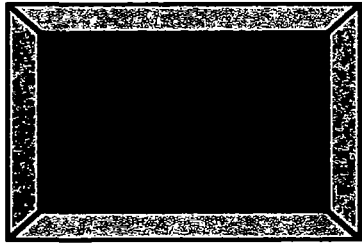
- Strong interest from Secretary Riley to former Assistant Secretary Tirozzi as well as from the Administration kept the Troops To Teachers teacher recruitment effort alive.

Transition To Teaching

- ◆ January 1999: President Clinton announced ED would continue the TTT program and extend teaching opportunities to other mid-career professionals.

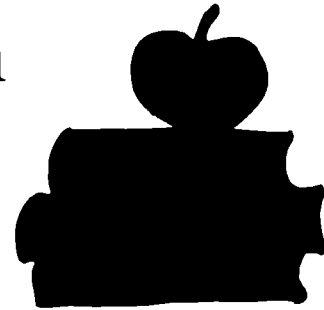


Transition To Teaching



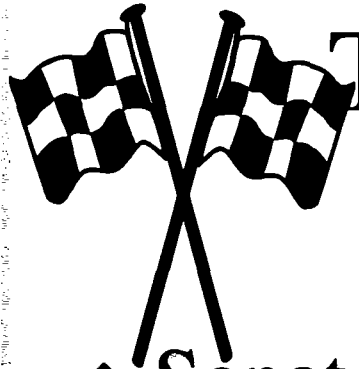
ESEA reauthorization

Title II Part B



Education Excellence for All Children Act of 1999

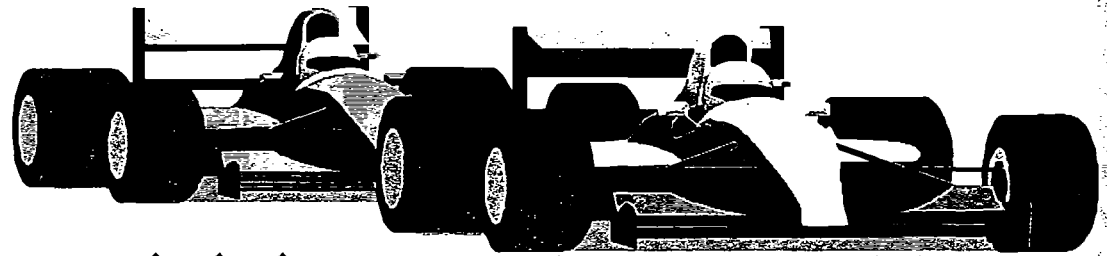
- ◆ Continues the work of TTT program to recruit, prepare and support military personnel as teachers in high need areas.
- ◆ Builds on the success of TTT by recruiting, preparing, and supporting talented mid-career professionals from diverse fields to teach.



Transition To Teaching

The race to introduce TTT legislation

- ◆ Senator McCain (S.389) on 2/99; and (S667) on 3/99.
- ◆ Reps Hefley/Edwards (H.R.1326) on 3/99
- ◆ Rep McKeon (H.R.1995) in May.
- ◆ Reps Davis/Roemer (H. R. 2344) on 6/99

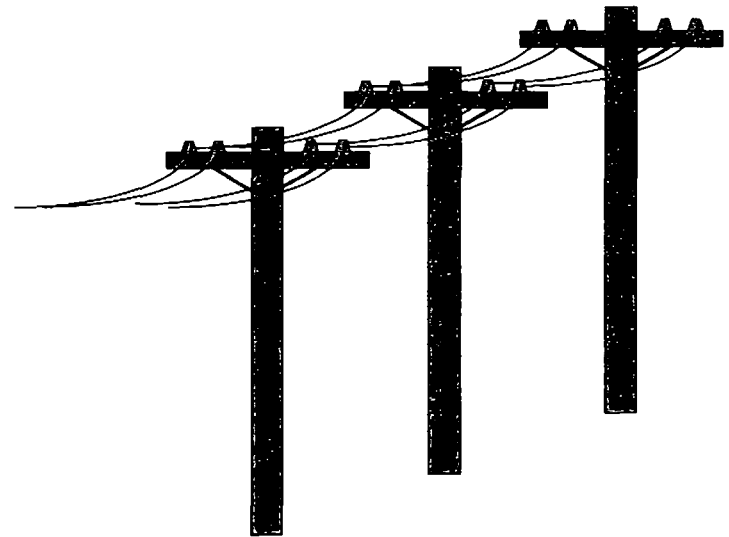


Transition To Teaching

- ◆ Senator Kennedy (S. 1180)--*Educational Excellence for All Children Act of 1999* on 5/99.
- ◆ Rep Clay (HR 1960)--*Educational Excellence for All Children Act of 1999* on 5/99.

Troops To Teachers: Transition To Teaching

Progress to date: result of good communication
between DOD, TTT and ED.



Troops To Teachers: Transition To Teaching

Current legislative activity as of August 9, 1999

- National Defense Authorization Act (NDAA) of 1999 which includes McCain's provisions has worked out a "holding pattern" for DOD. Other action will be determined through pending Transition To Teaching legislation.

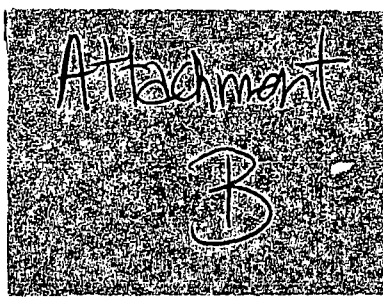
Troops To Teachers: Transition To Teaching

Specifically the DOD NDAA will:

- Continue Troops To Teachers for 1 year under original NDAA 1151 legislation with \$3 million appropriated;
- Requires DOD and ED to discuss transitioning Troops To Teachers to ED.

Troops To Teachers: Transition To Teaching

- ◆ Program (FY2000) will be terminated that by repealing 10 USC 1151, and requires that DOD transfer to ED all responsibility for TTT by October 1, 2000.



Troops to Teachers Code

10 USC Sec. 1151. Assistance to separated members to obtain certification and employment as teachers or employment as teachers' aides.

(g) Stipend for Participants. (1) Except as provided in paragraph (2), the Secretary of Defense, and the Secretary of Transportation with respect to the Coast Guard, shall pay to each participant in the placement program a stipend in the amount equal to the lesser of –

- (A) \$5,000; or
- (B) the total costs of the type described in paragraphs (1), (2), (3), (8) and (9) of section 472 of the Higher Education Act of 1965 (20 USC 108711) incurred by the participant while obtaining teacher certification or licensure or the necessary credentials to serve as a teacher's aide and employment as an elementary or secondary school teacher or teacher aide.

(2) A member who is separated under the special separation benefits program under section 1174a of this title, receives voluntary separation payments under section 1175 of this title, or retires pursuant to the authority provided in section 4403 of the National Defense Authorization Act for Fiscal Year 1993 (Public Law 102-484; 10 USC 1293 note) shall not be paid a stipend under paragraph (1).

(3) A stipend paid under paragraph (1) shall be taken into account in determining the eligibility of the participant for Federal student financial assistance provided under title IV of the Higher Education Act of 1965 (20 USC 1070 et seq.).

(h) Grants to Facilitate Placement.

(1) In the case of a participant in the placement program obtaining teacher certification or licensure, the Secretary of Defense and the Secretary of Transportation may offer to enter into an agreement under this subsection with the first local educational agency identified under subsection (b)(2) that employs the participant as a full-time elementary or secondary school teacher after the participant obtains teacher certification or licensure.

(2) In the case of a participant in the program obtaining credentials to serve as a teacher's aide, the Secretary concerned may offer to enter into an agreement under this subsection with the first local educational agency identified under subsection (b)(3) that employs the participant as a full-time teacher's aide.

(3) Under an agreement referred to in paragraph (1) or (2) –

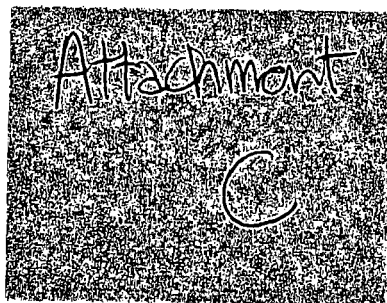
(A) the local educational agency shall agree to employ the participant full time for not less than five consecutive school years (at a basic salary to be certified to the Secretary concerned) in a school of the local educational agency serving a concentration of children from low-income families; and

(B) the Secretary concerned shall agree to pay to the local educational agency an amount based upon the basic salary paid by the local educational agency to the participant as a teacher or teacher's aide. The rate of payment by the Secretary concerned shall be as follows:

- (i) For the first school year of employment, 50 percent of the basic salary, except that the payment may not exceed \$25,000.
- (ii) For the second school year of employment, 40 percent of the basic salary, except that the payment may not exceed \$10,000.
- (iii) For the third school year of employment, 30 percent of the



- basic salary, except that the payment may not exceed \$7,500.
 - (iii) For the fourth school year of employment, 20 percent of the basic salary, except that the payment may not exceed \$5,000.
 - (iv) For the fifth school year of employment, 10 percent of the basic salary, except that the payment may not exceed \$2,500.
- (5) Payments required under paragraph (2) may be made by the Secretary concerned in such installments as the Secretary concerned may determine.
- (6) If a participant leaves the employment of a local educational agency before the end of the five years of required service, the local educational agency shall reimburse the Secretary concerned in an amount that bears the same ratio to the total amount already paid under the agreement as the unserved portion bears to the five years of required service.
- (7) The Secretary concerned may not make a grant under this subsection to a local educational agency if the Secretary concerned determines that the agency terminated the employment of another employee in order to fill the vacancy so created with a participant.



*With Def Auth Act FY
2000
PL 106-65
10/5/99*

S. 1059—306

(c) **NATIONAL SECURITY INFORMATION.**—The Secretary of Defense, in consultation with the Director of Central Intelligence, shall assume responsibility for the handling and disposition of national security information received and used by the Commission.

SEC. 1629. FUNDING.

Funds for activities of the Commission shall be provided from amounts appropriated for the Department of Defense for operation and maintenance for Defense-wide activities for fiscal year 2000. Upon receipt of a written certification from the chairman of the Commission specifying the funds required for the activities of the Commission, the Secretary of Defense shall promptly disburse to the Commission, from such amounts, the funds required by the Commission as stated in such certification.

SEC. 1630. TERMINATION OF THE COMMISSION.

The Commission shall terminate 60 days after the date of the submission of its report under section 1623.

TITLE XVII—TROOPS-TO-TEACHERS PROGRAM

- Sec. 1701. Short title; definitions.
- Sec. 1702. Authorization of Troops-to-Teachers Program.
- Sec. 1703. Eligible members of the Armed Forces.
- Sec. 1704. Selection of participants.
- Sec. 1705. Stipend and bonus for participants.
- Sec. 1706. Participation by States.
- Sec. 1707. Termination of original program; transfer of functions.
- Sec. 1708. Reporting requirements.
- Sec. 1709. Funds for fiscal year 2000.

SEC. 1701. SHORT TITLE; DEFINITIONS.

(a) **SHORT TITLE.**—This title may be cited as the “Troops-to-Teachers Program Act of 1999”.

(b) **DEFINITIONS.**—In this title:

(1) The term “administering Secretary”, with respect to the Troops-to-Teachers Program, means the following:

(A) The Secretary of Defense with respect to the Armed Forces (other than the Coast Guard) for the period beginning on the date of the enactment of this Act, and ending on the date of the completion of the transfer of responsibility for the Troops-to-Teachers Program to the Secretary of Education under section 1707.

(B) The Secretary of Transportation with respect to the Coast Guard for the period referred to in subparagraph (A).

(C) The Secretary of Education for any period after the period referred to in subparagraph (A).

(2) The term “alternative certification or licensure requirements” means State or local teacher certification or licensure requirements that permit a demonstrated competence in appropriate subject areas gained in careers outside of education to be substituted for traditional teacher training course work.

(3) The term “member of the Armed Forces” includes a former member of the Armed Forces.

(4) The term “State” includes the District of Columbia, American Samoa, the Federated States of Micronesia, Guam,

S. 1059—307

the Republic of the Marshall Islands, the Commonwealth of the Northern Mariana Islands, the Commonwealth of Puerto Rico, the Republic of Palau, and the United States Virgin Islands.

SEC. 1702. AUTHORIZATION OF TROOPS-TO-TEACHERS PROGRAM.

(a) **PROGRAM AUTHORIZED.**—The administering Secretary may carry out a program (to be known as the “Troops-to-Teachers Program”)—

(1) to assist eligible members of the Armed Forces after their discharge or release, or retirement, from active duty to obtain certification or licensure as elementary or secondary school teachers or as vocational or technical teachers; and

(2) to facilitate the employment of such members by local educational agencies identified under subsection (b)(1).

(b) **IDENTIFICATION OF LOCAL EDUCATIONAL AGENCIES WITH TEACHER SHORTAGES.**—(1) In carrying out the Troops-to-Teachers Program, the administering Secretary shall periodically identify local educational agencies that—

(A) are receiving grants under title I of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 6301 et seq.) as a result of having within their jurisdictions concentrations of children from low-income families; or

(B) are experiencing a shortage of qualified teachers, in particular a shortage of science, mathematics, special education, or vocational or technical teachers.

(2) The administering Secretary may identify local educational agencies under paragraph (1) through surveys conducted for that purpose or by using information on local educational agencies that is available to the administering Secretary from other sources.

(c) **IDENTIFICATION OF STATES WITH ALTERNATIVE CERTIFICATION REQUIREMENTS.**—In carrying out the Troops-to-Teachers Program, the administering Secretary shall also conduct a survey of States to identify those States that have alternative certification or licensure requirements for teachers, including those States that grant credit for service in the Armed Forces toward satisfying certification or licensure requirements for teachers.

(d) **LIMITATION ON USE OF FUNDS FOR MANAGEMENT INFRASTRUCTURE.**—The administering Secretary may utilize not more than five percent of the funds available to carry out the Troops-to-Teachers Program for a fiscal year for purposes of establishing and maintaining the management infrastructure necessary to support the program.

SEC. 1703. ELIGIBLE MEMBERS OF THE ARMED FORCES.

(a) **ELIGIBLE MEMBERS.**—Subject to subsection (c), the following members of the Armed Forces shall be eligible for selection to participate in the Troops-to-Teachers Program:

(1) Any member who—

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

(B) satisfies such other criteria for selection as the administering Secretary may prescribe.

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(2) Any member who applied for the teacher placement program administered under section 1151 of title 10, United States Code, as in effect before its repeal by section 1707, and who satisfies the eligibility criteria specified in subsection (c) of such section 1151.

(3) Any member who—

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

(B) has the educational background required by subsection (b); and

(C) satisfies the criteria prescribed under paragraph (1)(B).

(b) EDUCATIONAL BACKGROUND.—(1) In the case of a member of the Armed Forces described in subsection (a)(3) who is applying for assistance for placement as an elementary or secondary school teacher, the administering Secretary shall require the member to have received a baccalaureate or advanced degree from an accredited institution of higher education.

(2) In the case of a member described in subsection (a)(3) who is applying for assistance for placement as a vocational or technical teacher, the administering Secretary shall require the member—

(A) to have received the equivalent of one year of college from an accredited institution of higher education and have 10 or more years of military experience in a vocational or technical field; or

(B) to otherwise meet the certification or licensure requirements for a vocational or technical teacher in the State in which the member seeks assistance for placement under the program.

(c) INELIGIBLE MEMBERS.—A member of the Armed Forces described in subsection (a) is eligible to participate in the Troops-to-Teachers Program only if the member's last period of service in the Armed Forces was characterized as honorable.

(d) INFORMATION REGARDING PROGRAM.—(1) The administering Secretary shall provide information regarding the Troops-to-Teachers Program, and make applications for the program available, to members of the Armed Forces as part of preseparation counseling provided under section 1142 of title 10, United States Code.

(2) The information provided to members shall—

(A) indicate the local educational agencies identified under section 1702(b); and

(B) identify those States surveyed under section 1702(c) that have alternative certification or licensure requirements for teachers, including those States that grant credit for service in the Armed Forces toward satisfying such requirements.

SEC. 1704. SELECTION OF PARTICIPANTS.

(a) SUBMISSION OF APPLICATIONS.—Selection of eligible members of the Armed Forces to participate in the Troops-to-Teachers Program shall be made on the basis of applications submitted to the administering Secretary on a timely basis. An application shall be in such form and contain such information as the administering Secretary may require.

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(b) **TIMELY APPLICATIONS.**—An application shall be considered to be submitted on a timely basis if the application is submitted as follows:

(1) In the case of a member of the Armed Forces who is eligible under section 1703(a)(1) or 1703(a)(2), not later than September 30, 2003.

(2) In the case of a member who is eligible under section 1703(a)(3), not later than four years after the date on which the member first receives retired or retainer pay under title 10 or title 14, United States Code.

(c) **SELECTION PRIORITIES.**—In selecting eligible members of the Armed Forces to receive assistance for placement as elementary or secondary school teachers or vocational or technical teachers, the administering Secretary shall give priority to members who—

(1) have educational or military experience in science, mathematics, special education, or vocational or technical subjects and agree to seek employment as science, mathematics, or special education teachers in elementary or secondary schools or in other schools under the jurisdiction of a local educational agency; or

(2) have educational or military experience in another subject area identified by the administering Secretary, in consultation with the National Governors Association, as important for national educational objectives and agree to seek employment in that subject area in elementary or secondary schools.

(d) **SELECTION SUBJECT TO FUNDING.**—The administering Secretary may not select a member of the Armed Forces to participate in the Troops-to-Teachers Program unless the administering Secretary has sufficient appropriations for the program available at the time of the selection to satisfy the obligations to be incurred by the United States under section 1705 with respect to that member.

(e) **PARTICIPATION AGREEMENT.**—A member of the Armed Forces selected to participate in the Troops-to-Teachers Program shall be required to enter into an agreement with the administering Secretary in which the member agrees—

(1) to obtain, within such time as the administering Secretary may require, certification or licensure as an elementary or secondary school teacher or vocational or technical teacher; and

(2) to accept an offer of full-time employment as an elementary or secondary school teacher or vocational or technical teacher for not less than four school years with a local educational agency identified under section 1702, to begin the school year after obtaining that certification or licensure.

(f) **EXCEPTIONS TO VIOLATION DETERMINATION.**—A participant in the Troops-to-Teachers Program shall not be considered to be in violation of an agreement entered into under subsection (e) during any period in which the participant—

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

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

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

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

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

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

SEC. 1705. STIPEND AND BONUS FOR PARTICIPANTS.

(a) **STIPEND AUTHORIZED.**—(1) Subject to paragraph (2), the administering Secretary shall pay to each participant in the Troops-to-Teachers Program a stipend in an amount equal to \$5,000.

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

(b) **BONUS AUTHORIZED.**—(1) Subject to paragraph (2), the administering Secretary may, in lieu of paying a stipend under subsection (a), pay a bonus of \$10,000 to each participant in the Troops-to-Teachers Program who agrees under section 1704(e) to accept full-time employment as an elementary or secondary school teacher or vocational or technical teacher for not less than four years in a high need school.

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

(3) In this subsection, the term "high need school" means an elementary school or secondary school that meets one or more of the following criteria:

(A) The school has a drop out rate that exceeds the national average school drop out rate.

(B) The school has a large percentage of students (as determined by the Secretary of Education in consultation with the National Assessment Governing Board) who speak English as a second language.

(C) The school has a large percentage of students (as so determined) who are at risk of educational failure by reason of limited proficiency in English, poverty, race, geographic location, or economic circumstances.

(D) At least one-half of the students of the school are from families with an income below the poverty line (as that term is defined by the Office of Management and Budget and revised annually in accordance with section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2)) applicable to a family of the size involved.

(E) The school has a large percentage of students (as so determined) who qualify for assistance under part B of the Individuals with Disabilities Education Act (20 U.S.C. 1411 et seq.).

(F) The school meets any other criteria established by the administering Secretary in consultation with the National Assessment Governing Board.

(c) **TREATMENT OF STIPEND AND BONUS.**—Stipends and bonuses paid under this section shall be taken into account in determining the eligibility of the participant concerned for Federal student financial assistance provided under title IV of the Higher Education Act of 1965 (20 U.S.C. 1070 et seq.).

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(d) REIMBURSEMENT UNDER CERTAIN CIRCUMSTANCES.—(1) If a participant in the Troops-to-Teachers Program fails to obtain teacher certification or licensure or employment as an elementary or secondary school teacher or vocational or technical teacher as required by the agreement under section 1704(e) or voluntarily leaves, or is terminated for cause, from the employment during the four years of required service in violation of the agreement, the participant shall be required to reimburse the administering Secretary for any stipend paid to the participant under subsection (a) in an amount that bears the same ratio to the amount of the stipend as the unserved portion of required service bears to the four years of required service.

(2) If a participant in the Troops-to-Teachers Program who is paid a bonus under subsection (b) fails to obtain employment for which the bonus was paid as required by the agreement under section 1704(e), or voluntarily leaves or is terminated for cause from the employment during the four years of required service in violation of the agreement, the participant shall be required to reimburse the administering Secretary for any bonus paid to the participant under that subsection in an amount that bears the same ratio to the amount of the bonus as the unserved portion of required service bears to the four years of required service.

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

(4) Any amount owed by a participant under this subsection shall bear interest at the rate equal to the highest rate being paid by the United States on the day on which the reimbursement is determined to be due for securities having maturities of ninety days or less and shall accrue from the day on which the participant is first notified of the amount due.

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

(f) RELATIONSHIP TO EDUCATIONAL ASSISTANCE UNDER MONTGOMERY GI BILL.—The receipt by a participant in the Troops-to-Teachers Program of any assistance under the program shall not reduce or otherwise affect the entitlement of the participant to any benefits under chapter 30 of title 38, United States Code, or chapter 1606 of title 10, United States Code.

SEC. 1706. PARTICIPATION BY STATES.

(a) DISCHARGE OF STATE ACTIVITIES THROUGH CONSORTIA OF STATES.—The administering Secretary may permit States participating in the Troops-to-Teachers Program to carry out activities authorized for such States under the program through one or more consortia of such States.

(b) ASSISTANCE TO STATES.—(1) Subject to paragraph (2), the administering Secretary may make grants to States participating in the Troops-to-Teachers Program, or to consortia of such States, in order to permit such States or consortia of States to operate

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offices for purposes of recruiting eligible members of the Armed Forces for participation in the program and facilitating the employment of participants in the program in schools in such States or consortia of States.

(2) The total amount of grants under paragraph (1) in any fiscal year may not exceed \$4,000,000.

SEC. 1707. TERMINATION OF ORIGINAL PROGRAM; TRANSFER OF FUNCTIONS.

(a) **TERMINATION.**—(1) Section 1151 of title 10, United States Code, is repealed.

(2) The table of sections at the beginning of chapter 58 of such title is amended by striking the item relating to section 1151.

(3) The repeal of such section shall not affect the validity or terms of any agreement entered into before the date of the enactment of this Act under subsection (f) of such section, or to pay assistance, make grants, or obtain reimbursement in connection with such an agreement under subsections (g), (h), and (i) of such section, as in effect before its repeal.

(b) **TRANSFER OF FUNCTIONS.**—(1) The Secretary of Defense, the Secretary of Transportation, and the Secretary of Education shall provide for the transfer to the Secretary of Education of any on-going functions and responsibilities of the Secretary of Defense and the Secretary of Transportation with respect to—

(A) the program authorized by section 1151 of title 10, United States Code, before its repeal by subsection (a)(1); and

(B) the Troops-to-Teachers Program for the period beginning on the date of the enactment of this Act and ending on September 30, 2000.

(2) The Secretaries referred to in paragraph (1) shall complete the transfer under such paragraph not later than October 1, 2000.

(3) After completion of the transfer, the Secretary of Education shall discharge that Secretary's functions and responsibilities with respect to the program in consultation with the Secretary of Defense and the Secretary of Transportation with respect to the Coast Guard.

SEC. 1708. REPORTING REQUIREMENTS.

(a) **REPORT REQUIRED.**—Not later than March 31, 2001, the Secretary of Education (in consultation with the Secretary of Defense and the Secretary of Transportation) and the Comptroller General shall each submit to Congress a report on the effectiveness of the Troops-to-Teachers Program in the recruitment and retention of qualified personnel by local educational agencies identified under section 1702(b).

(b) **ELEMENTS OF REPORT.**—The report under subsection (a) shall include information on the following:

(1) The number of participants in the Troops-to-Teachers Program.

(2) The schools in which such participants are employed.

(3) The grade levels at which such participants teach.

(4) The subject matters taught by such participants.

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(5) The effectiveness of the teaching of such participants, as indicated by any relevant test scores of the students of such participants.

(6) The extent of any academic improvement in the schools in which such participants teach by reason of their teaching.

(7) The rates of retention of such participants by the local educational agencies employing such participants.

(8) The effect of any stipends or bonuses under section 1705 in enhancing participation in the program or in enhancing recruitment or retention of participants in the program by the local educational agencies employing such participants.

(9) Such other matters as the Secretary of Education or the Comptroller General, as the case may be, considers appropriate.

(c) **RECOMMENDATIONS.**—The report of the Comptroller General under this section shall also include any recommendations of the Comptroller General as to means of improving the Troops-to-Teachers Program, including means of enhancing the recruitment and retention of participants in the program.

SEC. 1709. FUNDS FOR FISCAL YEAR 2000.

Of the amount authorized to be appropriated by section 301 for operation and maintenance for fiscal year 2000, \$3,000,000 shall be available for purposes of carrying out the Troops-to-Teachers Program.

DIVISION B—MILITARY CONSTRUCTION AUTHORIZATIONS

SEC. 2001. SHORT TITLE.

This division may be cited as the "Military Construction Authorization Act for Fiscal Year 2000".

TITLE XXI—ARMY

Sec. 2101. Authorized Army construction and land acquisition projects.

Sec. 2102. Family housing.

Sec. 2103. Improvements to military family housing units.

Sec. 2104. Authorization of appropriations, Army.

SEC. 2101. AUTHORIZED ARMY CONSTRUCTION AND LAND ACQUISITION PROJECTS.

(a) **INSIDE THE UNITED STATES.**—Using amounts appropriated pursuant to the authorization of appropriations in section 2104(a)(1), the Secretary of the Army may acquire real property and carry out military construction projects for the installations and locations inside the United States, and in the amounts, set forth in the following table:

TITLE II, PART B — TRANSITION TO TEACHING: TROOPS TO TEACHERS

What's New

The Educational Excellence for All Children Act of 1999:

- Continues the work of the Troops to Teachers program in recruiting, preparing, and supporting retired military personnel as teachers in high-need areas; and
- Builds on the success of Troops to Teachers by recruiting, preparing, and supporting talented midcareer professionals from diverse fields as classroom teachers through the Transition to Teaching initiative.

The Transition to Teaching initiative continues and builds upon the highly successful work of the Department of Defense's Troops to Teachers program. Troops to Teachers was created in 1994 to help improve public school education by injecting the talent, skills, and experience of military service members and other federal civilian personnel into high-poverty schools.

Transition to Teaching would retain Troops to Teachers and provide funds to recruit and support a wide range of talented career-changing professionals — such as engineers and scientists, corporate professionals, and returning Peace Corps volunteers — as teachers, particularly in high-poverty school districts and high-need subject areas. Former members of the military services would continue to be a key focus of the new program's recruitment efforts.

What We've Learned

The Troops to Teachers program has been a particularly effective vehicle for recruiting former members of the military services and placing them as teachers in high-need subject areas and school districts.¹⁴ Since the program was established in January 1994, over 3,300 former military personnel have been hired as teachers in 48 states and the District of Columbia. More than 83 percent of the participants are still in the classroom today. The average participant is 41 years old. Teachers recruited through Troops to Teachers are twice as likely as traditional public school teachers to teach mathematics, science, or special education and three times as likely to be members of minority groups. On surveys, they also indicate a greater willingness to teach in inner cities or rural communities.

As a result of increasing enrollments, natural teacher turnover, and the retirement of many veteran teachers, our nation faces the challenge of hiring more than 2 million teachers over the next 10 years.¹⁵ High attrition rates further complicate the challenge of providing all of America's students with high-quality teachers. The problem of attrition is particularly acute among new teachers, approximately 22 percent of whom leave the profession after teaching for

three years or less.¹⁶ In addition, research shows that highly qualified teachers are not evenly distributed across academic disciplines or geographic areas.^{17, 18}

Midcareer professionals interested in changing jobs are an important and largely untapped resource for addressing teacher shortages. Recent studies have found that a significant number of midcareer professionals who possess strong subject matter skills are interested in beginning a teaching career.^{19, 20}

What We Propose

The Educational Excellence for All Children Act of 1999 would:

- Continue the successful Troops to Teachers program for recruiting, preparing, and supporting retired military personnel as teachers in high-need subject areas and school districts.
- Build on the Troops to Teachers approach to support similar programs for other midcareer professionals by awarding grants to public agencies, institutions of higher education, and nonprofit organizations to recruit, prepare, and support career-changing professionals from diverse fields whose knowledge and experience could help them become successful teachers.