



Troops to Teachers

Information Packet

Program Overview
Policy Statement
Qualifying Schools for the Stipend or Bonus
List of State Certification Offices

Registration Packet

Registration Instructions
Definitions of Supporting Documents
Registration Form
Referral Information
Letter of Intent for Selected Reserve Service

Proud To Serve Again

**DEPARTMENT OF DEFENSE
DEPARTMENT OF EDUCATION**

**Troops to Teachers
PROGRAM OVERVIEW**

Background

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

Goal and Objectives

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

Current Status

Funding is appropriated annually to provide financial assistance to eligible participants, referral services, and maintain a network of state offices. Military personnel interested in a second career in public education may submit a registration form to DANTES.

Program Function

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

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

Eligibility

Educational and service eligibility requirements for counseling, referral services, and financial assistance are available on the TTT Home Page at www.ProudToServeAgain.com. Also available is a "Self Determination Guide" to quickly assess eligibility.

Registration

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

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

Contact Information

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

Address:	DANTES Troops to Teachers 6490 Saufley Field Road Pensacola, FL 32509-5243	Phone:	850-452-1241
Home Page:	http://www.ProudToServeAgain.com	Toll free:	1-800-231-6242
		DSN:	922-1241
		E-mail:	ttt@navy.mil

State Offices: For a listing of the State Offices, call DANTES or visit the Home Page at the above address.

Revised 02/10/08

Policy Statement

Subject: Implementing Department of Education Troops to Teachers Operating Rules

Date: 13 September 2005

Reference: Federal Register: July 1, 2005 (Volume 70, Number 126)

The Department of Education has established operating rules that defines those schools where Troops to Teachers participants who accept financial assistance may fulfill their three-year teaching obligation. As of 15 September 2005, the following rules will apply for any Troops to Teachers participant registering for the program on or after the implementation date:

Troops to Teachers participants who accept financial assistance in the form of a Stipend or Bonus incur an obligation to teach for three years in schools or school districts that meet specified criteria as outlined below:

- **STIPEND:** Participants accepting the \$5K stipend are obligated to teach for three years in:
 - (a) any U.S. public school within a school district that has at least 20% of the students who come from families living below the poverty level,
 - or
 - (b) a U.S. public school house where at least 50% of students are eligible for the free or reduced cost lunch program or have a “high percentage” (determined annually) of students with disabilities, so long as that school is in a school district that has between 10 and 20% of students who come from poverty level families.

- **BONUS:** Participants may accept a bonus of \$10K in lieu of the stipend if they are employed as a teacher in a school district that has at least 10% or greater of the students who come from families living below the poverty level and are:
 - (a) teaching in a school house where at least 50% of students are eligible for the free or reduced cost lunch program,
 - or
 - (b) teaching in a school house that has a “high percentage” (determined annually) of students with disabilities.

Participants who registered prior to 15 September 2005 may fulfill their teaching obligation under the operating rules in affect as of their date of registration.

DEFINITIONS:

Poverty level: Poverty level refers to students within a school district who come from families with incomes below the poverty level for that area. The Census Bureau determines the percentage of poverty level students for a school district. Poverty level data is available by state by selecting the file for the most current school district (SD) year from the Census Bureau web site at the following address: <http://www.census.gov/housing/saipe/>

Free or Reduced Cost Lunch: Free or reduced cost lunch refers the National School Lunch Program based on the level of family income. The percentage is based on data available from the U.S. Department of Education at their web site: <http://nces.ed.gov/ccd/schoolsearch/>

Students with Disabilities: Students with Disabilities are those who qualify for assistance under part B of the Individuals with Disabilities Education Act (IDEA). The Standards and Poor’s web site <http://www.schoolmatters.com> provides percentage of students with disabilities by school house, but data is not available for all states.

High percentage of Students with Disabilities: A “high percentage” is considered to be any percentage over the nationwide average for students eligible for assistance under part B of IDEA. If data is not available from the Standards and Poor’s web site, individual school districts may have this information available for their schools.

Revised 02/10/08

Qualifying Schools for the Stipend or Bonus

TTT participants that receive financial assistance from Troops to Teachers in the form of the stipend or bonus must teach for three years in a school that meets one of the criteria listed under the appropriate category.

STIPEND

A
Any public school whose District's Poverty Level is 20% or more

B
Any public school whose District serves 10,000 or more students from Poverty Level families

C
Any public school whose District's Poverty Level is 10% or more
and
the school's free/reduced cost lunch percentage is 50% or more

D
Any public school whose District's Poverty Level is 10% or more
and
the school has a "high percentage" (determined annually*) of students with disabilities

BONUS

A
Any public school whose School District's Poverty Level is 10% or more
and
the school's free/reduced cost lunch percentage is 50% or more

B
Any public school whose District's Poverty Level is 10% or more
and
the school has a "high percentage" (determined annually*) of students with disabilities

* The IDEA percentage is updated annually based on the national average.

Troops to Teachers

National Office 1-800-231-6242, E-mail ttt@navy.mil

Home Page: www.ProudToServeAgain.com

State	Coordinator	Phone	Email
AL	Steve Traylor	800-723-6841	troopstoteachers@alsde.edu or straylor@alsde.edu
AK	Contact National Office		
AZ	John Scheuer	800-830-2134	jscheuer@azdvs.gov
AR	Mike Sanders	800-903-7912 or 479-747-4946	mike.sanders@arkansas.gov
CA	(North) Bob Bartron (South) K McLendon / R Nathanson	916-325-0150 877-908-3600	bbartron@caltroops.org kmcendo@sdcoe.net / rnathanson@sdcoe.net
CO	Joe Morgan	800-438-6851	info@mwttt.com
CT	Contact office in ME		
DC	Contact office in MD		
DE	Contact office in NJ		
FL	Ron Burton	888-358-7667	troopstoteachers@fldoe.org
GA	Bill Kirkland	800-745-0709	GATroopsToTeachers@gapsc.com
HI	Bryan Miller (contact National office)	800-231-6242	hawaiiittt@hawaii.rr.com
IA	Contact office in MO		
ID	Contact office in MT		
IL	Joan Ryan	866-372-3157	Troops.Teachers@illinois.gov
IN	Contact office in MI		
KS	Contact office in CO		
KY	Wayne A. Eccles, Jr.	888-598-7667x236	kyttt@ky.gov
LA	Al Almodovar	800-761-3012	almodovar@bellsouth.net
MA	Contact office in ME		
ME	Don Sweeney / Ken McCann	888-463-6488 or 866-888-0201 (NH)	nnett@maine.edu
MD	Robert Henry	866-251-3123	rhenry@msde.state.md.us
MI	David Ratajik	866-801-0007	RatajikD@Michigan.gov
MN	Contact office in WI		
MS	Chris Carey	800-647-7832	ccarey@mde.k12.ms.us
MO	Chad Schatz	877-530-2765	chad.schatz@dese.mo.gov
MT	LeRoy (Le) Gaub	866-478-3224	northernttt@gmail.com
NE	Contact office in CO		
NV	Myles Judd	888-861-0231	TTTRecruit@hrd.ccsd.net
NH	Contact office in ME		
NJ	Melissa Fantozzi	800-680-0884	tttnj@doe.state.nj.us
NM	Joe Morgan	800-438-6851	info@mwttt.com
NY	Rick Jackson	877-493-2444 / 518-474-4661	NYSEDTTT@mail.nysed.gov
NC	Doug Taggart	888-878-1600	dtaggart@dpi.state.nc.us
ND	Contact office in MT		
OH	Veronica Hampton	800-852-6064	Veronica.Hampton@ode.state.oh.us
OK	Shelby Satterfield	800-286-6513	shelby_satterfield@sde.state.ok.us
OR	Contact office in MT		
PA	Jeff Culp	866-242-3295	jculp@state.pa.us
RI	Contact office in ME		
SC	Rick Wise	866-269-5672	scroops@scteacners.org or rwise@scteacners.org
SD	Contact office in MT		
TN	Mike Schroeder	800-286-5301	Mike.Schroeder@state.tn.us
TX	Meryl Kettler	800-810-5484	meryl.kettler@esc13.txed.net
UT	Contact office in CO		
VT	Contact office in ME		
VA	Joe Wargo	800-560-4317	jwargo@odu.edu
WA	Robert L Jones	800-743-2357	Bob.Jones@k12.wa.us
WV	Robert Mellace	800-982-2378	rmellace@access.k12.wv.us
WI	Steve Campbell	866-838-5699	steve.campbell@dva.state.wi.us
WY	Contact office in MT		
	Other States & U.S. Territories	800-231-6242	ttt@navy.mil

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REGISTRATION INSTRUCTIONS

The following documents provide information and registration forms for the Troops to Teachers program. To register for the program, complete the Registration Form. Category RC-2 and RC-4 Registrants will also need to complete the Letter of Intent for Selected Reserve Service.

Please note that additional documentation (such as military and educational verification) is required as specified at the bottom of the Registration Form. These documents may be copies as long as they are legible. The transcript should reflect the highest degree and list the date the degree was conferred.

You should receive a response from our office within 30 days from the receipt of your registration package.

The Department of Education establishes the operating rules that govern the schools where Troops to Teachers participants who accept financial assistance may fulfill their three-year teaching obligation. There are revised rules which determine these eligible schools. These revised rules will take effect for anyone registering in the Troops to Teachers program on or after the implementation date of 15 Sep 05.

Please do not submit resumes.

Checklist – Did you:

- include a signed & dated registration form (page 10)? Unsigned registrations will be returned.
- include a copy of the transcript of your highest degree received, showing degree and date awarded?
- submit the documents required for your eligibility category which may include a DD214 (member copy 4), record of separation/service, approved voluntary retirement letter, Leave and Earnings (LES) statement, yearly point summary, and/or three-year letter of intent (page 13)? See registration form (page 10) for list of required documents.
- fill in your estimated or actual retirement/separation date in the Military Service section of the registration form (page 10)?
- make a complete copy of the registration package for your records?

Definitions of Supporting Documents

TTT will accept legible copies of all supporting documents. Documents received by FAX, especially college transcripts, often do not transmit clearly. Supporting documents should be submitted by U.S. Mail rather than FAX.

College Transcripts:

Elementary or Secondary Teaching: Submit a copy of the highest degree awarded showing the degree received, institution awarding the degree and the date awarded. For those with more than one Bachelors or Masters Degree, submit the most recent transcript.

Vocational Teaching: Submit documentation validating the equivalent of one year of college. Documents acceptable are: college transcripts to include CCAF, AARTS/SMARTS transcripts, and/or college subject testing reports (CLEP, DSST, etc.).

DD Form 214: Submit a copy of DD Form 214, **Member Copy 4**. For those who do not have the Member Copy 4, contact the Veterans Affairs Office 800-827-1000 or Troops to Teachers for procedures to request this form.

Approved Voluntary Retirement Letter: Submit a copy of the official document authorizing a specific retirement date.

Leave and Earning Statement (LES): Submit a copy of current LES which validates affiliation with a drilling reserve component.

Yearly Point Summary: This most recent point summary is required to verify the years of service for Reserve Component personnel. The required form is listed below.

Army National Guard - NGB 23	US Navy Reserve - NRPCC 1070/124
Air National Guard - AF 526	US Marine Corp Reserve - CRCR (Career Retirement Credit Report)
US Army Reserve - ARPC 249-E	US Coast Guard Reserve - CG 4175A
US Air Force Reserve - AF 526	

Three Year Letter of Intent: If financial assistance is received, Selected Reserve members must submit a letter of intent to remain in the Selected Reserve for 3 years or until retirement eligible.

Report of Separation/Record of Service: For retiring Reserve Component members or those who separate due to a physical disability. The required form is listed below.

Army National Guard - NGB 22	US Navy Reserve - DD214
Air National Guard - NGB 22	US Marine Corp Reserve - DD214
US Army Reserve - DD214	US Coast Guard Reserve - DD214
US Air Force Reserve - DD214	

Troops to Teachers Registration Form

An Avenue to a Second Career In Public Education

Army, Navy, Marine Corps,
Air Force, Coast Guard,
Selected Reserve and National Guard

Make a Difference – Be a Teacher

Troops to Teachers is a cooperative program of the Department of Education and Department of Defense which provides counseling and referral services to military personnel interested in teaching as a second career in the K-12 public school system. Financial assistance may be available to those that meet the eligibility criteria with a commitment to teach in targeted schools

State Points of Contact

Points of contact for TTT information have been established for most states to assist participants with counseling, certification requirements, and referral services. The TTT homepage provides a list of contact information at: www.proudtoserveagain.com.

Referral Services

Participants who are actively pursuing teaching certification or who are licensed may request referral. Referral will be based on certification program or license subject(s) and grade level(s).

Searching for Teaching Positions

An Internet Job Referral Job site is available at:
www.jobs2teach.doded.mil.

Submitting Registration Form

Send the completed form and supporting documents to:

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

Program Eligibility

Education Requirements

Academic Subject Teacher: Baccalaureate or advanced degree from an accredited institution at the time of registration.

Vocational/Technical Teacher: Equivalent of one year of college with six years of military experience in a vocational or technical field or meet state requirements. Eligible for vocational referral and, if applicable, vocational financial assistance.

Obligations

Individuals receiving financial assistance must agree to teach for three years in targeted schools. Selected Reserve personnel must also commit to continue in the Selected Reserve for an additional three years or until eligible for retirement, whichever is less.

A: Eligibility for Counseling and Referral Services:

Individuals who meet one of the following service requirements, in addition to the education requirements previously noted, are eligible for counseling and referral services:

Active duty or Selected Reserve component personnel whose last period of service was characterized as honorable and:

- 1) retired,
- 2) separated with six or more years of creditable service towards retirement on or after 1 Oct 90, or
- 3) separated with a service-determined physical disability and register within four years from date of separation. *Note: Physical Disability must be noted on service separation documentation not a VA determination. Medical discharge is not the same as discharge due to physical disability.*

or

- 4) current members of the Selected Reserve with six or more years of creditable service towards retirement

B: Eligibility for Financial Assistance:

Individuals in the following categories whose last period of service is characterized as honorable, and also meet the education requirements previously noted, may apply for financial assistance:

(AD = Active Duty, RC = Reserve Component)

AD-1 Retired from active duty.

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

AD-3 Active duty personnel separated within the last four years for a service-determined physical disability. *Note: Physical Disability must be noted on service separation documentation not a VA determination. Medical discharge is not the same as discharge due to physical disability.*

RC-1 Retired from the Selected Reserve.

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

RC-3 Selected Reserve personnel separated within the last four years for a service-determined physical disability. *Note: Physical Disability must be noted on service separation documentation not a VA determination. Medical discharge is not the same as discharge due to physical disability.*

RC-4 Transitioning from active duty on or after 8 Jan 02, and have served six years on active duty immediately before separation, and commit to three years with the Selected Reserve. Must register within four years after separation.

1. Registration Category: (check A or B as applicable)
 A. Counseling and Referral Services Only
 B. Financial Assistance / Counseling and Referral Services: Check the eligibility code under which you are registering. Code definitions on reverse of this form:
 AD 1 **AD 2** **AD 3**
 RC 1 **RC 2** **RC 3** **RC 4**

2. Contact Information:
 Last 4-digits of SSN: _____
 Name: Last _____
 First _____ MI _____
 Address: _____

 CITY _____ ST _____ ZIP _____
 Phone: (H) _____
 (W) _____
 E-Mail:
 (H) _____
 (W) _____
If listing multiple e-mail addresses, check the email address that is your first preference for contact.

3. Personal Information:
 If fluent in a second language, list language(s): _____
 Date of Birth: _____
 MM-DD-YYYY
 Gender: Male Female
 Ethnic Background:
 Asian/Pacific Islander Hispanic
 African American White
 Native American Other

4. Military Service:
 Branch of Service: _____
 Pay Grade: _____ Military Skill Code: _____
 Active Duty Selected Reserve
 Date Entered Service: _____
 Date Separated from Service: _____
 Total Years Service: _____
 Military Service Status:
 Currently Serving: Active Duty Selected Reserve Other
 Separated Due to: Retirement Disability Other
 If separated/retired:
 Separation Code (See DD214 Member 4 Block 26): _____

5. Education: Degree(s) Completed:
 *If no degree, must have: (See Educational Requirements on pg 9)
 at least 24 College Credit Hours **and**
 6 years experience in a vocational/technical field **or**
 meet state requirements for teaching voc/tech subject
 *Associate Major: _____
 Baccalaureate Major: _____
 Graduate Major: _____
 *With less than baccalaureate, eligible for vocational portion of program only.

6. Referral Preference(s): In what state(s) are you interested in seeking employment?
 1st _____ 2nd _____ 3rd _____ Any
 If you have a teachers license or are enrolled in a certification program, would you like to be referred for employment at this time:
 Academic Referral*? No Yes
 Vocational Referral*? No Yes
 *See Referral Information (pg 11) for details.

7. Teacher Certification: Are you currently enrolled in a teacher certification program? No Yes
 If yes, start date: _____ Est End Date: _____
 MM - YYYY MM - YYYY
 Institution/Agency: _____
 Address: _____
 City, State & Zip: _____
 Subject(s) and Grade Level(s): _____
 Are you licensed as a K-12 teacher? No Yes
 If yes, please submit a copy of your license.

8. Teaching Employment: Have you been employed as a full-time teacher in a U.S. public school within the past 360 days? No Yes
 If yes, the start date of 1st full-time teaching employment in U.S. public school: _____ Current Grade Level: _____ Current Subject: _____
 Current School District: _____ School: _____ City: _____ State: _____

9. Privacy Act Statement AUTHORITY: 5 U.S.C. 301, E.O. 9397. **Principal Purpose:** To verify information provided relative to selection and to provide that information to school districts or institutions of higher education. ROUTINE USE: The information collected may be released to local education agencies (school districts) and institutions (colleges universities, other training schools or organizations) that may be interested in helping you become certified or employed. **Release:** Voluntary. However, failure to provide the requested information may result in disqualification for participation or limited exposure to certification or employment opportunities. **Certification:** I agree with the terms of the Privacy Act Statement and I hereby certify that all information provided is true and correct. I understand that providing false information will result in the termination of my eligibility for and participation in the program.

SIGNATURE  **DATE**

10. DOCUMENTS REQUIRED TO REGISTER	A: FINANCIAL ASSISTANCE CATEGORIES								B: REFERRALS	
	AD1	AD2	AD3	RC1	RC2	RC3	RC4	ACTIVE DUTY	RESERVES	
Troops to Teachers Registration Form	X	X	X	X	X	X	X	X	X	
College Transcript (Must indicate degree earned)	X	X	X	X	X	X	X	X	X	
DD Form 214 (Member Copy #4)	X	X*	X**					X*		
Approved Voluntary Retirement Letter		X								
Reserve LES (Current)					X					
Yearly Point Summary					X				X	
Three Year Letter of Intent					X		X			
Report of Separation/Record of Service				X		X**				

11. How did you hear about TTT? (check all that apply)

Transition Briefing Education Office
 Teaching as a Second Career Briefing
 Counselor Job Fair
 Poster Brochure
 AFRTS TV/Radio Friends/Relatives
 News-Article: _____
 Internet: _____
 Other: _____

* DD Form 214 to be submitted after separation or retirement ** DD 214 / Report of Separation must be coded for Physical Disability

Referral Information

The Troops to Teachers program offers limited referral services to all active participants who are ready to seek employment. Schools or school districts may apply to our program (free of charge) for a username and password which will allow them to search our referral database. They can search by state employment preferences, teaching subject, grade level, second language(s), licensed subject(s), and/or a participant's name. With this search, the potential employer has access to a participant's contact information (address, primary phone number, and primary email address), second languages, degree(s) and degree major(s), military separation date, preferred teaching level, state preferences, availability date, list of preferred subject(s), whether or not the participants is licensed in that field, and a participant's "mini-resume." With this information, a potential employer can select participants who meet the criteria for vacancies and contact the participant directly.

Although it is not limited to licensed participants, we would prefer to limit referral to at least those that are actively pursuing a career in education and have at least been accepted into a teacher certification program. For those seeking referral for academic positions, the subject and grade level provided on various TTT documents for certification program or license subject and grade level will be used for referral. A copy of your teacher's license will be required to enter licensed information into the referral system. The information provided below will be used for vocational referral.

It is important to keep your information current so that potential employers are able to identify you as an eligible candidate for a position and are able to contact you. Also, let us know when you would like to be added or removed from the referral list, especially when you have found employment and no longer require referral. Should you require referral again, contact us to be returned to a referral status. To update information, contact our office at 1-800-231-6242, e-mail ttt@navy.mil, or mail to: DANTES, Troops to Teachers, 6490 Saufley Field Rd, Pensacola, FL 32509-5243.

Academic Subjects

Academic subject(s) and grade level(s) that will be referred are determined by the information you provide regarding certification program and licensure. A copy of the license must be provided in order to be referred as a licensed participant.

Vocational Subjects

(must have at least one year equivalent of college and a minimum of 6 years experience in a vocational/technical field or meet state requirements to be referred vocationally)

Subject (i.e. Radio & TV Repair, Automotive Repair, Computer Hardware, Flight/Ground Inst., Carpentry, American Sign Language) <i>Please Print</i>	Licensed (Include a copy of your vocational teacher's license)	Years of Experience (min. 6 yrs)
	<input type="checkbox"/>	

PRIVACY ACT STATEMENT

Authority: 5 U.S.C. 301, E.O. 9397

Principle Purpose: To provide information to public and private schools, educational institutions and education organizations.

Routine Use(s): The information collected may be released to local education agencies (school districts both public and private), institutions of higher education (colleges, universities, and other institutions offering teacher certification programs), and organizations that provide assistance in helping Troops to Teachers participants to become certified and/or employed.

Note: This information will be made available to participating educational institutions via the World Wide Web (also known as the Internet). DANTES is employing various safeguards to prevent against unauthorized access to or disclosure of the information via the Internet. It is possible, however, that members of the public could gain incidental or accidental access to the database through the Internet.

Release: Voluntary. However, failure to provide the requested information may result in limited exposure to certification and/or employment opportunities.

I hereby authorize the release of personal information which may enhance employment opportunities or gain access to teacher certification opportunities.

Name: (First, MI, Last) Please Print or Type

Signature

Date

Email Address: _____

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Troops to Teachers
Letter of Intent for Selected Reserve Service
For Category RC-2 and RC-4 Registrants

Subject: Letter of Intent for Selected Reserve Service

From: _____ Date: _____
PRINT or TYPE (Last Name, First Name, MI) *(mm/dd/yyyy)*

To: DANTES
Troops to Teachers
6490 Saufley Field Road
Pensacola, FL 32509

I hereby confirm my intention to serve not less than 3 years in the Selected Reserve (or until retirement eligibility, whichever is less). I understand that I must be a member of the Selected Reserves before I apply for financial assistance from Troops to Teachers but that I will be credited for any Selected Reserve service as early as my Troops to Teachers eligibility date. If I fail to fulfill the full three years of Selected Reserve service, I will reimburse the Troops to Teachers Program the same proportion of funds equivalent to the amount of un-served reserve time.

Signature

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