

# Schools Combat Teacher Shortage

Instructors must commute between local schools to fill positions in areas like music and physical education.

By **WALTER HERZ**  
Staff Writer

As recruiting new teachers becomes more difficult, Chapel Hill-Carrboro City Schools have developed a way to efficiently use the teachers the system already employs.

Instead of hiring one teacher to fill each half-time position, the school system has allowed some teachers to take on two half-time jobs and be considered full-time employees.

Hazel Gibbs, director of human resources for the school system, said that though the matching of positions and teachers was not very prevalent, it was helpful in combating the shortage of

teachers in the towns.

"Sometimes the two schedules match the teacher," she said. "It is simply an option, not so much something we set out to do. If it is the best solution, we do it."

Schools spokeswoman Kim Hoke said the instructors who filled these traveling positions were usually not mainstream traditional teachers.

"Homeroom core teachers are not itinerant," she said. "The (traveling) positions are usually pretty specialized."

These specialized positions include instructors for English as a Second Language classes, physical education and exceptional children's programs.

"They are mostly professional positions that we do not have a full-time slot

for," Hoke said. "They are either positions for which we do not have enough students to justify a full-time position or enough funding to do it."

Janine Zenge, an instructor who leads the orchestra programs at both Grey Culbreth Middle School and Chapel Hill High School, said the itinerant concept was beneficial

to her and other music instructors.

"We don't have that many classes," she said. "It's not really a matter of number of students for us. It is better for us to have large groups."

Zenge said she had no major complaints about the way her schedule was structured.

"I've always liked it," she said. "If you've had a bad day at one school, you

can get in your car and go to a new situation at the other school. It's like a whole new day."

Zenge did admit, however, that driving between her two jobs could sometimes be a problem.

"When the weather is bad, I can't really wait 20 minutes for the rain to die down," she said. "I have to drive."

Hoke said the number of itinerant employees was small when compared to the more traditional instructors.

"It's certainly a minority," she said. "We have about 760 teachers in the system, and no school would have more than two or three itinerant teachers. It comes out to about 5 percent."

Zenge said she would continue in her itinerant schedule, no matter how hectic. "I've been (teaching) for 24 years," she said. "And sometimes it's nice to get out and drive."

The City Editor can be reached at [citydesk@unc.edu](mailto:citydesk@unc.edu).

## Campus Calendar

### Today

6 p.m. — **SET for the Future**, a new Campus Y organization, will hold an interest meeting for new volunteer teachers and staff in Union 226.

Students interested in teaching computer skills to underprivileged middle school students are encouraged to attend.

7 p.m. — **InterVarsity Christian Fellowship** will hold its weekly meeting in Union 224. The featured speaker is Skip Long.

7 p.m. — UNC alumnus Charles Secrett, executive director of Friends of the Earth United Kingdom, will present "Planet in Crisis: Sustainable Development Solutions" in the Commons Room of the James M. Johnston Center for Undergraduate Excellence, located in Graham Memorial Building.

### Friday

5:30 p.m. to 7 p.m. — A reception at the Ackland Art Museum will honor artist **Siah Armajani**, best known for his large-scale public works of art made of steel and mixed media. Armajani will

lecture at 7 p.m. in the Hanes Art Center auditorium as part of a week-long symposium on public art.

### Saturday

8 p.m. — Soprano Kathleen Battle will perform in Memorial Hall as part of the **Carolina Union's Virtuoso Concert Series**. The series is an annual fund-raiser for the Union's Performing Arts Series.

Donor opportunities begin at \$100. Student tickets are \$20 and others are \$40, \$34 and \$25.

For more information, call 962-1449.

### Sunday

8 p.m. — The **Carolina Wind Quintet** will perform works by Villa Lobos, Harbinson and Danzi at in Person Recital Hall.

### Items of Interest

■ **International Student Orientation Counselor** applications are now available at the International Center, located in Union 116, for those interested in helping welcome newly arrived international students and scholars before classes begin Aug. 16 to Aug. 21. For more information, call 962-5661.

## N.C. Group Honors Discipline-Driven Administrator

By **TRICIA BARRIOS**  
Staff Writer

The N.C. Association of Educators has honored a local administrator with the Assistant Principal of the Year award, marking the first local winner of this award in six years.

Valeria Daniels-Paddock, the assistant principal at Grey Culbreth Middle School, received the honor for her out-

standing service to students.

The NCAE recognized her at an awards banquet last week in Asheville.

Daniels-Paddock said she was still elated about receiving the statewide honor.

"I don't think my feet have touched the ground yet," she said. "It's an honor to be nominated by peers, but to be nominated by the state is great."

She was honored Wednesday morn-

ing at Culbreth Middle during a breakfast for faculty members and administrators.

NCAE public relations coordinator Karen Archia said the organization chose administrators who communicated well with both students and other administrators.

"We're looking for outstanding educators — assistant principals who are into site-based management, including teachers in decisions, student-focused," she said.

Archia said the winner was chosen from a list of several thousand possible applicants.

Culbreth Middle School Principal David Christenbury said he valued Daniels-Paddock for her strong human

relations skills.

"She does a good job relating to students," he said. "She served as a counselor before her work with students. I think that has a lot to do with it."

Daniels-Paddock said she considered her part in the disciplinary program at the school to be her most successful accomplishment.

"That's what makes Culbreth a safer school," she said. "Our look at discipline has changed."

Daniels-Paddock said the old disciplinary methods operated by the belief that discipline equaled punishment.

She wanted to break away from that attitude.

Now the school follows a plan called "Teaching Responsible Behavior in the

Schools."

"Teachers can give them a verbal plan to settle down or talk with them later, or they can come up with one themselves," she said.

She said the decrease in disciplinary problems had been tremendous.

"It used to be before this plan, I'd always stay a week behind in disciplinary referrals," she said.

"Now, there are some days I don't have a single disciplinary problem."

Aside from her work at Culbreth Middle School, Daniels-Paddock has also served other roles with local schools.

She served as a counselor for Seawell Elementary, Ephesus Road Elementary, and Chapel Hill High schools.

The state award is not the first honor for Daniels-Paddock.

She was recognized as Assistant Principal of the Year for Chapel Hill-Carrboro City Schools in 1998.

She said she had thought about becoming a principal but decided she would rather focus on working with students.

"I'll probably still be right here," she said.

"This is my place to be."

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## Low Funds Won't Stop Barbeque

In its second year, the annual TA Appreciation Barbeque is scheduled for 4 p.m. Friday in Polk Place.

By **JAMILA VERNON**  
Staff Writer

Despite a huge slice in funding for this year's teaching assistant barbeque, extensive fund-raising efforts are making the event possible Friday.

After a University-wide budget shortfall this summer prompted UNC officials to cut \$12,000 from the barbeque's budget, Graduate and Professional Federation President Lee Conner said he sought outside funding sources.

"Twenty-thousand dollars is usually given by the provost and chancellor's office (for the barbeque), but this year it was about \$8,000," Conner said.

To make up for the loss, Conner said he received some money from Student Congress, but a large part came from donations. "One trustee gave \$1,000," he said. He said other members of the Board of Trustees along with interim Chancellor Bill McCoy also donated between \$500 and \$1,000.

Newly inducted GPSF President Thad Woody said he felt the barbeque rewarded TAs in a variety of ways.

The barbeque, scheduled for 4 p.m. at Polk Place, is important because it shows the University's appreciation of TAs beyond their financial commitment Woody said. "It's one step to spotlighting TAs' work," he said.

During the past year, other issues concerning TAs have also been brought to the forefront.

The Teaching Resources Task Force was formed last year to resolve the inadequacies of teaching resources among UNC departments.

TAs are having to pay for their own copies along with having to pay out-of-pocket for other supplies, Conner said.

Conner said he felt the administration was receptive to the TAs' concerns, but Woody would have to continue lobbying efforts to keep the issue in the spotlight. There is a unanimous agreement that the money needs to be found to fund TA programs, Conner said.

Robert Kerr, a teaching assistant at the School of Journalism and Mass Communication, said some TAs had to dish out funding from their own pockets for their supplies. "There's a lot of research, and you have to do a lot of copying," he said. "It's somewhat of a problem for me, but probably more for others," Kerr said. "Copies are seven and a half cents; it adds up."

Another issue that Conner addressed while in office was tuition remission. This program reduces tuition for TAs, resident assistants and fellow/trainees.

Conner said the tuition remission was only valid for 10 semesters and that the organization was pushing for more secure funding for students to benefit.

Many graduate programs continue for more than 10 semesters, he said.

Joshua Steele, a teaching assistant for the Department of Physics, said complete elimination of tuition for TAs was reasonable. "To have a tuition waiver is something that needs to be at the top of the list," Steele said. "The cost of living is high. A lot of other schools offer it normally. It would also attract graduate students."

But Conner said the tuition remission would still come under state scrutiny this summer. "The money comes from the state and the legislature hasn't been back in session."

The University Editor can be reached at [udesk@unc.edu](mailto:udesk@unc.edu).

## Parking 2000

The Department of Public Safety is offering parking pre-registration for the 2000/2001 academic year Tuesday, April 4, 2000 through Friday, May 19, 2000. Visit the Department of Public Safety's website to pre-register and find out more information about student parking for next fall:

**"www.dps.unc.edu"**

The pre-registration process is a lottery: all those who pre-register between April 3 and May 19, 2000 have an equal chance of receiving a permit. So, pre-register online, and put yourself in the driver's seat when it comes to parking next year.

For more info, call the Department of Public Safety: at (919) 962-3951

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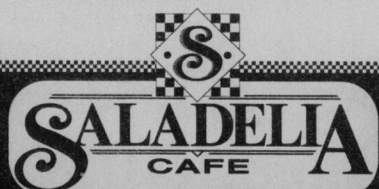
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## SPORTS SHORTS

### UNC Spring Football Game

**Saturday, April 8, 2000 - 3:30 pm**  
**Kenan Stadium**

April 8th is Super Saturday!

Catch the excitement of 2000 Carolina Football!

Come preview the 2000 Carolina Football Team in the annual UNC Spring Football Game on Saturday afternoon, April 8, 2000 at beautiful Kenan Stadium! Admission is Free, and kick-off is at 3:30 pm with a post-game autograph session!

Before the football game at 3:30 pm, come support...

- UNC Softball versus Virginia at 12 pm at Finley Field
- UNC Men's Tennis versus Georgia Tech at 1 pm at Cone-Kenfield Tennis Center
- UNC Men's Lacrosse versus Virginia at 2 pm at Fetzer Field

**COME CHEER ON THE HEELS!**

**Hardee's** Students & Faculty Admitted FREE w/ID!

The UNC-CH Department of Public Safety is looking for male and female volunteers of diverse backgrounds to assist in our Domestic Violence Training.

The dates are May 22, June 5, June 26, and July 17.

Come from 3:30pm until 7:30pm to volunteer!

Dinner and door prizes will be provided.

Call Lt. Lori Palazzo at 843-8209

for more information.

## Spring Senior Week

**April 10-15**

**When was the last time you went out to play?**

**All seniors are invited to Senior Week events!**

### MONDAY, APRIL 10

#### A True Class Act: Evening on the Hill, 7-9pm, The Carolina Club

Graduation is nearing and it's time to celebrate in style. Enjoy fine dining at the prestigious Carolina Club. This special event in your honor includes a three course meal (\$25 value) and performances by the UNC Clef Hangers and the UNC Gospel Choir. All seniors and their guests are invited to attend. Cost: \$10 per person. Tickets are on sale at the Alumni Center or online at [alumni.unc.edu](http://alumni.unc.edu). Registration deadline April 6.

### TUESDAY, APRIL 11

#### Outstanding Senior/Favorite Faculty Awards Ceremony & Reception

3:30-5:30pm, George Watts Hill Alumni Center Guest Speaker: **Chuck Stone**  
We'll recognize some super seniors and favorite faculty members during this awards ceremony and reception.

### WEDNESDAY, APRIL 12

#### Senior Class Last Blast, 11am-3pm, At the Bell Tower

You don't want to miss this! The Bell Tower will be open for you to climb. Stop by between classes or hang out all day! We'll have a BBQ lunch with all the trimmings, music, give aways, great door prizes, a giant slide and sumo wrestling. First 200 seniors receive a free Class of 2000 Last Blast T-shirt! Rain Date April 15.

### THURSDAY, APRIL 13

#### Senior Play Day II! 11am-2pm, Union Circle

We are taking over the Union Circle again! This time will be even better than last fall. We'll have games, senior stickers, food and more. Wear your Senior Class T-shirt and win great prizes! Bring an item for the Class of 2000 time capsule.

#### Senior Party at He's Not Here, 9pm-2am

This won't be the last senior party of the semester but what would Senior Week be without a He's Not Here party! \$2 cover charge.

### FRIDAY, APRIL 14

#### Swim Test Day, 9am-4pm, Bowman Gray Pool

Bring your UNC One Card!

#### Senior Day at the Ball Park, 7pm, Boshamer Stadium

Let's cheer on the Heels as they take on Maryland. There'll be a special salute to seniors which includes on-field games and prizes. Bring your UNC One Card. No outside food or beverages inside the stadium.

### SATURDAY, APRIL 15

#### Senior Service Project with Great Strides: Cystic Fibrosis 5K,

#### 10-11am registration, Old Well

Let's make an impact! This is a fun and easy way to help with a great cause. Money raised goes to find a cure for CF, the number one genetic killer of children and young adults. \$2 minimum donation requested in honor of the Class of 2000. Raise \$50 and receive a free T-shirt. Stay for lunch after the walk and show your Senior Pride—wear your senior class T-shirt.

For more information visit [alumni.unc.edu](http://alumni.unc.edu)

or [www.unc.edu/student/orgs/seniors](http://www.unc.edu/student/orgs/seniors).

Questions? E-mail [seniorweek@unc.edu](mailto:seniorweek@unc.edu) or call 962-3582.