

of Ohio, assigned to the Western Division in Toledo. She has served as a United States District Court Magistrate since she was appointed to the Federal bench in September of 1994.

Judge Armstrong is a 1956 graduate of Wayne State University, and also received her law degree from Wayne State University Law School in 1960. Prior to her appointment as a Federal Magistrate, Judge Armstrong served as an Assistant United States Attorney in Toledo for fifteen years, primarily handling civil litigation matters.

Judge Armstrong has been a member of the Ohio Women's Bar Association since 1993. She is currently a member of the Toledo Bar Association Round Table, the Minorities in the Profession and Federal Court Committees. In the past, she served as Secretary for the Board of Trustees for the Toledo Bar Association, on the Bankruptcy Committee, as liaison to the Bankruptcy and Minorities in the Legal Profession Committees and on the Pro Bono Advisory Board.

Judge Armstrong's past recognitions and awards include receiving the Arabella Mansfield Award by the Toledo Women's Bar Association in 1988, the Excellence in Law Award by the Black American Law Students' Association (BALSA) in 1989 and 1997, the Milestones Award by the Young Women's Christian Association in 1997, and in 1999 she was the recipient of the Athena Award by the Chamber of Commerce.

The OWBA was initially formed in 1991 and is the only statewide bar association within Ohio solely dedicated toward advancing the interests of women attorneys while encouraging networking and the creation of a statewide mentor program for women attorneys.

On May 1, 2003, Ohio Supreme Court Justice Alice Robie Resnick will be presenting Judge Armstrong with the Ohio Women's Bar Association's Justice Alice Robie Resnick Award of Distinction at its Annual Meeting in Cleveland, Ohio.

It gives me great pleasure to rise today, Mr. Speaker, and join the OWBA in congratulating Magistrate Judge Vemelis Armstrong and wishing her continued success.

TRIBUTE TO MR. CHARLES  
BOUCHER

**HON. JAMES R. LANGEVIN**

OF RHODE ISLAND

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 30, 2003*

Mr. LANGEVIN. Mr. Speaker, I rise today to recognize Mr. Charles Boucher, an exceptional teacher and role model from Burrville, RI. Mr. Boucher has been named the Rhode Island Teacher of the Year for 2003. As an Applied Science and Technology teacher at Burrville High School, he has shown exemplary commitment to making education engaging and exciting. Under his tutelage, Mr. Boucher's students have received more than 30 state and national awards and his Bio Technology class was featured on a Discovery Channel program. His work and creativity have helped hundreds of student transition from school to the working world.

Mr. Speaker, I find it heartening that there are educators in this country who devote so much time and effort to shaping the minds of

our young people. I hope you and our colleagues will join me in recognizing Mr. Charles Boucher for his dedication to education and vocational training.

HONORING MR. DAVID CHUBB FOR  
HIS CAREER AND SERVICE

**HON. TOM DAVIS**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 30, 2003*

Mr. TOM DAVIS of Virginia. Mr. Speaker, I would like to take this opportunity to honor Mr. David Chubb upon the conclusion of his career in education as an Elementary School Principal. Throughout his career in education, David has demonstrated a strong aptitude for and commitment to the field of school administration.

The conclusion of the 2002–2003 school year sees David retiring from his position as the Camelot Elementary School Principal after working as an educator in Fairfax County for more than twenty years. Always held in high regard by his colleagues, he has served as Principal at Fairhill Elementary School and Camelot Elementary School. In addition, David served as Assistant Principal at Newington Forest Elementary School and Bailey's Elementary School. Of course, he first logged many an hour in the classroom. In fact, he almost broke the two-decade mark as a teacher, spending 18 years at the front of the class.

In his 15 years as Assistant Principal and Principal, David developed into a consummate administrator. His relationship with his staff is excellent, fostered by an open-door policy and consistent fair treatment. He is also known for his skill in finances, which will certainly be missed by the Fairfax Association of Elementary School Principals.

Above all, David commits himself to the school with all of his energy. As his staff warmly noted, "the school is like his home." At Camelot, he knows the names of every single student—all 500 of them! He personally greets the buses as they arrive at school every morning and says goodbye to them at night, thereby achieving a remarkable rapport with the students. David pitches in with any project in need of help, even the smallest jobs that are someone else's responsibility: he's been known to help the custodians with cleaning or painting. He will be greatly missed by his colleagues at Camelot Elementary and warmly remembered by all who were lucky enough to encounter him.

Mr. Speaker, in closing, it gives me great pleasure to extend my warmest congratulations to David Chubb for his continuing commitment to making a difference in children's lives through education. From his very first students, to the staff who speak so warmly of their supervisor, everyone touched by David Chubb's energy and commitment recalls him fondly and has benefited from his help. Fairfax County is grateful for his service and can only hope that our education system will continue to attract teachers and principals of his caliber. I call upon all my colleagues to join me in applauding David Chubb's remarkable career.

PETRI-KIND TEACHER VOLUNTARY  
EARLY RETIREMENT INCENTIVE  
ACT OF 2003

**HON. THOMAS E. PETRI**

OF WISCONSIN

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 30, 2003*

Mr. PETRI. Mr. Speaker, today with my colleague from Wisconsin, RON KIND, I am introducing the Teacher Voluntary Early Retirement Incentive Act.

It is a common practice across the country for school districts to provide senior employees an opportunity or incentive to voluntarily retire before the age at which they could receive Medicare coverage and full retirement benefits from a state or municipal retirement system. These early retirement incentive plans, ERIPs, are truly a win-win proposition for school districts and employees. School districts are able to lower overall payroll costs and pass the savings on to early retirees in the form of greater retirement options and supplemental benefits. In a profession where many experience "burnout" before full retirement age, ERIPs are a highly valued option among teachers, retirees, and school boards.

Despite the popularity and mutual benefits of these plans, school districts in Wisconsin, Minnesota, and Iowa over the past several years have been threatened with age discrimination charges by the Equal Opportunity Employment Commission for their voluntary early retirement incentive plans, and many school districts in other states may be at risk for similar action. We do not believe that it was the intent of Congress that voluntary benefits, negotiated between unions and employers and offered to all employees who reach a certain age, should come under the definition of age discrimination. The Petri-Kind Teacher Voluntary Early Retirement Incentive Act of 2003 would clarify the Congress' intent by carving out an exemption in federal age discrimination law for voluntary early retirement plans offered to elementary and secondary school teachers, similar to the exemption that already exists for teachers in colleges and universities.

This bill will go a long way in clearing up the legal uncertainty surrounding ERIPs, thus making available greater retirement options for teachers and giving school districts more flexibility in managing their workforce.

HONORING ALMA MARTINEZ AND  
HER THIRD-GRADE CLASS FROM  
FENLEY-FLANDERS ELEMENTARY  
SCHOOL

**HON. CIRO D. RODRIGUEZ**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 30, 2003*

Mr. RODRIGUEZ. Mr. Speaker, educators from Fenley-Flanders Elementary, which is located in my Congressional district, have been preparing their third grade classes for the Texas Assessment of Knowledge and Skills (TAKS) test. The Express News from San Antonio followed third grade teacher Alma Martinez and her eleven students as they prepared for the test, which they took on March 4, 2003. During Spring Break the results of the test came back, and an overwhelming majority