

**Justin Norris**  
**Alternate VSTRS Representative**  
**Appointed: July 2022**  
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My name is Justin Norris and I am a lifelong Vermonter. I grew up in St. Albans Vermont before attending the University of Vermont where I obtained a bachelor's in science degree in Mathematics and a master's degree in teaching and instruction. During my time at UVM, in addition to mathematics, I became interested in finance and consequently earned a minor in the subject. After earning my degrees, I was hired to teach mathematics at Essex High School. I have worked at Essex High School for the past eighteen years and currently live in Essex Junction with my wife and our son. My wife and I are both high school teachers in the state of Vermont and as such, I have a vested interest in the continued security and stability of the Vermont Teachers' Retirement System.

Fifteen years ago, because of a need for more real-world math applications in high school mathematics, I created a course entitled: Mathematics of Financial Literacy. The objective of this course is to teach the fundamentals of personal finance to students. Teaching this course reinforces the importance of prudent financial planning for each of our financial futures. The course has been a huge success and while not a graduation requirement more than 160 students choose to take it on an annual basis as an elective.

Additionally, I served on the Vermont State Teachers' Retirement Board from 2011-2021. This decade of involvement with the retirement board has given me valuable insight into the pension funds. I have background in the history of the funds, and the knowledge to provide feedback to help shape the path forward.