

Action Taken on New Business Items at the
2018 VEA Delegate Assembly – April 19-21, 2018

1. Duty-Free Lunch Period for Teachers - Adopted

I move that the Office of Government Relations and Research work with friendly incumbents of the General Assembly to draft and pass legislation that makes provisions for all schools in the Commonwealth to schedule a duty-free lunch period for teachers within regular school hours.

Submitted by: Kelly Walker (Virginia Beach)

Seconded by: Gabrielle Walton (Virginia Beach)

2. Advocacy for Starting Salaries – Adopted, as Amended

I move that the Virginia Education Association advocate for a plan to address the pay gaps for all school employees in Virginia. Priorities should be given to increases for both starting salaries and percentage increases for longevity across the salary scales for all school employees.

Submitted by: David Kinsella (Prince William)

Seconded by: Joy Kirk (Frederick)

3. Medical Excuses – Referred to Appropriate Committee

I move that VEA seek legislation that will have all medical excuses for student absences in VA, meet the AMA (American Medical Association) Guidelines for excuse signatures. That is an electronic signature or handwritten signature by the doctor, with no copied or duplicated excuses accepted.

Submitted by: Jim Blackburn (Wise County)

Seconded by: Daniel Foose (Prince William)

4. New Attendance Policy – Referred to Appropriate Committee

I move that VEA seek legislation to replace the current attendance policy recognized by the VA Court System with the new attendance policy developed by the VA Dept. of Educ. which will be implemented this coming school year.

Submitted by: Jim Blackburn (Wise County)

Seconded by: Peter Pfothauer (Spotsylvania)

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5. State Wide Teachers' Salary Schedule – Out of Order

I move that VEA will lobby the General Assembly of the Commonwealth of Virginia to pass legislation to create a statewide teachers' salary schedule which will seek to establish a statewide salary structure that creates a more equitable salary situation in counties and localities that currently lag behind the wealthiest ten percent of our state.

Submitted by: Richard Hess (District A)

Seconded by: David Kinsella (District F)

6. Statewide Insurance Pool – Referred to Appropriate Committee

I move that the VEA will lobby the GA of the Commonwealth of Virginia for a statewide insurance pool for interested localities. The insurance will be priced at or lower than the state employees' policy or at least comparable to it to make it affordable to the localities. The last state effort gave only an expensive Cadillac option that caused counties to seek insurance from another source.

Submitted by: Jim Blackburn (District A)

Seconded by: Richard Hess (District A)

7. SVEA Scholarship Development – Adopted, Unanimously

I move that the Virginia Education Association will research and work toward developing a scholarship for members of the Student Virginia Education Association.

Submitted by: Catie Kruger (SVEA)

Seconded by: Carol Medawar (Richmond City)

8. Ranked Choice Voting – Referred to Elec. & Campaign Practices Committee

I move that the VEA Elections and Campaign Practices Committee research the feasibility of implementing Ranked Choice Voting at future VEA Delegate Assemblies.

Submitted by: Jennifer Rokasky (PWEA)

Seconded by: Ed Bissell (PWEA)

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9. VEA Petition for at least a 5% Raise for employees – Adopted

I move that the VEA create and distribute an online petition through social media platforms and other methods that endorses increasing employee compensation for public school employees as the number one priority in Virginia.

Submitted by: Gabrielle Walton (VBEA)

Seconded by: Kelly Walker (VBEA)

10. The Rebecca Bill – Adopted

I move that the VEA Legislative Committee work with the Department of Education and the General Assembly to propose simple amendments to 3 statutes to the Virginia State Code –

Virginia Code section 22.1-292.1 addresses violations related to secure mandatory tests (the specific accusation against Stafford Teacher). We propose adding authority to “issue private reprimand” to the existing ability to suspend or revoke license.

Virginia Code section 22.1-298.1 gives STATE BOARD authority to license. We propose change in B to read: Such regulations shall include PROVISIONS (instead of requirements) for “the denial, PRIVATE REPRIMAND, suspension, cancellation, revocation and reinstatement of licensure...”

Virginia Code section 22.1-304 C allows local school board to request license discipline if teacher breaches contract after being denied release. We propose adding REPRIMAND here as well.

Submitted by: Lori L. May (Stafford)

Seconded by: Christian Peabody (Stafford)

11. Work to Contract Week – Adopted, as Amended

I move that the VEA establish a steering committee that develops a plan of action for increasing employee compensation as the number one priority in Virginia.

Submitted by: Karen Mallard (Chesapeake)

Seconded by: Kevin Hickerson (Fairfax)

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12. VRS for Job Sharing – Adopted

I move that the VEA introduce legislation to change policy to allow job share and part-time positions to participate in VRS.

Submitted by: Carol Bauer (York Co.)

Seconded by: Savina Booth (York Co.)

13. Safe Schools and Communities – Adopted

I move that the VEA advocate through existing channels, for legislation that would ban assault weapons in Virginia.

Submitted by: Daniel Foose (Prince William)

Seconded by: Maggie Hansford (Prince William)

14. Buildings and Infrastructure – Adopted, Unanimously

I move that the VEA seeks legislation to restore dedicated lottery funding for non-recurring costs.

Submitted by: Kevin Hickerson (Fairfax)

Seconded by: Kimberly Adams (Fairfax)

15. Preventing School Violence – Adopted, as Amended

I move that the VEA work with local affiliates to organize around the issue of reducing school violence. Actions to include a toolkit with resources, access to training, such as training in trauma informed care and restorative justice; links to information, and necessary policy updates that urge state and local leaders to take real action to end gun violence in our school facilities. Additionally, the VEA will support members who are advocating for additional mental health resources such as school psychologists, social workers, and counselors to be included in school-based threat assessment teams and creating a positive school climate.

Submitted by: Carol Medawar (Richmond City)

Seconded by: Kelly Walker (Virginia Beach)

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16. Concussion Protection for Teachers – Adopted, Unanimously

I move that VEA seek regulatory and/or statutory protections for school board employees suffering from a concussion who are expected to return to work too soon.

Submitted by: Peter Pfothenauer (Spotsylvania)
Seconded by: Sonia Smith (Chesterfield)

17. All for One, One for All – Adopted, as Amended

I move that the VEA develop a plan with state officials, school boards, and superintendents which could lead to a walkout of public school staff in Virginia to protest the fact that there are divisions across the state where staff pay scales have been frozen for as many as ten years, that pay in Virginia lags \$7,000 behind the national average, and to support VEA Legislative Objective I, Section D: to increase the salary level of all education employees to a professional level.

Submitted by: Karl Loos (Lynchburg EA)
Seconded by: David Kinsella (Prince William EA)

18. Create a Reporting Policy for Reporting Suspected Threats – Referred to Appropriate Committee

I move that the Legislative Committee seek legislation requiring schools to create a reporting policy which ensures that information regarding aberrant behavior, identified trauma, truancy, extreme disruptive behavior, and acts/threats of violence within a district/school be immediately accessible to the Threat Assessment Team.

Submitted by: Anna Wade (Montgomery County)
Seconded by: Betsy Osborne (Montgomery County)

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19. Required Threat Assessment Oversight Team at District Level – Referred to Appropriate Committee

I move that the Legislative Committee seek legislation which requires that each school division establish a Threat Assessment Oversight Team at a District level. This team would ensure that the school level Threat Assessment Team fulfills all its statutory responsibilities and be used as a vehicle for appeal - - accessible to staff, students and parents who feel the school Threat Assessment Team did not adequately address a reported threat.

Submitted by: Anna Wade (Montgomery County)

Seconded by: Angie Clevinger (Pulaski County)

20. Required Threat Assessment Training for Administrators and Counselors – Referred to Appropriate Committee

I move that the Legislative Committee seek legislation to direct the Virginia Department of Education to require school administrators and counselors to provide documentation which shows completion of threat assessment training for licensure and of annual threat assessment trainings before receiving licensure renewal.

Submitted by: Anna Wade (Montgomery County)

Seconded by: Lezley Wilson (Pulaski County)

21. Required Training for Threat Assessment Team – Referred to Appropriate Committee

I move that the Legislative Committee seek legislation which requires Threat Assessment Team members to attend annual training in the processes and procedures required of the Threat Assessment Team. To ensure that the Threat Assessment Team fulfills all its statutory responsibilities, faculty and staff must be aware of the members of the Threat Assessment Team and understand the duties and obligation therein.

Submitted by: Anna Wade (Montgomery County)

Seconded by: Angie Clevinger (Pulaski County)

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22. SVEA Chapter on Every Campus – Adopted, Unanimously

I move that the VEA will provide needed staff resources for the SVEA and local associations to establish a SVEA chapter on all eligible campuses in Virginia by 2021.

Submitted by: Catie Kruger (SVEA)
Seconded by: Kevin Hickerson (Fairfax)

23. Providing Text of Amendments and NBIs - Withdrawn

I move that no amendments or new business items be considered, discussed or voted upon without visual text being provided to all voting delegates present.

Submitted by: Melinda Barone (Hampton)
Seconded by: Cody Sigmon (Chesterfield)

24. “Green” Option for Delegate Materials - Adopted

I move that VEA offer delegates the option to receive their delegate materials, including the budget, resolutions, schedule, new business items, and all candidate materials, electronically instead of on paper.

Submitted by: Tamara Metz (Arlington)
Seconded by: Amanda Blanchard (Falls Church)

25. Modern Convention Activity Presentation – Adopted, as Amended

I move that the VEA planning committee institute a plan to utilize Google Docs (or similar) to display and edit all motions/resolutions/NBIs with a view only link made available for delegates follow along on mobile devices as individuals desire.

Submitted by: Josh Folb (Arlington)
Seconded by: Jon Pepper (Falls Church)

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26. Advocating for Positive Working Conditions for ALL – Referred to Appropriate Committee

I move that the VEA continue to advocate for legislation to address the issue of working conditions for ALL education employees.

Submitted by: Precious Crabtree (E)

Seconded by: Melissa Wade (P)

27. Healthy School Workplace – Adopted, Unanimously

I move that the VEA publish an article in the magazine and on the VEA website to educate membership about Healthy School Workplace legislation. This would address how to advocate for oneself especially through the evaluation process and on-site bullying situations. It would also enlighten employees on how to effectively advocate for ALL school employees.

Submitted by: Theresia Rellins Andersen (Fairfax E)

Seconded by: Agnes Mallard (Fairfax – E)

28. Just Salary Increases – Referred to Appropriate Committee

I move that the VEA identify and advocate for a cost of living index that can be used regionally throughout the Commonwealth.

Submitted by: Christine Hawley (Staunton)

Seconded by: Josh Folb (Arlington)

29. Support the Revolution Resolution – Combined with NBI 35 – Adopted

I move that the Virginia Education Association stand in solidarity with educators and staff fighting for better working conditions and salaries and a quality education for all by walking out, sitting in, organizing and striking by adopting a resolution of support for our brothers and sisters who have stood up for education in West Virginia, Oklahoma, Kentucky, North Carolina, and Arizona. The president of the VEA would also, at his discretion, send letters of support to those who follow. We believe that if our own conditions do not improve, we have an obligation to our students, communities and conscience to mobilize in statewide action, by building capacity at the local level.

Submitted by: Bryen Ward (PCEA – District B)

Seconded by: Steve Lavery (PCEA)

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30. VEA Membership in National Council for Education Support Professionals (NCESP) – Adopted, Unanimously

I move that the VEA show support for ESP members by joining the NEA's National Council for Education Support Professionals (NCESP), both as an organizational member and as a state affiliate member.

Submitted by: Agnes Mallard (FEA District E)

Seconded by: Jenny Higginbotham (District H)

31. Research Educator Pay Equity – Adopted, Unanimously

I move that the Office of Government Relations and Research determine local and state ability to fund amelioration of educator pay gaps in Virginia.

Submitted by: Cody Sigmon (Chesterfield)

Seconded by: Carol Medawar (Richmond City)

32. Teacher Turnover Study – Adopted, as Amended

I move that the VEA conducts a survey of current research to determine the educator turnover rate(s) across Virginia. The report should be age, region, and profession-specific.

Submitted by: Chuck Ronco (Prince William)

Seconded by: Riley O'Casey (Prince William)

33. Protecting Victims of Sexual Assault – Adopted, Unanimously

I move that the VEA seek legislation that requires accurate and transparent reporting of sexual assault on college campuses. Additionally, that victims be given access to medical care without repercussions from the academic institution.

Submitted by: Carol Medawar (Richmond City)

Seconded by: Brandilyn Breedy (SVEA)

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34. Standing ESOL Committee – Referred to Appropriate Committee

I move that the VEA research the creation of a standing committee to conduct research about and advocate for English Language Learners and their educators. A target date for establishing this ESOL Committee shall be no later than SY 20-21.

Submitted by: Katherine Walker Lekbad (PWEA)

Seconded by: Lorraine Corbin-Morales (PWEA)

35. Educators in Solidarity – Combined with NBI 29 – Referred to Appropriate Committee

I move that the Virginia Education Association stands in solidarity with educators and staff fighting for better working conditions, salaries and a quality education for all students by walking-out, sitting-in, organizing and striking. We believe that if our own conditions do not improve, we have an obligation to our students, communities and conscience to mobilize in state-wide action, by building capacity at the local level.

Submitted by: Sarah Pedersen (M)

Seconded by: Bradley Mock (M)

36. Compensation – Combined with NBI 17 – Referred to Appropriate Committee

I move that the VEA create a compensation committee (if passed same committee as New Business Item #11) to investigate the relationship between cost of living and ESP, teacher and administrative salaries for every school district in the Commonwealth and present that information to the Legislative committee, VEA members and the members of the General Assembly to inform their decision on increasing educator's pay.

Submitted by: Annie Zorn (Wythe)

Seconded by: Richard Hess (Russell)