

Action Taken on New Business Items at the  
2019 VEA Delegate Assembly – March 28 – 30, 2019

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**1. Crisis Fund – Adopted**

On behalf of the VEA Executive Committee, I move the establishment of a permanent line item in the VEA Budget entitled, “Crisis Fund.” The purpose of the fund is to address financial needs that may arise as a result of statewide action necessary to carry out the Goals and Objectives of the Virginia Education Association.

Submitted by: Alison MacArthur (Loudoun)

Seconded by: VEA Executive Committee

**2. Support for Fund Our Future Campaign – Adopted, Unanimously**

On behalf of the VEA Executive Committee, I move the 2019 Delegate Assembly commit to its full support and endorsement of VEA’s Fund Our Future Campaign.

Submitted by: Sonia Smith (Chesterfield)

Seconded by: VEA Executive Committee

**3. VEA Retired Newsletter - Withdrawn**

I move that the VEA Communications Department work with the VEA-Retired President to establish a more effective process to produce and distribute VEA-Retired newsletters. The initial meeting shall take place no later than May 6, 2019.

Submitted by: Meg Gruber (VEA-Retired)

Seconded by: Eddie Fifer (VEA-Retired)

**4. Statewide Health Insurance – Adopted, Unanimously**

I move that the VEA seek legislation that allows all school employees to be allowed to participate in Virginia’s current health Insurance Program used by all state employees.

Submitted by: James Blackburn (Wise County)

Seconded by: Vickie Kitts (Russell)

**5. Campaign for Collective Bargaining Legislation – Withdrawn – Replaced w/ NBI #11**

I move that the Office of Government Relations and Research work with friendly incumbents and new candidates seeking office in the General Assembly to draft and pass legislation that repeals the ban on public sector collective bargaining.

Submitted by: Brian Teucke (Gloucester)

Seconded by: Carla Okouchi (Fairfax)

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**6. Adoption of SVEA Chapter – Adopted, as Amended**

I move that Locals “adopt” any SVEA Aspiring Educator chapters in their area. By doing so, I urge local leaders and members to invite Aspiring Educators to participate in events and be mentors for future educators.

Submitted by: Afreen Gootee (Hanover)

Seconded by: Catie Travassos (SVEA)

**7. Substitute Teacher Requirements Data Collection – Failed**

I move that the Legislative Committee collect data around the substitute teacher college or course work requirements for the 132 school divisions to determine differences around those requirements.

Submitted by: Jenine Goodchild (Fairfax)

Seconded by: Kevin Hickerson (Fairfax)

**8. SVEA Aspiring Educator – Adopted**

I move that the Student Virginia Education Association change its name to SVEA: Aspiring Educators

Submitted by: Catie Travassos (SVEA)

Seconded by: Kevin Hickerson (Fairfax)

**9. ESP Living Wage – Adopted, Unanimously**

I move that VEA and locals will mobilize to support ESP living wage campaigns. VEA and locals will work to increase ESP membership.

Submitted by: Theresia Anderson (Fairfax)

Seconded by: Taylor Gaddy (Fairfax)

**10. Expand DA Locations - Adopted**

I move that VEA seek to expand locations of the Delegate Assembly, including locations in Southwest Virginia.

Submitted by: Travis Maxwell (Buchanan)

Seconded by: Vickie Kitts (Russell)

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**11. Collective Bargaining Campaign – Adopted (Replaced NBI #5)**

I move that the UniServ Advisory Committee establish a strategic campaign to train locals on collective bargaining techniques and to work with locals to win union recognition with local school boards.

Submitted by: Brian Teucke (Gloucester)

Seconded by: Carla Okouchi (Fairfax)

**12. Support our Support Staff - Adopted**

I move that the VEA develop and advocate a funding structure that accurately reflects the number of employees that currently work in school systems. The new funding structure should include State funding for service personnel, custodians and other non-instructional employees.

Submitted by: Bryan Ward (Pulaski)

Seconded by: Steve Lavery (Pulaski)

**13. ESP Fairness - Adopted**

I move that the VEA advocate for paraprofessionals/instructional assistants to have additional breaks besides lunch.

Submitted by: Terry Seegars (District H)

Seconded by: Jeff Elkner (AEA)

**14. Sexual Assaults on School Campuses - Withdrawn**

I move that the VEA seek legislation that requires accurate and transparent reporting of sexual assault on school campuses from independent sources. Additionally, survivors would be given access to medical care without repercussions from the academic institution. School will provide a plan to ensure the academic success and emotional well-being of the survivor.

Submitted by: Brandilynn Breeding (SVEA)

Seconded by: Alison MacArthur (Loudoun)

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**15. The Amy Bill: Universal Professional Dignity for Educators – Referred to Legislative Committee**

I move that the VEA Legislative Committee work with the Department of Education and the General Assembly to propose three simple amendments to a statute in the VA State Code to uphold, protect, and enhance educators' professional dignity:

VA Code Section 22.1-291.4 states that school boards shall implement policies and procedures which, 1) prohibit bullying (as defined by 22.1-276.01) and abusive work environments, 2) provide discipline to any school board employee who contributes to an abusive work environment, and 3) prohibits retaliation/reprisal against school board employees who allege abusive work environments or assist investigating an allegation of an abusive work environment. We propose adding three new elements to item B:

- Policies and procedures which prohibit any bullying or abusive behaviors towards school board employees by any person on school premises.
- Policies and procedures in addition to 22.1-276.2 (removal of students from classes) for the immediate removal of any person from the school premises who engage in bullying or abusive behaviors towards school board employees.
- Policies and procedures for the filing and investigation of a class action grievance by 2 or more school board employees who collectively allege failure of upholding policies and procedures which prohibit bullying or abusive behaviors towards school board employees by any person on school premises.

Submitted by: Christian Peabody (Stafford)

Seconded by: Matthew Lentz (Stafford)

**16. New Work Stoppage Work Group - Adopted**

I move that VEA a new work group be formed and first convene by September 1, 2019. The work group's purpose is to assess the need for, recommend the conditions for, design the infrastructure for, and consult the VEA Board of Directors on the execution of statewide educator work stoppages. The work group shall be comprised of one member per district, and sitting members of the VEA Board of Directors shall not comprise a majority of the membership of the Work Stoppage Work Group. Work Group member selection shall be diverse in its inclusion of ESPs, early career educators, and classes enumerated in Resolution E-5.

Submitted by: Erin Rafferty (Roanoke County)

Seconded by: Tim Summers (Roanoke County)

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**17. Rosa Lee Guard Scholarship for Aspiring Educators - Adopted**

I move that the VEA establish a virtual committee for the Rosa Lee Guard Scholarship for Aspiring Educators.

Submitted by: Catie Travassos (SVEA)

Seconded by: Peter Pfothenauer (Russell)

**18. School Division Concussion Protections - Adopted**

I move that VEA continue seeking regulatory and/or statutory protections and processes for students and school board employees suffering from concussions who may be expected to return to work too soon.

Submitted by: Peter Pfothenauer (Spotsylvania)

Seconded by: Sandra Barnstead (Spotsylvania)

**19. Blocking Hate Group Websites – Adopted, as Amended**

I move that the VEA notify other states and locals in Virginia of the possibility that school Internet filters may not be blocking student access to web sites of hate groups, and advocate for them to prevent students' exposure to them.

Submitted by: Chuck Ronco (Prince William)

Seconded by: Joy Kirk (Frederick)

**20. Expungement Process - Adopted**

I move that the VEA create a coalition with educators, firefighters, EMS, law enforcement, and other public servants to work together to educate their professions on their professional rights with a focus on providing changes to the Virginia Code regarding the entire expungement process.

Submitted by: Lauren Brill (Fauquier)

Seconded by: Bobby Jenkins (Fauquier)

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**21. Lottery Dollars Restoration for Infrastructure – Adopted, as Amended - Unanimously**

I move that the VEA work with the Governor and General Assembly to ensure language to seek legislation to restore dedicated lottery funding for non-recurring costs.

Submitted by: Kevin Hickerson (Fairfax)

Seconded by: Christian Peabody (Stafford)

**22. Weingarten Rights - Adopted**

I move that the VEA advocate within the UniServ Advisory Committee for the union rights outlined within “Weingarten Rights” at the local school board level.

Submitted by: Kevin Carey (Arlington)

Seconded by: Robbie Jones (Montgomery)

**23. Three-Year Continuing Contract – Adopted, Unanimously**

I move that the VEA seek legislation to restore continuing contract after three years on annual contract.

Submitted by: Kevin Hickerson (Fairfax)

Seconded by: Jennine Chewning (Henrico)

**24. Improve Dismissal Process – Adopted, as Amended**

I move that the VEA compile data for every local for legislation to restore three-person panels and to extend the timeline for dismissal from 10 business days to 15 business days.

Submitted by: Kevin Hickerson (Fairfax)

Seconded by: Carinne Hackshaw (Fairfax)

**25. Reduce Amount of SOL Tests – Adopted, as Amended**

I move that the VEA will seek to reduce the amount of SOL tests given to the federal minimum, and place reasonable limits on data collection assessment activities by local divisions.

Submitted by: Kevin Hickerson (Fairfax)

Seconded by: Precious Crabtree (Fairfax)

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**26. ESL Absenteeism – Adopted, as Amended**

I move that VEA work with the Board of Education and/or seek updated legislation that protects students and school districts from unequitable policies regarding truancy and absenteeism.

Submitted by: Kristen Young (NNEA)  
Seconded by: Rhonda Wagner (NNEA)

**27. Quarterly Update of New Business Items – Adopted**

I move that VEA provide quarterly follow-up information regarding specific action taken by VEA for New Business Items.

Submitted by: Kathleen Holter (Harrisonburg)  
Seconded by: Tracy Hinty (Rockbridge Lexington)

**28. Gender Inclusive Language – Adopted**

I move that the VEA include gender inclusive language on all conference registrations and organizational materials.

Submitted by: Catie Travassos (SVEA)  
Seconded by: Cody Sigmon (Chesterfield)

**29. VEA Executive Officers and Affiliate Offices – Out of Order**

I move the VEA Bylaws reflect that VEA President and Vice President cannot simultaneously hold any other elected office within the VEA.

Submitted by: Phillip Hawkins, Jr. (Norfolk-EAN)  
Seconded by: A. Ramon Moore (REA)

**30. SPARKS: Where Are They Now? – Adopted, Unanimously**

I move that VEA measures SPARKS participant engagement at the local, state, and national level in order to collect information about the areas where SPARKS participants successfully engage in Association work in order to continue building new member engagement and provide necessary resources and support to the SPARKS program.

Submitted by: Sam Killion (Fredericksburg)  
Seconded by: Heidi Casper (Chesterfield)

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**31. Sexual Assault on College Campuses – Adopted, Unanimously**

I move that the VEA Legislative Committee and the SVEA: Aspiring Educators work with the State Council of Higher Education of Virginia (SCHEV) to create best practices for procedures and protections of survivors. This would include, but not be limited to, encouragement for institutions to provide a plan to ensure the academic success and emotional well-being of the survivor.

Submitted by: Brandilynn Breeding (SVEA)

Seconded by: Joy Kirk (Frederick)

**32. Trauma Kits in Classrooms/First Aid Training - Withdrawn**

I move that the VEA create/use already an established a coalition with educators, EMS, firefighters, law enforcement, and other medical professionals to work together to create an SOP/Standard Operating Procedure and list for Trauma First Aid training for all school personnel, licensure/renewal for teachers to include ESPs as well. A standard Trauma First Aid Kit.

Submitted by: Beth Anne Deems (Franklin)

Seconded by: Stephanie Lovelace (Franklin)

**33. If and When - Adopted**

At this time, if and when the position of NEA Vice President should become vacant or available for election that the VEA supports Princess Moss for the office.

Submitted by: Carol Bauer (York Co.)

Seconded by: Charlotte Hayer (Richmond City)