

2018 VEA Convention  
NBI Assignments

| V:\Events\2019 VEA Delegate Assembly_Richmond\New Business Items Compliance |  |                                     |   |                    |                     |                  |   |                                       |                     |                     |
|---|--|-------------------------------------|---|--------------------|---------------------|------------------|---|---------------------------------------|---------------------|---------------------|
| New Business  |  |                                     |   |                    |                     |                  |   |                                       |                     |                     |
| Item  | Title  | Topic                               | Language  | Movers             | Budget Implications | Assigned to:     | Update 1   06/30/19   | Update 2   09/30/19                   | Update 3   12/31/19 | Update 4   03/31/20 |
| 1   | Crisis Fund – Adopted  | Crisis Fund                         | 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.  | Alison MacArthur   | \$ 10,000.00        | H&FR             | Completed. Will be added to the 2020/2021 budget.   |                                       |                     |                     |
| 2   | Support for Fund Our Future Campaign - Adopted, Unanimously                      | Fund Our Future                     | 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.   | Sonia Smith        |                     | President and ED | Fund Our Future Campaign is ongoing.  |                                       |                     |                     |
| 3   | VEA Retired Newsletter - Withdrawn   |                                     | I move that the VEA Communications Department work with the VEA-Retired President to establish a more effective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.  | Meg Gruber         |                     |                  |   |                                       |                     |                     |
| 4   | Statewide Health Insurance - Adopted, Unanimously                                | Health Insurance                    | 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.  | James Blackburn    |                     | GR&R             | Included in the 2020 Legislative Agenda.  |                                       |                     |                     |
| 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.  | Brian Teucke       |                     |                  |   |                                       |                     |                     |
| 6   | Adoption of SVEA Chapter – Adopted, as Amended                                   | SVEA Chapter                        | 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.  | Afreen Gootee      |                     | T&L              | Information on SVEA Aspiring Educator chapters disseminated during RSOS (Organizing and Mobilizing Around Instructional Issues training)  |                                       |                     |                     |
| 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.   | Jennie Goodchild   |                     |                  |   |                                       |                     |                     |
| 8   | SVEA Aspiring Educator – Adopted   | SVEA name change                    | I move that the Student Virginia Education Association change its name to SVEA: Aspiring Educators  | Catie Travassos    |                     | C&PA             | We have produced a new logo and promoted new name in VEA communications.  |                                       |                     |                     |
| 9   | ESP Living Wage – Adopted, Unanimously   | ESP Living Wage                     | I move that VEA and locals will mobilize to support ESP living wage campaigns. VEA and locals will work to increase ESP membership.   | Theresia Anderson  |                     | O&FS             | ESP Conference 2019 being designed with this focus, with a supported statewide campaign.  | ESP Committee conference call on 8/6. |                     |                     |
| 10  | Expand DA Locations - Adopted  | Delegate Assembly meeting locations | I move that VEA seek to expand locations of the Delegate Assembly, including locations in Southwest Virginia.   | Travis Maxwell     |                     | H&FR             | Completed. Venues have been approved by the BOD for 2021, 2022, and 2023.   |                                       |                     |                     |
| 11  | Collective Bargaining Campaign – Adopted (Replaced NBI #5)                       | Collective Bargaining               | 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.  | Brian Teucke       |                     | O&FS             | In progress. Meeting with USAC May 11 to begin work post-convention. Development of bargaining training is in progress. Scheduling of the regional training dates will occur in September.  |                                       |                     |                     |
| 12  | Support our Support Staff - Adopted  | Support Staff                       | 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.  | Bryan Ward         |                     | GR&R and T&L     | Legislative Committee will include, in their request to Governor Northam, funding for updated SOQs are proposed by the Board of Education to more accurately reflect prevailing practice. The VEA will also work with the BOE and General Assembly to approve the DOE staff request for a more robust reporting structure on actual staffing vs. current SOQs. VEA is also requesting the Governor, in his budget, reverse the support staff cap. VEA |                                       |                     |                     |
| 13  | ESP Fairness - Adopted   | ESP Fairness                        | I move that the VEA advocate for paraprofessionals/instructional assistants to have additional breaks besides lunch.  | Terry Seegars      |                     | GR&R             | Legislative Committee voted not to include this on their legislative agenda but will work with O&FS and legal to support local organizing efforts on this issue as local school divisions can currently make these policy decisions.  |                                       |                     |                     |
| 14  | Sexual Assaults on School Campuses - Withdrawn                                   | Sexual Assaults                     | 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. | Brandilyn Breeding |                     |                  |   |                                       |                     |                     |

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| 15 | <b>The Amy Bill: Universal Professional Dignity for Educators – Referred to Legislative Committee</b> | <b>Amy Bill</b>                   | 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:<br><ul style="list-style-type: none"> <li>• Policies and procedures which prohibit any bullying or abusive behaviors towards school board employees by any person on school premises.</li> <li>• 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.</li> <li>• 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.</li> </ul> | Christian Peabody |  |  | GR&R               | The Legislative Committee voted not to take legislative action on the NBI, but will work with the maker of the motion to support local policy development.  |  |  |  |
| 16 | <b>New Work Stoppage Work Group - Adopted</b>   | <b>Work Stoppage Work Group</b>   | 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.  | Erin Rafferty     |  |  | President and O&FS |   |  |  |  |
| 17 | <b>Rosa Lee Guard Scholarship for Aspiring Educators - Adopted</b>                                    | <b>Rosa Lee Guard Scholarship</b> | I move that the VEA establish a virtual committee for the Rosa Lee Guard Scholarship for Aspiring Educators.   | Catie Travassos   |  |  | LA and H&FR        |   |  |  |  |
| 18 | <b>School Division Concussion Protections - Adopted</b>   | <b>Concussion Protections</b>     | 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.  | Peter Pfothenauer |  |  | GR&R, O&FS and LA  | VEA Legal will continue to work with the Workman's comp commission on this issue. O&FS will also look for opportunities to develop local school board policies that allow for school employees to have similar concussion protocols. O&FS will schedule a meeting for VEA Legal and O&FS with BIAV to discuss opportunities to partner. |  |  |  |
| 19 | <b>Blocking Hate Group Websites – Adopted, as Amended</b>   | <b>Hate Group Websites</b>        | 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.  | Chuck Ronco       |  |  | C&PA and HCR       | We published an article in the Virginia Journal of Education (June 2019), which goes to all members, and publicized to communications staff around the country. Fitz Turner Commissioners will also address this new business item in their Fall meeting.   |  |  |  |
| 20 | <b>Expungement Process - Adopted</b>  | <b>Expungement Process</b>        | 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.   | Lauren Brill      |  |  | GR&R, O&FS, and LA | Legislative Committee members will lead this work. They will contact the maker of the motion to help guide their efforts.   |  |  |  |
| 21 | <b>Lottery Dollars Restoration for Infrastructure – Adopted, as Amended - Unanimously</b>             | <b>Lottery Dollars</b>            | 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.   | Kevin Hickerson   |  |  | GR&R               | The Legislative Committee has included this language in the request they will make to the Governor in the 2020-2022 budget. The VEA will support efforts during the General Assembly session to have the change made to the budget.   |  |  |  |
| 22 | <b>Weingarten Rights - Adopted</b>  | <b>Weingarten Rights</b>          | 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.   | Kevin Carey       |  |  | O&FS               | Reviewed by USAC on May 11. Review of existing school board policies began in June and will complete at the end of August. Development of model language in progress.   |  |  |  |
| 23 | <b>Three-Year Continuing Contract – Adopted, Unanimously</b>  | <b>3-year Continuing Contract</b> | I move that the VEA seek legislation to restore continuing contract after three years on annual contract.  | Kevin Hickerson   |  |  | GR&R               | This is on the 2020 Legislative Agenda.   |  |  |  |

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| 24 | Improve Dismissal Process – Adopted, as Amended             | Dismissal Process                     | 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.   | Kevin Hickerson    |  |  | GR&R                    | GR&R will put a survey in the field in September. The survey will go to UniServ Directors and Local Presidents.   |  |  |
| 25 | Reduce Amount of SOL Tests – Adopted, as Amended            | Reduce SOL Testing                    | 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.  | Kevin Hickerson    |  |  | GR&R and T&L            | The VEA will seek legislation on the issue.   |  |  |
| 26 | ESL Absenteeism – Adopted, as Amended                       | ESL Absenteeism                       | 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  | Kristen Young      |  |  | HCR and T&L             | HCR has not addressed the NBI. Agree with Leg Committee that it is a local organizing issue. HCR can contact the maker to research policies in their school district to identify unequitable policies. Will also consult with T & L.  |  |  |
| 27 | Quarterly Update of New Business Items – Adopted            | NBI Quarterly Update                  | I move that VEA provide quarterly follow-up information regarding specific action taken by VEA for New Business Items.  | Kathleen Holter    |  |  | President, ED, and C&PA | Quarterly updates will be published on the VEA web site and other communications to VEA members.  |  |  |
| 28 | Gender Inclusive Language – Adopted                         | Gender Inclusive Language             | I move that the VEA include gender inclusive language on all conference registrations and organizational materials.   | Catie Travassos    |  |  | T&D, C&PA and HCR       | VEA membership forms have been edited to include gender-inclusive language. HCR provides updates and resources when possible (director notified T &D, C&PR, T&L regarding NEAs registration form) T&D has updated active online membership forms to include the g-i language and notified ESTJohn (events coordinator) of the language for future use.  |  |  |
| 29 | VEA Executive Officers and Affiliate Offices – Out of Order | Executive Offices & Affiliate Offices | I move the VEA Bylaws reflect that VEA President and Vice President cannot simultaneously hold any other elected office within the VEA.   | Phillip Hawkins    |  |  |                         |   |  |  |
| 30 | SPARKS: Where Are They Now? – Adopted, Unanimously          | SPARKS - Where are they now?          | 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.   | Sam Killion        |  |  | T&D and T&L             | T&D: In IMS, SPARKS attendance was assigned to a participant as a ROLE with the year of attendance set as a "role alternate name". T&D has begun creating SPARKS Events and assigning participation to attendees based on those role assignments.   |  |  |
| 31 | Sexual Assault on College Campuses – Adopted, Unanimously   | College Campus Sexual Assaults        | 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. | Brandilyn Breeding |  |  | GR&R and T&L            | During Leadership Academy 2019, SVEA Aspiring Educators Board of Directors met with Ashley Lockhart, Coordinator for Academic Initiatives for SCHEV (State Council of Higher Education) to discuss Title IX issues related to NBI and to plan activities for campus awareness campaigns. Legislative committee members James Fedderman and Riley O'Casey volunteered to work on this NBI with the SVEA: Aspiring Educators. |  |  |
| 32 | Trauma Kits in Classrooms/First Aid Training - Withdrawn    | Classroom Trauma Kits                 | 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.            | Beth Anne Deems    |  |  |                         |   |  |  |
| 33 | If and When - Adopted                                       | If and When                           | 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.   | Carol Bauer        |  |  | President               | Princess Moss has declared her candidacy for NEA Vice President, so VEA will support her.   |  |  |