

## VBEA Welcomes You Back with a 2% Increase in Pay

The VBEA and the VEA helped secure a 2% raise this school year for all VBCPS employees. The Virginia General Assembly added a 2% no-strings attached pay raise beginning in December of 2017 and for the first time in five years, employees will see a true raise in pay. As you recall, in 2012, all employees were required to contribute 5% of their salary to their VRS account. The 5% contribution was taken over a five year period in 1% increments. Thankfully, all employees now contribute 5% of their salary to the Virginia Retirement System.

Furthermore, the VBEA worked with VBCPS Administration and School Board members to ensure that employees saw no changes in health care costs.

The VBEA's campaign started last year at the September 14<sup>th</sup> Every Member Meeting. The members in attendance voted overwhelmingly to seek a salary

increase, freeze health care costs, reduce class size, and lead the charge to ensure that full day kindergarten be implemented in all elementary schools in Virginia Beach. VBEA members spoke at both VBCPS School Board and at City Council budget hearings. VBEA speakers dominated the podium as speaker after speaker gave clear justification for why were worth a 2% salary increase, keeping the current middle school schedule intact, decrease overcrowded classrooms, and defended the importance of full day kindergarten. An effective letter writing campaign added pressure to stakeholders and in the end, the VBEA was successful!

The relationship between the VBEA, the School Board, the Administration, and City Council resulted in this victory. Thank you for all that you do and your support of the VBEA.

*Kelly Walker, VBEA President*

## The VBEA Welcomes UniServ Director

**Mr. Boaz Young-EI** has joined the VBEA family as our new UniServ Director. As many of you know, Shirley George, our former UniServ Director, retired in July after 18 years of service to the VEA.

We will miss Shirley, but we are very pleased to have Mr. Boaz Young-EI on staff.  
*Welcome, Mr. Boaz Young-EI!*

### VBEA Board Seat Openings

Do you want to be more active in your Association? Would you like to learn more about the VBEA? If so, complete a petition and become a District Director. There are two (2), two (2) year seats open.

Petitions are available at the VBEA Office or online at [www.vbea.org](http://www.vbea.org). Completed Petitions should be returned to the VBEA office by October 2, 2017.

District Director Elections will take place at the October 11 Member Meeting.

# The Voice: Flexible Staff Day Changes

By Kelly Walker

Several members expressed concerns regarding how difficult it was to complete the hours for the last Flexible Staff day of the school year. School Board policy allowed staff to complete the Flexible Staff hours the last two weeks of school. Teachers and Teacher Assistants struggled to complete the hours during this two week window; Teacher Assistants were forced to exceed a forty hour work week in order to complete their hours.

Understanding the importance that this policy had on VBEA members, VBCPS administration revised the flex day schedule and extended the window for staff to complete the required hours. The window has been extended from **May 15 to June 15** and applies to all Teachers, whose schedule ends on June 15, and Teacher Assistants, ISS coordinators, and Library Media Assistants.

Communicate with your building representative and let your voice be heard. The VBEA meets regularly with School Board members, Administration and other stakeholders in public education. The VBEA is your voice and not a day goes by that you don't need the VBEA.

## Upcoming Events

- 9/19** School Board meeting, 6pm  
Administration Building
- 9/25** Policy Committee Meeting 5pm  
VBEA Office
- 9/27** VBEA Board Meeting 5pm  
VBEA Office
- 10/4** Pre-Leg Dinner Norfolk 5pm  
Norfolk Tech Center
- 10/10** Retiree Committee Meeting  
VBEA Office
- 10/10** School Board Meeting, 6pm  
Administration Building
- 10/11** Member Meeting 4:45pm  
Princess Anne High School



**NORFOLK**  
3824 E. Little Creek Rd. 583-5100  
738 E. Bayview Blvd. 480-3663  
3678 Sewells Point Rd. 857-0909  
8245 Hampton Blvd. 423-3663

**VIRGINIA BEACH**  
3324 Holland Rd. 430-3663  
1009 Laskin Rd. 428-3665  
5280 Princess Anne Rd. 473-3663  
624 N. Independence Blvd. 464-0911

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