

FINAL
City of Roanoke Legislative Committee
Legislative Program for 2023 General Assembly Session

Policy Statements

Fiscal Policy

The City of Roanoke relies on several revenue sources to support services closest to the people. Therefore, any change to the BPOL and M&T taxes, as well as the local sales tax on food for human consumption and personal hygiene products, must consider and replace these essential local revenues.

The General Assembly must vigilantly and effectively avoid enactment of any further unfunded mandates to localities and initiate procedures to review, assess, and eliminate existing and burdensome unfunded mandates imposed on localities. Unfunded mandates include mandatory tax exemptions or reductions to specific groups of individuals, as worthy and deserving as they may be.

Technology and Infrastructure Policy

The General Assembly should eliminate impediments facing localities from bringing 21st Century technology to their citizens.

The Commonwealth and the City must develop partnerships among federal, state, and local constituencies to expand highway infrastructure development throughout Virginia's Blue Ridge Region, including the expansion of I-73, which incorporates improving the safety and economic development worthiness of US Rte. 220.

Environmental Policy

The City opposes any efforts by the General Assembly to mandate further exemptions from payment of local stormwater utility fees. In addition, the City requests the General Assembly to hold localities harmless from any costs associated with increases in the load of sediment and other pollutants of concern that enter waters of the Commonwealth, including rivers, streams, and tributaries, where such increases in the Total Maximum Daily Load for a locality are attributable to projects and developments approved by the Commonwealth that include crossings of bodies of water within the Commonwealth.

The City supports legislation to continue promoting the generation and use of renewable energy, including expanding the authority of localities to enter into power purchase agreements with utilities for the generation of electricity through solar power.

The City encourages socially responsible investments, including investments in renewable energy, by VRS and all other funds invested by the Commonwealth.

The City supports energy efficiency and renewable energy programs for public transportation services statewide, emphasizing the need for more equitable, accessible, and cleaner transportation options.

Economic Development Policy

The City encourages the General Assembly to maintain existing tools, including historic tax credits, to encourage development and redevelopment throughout the City and Virginia’s Blue Ridge Region.

The City supports continuation and increased funding for the Commonwealth's Opportunity Fund (COF). This important economic development incentive program has played a major role in several Roanoke job-creation projects. The COF is an essential tool in competing with other states which often offer lucrative incentive packages to prospective companies.

The City encourages the General Assembly to refrain from enacting further limitations on planning, development, and zoning tools that localities may use in regulating and promoting development within their communities.

Public transportation is an important economic development tool for the regional economy. The General Assembly should increase funding for transit services and create opportunities for regional localities to collaborate in expanding public transportation throughout the region.

Public Safety Policy

The City supports legislation that preserves law and order and promotes public safety throughout the City, including legislative initiatives that provide funding to assist localities in protecting the public from gun violence.

The City supports legislation to enable localities to enact ordinances that exceed statewide standards with respect to the sale, possession, storage, and carrying of firearms and ammunition.

The City emphasizes the importance of continuous criminal justice reform and the establishment of appropriate standards for law enforcement to protect the civil rights of citizens. Further, the Commonwealth and City must expand the meaning of well-being and community safety to include education, economic opportunity, rehabilitation, and other support initiatives. The Governor and General Assembly should ensure that additional funds are provided to sufficiently support these efforts alongside law enforcement.

Civil and Voting Rights Policy

The City supports the repeal of Article I, Section 15-A of the Constitution of the Commonwealth of Virginia regarding marriage.

The City emphasizes the importance of keeping constituents aware and informed on their civil rights and liberties, most especially their right to vote. Thus, the City supports all efforts at making voting as accessible and equitable as possible.

Community Policy

The City supports measures to ensure a statewide living wage that incorporates the value of benefits to promote the health and well-being of workers and their families.

The City supports legislation to promote healthcare for all Virginians, including reproductive healthcare for women, free from discrimination based on sex, race, ethnicity, sexual orientation, or gender identity.

The City urges the General Assembly to use available funds to continue the operation and expansion of Catawba Hospital.

The City supports legislation to address the health issues presented by vaping.

The City supports maintaining the Opioid Abatement Authority Act (2021 Sp. Sess. I, cc. 307, 306) as enacted by the General Assembly in 2021. The Act established the Virginia Opioid Abatement Authority to administer certain funds flowing from litigation efforts in the way best designed to maximize the impact of such funds in abating the opioid epidemic throughout the Commonwealth. Importantly, the existing law codifies (1) allocation of funds as between state and local governments, and (2) the makeup of the Board of Directors of the Authority responsible for carrying out its objectives. The City's position is that the law treats local governments fairly in these regards. The City opposes any efforts by the opioid addiction and recovery industry to modify or alter the existing legislative framework and requests that the existing law remain unchanged.

Education Policy

Roanoke City Public Schools is always working to ensure students have access and opportunity to fully participate in their education, allowing them to reach their full potential. This includes advocating for the elimination of outdated laws and regulations that have not kept pace with innovation and are barriers for our students, families, and educators.

Each year, the General Assembly considers numerous issues of importance to the Commonwealth's public-school students and to the school employees who deliver the promise of a high-quality public education. We urge legislators to contact the School Board or Superintendent whenever local data and insight may inform policymaking in Richmond.

The Key Positions presented here are intended to provide brief summaries with local context on select topics including:

- **Local Control** – Teaching and learning are complex processes. While public education is a national priority and a state responsibility, it is ultimately a local function. The Roanoke City School Board urges state and federal government

leaders to create conditions that facilitate innovation by supporting School Board authority and enabling decisions to remain local.

- **School Safety & Security** – Schools are accountable for student outcomes, teachers are accountable for student progress, and students are accountable for their decisions, but outdated language in the Code of Virginia limits holding adults accountable for failing to prevent access to weapons by children and making verbal threats against teachers.
- **Employee Compensation** – Significant, needed, and appreciated investments in employee compensation were made for SY 22-23, but the harsh reality is that Roanoke City teachers today have \$1,656 less buying power than they did 15 years ago. There are many factors related to the teacher shortage, but compensation remains chief among them.
- **Quality Retirees Needed due to Teacher Shortage** – VRS rules for the employment of retired teachers vary widely (from 1 to 12 months) and unnecessarily complicate the hiring of retirees in areas identified as critical shortages.
- **Workforce Development** – The Roanoke City School Board is committed to doubling Career and Technical Education (CTE) opportunities in SY 23-24 and requests that the General Assembly consider additional one-time support for equipment and technology.
- **Complete Elimination of the Support Staff Cap** – The Roanoke City School Board urges the General Assembly to adopt a state budget that fully funds its commitment to teaching and learning by finally
- **Assessment & Accountability Modernization** – Efforts to increase the availability and use of growth measures by the Commonwealth were appreciated, but implementation proved unwieldy, the reports unhelpful, and the impact on instructional time far too great. DOE is encouraged to use the student test identifier (STI) for divisions with commercially available, valid and SOL-aligned growth measures to submit growth data as an alternative to the DOE's through year growth assessments.

2023 VML, VSBA, and VACP Legislative Programs

The City endorses and supports the 2023 VML Legislative Program and VML Policy Committee Statements, the VSBA Legislative Priorities, and the VACP Legislative Priorities.

Legislative Priorities

A. Health and Safety

1. Adopt legislation to allow a governing body to adopt a schedule of civil penalties for violations of the Statewide Fire Prevention Code, similar to civil penalties utilized for enforcement of the Uniform Statewide Building Code (USBC) and the Virginia Maintenance Code (VMC).

This recommendation requires amendments to § 27-100, Code of Virginia 1950, as amended, as follows:

§ 27-100. Violation a misdemeanor, *civil penalties*

A. It shall be unlawful for any owner or any other person, firm, or corporation, on or after the effective date of any Code provisions, to violate any provisions of the Fire Prevention Code. Any such violation shall be deemed a Class 1 misdemeanor, and any owner, or any other person, firm, or corporation convicted of such violation shall be punished in accordance with the provisions of § 18.2-11.

B. Any locality may adopt an ordinance which establishes a uniform schedule of civil penalties for violations of specified provisions of the Fire Prevention Code.

The schedule of civil penalties shall be uniform for each type of specified violation, and the penalty for any one violation shall be a civil penalty of not more than \$100 for the initial summons and not more than \$350 for each additional summons. Each day during which the violation is found to have existed shall constitute a separate offence. However, specified violations arising from the same operative set of facts shall not be charged more frequently than once in any 10-day period, and a series of specified violations arising from the same operative set of facts shall not result in civil penalties which exceed a total of \$4,000.

Once a civil penalty has been incurred for a violation, such penalty shall preclude the prosecution of that violation and any future violation arising from the same operative set of facts, except for any violation resulting in injury to persons, posing a threat to life safety, or a violation that has not been remedied within 90 days of the initial violation.

Any person summoned or issued a ticket for a scheduled violation may make an appearance in person or in writing by mail to the department of finance or the treasurer of the locality prior to the date fixed for trial in court. Any person so appearing may enter a waiver of trial, admit liability, and pay the civil penalty established for the offense charged. Such persons shall be informed of their right to stand trial and that a signature to an admission of liability will have the same force

and effect as a judgment of court. As a condition of waiver of trial, admission of liability, and payment of a civil penalty, the violator and a representative of the locality shall agree in writing to terms of abatement or remediation of the violation within six months after the date of payment of the civil penalty.

If a person charged with a scheduled violation does not elect to enter a waiver of trial and admit liability, the violation shall be tried in the general district court in the same manner and with the same right of appeal as provided for by law. In any trial for a scheduled violation authorized by this section, it shall be the burden of the locality to show the liability of the violator by a preponderance of the evidence. An admission of liability or finding of liability shall not be a criminal conviction for any purpose.

2. Adopt legislation to allow localities to limit smoking to designated areas in outdoor parks no farther than one hundred (100) feet from recreation centers, outdoor playgrounds, and sports fields.

Smoking within public park property can and does negatively affect the health of other park users, some of whom have asthma or other respiratory illnesses. Since the founding principle of public parks has been and remains to provide a means for better public health, such prohibitions would be consistent with such a mission.

This recommendation will require an amendment to § 15.2-2826, Code of Virginia 1950, as amended, as follows:

§ 15.2-2826. Designation of "No-Smoking" areas; smoking prohibited in "No-Smoking" areas; penalty for violation. —

A. The proprietor or other person in charge of (i) an educational facility, except any public elementary, intermediate, or secondary school; (ii) a health care facility; (iii) a retail establishment of 15,000 square feet or more serving the general public, including, but not limited to, department stores, grocery stores, drug stores, clothing stores, and shoe stores; and (iv) recreational facilities shall designate reasonable no-smoking areas, considering the nature of the use and the size of the building.

B. In addition to the authority to establish parks, recreation facilities and playgrounds set forth in Code § 15.2-1806, a

locality may limit smoking to designated areas within one hundred (100) feet of a sports field, recreation center or outdoor playground.

C. For purposes of Subsection B, "smoking" is defined as in § 15.2-2820.

D. The proprietor or other person in charge of a space subject to the provisions of this section shall post signs conspicuous to public view stating "Smoking Permitted" or "No Smoking." Any person failing to post such signs shall be subject to a civil penalty of not more than \$25.

E. No person shall smoke in a designated no-smoking area and any person who continues to smoke in such area after having been asked to refrain from smoking shall be subject to a civil penalty of not more than \$25.

F. Civil penalties assessed under this section shall be paid into the Virginia Health Care Fund established under § 32.1-366. (2009, cc. 153, 154.)

3. Adopt amendments to § 15.2-1127, Code of Virginia 1950, as amended, to increase the maximum registration fee for registration of buildings that have been vacant for a continuous period of 12 months or more, and which meet the definition of "derelict building" under § 15.2-907.1, from \$100 to \$1,000, to increase the civil penalty for failure of an owner to register pursuant to this code section from \$200 to \$2,000 and from \$400 to \$4,000 for buildings in a conservation or rehabilitation district, or in other areas designated as blighted pursuant to § 36-49.1:1., and to allow localities to place liens on properties for failure to pay a civil penalty.

Code of Virginia 1950, as amended, § 15.2-1127, "Vacant building registration; civil penalty," allows cities to require the owner or owners of buildings that have been vacant for a continuous period of 12 months or more, and which meet the definition of "derelict building" under § 15.2-907.1, to register such buildings on an annual basis and may impose an annual registration fee not to exceed \$100 to defray the cost of processing such registration. Currently, the failure for an owner to register pursuant to this code section is a \$200 civil penalty or a \$400 civil penalty if the building is in a conservation or rehabilitation district, or in other areas designated as blighted pursuant to Virginia Code § 36-49.1:1. The \$100 registration fee and civil penalties of \$200 and \$400 do not provide enough incentive to bring the property into a habitable condition.

This proposal requires amendments to Code of Virginia 1950, as amended, § 15.2-1127 as follows:

The Town of Clifton Forge, the Town of Pulaski, in a conservation and rehabilitation district of the town, the Town of Timberville, and any city, by ordinance, may require the owner or owners of buildings that have been vacant for a continuous period of 12 months or more, and which meet the definition of "derelict building" under § 15.2-907.1, to register such buildings on an annual basis and may impose an annual registration fee not to exceed ~~\$100~~ ~~\$100~~ \$1,000 to defray the cost of processing such registration. The registration of buildings shall be on forms designated by the locality and filed with the agency designated by the locality. Failure to register shall be a ~~\$200~~ ~~\$200~~ \$2,000 civil penalty; however, failure to register in conservation and rehabilitation districts designated by the governing body, or in other areas designated as blighted pursuant to § 36-49.1:1, shall be punishable by a civil penalty not exceeding ~~\$400~~ ~~\$400~~ \$4,000. Notice shall be mailed to the owner or owners, at the address to which property tax notices are sent, at least 30 days prior to the assessment of the civil penalty.

Every civil penalty authorized by this section with which the owner of any such property shall have been assessed and which remains unpaid shall constitute a lien against such property ranking on a parity with liens for unpaid local real estate taxes and enforceable in the same manner as provided in Articles 3 (§ 58.1-3940 et seq.) and 4 (§ 58.1-3965 et seq.) of Chapter 39 of Title 58.1. A locality may waive such liens in order to facilitate the sale of the property. Such liens may be waived only as to a purchaser who is unrelated by blood or marriage to the owner and who has no business association with the owner. All such liens shall remain a personal obligation of the owner of the property at the time the liens were imposed.

4. Adopt amendments to Code of Virginia 1950, as amended, § 46.2-1213(B) "Removal and disposition of unattended or immobile vehicles", to give Code Enforcement officers the authority to cite and remove inoperable motor vehicles on the public right of way.

Code inspectors routinely cite inoperable motor vehicles on private property and sometimes these vehicles are moved to the city right of way. Code Enforcement gets many complaints about vehicles on the streets and, because our inspectors are regularly in all areas of the city, it would

make sense for them to assist the Police Department in citing these inoperable vehicles with the citation and removal of inoperable motor vehicles, but not abandoned vehicles. Code Enforcement officers would only pursue those vehicles that fit our current definition of inoperable, which is those vehicles that lack a valid license plate, have an inspection sticker expired by more than 60 days, or have some defect that would not pass state inspection (such as flat tires, damage, missing parts, broken windows, etc.). To achieve this proposal, Virginia Code § 46.2-1213, "Removal and disposition of unattended or immobile vehicles", will need to be amended to give Code Enforcement officers the authority to cite and remove inoperable motor vehicles on the public right of way.

This proposal requires an amendment to Code of Virginia 1950, as amended, § 46.2-1213(B) as follows:

B. Removal shall be carried out by or under the direction of a law-enforcement officer or other uniformed employee of the local law-enforcement agency who specifically is authorized to do so by the chief law-enforcement officer or his designee, *or by or under the direction of the locality's Civil Code Enforcement Division*. The ordinance, however, shall not authorize removal of motor vehicles, trailers, semitrailers, and parts thereof from private property without the written request of the owner, lessee, or occupant of the premises. The ordinance may also provide that the person at whose request the motor vehicle, trailer, semitrailer, or part of a motor vehicle, trailer, or semitrailer is removed from private property shall indemnify the county, city, or town against any loss or expense incurred by reason of removal, storage, or sale thereof. Any such ordinance may also provide that it shall be presumed that such motor vehicle, trailer, semitrailer, or part thereof is abandoned if it (i) lacks either a current license plate; or a current county, city or town license plate or sticker; or a valid state safety inspection certificate or sticker; and (ii) it has been in a specific location for four days without being moved. As promptly as possible, each removal shall be reported to a local governmental office to be designated in the ordinance and to the owner of the motor vehicle, trailer, or semitrailer. Before obtaining possession of the motor vehicle, trailer, semitrailer, or part thereof, the owner shall pay to the parties entitled thereto all costs incidental to its removal and storage and locating the owner. If the owner fails or refuses to pay the cost or if his identity or whereabouts is unknown and unascertainable after a diligent search has been made, and after notice to him at his last known address and to the holder of any lien of record with the office of the Department against the motor vehicle, trailer, semitrailer, or part of a motor

vehicle, trailer, or semitrailer, the vehicle shall be treated as an abandoned vehicle under the provisions of Article 1 (§ 46.2-1200 et seq.).

5. Adopt amendments to Code of Virginia 1950, as amended, § 15.2-1717.1 “Designation of police to enforce trespass violations” and § 18.2-119 “Trespass after having been forbidden to do so; penalties” to give police officers the authority to bar trespassers/squatters from the property when the owners are not available or not involved.

The City of Roanoke is experiencing people trespassing and/or squatting in vacant structures on private property despite signs indicating that the property is “unsafe” or “unfit” and to “keep out.” Currently, the only mechanism available to the City, when the property owner is not available or not involved, is to issue a notice of violation, but the trespassing/squatting individuals are very difficult to find and give notice.

Currently, Code of Virginia 1950, as amended, § 18.2-119 allows for the “owner, lessee, custodian or the agent of such person, or other persons lawfully in charge of the property” to request that the police bar people from trespassing/squatting on private property. In addition, Code of Virginia 1950, as amended, § 15.2-1717.1 and Roanoke City Code § 21-32 enable any “owner, lessee, or person lawfully in charge of the property” to designate the police department as “a person lawfully in charge” of the property for the purpose of forbidding trespassers from remaining on or returning to specific property.

The City of Roanoke requests authority to be designated as a “person lawfully in charge of the property,” as that phrase is used in Code of Virginia 1950, as amended, §§ 15.2-1717.1 and 18.2-119, when the City’s Maintenance Code Official designates a vacant structure as an “unsafe structure” or as a “structure unfit for human occupancy” as those terms are defined in the Virginia Maintenance Code § 202 [2015] (13 VAC 5-63-510). This would enable the City to designate and empower the police department to bar trespassers/squatters from vacant structures on private property when the owners are not available or not involved.

This proposal requires amendments to Code of Virginia 1950, as amended, §§ 15.2-1717.1 and 18.2-119 to add the following language:

“A county, city, or town qualifies as a ‘person lawfully in charge of the property’ when that locality’s Maintenance Code Official makes a formal determination that a specific vacant structure is an ‘unsafe structure’ or a ‘structure unfit for human occupancy’ as those terms are defined in the Virginia Maintenance Code § 202 [2015] (13 VAC 5-63-510).”

6. Adopt amendments requested by the Police Department of the City of Roanoke to the sections of the Code of Virginia 1950, as amended, indicated below for the following purposes:

(1) Restore primary enforcement on critical traffic and safety law, i.e., allowing the police to stop people for the following offenses:

- Defective or unsafe equipment (§ 46.2-1003);
- Dark window tint (§ 46.2-1052);
- Expired registration or inspection (§ 46.2-1157);
- Taillights not working properly (§ 46.2-1013);
- Brake lights not working properly (§ 46.2-1014); and
- Jaywalking (§§ 46.2-923 and 926).

(2) Restore the presumptions against bail in which the judicial officer shall presume, subject to rebuttal, that no condition or combination of conditions will reasonably assure the appearance of the person or the safety of the public if the person is currently charged with:

- An act of violence as defined in § 19.2-297.1;
- An offense for which the maximum sentence is life imprisonment or death;
- A violation of § 18.2-248, 18.2-248.01, 18.2-255, or 18.2-255.2 involving a Schedule I or II controlled substance if (i) the maximum term of imprisonment is 10 years or more and the person was previously convicted of a like offense or (ii) the person was previously convicted as a "drug kingpin" as defined in § 18.2-248;
- A violation of § 18.2-308.1, 18.2-308.2, or 18.2-308.4 which relates to a firearm and provides for a mandatory minimum sentence;
- Any felony, if the person has been convicted of two or more of the following offenses, whether under the laws of the Commonwealth or substantially similar laws of the United States:
 - An act of violence as defined in § 19.2-297.1
 - An offense for which the maximum penalty is life imprisonment or death;
- Any felony committed while the person is on release pending trial for a prior felony under federal or state law or on release pending imposition or execution of sentence or appeal of sentence or conviction;
- An offense listed in subsection B of § 18.2-67.5:2 where the person had previously been convicted of an offense listed in § 18.2-67.5:2 or a substantially similar offense under the laws of any state or the United States and the judicial officer finds probable cause to believe that the person who is currently charged with one of these offenses committed the offense charged;
- A violation of § 18.2-374.1 or 18.2-374.3 where the offender has reason to believe that the solicited person is under 15 years of age and the offender is at least five years older than the solicited person;

- A violation of § 18.2-46.2, 18.2-46.3, 18.2-46.5, or 18.2-46.7;
- A violation of § 18.2-36.1, 18.2-51.4, 18.2-266, or 46.2-341.24 where the person has, within the past five years of the instant offense, been convicted three times on different dates of a violation of any combination of these Code sections, or any ordinance of any county, city, or town or the laws of any other state or of the United States substantially similar thereto, and has been at liberty between each conviction;
- A second or subsequent violation of § 16.1-253.2 or 18.2-60.4 or a substantially similar offense under the laws of any state or the United States;
- A violation of subsection B of § 18.2-57.2;
- A violation of subsection C of § 18.2-460 charging the use of threats of bodily harm or force to knowingly attempt to intimidate or impede a witness;
- A violation of § 18.2-51.6 if the alleged victim is a family or household member as defined in § 16.1-228; or
- A violation of § 18.2-355, 18.2-356, 18.2-357, or 18.2-357.1.

(3) Amendments to search warrant laws:

- Amend § 19.2-56(B) to change the allowable time of service [execution] on a residential warrant from between 8:00 am and 5:00 pm to between 8:00 am to 10:00 pm, consistent with Federal Rule of Criminal Procedure 41.
- Amend § 19.2-56(B) to clarify who can receive residential warrant service by specifying that a copy is to be left with any person aged sixteen or older (which parallels service of process in § 8.01-296) or left in a conspicuous place if no such occupants are present.
- Amend § 19.2-56(B) to read, “A search warrant for any place of abode authorized under this section shall require that *at least* one law-enforcement officer be recognizable and identifiable as a uniformed law-enforcement officer . . .” to clarify that not all LEOs must be in uniform when executing a search warrant.
- Amend § 19.2-56(B) to allow an exception for a judge to authorize high-risk no-knock warrants.
- Amend § 19.2-266.2(A)(i), or related code sections, to allow judicial discretion regarding whether or not to exclude evidence for minor procedural violations.

(4) Amend §§ 37.2-808 and 16.1-340 to require hospital police departments to take over custody when the Magistrate requires treatment in that hospital, prior to placement in a mental health institution.

(5) Amend § 22.1-279.3:1(D) to require reporting of misdemeanor sexual assaults in K-12 schools, effectively repealing HB 257.

(6) Amend § 19.2-295.1 to require the jury that convicts an offender to also decide the sentence effectively repealing SB 5007.

B. Local Government

7. Request support from the General Assembly and the Governor for amendments to the state budget that convert the Roanoke City Clerk of the Circuit Court's office from a fee-based form of funding to funding through the Virginia Compensation Board.

The City of Roanoke Clerk of the Circuit Court's office currently receives no funding through the Virginia Compensation Board. Instead, it retains all fees that otherwise would be remitted to the Commonwealth to fund its operation. It is one of the few such Clerk of the Circuit Court offices in Virginia that is still funded in this manner.

8. Adopt legislation to amend §§ 4, 10, and 16 of the Roanoke Charter of 1952, as amended, to reflect a change in election dates and meetings of council generally, as follows:

§4. Composition of council; terms of members; designation of vice-mayor; vacancies.

The council as presently composed shall continue and shall consist of seven members, one of which shall be the mayor, all of whom shall be elected at large and shall serve for the respective terms as hereinafter provided. The members of council shall serve for terms of four years, from the first day of ~~July~~ ~~July~~ January next following the date of their election and until their successors shall have been elected and qualified. The mayor shall serve for a term of four years from the first day of ~~July~~ ~~July~~ January next following the date of election and until a successor shall have been elected and qualified; provided, however, that on the ~~first~~ ~~first~~ Tuesday ~~following the first Monday~~ in ~~May~~ ~~May~~ November, ~~nineteen hundred seventy-two~~ ~~nineteen hundred seventy-two~~ two thousand twenty, and on such day each four years thereafter, three council members and a mayor shall be elected for a term of four years, and on the ~~first~~ ~~first~~ Tuesday ~~following the first Monday~~ in ~~May~~ ~~May~~ November, ~~nineteen hundred seventy-four~~ ~~nineteen hundred seventy-four~~ two thousand twenty-two, and each four years thereafter, three council members shall be elected for a term of four years.

The member of council receiving the largest number of votes in each regular councilmanic election shall be the vice-mayor of the city, for a term of two years, to commence on the first day of ~~July~~ ~~July~~ January next following the date of such election and until the vice-mayor's successor shall have been elected and qualified.

The council shall be a continuing body, and no measure pending before such body shall abate or be discontinued by reason of the expiration of the term of office or removal of the members of council, or any of them. No person may be a candidate for the office of mayor and for the office of council member in the same election.

Vacancies in the council or vacancy in the office of mayor shall be filled within ~~thirty~~ ~~thirty~~ forty-five days, and until the day upon which the terms of office of council members elected in the next following regular councilmanic election shall commence, by a majority vote of the remaining members of council, and if as much as two years of any such unexpired term of a member of council or of the mayor remains at the time of such next regular councilmanic election, a council member or a mayor, as the case may be, shall be elected at such election for the remaining portion of such unexpired term.

* * *

§10. Meetings of council generally.

At two o'clock post meridian on the first Monday of ~~July~~ ~~July~~ January next following each regular municipal election, or if such day be a city holiday, then on the day following, the council shall meet at the usual place for holding meetings of the legislative body of the city, at which time the newly elected council members shall assume the duties of their offices. Thereafter the council shall meet at such times as may be prescribed by ordinance or resolution, provided, that it shall hold at least two regular meetings each calendar month, and it shall so order and schedule meetings as to promptly and orderly attend to the business and legislative affairs of the city. The mayor, any member of the council, or the city manager, may call special meetings of the council at any time upon at least twelve hours written notice to the mayor and each member, served personally or left at his usual place of business or residence; or such meeting may be held at any time without notice, on call of the mayor or the city manager provided at least five members of the council attend such meeting. All meetings of the council shall be public, and

any citizen may have access to the minutes and records thereof at all reasonable times, except where the public interest may require closed meetings.

* * *

§16. Time of holding municipal elections.

A municipal election shall be held on the ~~first~~ Tuesday following the first Monday in ~~May~~ November in ~~nineteen hundred seventy-two~~ ~~nineteen hundred seventy-two~~ two thousand twenty, and every second year thereafter which shall be known as the regular election for the election of council members.

9. Adopt legislation to amend § 15.2-107.1 of the Code of Virginia 1950, as amended, to provide alternatives to the requirement to publish legal notices in a newspaper.

§ 15.2-107.1. Advertisement of legal notices on web sites.

- A. In addition to any requirements that a locality advertise legal notices in a newspaper having a general circulation in the locality, such notices may also be published on the locality's ~~World Wide Web site~~ website.*
- B. Notwithstanding subsection A or any other provision of law, a locality with a population of 50,000 or greater may fulfill any requirement that the locality advertise legal notices in a newspaper having a general circulation in the locality by advertising such notices on radio or television stations that broadcast in or into the locality or by publishing such notices on the locality's website.*

10. Adopt legislation to make the Virginia Museum of Transportation an official state agency.

C. Education requests from Roanoke City Public Schools

School Safety and Security: Preventing Access to Weapons by Children

Current Reality: Responsible gun owners secure their weapons to keep young children safe. The current Code section makes it difficult to hold irresponsible gun owners accountable when their unsecured weapons are possessed and even transported to school by children because the threshold in the Code is to “recklessly” leave a loaded, unsecured firearm. While elementary age children are far too young to have any access to an unsecured firearm, they are capable of loading one when ammunition is also unsecured.

RCPS recommends that the General Assembly:

Revise Code of Virginia 1950, as amended, §18.2-56.2. “Allowing access to firearms by children; penalty” as follows:

A. It shall be unlawful for any person to **recklessly** leave a loaded **or unloaded**, unsecured firearm in such a manner as to endanger the life or limb of any child under the age of fourteen. Any person violating the provisions of this subsection shall be guilty of a Class 1 misdemeanor.

School Safety and Security: BB and Pellet Guns are Weapons

Current Reality: The Code of Virginia 1950, as amended, §18.2-308. “Carrying concealed weapons; exceptions; penalty” defines weapons with an extensive list that includes firearms, knives, metal knucks, throwing stars, etc. but not BB and Pellet Guns that not only can cause serious injury to victims but can easily be mistaken as firearms by law enforcement as firearms jeopardizing the person in possession of the gun. The definition in this section is referenced in §18.2-308.1 “Possession of firearm, stun weapon, or other weapon on school property prohibited; penalty” limiting penalties for possession of a BB or Pellet Gun on school property.

RCPS recommends that the General Assembly:

Revise §18.2-308. (A) such that BB and Pellet Guns are included in the definition of weapons:

A. If any person carries about his person, hidden from common observation, (i) any pistol, revolver, or other weapon designed or intended to propel a missile of any kind by action of an explosion of any combustible material; (ii) any dirk, bowie knife, switchblade knife, ballistic knife, machete, razor, sling bow, spring stick, metal knucks, or blackjack; (iii) any flailing instrument consisting of two or more rigid parts connected in such a manner as to allow them to swing freely, which may be known as a nun chahka, nun chuck, nunchaku, shuriken, or fighting chain; (iv) any disc, of whatever configuration, having at least two points or pointed blades which is designed to be thrown or propelled and which may be known as a throwing star or oriental dart; **or** (v) **BB or pellet gun designed or intended to expel a projectile; or (vi)** any weapon of like kind as those enumerated in this subsection, he is guilty of a Class 1 misdemeanor. A second violation of this section or a conviction under this section subsequent to any conviction under any substantially similar ordinance of any county, city, or town shall be punishable as a Class 6 felony, and a third or subsequent such violation shall be punishable as a Class 5 felony. For the purpose of this section, a weapon shall be deemed to be hidden from common observation when it is observable but is of such deceptive appearance as to disguise the weapon's true nature. It shall be an affirmative defense to a violation of clause (i) regarding a handgun, that a person had been issued, at the time of the offense, a valid concealed handgun permit.

Revise §18.2-308.1. (B) and (C) such that BB and Pellet Guns are not excluded.

B. If any person knowingly possesses any firearm designed or intended to expel a projectile ~~by action of an explosion of a combustible material~~ while such person is upon (i) the property of any child day center or public, private, or religious preschool, elementary, middle, or high school, including buildings and grounds; (ii) that portion of any property open to the public and then exclusively used for school-sponsored functions or extracurricular activities while such functions or activities are taking place; or (iii) any school bus owned or operated by any such school, he is guilty of a Class 6 felony.

C. If any person knowingly possesses any firearm designed or intended to expel a projectile ~~by action of an explosion of a combustible material~~ within the building of a child day center or public, private, or religious preschool, elementary, middle, or high school and intends to use, or attempts to use, such firearm, or displays such weapon in a threatening manner, such person is guilty of a Class 6 felony and sentenced to a mandatory minimum term of imprisonment of five years to be served consecutively with any other sentence.

School Safety and Security: Threats Against Teachers and Staff

Current Reality: The Code of Virginia 1950, as amended, §18.2-60 establishes that written threats are a Class 6 Felony, but oral threats are only a Class 1 misdemeanor. Oral threats against teachers and staff are every bit as upsetting to the target of the threat and disruptive of the school day as written threats and should be every bit as consequential for the person making the threat.

RCPS recommends that the General Assembly:

Revise §18.2-60 (B) “Threats of death or bodily injury to a person or member of his family; threats of death or bodily injury to persons on school property; threats of death or bodily injury to health care providers; penalty” as follows:

B. Any person who orally makes a threat to kill or to do bodily injury to (i) any employee of any elementary, middle, or secondary school, while on a school bus, on school property, or at a school-sponsored activity or (ii) any health care provider as defined in § 8.01-581.1 who is engaged in the performance of his duties in a hospital as defined in § 18.2-57 or in an emergency room on the premises of any clinic or other facility rendering emergency medical care, unless the person is on the premises of the hospital or emergency room of the clinic or other facility rendering emergency medical care as a result of an emergency custody order pursuant to § 37.2-808, involuntary temporary detention order pursuant to § 37.2-809, involuntary hospitalization order pursuant to § 37.2-817, or emergency custody order of a conditionally released acquittee

pursuant to § 19.2-182.9, is guilty of a Class 1 misdemeanor for a first offense and a Class 6 felony for subsequent offenses.

Addressing the Teacher Shortage: Increased Flexibility for Hiring Retirees in Critical Shortage Positions

Current Reality: By allowing the VDOE to establish critical shortage areas by subject matter and allowing a retiree to fill that role while still receiving their Virginia Retirement System monthly benefit, school divisions have more options to fill vacancies with qualified, licensed teachers. A VRS rule requires that to serve in a critical shortage area exists, the retiree cannot have worked in a part-time, substitute, or coaching position for at least 12 consecutive months following the effective date of their retirement and may not have participated in an extended work incentive program. Additionally, a retiree may not serve in a critical shortage position if they retired with a reduced benefit. This 12-month rule is 12 times more than the standard one-month VRS “separation of service.” Currently, school division retirees, both those who retired with reduced and unreduced benefits, after a VRS bona fide break in service (one month), are permitted to serve school divisions and students as qualified substitutes, coaches, etc. since their retirement. By serving as substitutes since their retirement, these professionals have remained current and connected to the profession, making them excellent candidates to serve in critical shortage positions, but are prohibited by the 12-month “no employment” rule/requirement. Per VRS, the 12-month requirement is one set by VRS rule, not by the Code of Virginia, with the reasoning that “retirement patterns” would change without the requirement.

Legislative Recommendation:

It is recommended that the General Assembly eliminate/prohibit the VRS requirement that a retiree must have a bona fide break in service of at least 12 consecutive months following the effective date of retirement to be eligible for employment in a critical shortage teacher vacancy. It is further recommended that the State delete the VRS rule/requirement that a retiree who retired with a reduced benefit or participated in an extended work incentive program be ineligible for employment in a critical shortage teacher vacancy.

Suggested Language:

Revise § 51.1-155. “Service retirement allowance” as follows:

(B) 3. (Expires July 1, 2025) Any person receiving a service retirement allowance under this chapter, who is hired as a local school board instructional or administrative employee required to be licensed by the Board of Education, may elect to continue to receive the retirement allowance during such employment, under the following conditions:

(a) ~~The person has been receiving such retirement allowance for a certain period of time preceding his employment as provided by law~~
The person retired with reduced or unreduced benefits, after a VRS bona fide break in service (one month); and

~~(b) The person is not receiving a retirement benefit pursuant to an early retirement incentive program from any local school division within the Commonwealth; and~~

(c) At the time the person is employed, the position to which he is assigned is among those identified by the Superintendent of Public Instruction pursuant to subdivision 4 of § 22.1-23, by the relevant division superintendent, pursuant to § 22.1-70.3, or by the relevant local school board, pursuant to subdivision 9 of § 22.1-79.

Teacher Compensation

Current Reality: According to the National Education Association, the average teacher pay in SY 21-22 was projected to be \$66,432 in the U.S. For Roanoke City Public Schools, average teacher pay in SY 21-22 was \$52,669. Teacher longevity and a commitment by the Roanoke City School Board to make compensation a top priority of the 2022-23 budget resulted in an impressive increase in average teacher pay for the current year (SY 22-23) to \$60,770, but even with that investment, RCPS is still well below the estimated national average for the prior year.

Roanoke City Public Schools' efforts to improve employee pay in 2022-23 helped tremendously in attracting and retaining staff, but RCPS still had to start the school year with unfilled vacancies. Fewer people are choosing to enter the teaching profession. There are multiple factors, including all of the extra expectations placed on teachers, but policymakers must confront the fact that teachers are actually paid less today than they were in the early 2000's. Even factoring in the significant investment in compensation for SY 22-23, RCPS teachers today have \$1,656 less buying power than they did 15 years ago.

Step	Bachelor's Degree		Inflation Adjusted; Reflected in August 2022 Dollars		Variance between FY23 Pay and Inflation Adjusted Prior Year Pay	
	0 Years	30 Years	0 Years	30 Years	0 Years	30 Years
2007-08	\$ 34,859	\$ 53,928	\$ 49,656	\$ 76,819	\$ (1,656)	\$ 426
2008-09	\$ 36,602	\$ 56,624	\$ 49,480	\$ 76,547	\$ (1,480)	\$ 698
2009-10	\$ 36,602	\$ 56,624	\$ 50,226	\$ 77,700	\$ (2,226)	\$ (455)
2010-11	\$ 36,602	\$ 56,624	\$ 49,656	\$ 76,818	\$ (1,656)	\$ 427
2011-12	\$ 36,602	\$ 56,624	\$ 47,851	\$ 74,027	\$ 149	\$ 3,218
2012-13	\$ 37,364	\$ 57,803	\$ 48,034	\$ 74,310	\$ (34)	\$ 2,935
2013-14	\$ 37,764	\$ 59,591	\$ 47,823	\$ 75,463	\$ 177	\$ 1,782
2014-15	\$ 38,169	\$ 61,434	\$ 47,528	\$ 76,497	\$ 472	\$ 748
2015-16	\$ 38,893	\$ 63,435	\$ 48,335	\$ 78,835	\$ (335)	\$ (1,590)
2016-17	\$ 39,287	\$ 65,370	\$ 48,311	\$ 80,385	\$ (311)	\$ (3,140)
2017-18	\$ 40,073	\$ 65,709	\$ 48,340	\$ 79,265	\$ (340)	\$ (2,020)
2018-19	\$ 40,073	\$ 67,023	\$ 47,070	\$ 78,725	\$ 930	\$ (1,480)
2019-20	\$ 40,073	\$ 67,500	\$ 46,260	\$ 77,922	\$ 1,740	\$ (677)
2020-21	\$ 42,000	\$ 67,500	\$ 47,858	\$ 76,915	\$ 142	\$ 330
2021-22	\$ 42,420	\$ 68,175	\$ 45,925	\$ 73,808	\$ 2,075	\$ 3,437
2022-23	\$ 48,000	\$ 77,245	\$ 48,000	\$ 77,245	\$ -	\$ -

Using U.S. Bureau of Labor Statistics CPI Inflation Calculator Tool
https://www.bls.gov/data/inflation_calculator.htm

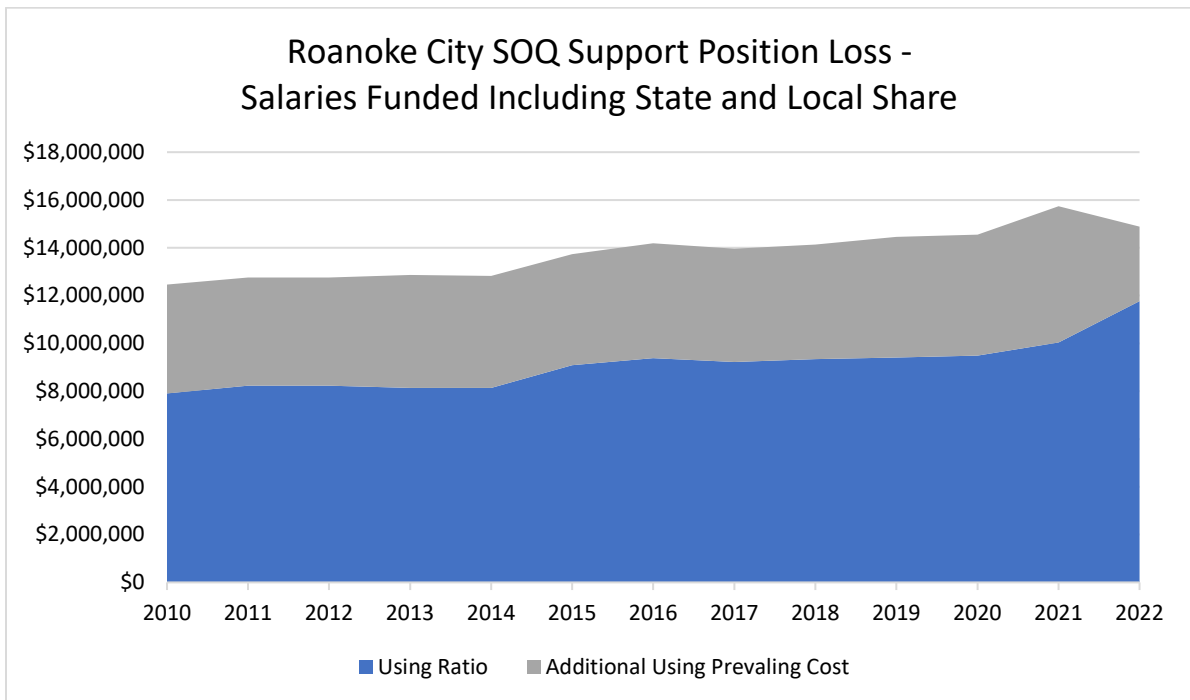
Legislative Recommendation:

Virginia has to recognize the importance of having quality education in our state to prepare our future leaders for success, and to show businesses that Virginia has an educated workforce ready and eager to work when they open for business in the Commonwealth. In order to accomplish that, we need to compensate teachers and other school staff at a level that is commensurate with the importance of the service they provide.

Support Staff Cap

Current Reality: Per the 2022-2024 Virginia Department of Education Projected Fiscal Year (FY) 2023 and FY 2024 State Payments Excel Template, commonly referred to as the “Calc Tool,” Roanoke City Public Schools is projected to need 303.16 SOQ Funded Support Positions in 2022-23 at a projected total salary cost of \$14,743,305.06. The Calc Tool also shows, however, that were the original pre-Great Recession formula used, RCPS would have 347.16 funded positions at a total projected salary cost of \$16,709,676.38.

In 2023-24, the VDOE projects funding 318.72 support positions with a total salary cost of \$15,488,702.66 with the support staff cap still in place. In contrast, the VDOE calculates that 349.75 support positions would be funded with a total salary cost of \$16,834,594.08 were the support staff cap removed as was originally intended as a “short-term” response during the Great Recession.



Since 2010, state funding for K-12 education provided to Roanoke City by the Commonwealth has been almost \$36.6 million less than it would have been had the support cap not been in place. In SY 21-22, the state share of funding for Standards of Quality (SOQ) support positions, those positions identified by VDOE as necessary to provide quality education, was \$2.1 million less than the VDOE Calc Tool illustrates it should have been.

Additionally, the SOQ establish minimum staffing levels and do not fund all of the positions needed to meet student needs and provide a quality educational experience for our diverse learners. In SY 21-22, Roanoke City Public Schools budgeted for significantly more support positions than those for which we received partial support from the state. Necessary support positions even exceed the number that would have been supported by state funding if the support cap were lifted.

RCPS Recommends that the General Assembly:

Eliminate the support staff salary cap entirely and update the SOQ to meet student needs in the modern age, particularly in light of the significant increase in supports beyond instruction that schools are expected to provide to students and families.

Empower Existing Local Alternatives to DOE Growth Assessments

Current Reality: Efforts to increase the availability and use of growth measures by the Commonwealth are appreciated, but using existing achievement measures is flawed and proving to be unwieldy and unhelpful at the division-level.

The current through-year growth assessments are only designed to measure grade-level progress, one grade below, or one grade level above current grade level. This range is insufficient when students are exhibiting academic achievement levels that are significantly below or above grade level, particularly in light of unfinished learning resulting from the pandemic. While many students will show growth on the assessment, its usefulness as a tool to inform future instruction is severely lacking and does not provide needed information related to below or above grade level instructional needs.

The average student took approximately 2-3 hours to complete a DOE mathematics growth assessment and 3-4 hours to complete a DOE reading growth assessment. For one assessment period, this is a loss of 5-7 instructional hours for a typical elementary class, not including time lost logging into the test system and other related issues. At the upper range, a typical elementary instructor will lose approximately 1.5-2 days of instruction for each fall and winter assessment period. This equates to 3-4 full days of lost instructional time for the typical student during the year. Given that students already lose an additional 3-4 full days of instruction for spring SOL assessments, the typical student will lose approximately 6-8 days of instruction in a given school year due to SOL assessments. For any student, this is a significant amount of time dedicated to one type of test with limited use to inform instruction. For a student who is achieving far below grade level, for whom the assessment is least informative, this lost instructional time is detrimental.

Other growth assessments already in use by many divisions (such as NWEA MAP Growth assessments, iReady, etc.) are far superior and more useful in identifying current level of academic need, informing instructional needs for each student. These assessments generate reports that are aligned with Virginia's SOLs that pinpoint where on the continuum of all grade-level SOLs a particular student is performing in mathematics or reading. Using these reports, teachers are able to provide targeted small-group remediation that supports students no matter their current level of academic achievement.

These assessments are designed to take 45 - 60 minutes to administer in the regular classroom setting, which means that students will lose far less instructional time to take these assessments than to take the SOL growth assessments. Students would lose less than three hours total of instructional time for one administration, and less than 1 day of instruction for fall, winter, and spring administrations combined.

These assessments are valid. In RCPS SY 21-22, the NWEA MAP Growth assessments predicted the correct outcome, pass or fail, on the SOL grades 3-8 assessments for approximately 85% of our students. This demonstrates that these assessments are very closely aligned with the DOE assessment system and represent a less time-consuming assessment that provides more instructionally relevant reports to teachers than our current SOL growth assessment system.

RCPS recommends that the General Assembly:

Permit local school divisions to utilize DOE-approved, commercially available growth measures (such as NWEA MAP, iReady, etc.) as an alternative to the

through-year growth assessment system established by the DOE for the administration of reading and mathematics assessments in grades three through eight, provided that such program is aligned to the Standards of Learning.

Graduation Rate Calculation: SLIFE Adjustment

Background: Virginia Senate Bill 933, passed during the 2020 General Assembly, requires the Virginia Department of Education (VDOE) to develop and adopt a common statewide definition for the term SLIFE, or "students with limited or interrupted formal education." A secondary requirement of the legislation is for the Board of Education (BOE) to determine whether calculations for the school quality indicators within the Board's Regulations Establishing the Standards for Accrediting Public Schools in Virginia are appropriate and to make the necessary revisions to impact the methodology for the calculation of school accreditation ratings.

The VDOE definition is that a Student with Limited and/or Interrupted Formal Education (SLIFE) is an English learner who:

- enters or re-enters any school in the United States at or after the age of eight;
- AND
- is identified at English Language Proficiency (ELP) Level One or Two; AND
- has at least two years less schooling than similar-age peers."

Source: *SLIFE: Students with Limited and/or Interrupted Formal Education Guidebook* <https://doe.virginia.gov/instruction/esl/resources/sliffe-guidebook.pdf>

Current Reality: Graduation rates posted without consideration for schools serving larger numbers of Students with Limited or Interrupted Formal Education (SLIFE) do not accurately reflect the schools' performance and may negatively impact a school's accreditation status. In recent years, large numbers of students who are English Learners (EL) with Limited or Interrupted Formal Education have enrolled in high schools across Virginia and around the country. Schools and communities that welcome EL students and all immigrant families are eager to provide instruction and support for students and their families. The influx of new EL students into welcoming communities distorts Virginia's school accountability measures, particularly related to Virginia's On-Time Graduation Rate.

Example: At one RCPS high school, over 130 newcomer EL students have enrolled since 2019. Most of these students entered at the lowest levels of English proficiency and nearly all entered with no transcripts and with interrupted education, as well as high levels of traumatic experiences prior to and upon entering the United States. Over a similar timeframe, using the traditional on-time graduation rate of EL students, the school's measure has declined from 76.3% in 2019 to 67.6% in 2021. SLIFE dropouts, who are older and leave to secure full-time employment, further contribute to this perceived decline in performance when, in reality, the school remains very effective

serving EL students, but with data distorted by the large number of SLIFE students served.

RCPS recommends that the General Assembly Direct the State Board to:

1. Remove SLIFE dropouts from graduation-rate and dropout calculations if the student has not been enrolled in a Virginia school for at least 4 semesters.
2. Incentivize programs, pathways, and supports that encourage SLIFE to remain enrolled and ultimately graduate, such as:
 - a. Funding for additional teachers and other professional staff who are trained in dealing with issues related to social-emotional learning needs of SLIFE;
 - b. Funding for specialized career and technical programs and internships; and
 - c. Adjustments to passing score criteria for SLIFE on EOC Reading and Writing SOL tests, such as: SLIFE may earn graduation credit for EOC Reading and/or Writing through the combination of: 1) demonstrating sufficient progress toward English proficiency as measured by the WIDA ACCESS 2.0 test; 2) demonstrating growth on the EOC Reading and/or Writing SOL test; and 3) achieving a score of 350 or higher on the EOC Reading and/or Writing SOL test.

Paid Work-Based Learning Experiences – Supporting English Learners

Background: RCPS strives to ensure that all students have access to high-quality work-based learning opportunities. While the division provides a wide variety of these internships and apprenticeships in partnership with businesses and community agencies, barriers exist for some students which prevent them from taking full advantage of these programs. Specifically, high school students who are not eligible for employment as a result of their lack of necessary documentation are not able to participate in paid apprenticeships that are available to their peers. In many cases, these same students are those who stand to benefit greatly from these work-based learning experiences.

Current Reality: Virginia schools are required to enroll students without inquiring about the student’s citizenship or immigration status, per state and federal regulations. While this helps schools ensure they are meeting the obligation to educate all students residing in their attendance zones, it may also lead to unintended stress for students, staff, and community partners during discussions about work-based learning opportunities.

RCPS students would benefit from a process that allows students to participate in paid work-based learning experiences regardless of their current eligibility for employment while enrolled in school.

As emphasized in Superintendent’s Memo #210-18:

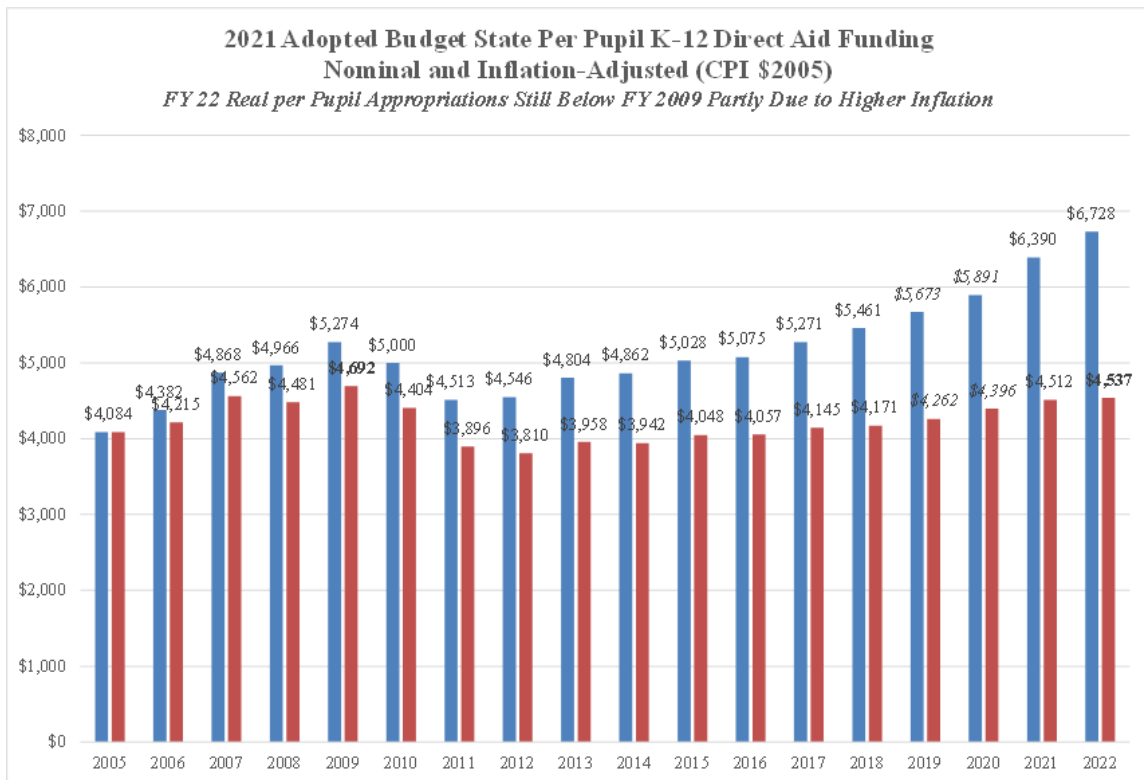
- *“School divisions are not permitted to inquire into a prospective student’s citizenship or visa status in order to enroll that student in school.”*
- *“School divisions shall accept students who meet the residency requirements under Section 22.1-3 of the Code of Virginia: ...and may not deny a free public education to undocumented school-age children who reside within their jurisdictions because they do not hold valid United States citizenship or a*

student visa.”

RCPS recommends that the General Assembly direct the Virginia Department of Education to convene a committee of stakeholders to:

1. Explore barriers to certain students accessing paid work-based learning opportunities,
2. Identify best practices that are currently being implemented in Virginia school divisions to overcome the various barriers, and
3. Make recommendations for further consideration by the Virginia Board of Education.

K-12 Education Funding (Controlled for Inflation)



Source: Fiscal Analytics, Ltd using Virginia DOE - http://www.doe.virginia.gov/school_finance/budget/calc_tools/index.shtml

- **Blue** - Nominal Dollars
- **Red** - Adjusted for Inflation
- FY 2005 - Benchmark Year Virginia adopted budget for K-12 education = \$4084 per pupil
- FY 2009 - Inflation adjusted high point for K-12 state funding = \$4692 per pupil
- FY 2022 - Inflation adjusted per pupil = \$4537 (\$161 less in FY 2022 than FY 2009)

Current Reality: The budget adopted by the 2022 General Assembly represented a significant, necessary, and appreciated investment in teacher compensation, but more is needed. The reality is the burden of funding schools continues to shift to localities. When controlled for inflation, the current state budget provides \$161 less per pupil than FY 2009.

RCPS recommends the General Assembly:

1. Make legislative investment goals for PK-12 Public Education *measurable* by establishing a plan to provide the state’s share of funding necessary to move teacher pay to the national average in two biennia;
2. Be transparent when communicating budgeted raises by using a July 1 start date for all compensation increases; and
3. Commit to avoiding unfunded mandates on schools, including additional training requirements without funding, as new requirements do have a fiscal impact at the local level.