



## A Resolution in Support of the Teachers and Staff of Bedford County Public Schools

A resolution to affirm the commitment of the Bedford County School Board to the support of Bedford County Public Schools teachers and staff bringing solutions that are both tangible and sustainable.

### Medical Autonomy

**Whereas**, the Bedford County School Board believes the teachers and staff of Bedford County Public Schools have a fundamental right to medical autonomy with respect to new vaccines, new vaccine technology and masking. Decisions involving health and well-being reside to the individual and are left to make those decisions between them and their doctors; and

### Administration Protection

**Whereas**, the Bedford County School Board believes that the teachers and staff have a fundamental right to respectfully voice their opinion of policies, procedures and issues. They will not be subjected to disciplinary actions or unfair treatment based upon their rights to speak out and voice concern directly related to treatment or work conditions. Cases of mistreatment will be presented to the board to ensure fair treatment. Teacher and staff assessments will be based on evaluations prior to vocalizing concerns. Severe workload changes, expectations and other reprimands will be reviewed to safeguard teachers and staff. Proper chain of command must be followed initially, however the ruling will not discourage nor limit the teachers and staff appeal process by bringing concerns directly to the board, by the teacher, after the proper steps have taken place; and

### Work-Life Balance

**Whereas**, the Bedford County School Board recognizes the physical and mental health demands teachers and support staff experience while providing the best school experience to our students. Our goal is to create work environments that honor and respect the whole health of our teachers and staff inside and outside of the classroom. *Teachers and staff are their best when they are well rested, respected and perform self-care.* Bedford County Public Schools

recognizes the burden of teaching and believes that a minimum of (2) days of non-instructional workdays, or 16 hours, be given as an option of remote time (virtual) per school year. The Bedford County School Board also believes that paid days are transferable among teachers and staff to help aid coworkers; and

#### Earning Protection

**Whereas**, Bedford County School Board believes that economic conditions beyond teachers' and staff control can harm household finances including but not limited to cost-of-living adjustments and rising benefits costs. Salary, benefits and insurance will be reviewed each year to consider the rising costs that negativity impact compensation levels; and

#### Competitive Pay

**Whereas**, the Bedford County School Board recognizes the importance of appropriate compensation in a competitive marketplace. Teacher and staff compensation, benefits and insurance will be reviewed each year against local inflation as well as other surrounding counties to remain competitive to support and garner the best teacher and staff workforce available and to make sure that Bedford County Public Schools offer the best compensation for their teachers and staff; and

#### Placement Selection

**Whereas**, Bedford County School board recognizes the importance of financially supporting teachers and staff based on their years of service and academic achievement within Bedford County. Bedford County Public Schools are committed to retain the best teachers and staff affirming positions will be filled based on qualifications and professional history, not any other outside indicators. Hiring decisions will not be made based on personal, political, diversity or any other influences. Hiring decisions will be based on academic merit and classroom credentials for the best candidate choices. Application windows will remain open for the full term regardless of application quantity to provide enough time for all interested applicants to apply; and

## Safety and Security

**Whereas**, the Bedford County School Board recognizes the need for our teachers and staff to feel safe and secure in their work environment. We resolve to protect teacher's physical safety in the classroom and staff in the workplace when working with students by supporting disciplinary action that fosters a safe and positive atmosphere. Bedford County Public School will provide teachers and staff involved with access to the disciplinary decisions and the ability to appeal rulings if corrective actions interfere with the teachers and staff safety and wellbeing. Additionally, this applies to the actions of students that impede the teachers and staff ability to do their job effectively or creates a hostile learning environment. All concerns are to follow through the proper chains of command before being brought before the board if the teachers and staff are not satisfied or feel safe. Bedford County Public Schools agree to have local law enforcement engaged if necessary for teacher and staff safety; and

## Teacher Communication

**Whereas**, the Bedford County School board believes teachers need support for students outside their class. Bedford County Public School parents should be made aware of all incidents arising from their child's behavior at Bedford County Public Schools. Teachers and staff should expect parents to be notified when their child is involved with disciplinary concerns to help facilitate the most desired outcome, to be the most productive and contributing student and

## Coverage Support

**Whereas**, Bedford County School Board understands the burden of teachers and staff absences rests solely on their colleague's ability to provide coverage and substitution availability. Bedford County Public School will contract services to provide a full-time substitute pool extended to all teachers. Contract labor workforce will support teachers requests for time off around testing, holidays and workshop days without placing the burden on coworkers. Substitution workforce prioritizes retired teachers offering a higher wage as expressed as a dilemma by teachers. Similar support systems are also being considered for bus drivers and other habitually short-staffed positions within Bedford County Public Schools to alleviate the burden to our employees; and

Onsite Visitation

**Whereas**, Bedford County School Board agrees onsite visitation to schools are the most engaging way to provide insight to the teachers, staff, children and school conditions. Bedford County School Board members agree to visit schools in their district for no less than 40 hours per calendar year while in office, meeting with teachers, administrators and staff; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Bedford County School Board affirms our fundamental commitment to the support of our teachers and staff and their invaluable contribution to the education of all students in Bedford County Public Schools; and

**BE IT FURTHER RESOLVED** that the Bedford County School Board acknowledges that without the dedication of our teachers and staff, and broad support of their extraordinary efforts, the high-quality education currently afforded to our students would not be possible.

ADOPTED: July 14, 2022

BEDFORD COUNTY SCHOOL BOARD

By: \_\_\_\_\_

Susan Falls Kirby, Chair

Attest: \_\_\_\_\_, Clerk