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## Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

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► Information about Form 990 and its Instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).Open to Public  
Inspection

A For the 2016 calendar year, or tax year beginning January 1, 2016, and ending December 31, 2016

B Check if applicable		C Name of organization <b>Virginia Professional Educators</b>			D Employer identification number <b>54-2060754</b>		
<input type="checkbox"/> Address change		Doing business as					
<input type="checkbox"/> Name change		Number and street (or P O box if mail is not delivered to street address)			Room/suite	E Telephone number <b>(540) 785-2490</b>	
<input checked="" type="checkbox"/> Initial return		P.O. Box 885					
<input type="checkbox"/> Final return/terminated		City or town, state or province, country, and ZIP or foreign postal code					
<input type="checkbox"/> Amended return		Fredericksburg			VA 22404	G Gross receipts \$ <b>835,100</b>	
<input type="checkbox"/> Application pending		F Name and address of principal officer					
		Tracey Bailey 7708 Ashley Farms Drive Fredericksburg VA 22407			H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
					H(b) Are all subordinates included? If 'No,' attach a list. (see instructions) <input type="checkbox"/> Yes <input type="checkbox"/> No		
I Tax-exempt status		501(c)(3)	<input checked="" type="checkbox"/> 501(c) ( 6 ) (Insert no)	4947(a)(1) or	527	H(c) Group exemption number	
J Website:		► <a href="http://www.VirginiaEducators.org">www.VirginiaEducators.org</a>					
K Form of organization		<input checked="" type="checkbox"/> Corporation	<input type="checkbox"/> Trust	<input type="checkbox"/> Association	<input type="checkbox"/> Other	L Year of formation <b>2001</b>	M State of legal domicile <b>VA</b>

## Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities	Improving Public Education by Supporting Virginia's Educators: 1) Providing Scholarships, Mini-Grants, Training, and Professional Development; 2) Providing Support, Counseling, and Professional Assistance for Virginia's Educators; 3) Informing Teachers of Their Legal & Professional Rights; Explaining School Board Policies & Regulations; Providing Legal/Liability Protection.	
	2 Check this box ► <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
Revenue	3 Number of voting members of the governing body (Part VI, line 1a)	3	5
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	5
	5 Total number of individuals employed in calendar year 2016 (Part V, line 2a)	5	12
	6 Total number of volunteers (estimate if necessary)	6	50
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
	b Net unrelated business taxable income from Form 990-T, line 34	7b	0

Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	
		Current Year	
9 Program service revenue (Part VIII, line 2g)	790,525.	835,100.	
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0		
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c and 11e)	0		
12 Total revenue – add lines 8 through 11 (must equal Part VII, column (A), line 12)	790,525.	835,100.	
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0	
	14 Benefits paid to or for members (Part IX, column (A), line 4)	17,367.	36,906.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0		
16a Professional fundraising fees (Part IX, column (A), line 11e)	361,121.	423,608.	
b Total fundraising expenses (Part IX, column (D), line 25)			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	328,806.	345,091.	
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	707,294.	805,605.	
19 Revenue less expenses Subtract line 18 from line 12	83,231.	29,495.	
Net Assets/Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	294,293.	315,189.
22 Net assets or fund balances. Subtract line 21 from line 20	294,293.	315,189.	

## Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	► <i>Tracey Bailey</i>		11/14/17
	Signature of officer	Date	
	► <i>Tracey Bailey</i>	State Director	
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date
	Firm's name ► <b>VIRGINIA PROFESSIONAL EDUCATORS</b>		Check <input type="checkbox"/> if self-employed
Firm's address ► <b>P.O. Box 885</b>	Firm's EIN ►		PTIN
FREDERICKSBURG VA 22404			Phone no

May the IRS discuss this return with the preparer shown above? (see instructions)  Yes  No

8125

**Part III Statement of Program Service Accomplishments**Check if Schedule O contains a response or note to any line in this Part III 1 Briefly describe the organization's mission:Improving Public Education by Supporting Virginia's Educators:1) Providing Scholarships, Mini-Grants, Training, and Professional Development Opportunities for All Virginia Educators; See Form 990, Page 2, Part III, Line 1 (continued)2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  Yes  No

If 'Yes,' describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?  Yes  No  
If 'Yes,' describe these changes on Schedule O.4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported**4a (Code: \_\_\_\_\_) (Expenses \$ 196,402. including grants of \$ 36,906. ) (Revenue \$ \_\_\_\_\_)**1) VPE Provides Scholarships, Mini-Grants, Training, and Professional Development Opportunities for All Virginia Educators:In 2016, VPE provided \$36,906 in Teacher Scholarships, Classroom Mini-Grants, and other Teacher Assistance Grants. Major Professional Development initiatives sponsored by VPE include the Teachers of Promise Conference, two new teacher TLC Symposums, and the Virginia Teacher of Year Newtork (VATOY).In 2016, VPE provided these Grants, Scholarships, Training Opportunities, and Professional Development to 584 Virginia educators.**4b (Code: \_\_\_\_\_) (Expenses \$ 292,246. including grants of \$ \_\_\_\_\_ ) (Revenue \$ \_\_\_\_\_)**2) VPE Provides Support, Counseling, and Professional Assistance for Virginia's Educators. (Teachers, Counselors, & Other School Staff):In 2016, VPE provided Direct Support and Professional Assistance to 524 Virginia educators who were dealing with legal, administrative, academic, medical, and/or health & safety issues in the classroom. Such assistance often involves many hours of staff support for each case, and usually requires that a director and a case manager and often a mentor or attorney be assigned to each educator in need.In 2016, VPE provided general support to over 5,060 of our member-educators in Virginia.**4c (Code: \_\_\_\_\_) (Expenses \$ 290,248. including grants of \$ \_\_\_\_\_ ) (Revenue \$ \_\_\_\_\_)**3) Informing Teachers of Their Existing Legal & Professional Rights under current law; Explaining School Board Policies and State Board Regulations; Providing Affordable Legal & Liability Protection for Virginia's Educators as a Member Benefit:In 2016, VPE provided legal support and professional educators liability coverage for approximately 5,060 Virginia educators.VPE also exists to help inform and make all Virginia educators aware of their general legal and professional rights under current law. This awareness and public information campaign includes helping teachers understand their "freedom of association" rights and their right to join a non-union, professional teacher association. Furthermore, in 2016 VPE provided this information to over 60,000 Virginia educators.**4 d Other program services (Describe in Schedule O.)**

(Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_ ) (Revenue \$ \_\_\_\_\_ )

**4 e Total program service expenses ► 778,896.**

**Part IV Checklist of Required Schedules**

	<b>Yes</b>	<b>No</b>
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A . . . . .	1	X
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? . . . . .	2	X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I . . . . .	3	X
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II . . . . .	4	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III . . . . .	5	X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I . . . . .	6	X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If 'Yes,' complete Schedule D, Part II . . . . .	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III . . . . .	8	X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV . . . . .	9	X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If 'Yes,' complete Schedule D, Part V . . . . .	10	X
11 If the organization's answer to any of the following questions is 'Yes', then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes,' complete Schedule D, Part VI . . . . .	11a	X
b Did the organization report an amount for investments – other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VII . . . . .	11b	X
c Did the organization report an amount for investments – program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VIII . . . . .	11c	X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part IX . . . . .	11d	X
e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X . . . . .	11e	X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If 'Yes,' complete Schedule D, Part X . . . . .	11f	X
12a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI and XII . . . . .	12a	X
b Was the organization included in consolidated, independent audited financial statements for the tax year? If 'Yes,' and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI and XII is optional . . . . .	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E . . . . .	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States? . . . . .	14a	X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If 'Yes,' complete Schedule F, Parts I and IV . . . . .	14b	X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If 'Yes,' complete Schedule F, Parts II and IV . . . . .	15	X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If 'Yes,' complete Schedule F, Parts III and IV . . . . .	16	X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If 'Yes,' complete Schedule G, Part I (see instructions) . . . . .	17	X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II . . . . .	18	X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III . . . . .	19	X

**Part IV Checklist of Required Schedules (continued)**

		<b>Yes</b>	<b>No</b>
<b>20a</b>	Did the organization operate one or more hospital facilities? If 'Yes,' complete Schedule H . . . . .		X
<b>b</b>	If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return? . . . . .		
<b>21</b>	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If 'Yes,' complete Schedule I, Parts I and II . . . . .		
<b>22</b>	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III . . . . .		
<b>23</b>	Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If 'Yes,' complete Schedule J . . . . .		X
<b>24a</b>	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No,' go to line 25a . . . . .		
<b>b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .		
<b>c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .		
<b>d</b>	Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year? . . . . .		
<b>25a</b>	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I . . . . .		
<b>b</b>	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If 'Yes,' complete Schedule L, Part I . . . . .		
<b>26</b>	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If 'Yes,' complete Schedule L, Part II . . . . .		X
<b>27</b>	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If 'Yes,' complete Schedule L, Part III . . . . .		X
<b>28</b>	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
<b>a</b>	A current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV . . . . .		X
<b>b</b>	A family member of a current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV . . . . .		X
<b>c</b>	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If 'Yes,' complete Schedule L, Part IV . . . . .		X
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M . . . . .		X
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M . . . . .		X
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I . . . . .		X
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II . . . . .		X
<b>33</b>	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If 'Yes,' complete Schedule R, Part I . . . . .		X
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .		X
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)? . . . . .		X
<b>b</b>	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If 'Yes,' complete Schedule R, Part V, line 2 . . . . .		
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V, line 2 . . . . .		
<b>37</b>	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If 'Yes,' complete Schedule R, Part VI . . . . .		X
<b>38</b>	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O . . . . .		X

**Part V Statements Regarding Other IRS Filings and Tax Compliance**Check if Schedule O contains a response or note to any line in this Part V 

		Yes	No
1 a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1 a	11	
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1 b	0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1 c	X	
2 a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2 a	12	
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2 b	X	
Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
3 a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3 a		X
b If 'Yes,' has it filed a Form 990-T for this year? If 'No' to line 3b, provide an explanation in Schedule O.	3 b		
4 a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4 a	X	
b If 'Yes,' enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)			
5 a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5 a	X	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5 b	X	
c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?	5 c		
6 a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6 a	X	
b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6 b		
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7 a	X	
b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?	7 b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7 c	X	
d If 'Yes,' indicate the number of Forms 8282 filed during the year	7 d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7 e	X	
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7 f	X	
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7 g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7 h		
<b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
<b>9 Sponsoring organizations maintaining donor advised funds.</b>			
a Did the sponsoring organization make any taxable distributions under section 4966?	9 a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9 b		
<b>10 Section 501(c)(7) organizations.</b> Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12.	10 a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10 b		
<b>11 Section 501(c)(12) organizations.</b> Enter:			
a Gross income from members or shareholders.	11 a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11 b		
<b>12 a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	12 a		
b If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year	12 b		
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>			
a Is the organization licensed to issue qualified health plans in more than one state?	13 a		
Note. See the instructions for additional information the organization must report on Schedule O			
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13 b		
c Enter the amount of reserves on hand	13 c		
<b>14 a Did the organization receive any payments for indoor tanning services during the tax year?</b>	14 a	X	
b If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation in Schedule O	14 b		

**Part VI Governance, Management, and Disclosure** For each 'Yes' response to lines 2 through 7b below, and for a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI. . . . .

### Section A. Governing Body and Management

		Yes	No
1 a	Enter the number of voting members of the governing body at the end of the tax year. . . . .	1 a	5
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.		
1 b	Enter the number of voting members included in line 1a, above, who are independent . . . . .	1 b	5
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? . . . . .	2	X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person? . . . . .	3	X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? . . . . .	4	X
5	Did the organization become aware during the year of a significant diversion of the organization's assets? . . . . .	5	X
6	Did the organization have members or stockholders? . . . . .	6	X
7 a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? . . . . .	7 a	X
	b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? . . . . .	7 b	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	8 a	X
	a The governing body? . . . . .	8 b	X
	b Each committee with authority to act on behalf of the governing body? . . . . .		
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If 'Yes,' provide the names and addresses in Schedule O	9	X

### Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10 a	Did the organization have local chapters, branches, or affiliates? . . . . .	10 a	X
	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? . . . . .	10 b	X
11 a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? . . . . .	11 a	X
	b Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12 a	Did the organization have a written conflict of interest policy? If 'No,' go to line 13. . . . .	12 a	X
	b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	12 b	X
	c Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this was done. . . . .	12 c	X
13	Did the organization have a written whistleblower policy? . . . . .	13	X
14	Did the organization have a written document retention and destruction policy? . . . . .	14	X
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
	a The organization's CEO, Executive Director, or top management official . . . . .	15 a	X
	b Other officers or key employees of the organization. . . . .	15 b	X
	If 'Yes' to line 15a or 15b, describe the process in Schedule O (see instructions)		
16 a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .	16 a	X
	b If 'Yes,' did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? . . . . .	16 b	

### Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ►

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

Own website  Another's website  Upon request  Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records: ►

Mr. Tracey Bailey 7708 Ashley Farms Drive Fredericksburg VA 22407 (888) 873-9661

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**
 Check if Schedule O contains a response or note to any line in this Part VII

**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

1 a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See instructions for definition of 'key employee'

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations

- List all of the organization's **former** directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

 Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee	Institutional trustee	Officer	Key employee	Former employee Highest compensated			
(1) Mr. Tracey Bailey State Director	55.00			X	X		109,500.	0.	0.
(2) Philip Bigler Board Member	0.00	X					0.	0.	0.
(3) Patricia Currier Board Member	0.00	X					0.	0.	0.
(4) Jeanny Gilpin Board Member	0.00	X					0.	0.	0.
(5) Carol Moonan Board Member	0.00	X					0.	0.	0.
(6) Jill Seal Board Member	0.00	X					0.	0.	0.
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									

## Part VII | Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related orga- niza- tions below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)			(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Former employee	Highest compensated employee	Officer	Individual trustee or director		
(15)							
(16)							
(17)							
(18)							
(19)							
(20)							
(21)							
(22)							
(23)							
(24)							
(25)							

1 b Sub-total. . . . . ► 109,500. 0. 0.

c Total from continuation sheets to Part VII, Section A . . . . . ►

d Total (add lines 1b and 1c) . . . . . ► 109,500. 0. 0.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ► 1

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual . . . . .	3	X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes,' complete Schedule J for such individual . . . . .	4	X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person . . . . .	5	X

## Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ►

**Part VIII Statement of Revenue**Check if Schedule O contains a response or note to any line in this Part VIII . . . . . 

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514		
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns . . . . .						
	1 b Membership dues . . . . .						
	1 c Fundraising events . . . . .						
	1 d Related organizations . . . . .						
	1 e Government grants (contributions) . . . . .						
	1 f All other contributions, gifts, grants, and similar amounts not included above . . . . .						
	1 g Noncash contributions included in lines 1a-1f: \$						
1 h Total. Add lines 1a-1f . . . . . ►							
Program Service Revenue	2 a Membership Dues . . . . .	Business Code	835,100.	835,100.	0.	0.	
	2 b . . . . .						
	2 c . . . . .						
	2 d . . . . .						
	2 e . . . . .						
	2 f All other program service revenue . . . . .						
	2 g Total. Add lines 2a-2f . . . . . ►			835,100.			
Other Revenue	3 Investment income (including dividends, interest and other similar amounts) . . . . . ►						
	4 Income from investment of tax-exempt bond proceeds . . . . . ►						
	5 Royalties . . . . . ►						
	6 a Gross rents . . . . .					(i) Real	(ii) Personal
	6 b Less: rental expenses . . . . .						
	6 c Rental income or (loss) . . . . .						
	6 d Net rental income or (loss) . . . . . ►						
7 a Gross amount from sales of assets other than inventory . . . . .	(i) Securities	(ii) Other					
7 b Less: cost or other basis and sales expenses . . . . .							
7 c Gain or (loss) . . . . .							
7 d Net gain or (loss) . . . . . ►							
8 a Gross income from fundraising events (not including. \$ _____ of contributions reported on line 1c) See Part IV, line 18. . . . .	a						
8 b Less: direct expenses . . . . .	b						
8 c Net income or (loss) from fundraising events . . . . . ►							
9 a Gross income from gaming activities. See Part IV, line 19. . . . .	a						
9 b Less: direct expenses . . . . .	b						
9 c Net income or (loss) from gaming activities . . . . . ►							
10 a Gross sales of inventory, less returns and allowances . . . . .	a						
10 b Less: cost of goods sold . . . . .	b						
10 c Net income or (loss) from sales of inventory . . . . . ►							
11 a Miscellaneous Revenue	Business Code						
11 b . . . . .							
11 c . . . . .							
11 d All other revenue . . . . .							
11 e Total. Add lines 11a-11d . . . . . ►		835,100.	835,100.	0.	0.		
12 Total revenue. See instructions . . . . . ►							

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX. 

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A) Total expenses</b>	<b>(B) Program service expenses</b>	<b>(C) Management and general expenses</b>	<b>(D) Fundraising expenses</b>
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21. . . . .	10,000.	10,000.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22. . . . .	26,906.	26,906.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16. . . . .				
4 Benefits paid to or for members. . . . .				
5 Compensation of current officers, directors, trustees, and key employees . . . . .	109,500.	104,025.	5,475.	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). . . . .				
7 Other salaries and wages. . . . .	161,549.	153,472.	8,077.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions). . . . .	88,615.	84,184.	4,431.	
9 Other employee benefits . . . . .	42,813.	40,672.	2,141.	
10 Payroll taxes . . . . .	21,131.	20,075.	1,056.	
11 Fees for services (non-employees):				
a Management . . . . .				
b Legal . . . . .	29,309.	29,309.		
c Accounting . . . . .				
d Lobbying . . . . .				
e Professional fundraising services. See Part IV, line 17. . . . .				
f Investment management fees . . . . .				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O) . . . . .	9,068.	7,817.	1,251.	
12 Advertising and promotion . . . . .				
13 Office expenses . . . . .	59,855.	59,855.		
14 Information technology . . . . .	12,737.	12,100.	637.	
15 Royalties . . . . .				
16 Occupancy . . . . .	28,873.	27,429.	1,444.	
17 Travel . . . . .	34,583.	34,583.		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
19 Conferences, conventions, and meetings . . . . .	37,413.	37,413.		
20 Interest . . . . .				
21 Payments to affiliates. . . . .				
22 Depreciation, depletion, and amortization . . . . .	83.			
23 Insurance . . . . .	653.	620.	33.	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) . . . . .				
a Educators Liability Insurance	127,127.	127,127.		
b Membership Rebates	4,540.	4,540.		
c IRS Fee	850.	850.		
d				
e All other expenses . . . . .				
25 Total functional expenses. Add lines 1 through 24e. . .	805,605.	780,977.	24,545.	
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ► <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). . . . .				

**Part X Balance Sheet**Check if Schedule O contains a response or note to any line in this Part X 

		(A) Beginning of year		(B) End of year
	<b>Assets</b>			
1	Cash – non-interest-bearing . . . . .	294,186.	1	315,165.
2	Savings and temporary cash investments . . . . .	2		
3	Pledges and grants receivable, net . . . . .	3		
4	Accounts receivable, net . . . . .	4		
5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L . . . . .	5		
6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L . . . . .	6		
7	Notes and loans receivable, net . . . . .	7		
8	Inventories for sale or use . . . . .	8		
9	Prepaid expenses and deferred charges . . . . .	9		
10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D . . . . .	10a	44,310.	
b	Less accumulated depreciation . . . . .	10b	44,286.	10c
		107.	24.	
11	Investments – publicly traded securities . . . . .		11	
12	Investments – other securities. See Part IV, line 11 . . . . .		12	
13	Investments – program-related See Part IV, line 11 . . . . .		13	
14	Intangible assets . . . . .		14	
15	Other assets See Part IV, line 11 . . . . .		15	
16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .	294,293.	16	315,189.
	<b>Liabilities</b>			
17	Accounts payable and accrued expenses . . . . .		17	
18	Grants payable . . . . .		18	
19	Deferred revenue . . . . .		19	
20	Tax-exempt bond liabilities . . . . .		20	
21	Escrow or custodial account liability Complete Part IV of Schedule D . . . . .		21	
22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		22	
23	Secured mortgages and notes payable to unrelated third parties . . . . .		23	
24	Unsecured notes and loans payable to unrelated third parties . . . . .		24	
25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D . . . . .		25	
26	<b>Total liabilities.</b> Add lines 17 through 25 . . . . .	0.	26	0.
	<b>Net Assets or Fund Balances</b>			
	Organizations that follow SFAS 117 (ASC 958), check here ► <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
27	Unrestricted net assets . . . . .	294,293.	27	315,189.
28	Temporarily restricted net assets . . . . .		28	
29	Permanently restricted net assets . . . . .		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here ► <input type="checkbox"/> and complete lines 30 through 34.			
30	Capital stock or trust principal, or current funds . . . . .		30	
31	Paid-in or capital surplus, or land, building, or equipment fund . . . . .		31	
32	Retained earnings, endowment, accumulated income, or other funds . . . . .		32	
33	Total net assets or fund balances . . . . .	294,293.	33	315,189.
34	<b>Total liabilities and net assets/fund balances</b> . . . . .	294,293.	34	315,189.

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Form 990 (2016)

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI.  

1 Total revenue (must equal Part VIII, column (A), line 12) . . . . .	1	835,100.
2 Total expenses (must equal Part IX, column (A), line 25) . . . . .	2	805,605.
3 Revenue less expenses. Subtract line 2 from line 1 . . . . .	3	29,495.
4 Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . . . . .	4	294,293.
5 Net unrealized gains (losses) on investments . . . . .	5	
6 Donated services and use of facilities . . . . .	6	
7 Investment expenses . . . . .	7	
8 Prior period adjustments . . . . .	8	
9 Other changes in net assets or fund balances (explain in Schedule O) . . . . .	9	-8,599.
10 Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B)) . . . . .	10	315,189.

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII.  

	Yes	No
1 Accounting method used to prepare the Form 990: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> Other _____		
If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O		
2 a Were the organization's financial statements compiled or reviewed by an independent accountant? . . . . .	2 a	X
If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
2 b Were the organization's financial statements audited by an independent accountant? . . . . .	2 b	X
If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
2 c If 'Yes' to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . . . . .	2 c	
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.		
3 a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? . . . . .	3 a	X
b If 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits . . . . .	3 b	

**SCHEDULE C**  
(Form 990 or 990-EZ)Department of the Treasury  
Internal Revenue Service**Political Campaign and Lobbying Activities**

For Organizations Exempt From Income Tax Under section 501(c) and section 527

OMB No 1545-0047

**2016**Open to Public  
Inspection

► Complete if the organization is described below. ► Attach to Form 990 or Form 990-EZ.  
► Information about Schedule C (Form 990 or 990-EZ) and its instructions  
is at [www.irs.gov/form990](http://www.irs.gov/form990).

**If the organization answered 'Yes,' on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then**

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B
- Section 527 organizations: Complete Part I-A only.

**If the organization answered 'Yes,' on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then**

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

**If the organization answered 'Yes,' on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then**

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization

Virginia Professional Educators

Employer identification number

54-2060754

**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.  
(see instructions for definition of 'political campaign activities')
- 2 Political campaign activity expenditures (see instructions). . . . . ► \$ . . . . .
- 3 Volunteer hours for political campaign activities (see instructions). . . . .

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 . . . . . ► \$ . . . . .
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 . . . . . ► \$ . . . . .
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? . . . . .  Yes  No

- 4 a Was a correction made? . . . . .  Yes  No

- b If 'Yes,' describe in Part IV

**Part I-C Complete if the organization is exempt under section 501(c) , except section 501(c)(3).**

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities . . . . . ► \$ . . . . .
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities . . . . . ► \$ . . . . .
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b . . . . . ► \$ . . . . .
- 4 Did the filing organization file Form 1120-POL for this year? . . . . .  Yes  No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-
(1)	-----			
(2)	-----			
(3)	-----			
(4)	-----			
(5)	-----			
(6)	-----			

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2016

**Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

**A** Check ►  if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

**B** Check ►  if the filing organization checked box A and 'limited control' provisions apply

<b>Limits on Lobbying Expenditures</b> (The term 'expenditures' means amounts paid or incurred.)		<b>(a) Filing organization's totals</b>	<b>(b) Affiliated group totals</b>
<b>1 a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying) . . . . .			
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) . . . . .			
<b>c</b> Total lobbying expenditures (add lines 1a and 1b) . . . . .			
<b>d</b> Other exempt purpose expenditures . . . . .			
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) . . . . .			
<b>f</b> Lobbying nontaxable amount Enter the amount from the following table in both columns . . . . .			
<b>If the amount on line 1e, column (a) or (b) is:</b>	<b>The lobbying nontaxable amount is:</b>		
Not over \$500,000	20% of the amount on line 1e		
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000		
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000		
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.		
Over \$17,000,000	\$1,000,000		
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) . . . . .			
<b>h</b> Subtract line 1g from line 1a If zero or less, enter -0- . . . . .			
<b>i</b> Subtract line 1f from line 1c If zero or less, enter -0- . . . . .			
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? . . . . .		<input type="checkbox"/> Yes	<input type="checkbox"/> No

**4-Year Averaging Period Under section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

**Lobbying Expenditures During 4-Year Averaging Period**

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) Total
<b>2 a</b> Lobbying nontaxable amount . . . . .					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column (e)) . . . . .					
<b>c</b> Total lobbying expenditures . . . . .					
<b>d</b> Grassroots nontaxable amount . . . . .					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e)) . . . . .					
<b>f</b> Grassroots lobbying expenditures . . . . .					

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Schedule C (Form 990 or 990-EZ) 2016

**Part II-B** Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each 'Yes' response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.			(a)	(b)
Yes	No	Amount		
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:				
a Volunteers?				
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?				
c Media advertisements?				
d Mailings to members, legislators, or the public?				
e Publications, or published or broadcast statements?				
f Grants to other organizations for lobbying purposes?				
g Direct contact with legislators, their staffs, government officials, or a legislative body?				
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?				
i Other activities?				
j Total. Add lines 1c through 1i.				
2 a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?				
b If 'Yes,' enter the amount of any tax incurred under section 4912				
c If 'Yes,' enter the amount of any tax incurred by organization managers under section 4912				
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?				

**Part III-A** Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	X
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	X
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	X

**Part III-B** Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered 'No,' OR (b) Part III-A, line 3, is answered 'Yes.'

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2 a	
b Carryover from last year	2 b	
c Total	2 c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions)	5	

**Part IV** Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

**SCHEDULE D**  
**(Form 990)**Department of the Treasury  
Internal Revenue Service  
Name of the organization**Supplemental Financial Statements**► Complete if the organization answered 'Yes' on Form 990,  
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.► Attach to Form 990.  
► Information about Schedule D (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

**2016****Open to Public  
Inspection**

Employer identification number

Virginia Professional Educators

54-2060754

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year . . . . .		
2 Aggregate value of contributions to (during year) . . . . .		
3 Aggregate value of grants from (during year) . . . . .		
4 Aggregate value at end of year . . . . .		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? . . . . .	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? . . . . .	<input type="checkbox"/> Yes	<input type="checkbox"/> No

**Part II Conservation Easements.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (e.g., recreation or education)  Preservation of a historically important land area  
 Protection of natural habitat  Preservation of a certified historic structure  
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Tax Year
2 a	
2 b	
2 c	
2 d	

a Total number of conservation easements . . . . .

b Total acreage restricted by conservation easements . . . . .

c Number of conservation easements on a certified historic structure included in (a) . . . . .

d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register . . . . .

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► \_\_\_\_\_

4 Number of states where property subject to conservation easement is located ► \_\_\_\_\_

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? . . . . .  Yes  No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$ \_\_\_\_\_

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? . . . . .  Yes  No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**  
Complete if the organization answered 'Yes' on Form 990, Part IV, line 8.

1 a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 . . . . . ► \$ \_\_\_\_\_

(ii) Assets included in Form 990, Part X . . . . . ► \$ \_\_\_\_\_

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenue included on Form 990, Part VIII, line 1 . . . . . ► \$ \_\_\_\_\_

b Assets included in Form 990, Part X . . . . . ► \$ \_\_\_\_\_

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)**

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a  Public exhibition  
 b  Scholarly research  
 c  Preservation for future generations

d  Loan or exchange programs  
 e  Other \_\_\_\_\_

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . . .  Yes  No

**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1 a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . .  Yes  No

b If 'Yes,' explain the arrangement in Part XIII and complete the following table

	Amount
1c	
1d	
1e	
1f	

2 a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . . .  Yes  No

b If 'Yes,' explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII . . . . .

**Part V Endowment Funds.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance . . . . .					
b Contributions . . . . .					
c Net investment earnings, gains, and losses . . . . .					
d Grants or scholarships . . . . .					
e Other expenditures for facilities and programs . . . . .					
f Administrative expenses . . . . .					
g End of year balance . . . . .					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ► %

b Permanent endowment ► %

c Temporarily restricted endowment ► %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3 a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) unrelated organizations . . . . .

(ii) related organizations . . . . .

Yes	No
3a(i)	
3a(ii)	
3b	

b If 'Yes' on line 3a(ii), are the related organizations listed as required on Schedule R? . . . . .

4 Describe in Part XIII the intended uses of the organization's endowment funds

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land . . . . .				
b Buildings . . . . .				
c Leasehold improvements . . . . .				
d Equipment . . . . .	44,310.		44,286.	24.
e Other . . . . .				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c) . . . . . ► 24.

**Part VII Investments – Other Securities.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives . . . . .		
(2) Closely-held equity interests . . . . .		
(3) Other . . . . .		
(A) . . . . .		
(B) . . . . .		
(C) . . . . .		
(D) . . . . .		
(E) . . . . .		
(F) . . . . .		
(G) . . . . .		
(H) . . . . .		
(I) . . . . .		
<b>Total. (Column (b) must equal Form 990, Part X, column (B) line 12) . . . ►</b>		

**Part VIII Investments – Program Related.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
<b>Total. (Column (b) must equal Form 990, Part X, column (B) line 13) . . . ►</b>		

**Part IX Other Assets.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
<b>Total. (Column (b) must equal Form 990, Part X, column (B) line 15) . . . ►</b>	

**Part X Other Liabilities.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25

(a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
<b>Total. (Column (b) must equal Form 990, Part X, column (B) line 25) . . . ►</b>	

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII. . . . .

**Part XI: Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1 Total revenue, gains, and other support per audited financial statements . . . . .	1
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12	
a Net unrealized gains (losses) on investments . . . . .	2 a
b Donated services and use of facilities . . . . .	2 b
c Recoveries of prior year grants . . . . .	2 c
d Other (Describe in Part XIII.) . . . . .	2 d
e Add lines 2a through 2d . . . . .	2 e
3 Subtract line 2e from line 1 . . . . .	3
4 Amounts included on Form 990, Part VIII, line 12, but not on line 1	
a Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	4 a
b Other (Describe in Part XIII.) . . . . .	4 b
c Add lines 4a and 4b . . . . .	4 c
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) . . . . .	5

**Part XII: Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1 Total expenses and losses per audited financial statements . . . . .	1
2 Amounts included on line 1 but not on Form 990, Part IX, line 25	
a Donated services and use of facilities . . . . .	2 a
b Prior year adjustments . . . . .	2 b
c Other losses . . . . .	2 c
d Other (Describe in Part XIII.) . . . . .	2 d
e Add lines 2a through 2d . . . . .	2 e
3 Subtract line 2e from line 1 . . . . .	3
4 Amounts included on Form 990, Part IX, line 25, but not on line 1	
a Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	4 a
b Other (Describe in Part XIII.) . . . . .	4 b
c Add lines 4a and 4b . . . . .	4 c
5 Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) . . . . .	5

**Part XIII: Supplemental Information.**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

**SCHEDULE I**  
(Form 990)

OMB No 1545-0047  
**2016**

Department of the Treasury  
Internal Revenue Service  
Name of the organization

Virginia Professional Educators  
**Part I General Information on Grants and Assistance**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 21 or 22.  
► Attach to Form 990.

► Information about Schedule I (Form 990) and its Instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Open to Public  
Inspection

✓

Yes  
 No

✓

Employer identification number

54-2060754

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 21 or 22.  
► Attach to Form 990.

► Information about Schedule I (Form 990) and its Instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

✓

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . .

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
11) Teachers of Promise Found P.O. Box 4391 Roanoke VA 24015	27-3166094		10,000.				Professional Development
(2) -----	-----	-----	-----	-----	-----	-----	-----
(3) -----	-----	-----	-----	-----	-----	-----	-----
(4) -----	-----	-----	-----	-----	-----	-----	-----
(5) -----	-----	-----	-----	-----	-----	-----	-----
(6) -----	-----	-----	-----	-----	-----	-----	-----
(7) -----	-----	-----	-----	-----	-----	-----	-----
(8) -----	-----	-----	-----	-----	-----	-----	-----

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . .

3 Enter total number of other organizations listed in the line 1 table . . . . .

1

0

**Schedule I (Form 990) (2016)**

TEEA3901 11/03/16

**BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990.**

**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
1 Classroom Mini-Grants	29	11,200.			
2 New Teacher Start-up Grant	9	900.			
3 Teacher Assistance	1	500.			
4 Teacher Scholarships	31	10,206.			
5 Mentoring/Professional Development	23	4,100.			
6					
7					

**Part IV Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

**SCHEDULE O**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

► Information about Schedule O (Form 990 or 990-EZ) and its instructions is  
at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

**2016**

**Open to Public  
Inspection**

Name of the organization

Virginia Professional Educators

Employer identification number

54-2060754

Pt VI, Line 6

Does the Organization have Members or Stockholders?

Yes. VPE members include any K-12 educator - classroom teacher, administrator, or support staff.

In addition, VPE accepts members from both community colleges and universities, as well. Other membership classes include student teachers, retired educators, and associate members.

Pt VI, Line 7a

Does VPE have members who may elect members of the governing body?

Yes. Please see the attached Schedule O for full description.

Pt VI, Line 11b

The 990 should be reviewed by each staff member who holds responsibility for a program area or service, such as Finance/Accounting, Membership, and Grant Programs. A draft copy of the organization's 990 should then be reviewed by the State Director and/or Board Members. Any comments, questions, or corrections can then be addressed and incorporated.

Pt VI, Line 12c

Monitoring Compliance with the Conflict of Interest Policy:

The organization's officers and board members are subject to the conflict of interest policy. If any officer or board member has a material interest or financial conflict, they are removed from the discussion and the voting that takes place with regard to that conflicted interest. If questions arise as to whether or not a conflict exists on a particular issue, that decision will be made by a vote of the Board. (excluding the potentially conflicted member/officer.)

Pt VI, Line 15a

Does the organization use Comparability Data to Determine the Compensation of CEO, Executive Director, or Senior Management?

Yes. Please see the attached Schedule O addendum for a full description of the multiple Comparability Measures that are used.

Pt VI, Line 15b

Does the organization use Comparability Data to Determine the Compensation of Officers or Key Employees?

Yes. Please see the attached Schedule O addendum for a full description of the multiple Comparability Measures that are used.

Pt VI, Line 19

Does the Organization make its governing documents, conflict of interest policy, and financial statements available to the public?

Yes. Please see the attached Schedule O addendum for full description of the various ways documents are made available.

Pt XI

Line 9 includes an end-of-year reconciliation for encumbered expenses in the amount of (\$8,599) which had not yet been cleared by the bank at the end of the 2016 fiscal year.

► Information about Schedule O (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Name of the organization  
Virginia Professional Educators

Employer identification number  
54-2060754

**Part VI line 6 – Does the organization have members or stockholders? Yes.**

VPE members include any K-12 educator – classroom teacher, administrator, or support staff. In addition, VPE accepts members from both community colleges and universities, as well. Other membership classes include student teachers, retired educators, and associate members.

**Part VI line 7a – Does the Organization have members, stockholders, or other persons who may elect one or more members of the governing body? Yes.**

**Election of Local Chapter Presidents:** Local chapter presidents are elected and confirmed by the VPE members in those school divisions where VPE has local chapters. These individuals are eligible for election after meeting basic eligibility and experience criteria to serve as a local officer.

**Election of VPE Board members:** The members of the VPE governing body – our Board of Directors – are then selected from this pool of local VPE chapter presidents, who have first been elected as local officers by their peer educators, as described above. Candidates for the governing body may be suggested by general members or by the Board of Directors, and are then reviewed and vetted by the nominating committee. The VPE Board of Directors must then vote for any additions or replacements to the governing body. The VPE Board may choose to elect one or two “at-large” directors who are not current or former presidents of a local chapter, but the majority of VPE Board members must always be selected from local leadership. (Currently, 4 out of the 5 VPE Board members with full voting rights have been selected as described above, from the pool of local presidents.) All members of the VPE Board of Directors must first be members of the association, of course.

**Part VI line 7b – Are the decisions of the governing body subject to approval by members, stockholders, or other persons? No.**

Most local decisions (those which primarily affect the local chapter) are subject to member approval and local membership votes. Examples include selection/confirmation of local presidents and approval of local initiatives and budget recommendations to the local School Board. Most state-level management and/or policy decisions made by the governing board are not subject to individual membership votes, nor do they require member approval. However, the governing board can choose to (and has done so in the past) to place many education policy or budget issues out for a general membership survey and/or vote.

**Part VI line 11b – Process Used by Organization to Review the 990**

The 990 should be reviewed by each staff member who holds responsibility for a program area or service, such as Finance/Accounting, Membership, and/or Grant Programs. A draft copy of the organization’s 990 should then be reviewed by the State Director and/or Board Members. Any comments, questions, or corrections can then be addressed and incorporated.

**Part VI line 12a,b,c – Monitoring Compliance with the Conflict of Interest Policy:**

The organization’s officers and board members are subject to a conflict of interest policy. If any officer or board member has a material interest or financial conflict, they are removed from the discussion and the voting that takes place with regard to that conflicted issue or interest. If questions arise as to whether or not a conflict exists on a particular issue, that decision will be made by a vote of the Board.

Name of the organization

Virginia Professional Educators

Employer identification number

54-2060754

**Part VI line 15a – Process Used to Determine Compensation – CEO, Executive Director, Senior Manager**  
**and Part VI line 15b – Process Used to Determine Compensation for other Officers or Key Employees**

Virginia Professional Educators serves and represents educators across the Commonwealth of Virginia. We were created as a non-profit organization by educators, for educators. Because of that commitment, we made the decision that our employee's salaries should be comparable to the salary scales of the Teachers and Principals whom we serve. VPE made this commitment even for the Executive Director's salary and other managers/directors.

Therefore, the salary scale for all officers, senior managers, and key employees – including the Executive Director's – is comparable (in most cases identical) to the salary scale of the local school division/region in which that employee primarily serves and works. Each employee's position on the salary scale and the amount of their subsequent step increases are determined similarly to the teachers and administrators in the local school division(s) which they serve. This is usually dictated by the employee's number of years of service/experience in education and the highest academic degree obtained by that individual.

One common adjustment or modification to this formula is allowable, since most teachers work on a 10-month schedule (with two months off for the summer), yet most VPE employees work on a full 12-month schedule. Therefore, a VPE employee may have their "teacher salary scale" of the local school division pro-rated as follows: A VPE employee working on an 11 or 12-month contract may have their "10-month teacher base salary" pro-rated upwards to their actual number of working days, based on the average daily rate of a 10-month teacher in the local school system to which they are primarily assigned. These salary scales are confirmed annually with the finance directors or the payroll offices in each local school system used as a baseline or comparison.

Furthermore, in order to obtain comparisons with salaries and responsibilities for similar positions outside of education, VPE leadership salaries are compared annually to the salaries of directors and CEO's leading similar-sized associations in Virginia. This data is usually obtained from the American Society of Association Executives (ASAE) and from the Guidestar annual Non-Profit Compensation Report.

Finally, VPE salaries for Directors and managers will also be compared with the salaries for similar leadership positions *within* public education. These comparable positions include High School principals and Central Office directors. Upon request of the Board, this salary data may be submitted to an outside party for independent review.

**Part VI line 19 – How does the Organization make its governing documents, conflict of interest policy, and financial statements available to the public?**

Some of the Organization's governing documents are publicly available on the Virginia State Corporation Commission's website – including the Annual Report and the current list of Board members. Some financial statements, such as the IRS form 990, are available to the public through Guidestar's website: Guidestar.org

All of the Organization's governing documents – including the Articles of Incorporation, By-Laws, Conflict of Interest Policy, and publicly-filed financial statements like the IRS Form 990 – are also available upon request.