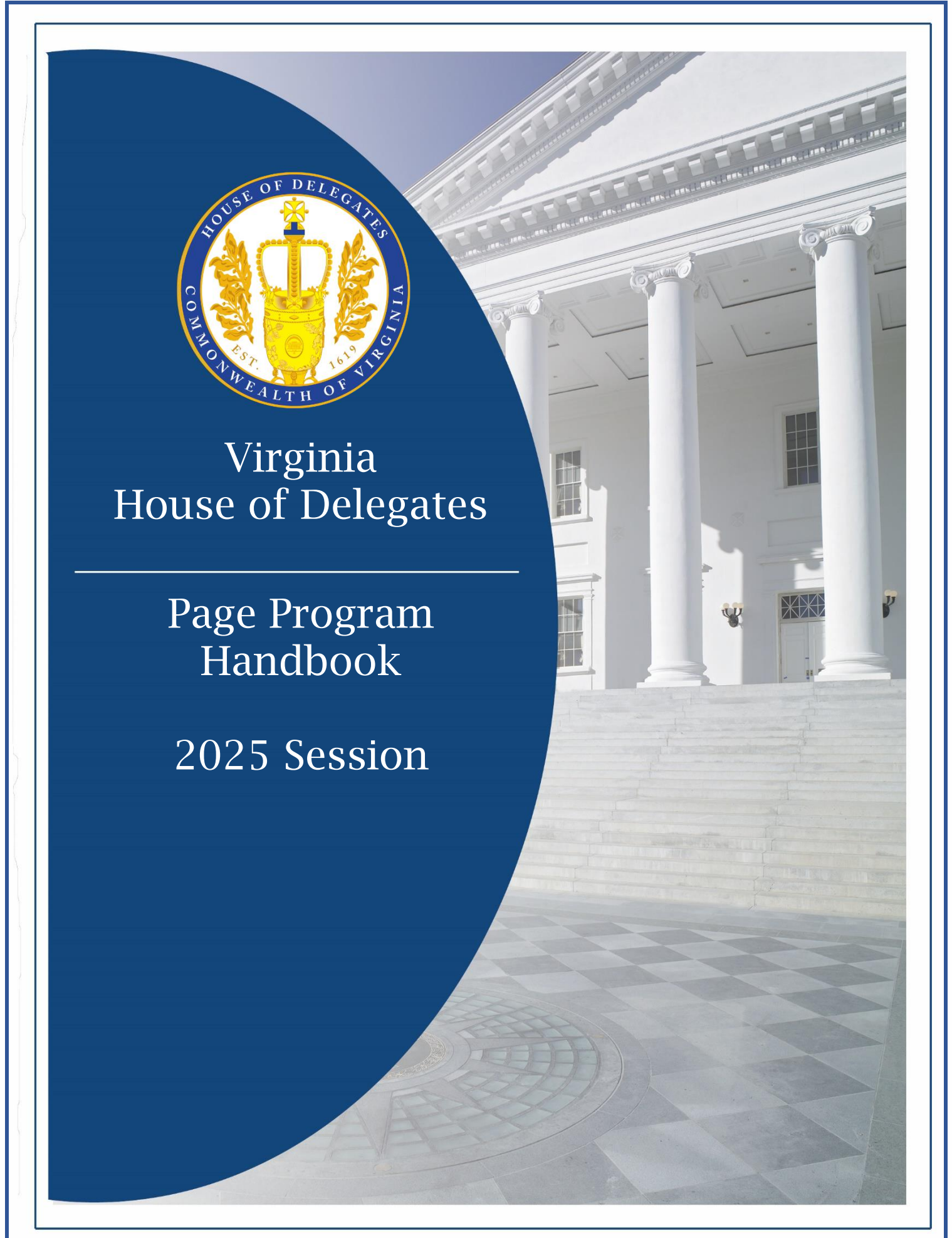




Virginia House of Delegates

Page Program
Handbook

2025 Session



VIRGINIA HOUSE OF DELEGATES

2025 Page Program



Don Scott
Speaker of the House of Delegates

G. Paul Nardo
Clerk of the House of Delegates

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VIRGINIA HOUSE OF DELEGATES

2025 PAGE PROGRAM HANDBOOK

Acknowledgment of Receipt and Acceptance of Job Responsibilities

I understand that it is my continuing responsibility as a House Page to read and understand this Handbook's contents. I further understand and agree that this Page Handbook is not an employment contract for any specific period of employment or long-term employment. **I also understand and agree that I am responsible for maintaining my schoolwork during the program's duration in accordance with my school /schooling program and behaving at all times in an exemplary manner.** If I do not adhere to the policies established for Pages in this Handbook or additional guidelines and policies set forth by the House of Delegates Clerk's Office, I recognize that I will be subject to disciplinary actions up to and including suspension and/or termination from the House Page Program.

Confidentiality Policy and Page Pledge to adhere to House Page Program Policies

Pages may not disclose confidential information – such as conversations overheard among colleagues or House Members or working papers handled within job/task assignments – to anyone who is not employed by the Virginia House of Delegates or to other persons employed by the Virginia House of Delegates who do not need to know such information to assist in rendering services.

Any Page who discloses confidential Virginia House of Delegates information will be subject to disciplinary action (including possible termination), even if he or she does not benefit from disclosing such information.

Finally, I hereby acknowledge that I have received and reviewed the Virginia House of Delegates 2025 Page Program Handbook. I pledge not to disclose confidential information and to adhere to all policies of the House Clerk's Office. I agree to always behave in an exemplary manner as a House Page, whether working at the Capitol during the day, staying at the Omni Hotel at night, or participating in any activities.

Page Signature _____

Page Print Name _____

Date _____

Parent or Guardian Signature _____

Parent or Guardian Print Name _____

Date _____

Parent or Guardian Signature _____

Parent or Guardian Print Name _____

Date _____

PAGE PROGRAM HANDBOOK INTRODUCTION

Welcome to the Virginia House of Delegates Page Program! As a non-partisan member of the House Clerk's Office Staff, you are an integral part of an organization with a longstanding tradition of providing excellent customer service to the legislators and those they represent. It is our hope that you will put your best efforts and full energy to good use every day as we work together to serve the members of the House, all residents of the Commonwealth, and anyone you encounter as a House Page.

This handbook explains the policies, procedures, operations, and requirements of the House Clerk's Office and House Page Program. You will find information on program staff and contacts, standards of conduct, personnel policies, lodging guidelines, how to keep up with your homework, using technology, routine medication, and emergency procedures, typical daily duties, uniforms, pay, and all forms to be completed.

Please Note: Because all employees serve "at will," an employee has the right to terminate his/her employment at any time, and the House Clerk reserves the same right as the head of this legislative branch agency. Failure to comply with House Clerk's Office and House Page Program policies and procedures may result in disciplinary action, including possible termination of employment.

Please read this Handbook carefully and refer to it as needed.

If there is ever a question, the answer or person to contact should be readily accessible within these materials.

Please refer to the **Personnel List and Contact Information** if you need help.

Icons used in this handbook:



Expenses and Payroll:

Items you should expect to need money for and related payroll information.



What to bring/pack:

Items you will need while staying at the Omni Hotel during the General Assembly Session. This also includes items you should **not** bring. Please refer to the **WHAT TO BRING/PACK** section when preparing for your session/each weekly stay.



Information:

Where to find information in this handbook.

Your **first official day** is **Sunday, January 5, 2025.**

A **Page Orientation Program** will be held on Sunday, January 5, 2025, at **2:00 PM** in the **House of Delegates Chamber** located on the Second Floor of the Virginia State Capitol.

You will move into the Omni Richmond Hotel **FOLLOWING** the 2-hour Page Orientation.

Pages and their Parents and/or Guardians are REQUIRED to attend the Page Orientation together.

PAGE PROGRAM STAFF

James R. Tucker, II – Page Coordinator

(804) 698-1526 (House Page Room in General Assembly Building)

HousePageSupervisor@house.virginia.gov

Kathryn Pond

Information Officer and House Page Program Manager

(804) 698-1502

KPond@house.virginia.gov or

HousePageSupervisor@house.virginia.gov

Alvin and Janice Allen

Page Hotel Chaperones

(804) 344-7000 (Omni Richmond Hotel)

HousePageSupervisor@house.virginia.gov

Russell Mollenauer - Page Tutor: Science and Math

Stuart Nabors - Page Tutor

Hunter White - Page Tutor: Math

Kimberly Peterson - Page Tutor

HousePageTutor@house.virginia.gov

KEY CONTACTS IN HOUSE CLERK'S OFFICE

To ask Questions and General Knowledge:

G. Paul Nardo

Clerk of the Virginia House of Delegates

GPNardo@house.virginia.gov

To Contact HOD Human Resources:

Anna Hanback

Human Resources Director

(804) 698-1504

AHanback@house.virginia.gov

To Contact HOD Finance:

Paula Lambert

Chief Finance Officer

(804) 698-1514

PLambert@house.virginia.gov

Blain Grimsley

Payroll Technician

(804) 698-1513

BGrimmsley@house.virginia.gov

PAGE STANDARDS OF CONDUCT

It is the policy of the Commonwealth of Virginia to promote the well-being of its employees by always maintaining high standards of work performance and professional conduct.

You are employed to fulfill certain job duties and expectations that support the mission and values of the Clerk's Office and are expected to conduct yourself in a manner deserving of public trust. The following list is *not all-inclusive* but is intended to illustrate the minimum expectations for acceptable workplace conduct, behavior, and performance.

Pages are expected to respect, exemplify, and adhere to the House Clerk's Office Mission Statement in their daily work and various responsibilities throughout their time serving as a Page. The agency's mission statement reads as follows:

The mission for the House Clerk's Office staff – when the legislature is both in and out of Session – is to work efficiently and effectively, collaboratively and cooperatively in helping each other, all Delegates, other government officials, citizens, and visitors better understand, appreciate, and promote the work of the Virginia House of Delegates.

Pages who contribute to the success and advancement of the Clerk's Office Mission statement:

- Report to work as scheduled and seek approval from their supervisors in advance for any changes to the established work routine;
- Perform assigned duties and responsibilities with positive energy worthy of public trust;
- Devote full effort to job responsibilities during work hours;
- Demonstrate respect for the agency and toward agency coworkers, supervisors, managers, customers, and anyone they meet while performing work assignments;
- Use state equipment, time, and resources judiciously and only as authorized;
- Support efforts that ensure a safe and healthy work environment;
- Communicate any work-related issues directly with Page Coordinators and program staff;
- Meet or exceed established job performance expectations;
- Make work-related decisions and take actions that are in the best interest of the agency;
- Comply with the letter and spirit of all state and agency policies and procedures;
- Work collaboratively and cooperatively with all colleagues to achieve agency goals and objectives;
- Conduct themselves in a manner that supports the mission of the agency and the exemplary performance of their duties;
- Maintain the same level of professionalism after leaving Capitol Square at dinner, during studying hall, after hours at the hotel, and on any field trips or special or other activities;
- Treat fellow Pages with respect, common courtesy, and a supportive attitude at all times;
- Listen to and respect all Page program staff and all employees of the House Clerk's Office; and
- Maintain schoolwork and academic performance throughout the legislative session.

CORRECTIVE AND DISCIPLINARY ACTIONS

Like all House Clerk's staff, Pages serve at the pleasure of the Clerk of the House. The House Clerk's Office disciplinary system typically involves necessary measures to provide honest and constructive feedback to Pages so that they may correct conduct or performance problems. Employees with this designation may terminate their employment at any time or be terminated for any reason, should the Clerk deem it appropriate. It is designed to encourage Pages to become fully contributing members of the organization and to enable the agency to fairly terminate any Pages who are unable or unwilling to improve their conduct and/or job performance.

Certain infractions, however, are **cause for immediate termination** such as, but not limited to:

- Displaying violent or other dangerous behavior that does or could cause injury; and
- Leaving hotel rooms / visiting other rooms after room check and/or leaving the hotel at any time not within the stated rules (See *Guidelines for Residing at the Omni Hotel*); and
- Bullying or other forms of harassment either in-person, by proxy, or via electronic means such as texting, messaging, social media, chat rooms, or the like. (See **House Page Program Bullying Policy and Anti-Bullying Agreement**); and
- **Using racially, ethnically, or religiously offensive, derogatory, demeaning, or harassing language or conduct; profane and abusive language; and sexually explicit or defaming language or actions.**

These rules are strictly designed and intended to ensure the safety and well-being of all participants in the House Page Program. The House Clerk's Office will not tolerate Pages who put themselves or others in danger and will terminate the employment/appointment of any Page doing so.

Counseling

Counseling is typically the first level of corrective action but is not a required precursor to the issuance of disciplinary action. Counseling may be an informal (verbal) or formal (written) communication that conveys that a Page's conduct or performance was improper and must be corrected. This will be documented with the Page Coordinators and shared with a Page's parents/guardian. The goal is for Pages to learn from any mistakes.

Disciplinary Suspensions

When counseling has failed to correct misconduct or performance problems, or when a Page commits a more serious offense, the Clerk's Office may address the matter by issuing a disciplinary suspension.

All disciplinary suspensions are without pay, and the Page will be sent home for a period of time as determined by program staff. Again, a key objective is for Pages to learn from their mistakes and improve performance.

Disciplinary Review

Prior to the issuance of any suspensions or terminations, the agency Human Resource Director will review the recommended actions in coordination with Page Program Staff and the House Clerk to determine if the action is appropriate for the offense and what the final recommendation for corrective action should be.

BULLYING POLICY AND ANTI-BULLYING AGREEMENT

House Pages are considered State employees and as such, are expected to follow state policies regarding civility in the workplace (including the Omni Hotel), which includes bullying and cyber-bullying. It is the goal of the *House Page Program* to create and maintain a cohesive work environment. To do that, we must work together. It is important that all Pages feel **safe** and **confident** to speak up when confronted by a bully or when they witness another being bullied.

Bullying

State policy prohibits “unwelcome verbal, written, social or physical conduct that either denigrates or shows hostility toward another person”, also known as **bullying**. Bullying behavior may consist of or include disrespectful, intimidating, aggressive, and unwanted behavior directed at a particular person or group of people. A single instance of unacceptable behavior may constitute bullying.

Examples of prohibited conduct:

- Rude, inappropriate, discourteous, unprofessional, unethical, or dishonest behavior.
- Behaving in a manner that displays a lack of regard for others and significantly distresses, disturbs, and/or offends others.
- Making disparaging remarks, spreading rumors, or making innuendos about others in the workplace or at the hotel.
- Humiliating others.
- Verbal abuse or harassment.
- Glaring or staring.

Cyberbullying

In addition to face-to-face or in-person types of bullying behavior, State policy also prohibits **cyberbullying**. Cyberbullying is defined as “using technology to intentionally harm others through hostile behavior” by sending, sharing, or posting “threatening, disrespectful, demeaning, or intimidating messages.”

Examples of prohibited cyberbullying include:

- Sending vulgar or threatening messages or images online.
- Posting sensitive, private information about someone.
- Pretending to be someone else online to make that person look bad.
- Posting photos or videos to intimidate or harass someone.
- Publishing jokes about another person electronically.
- Sending emails or using social media to convey inappropriate messages.

Bullying fellow Pages and others, in any form, because of their **actual or perceived differences** is unacceptable and will not be tolerated.

This agreement is not intended to prohibit the expression of one's feelings or thoughts, but it is intended to prevent their expression from rising to the level of harassment, intimidation, or bullying. To prevent bullying behavior, Pages must agree to the following:

- I will keep a positive attitude and always treat others with respect.
- I will help create an environment that is safe and welcoming for all of us.
- I understand that any of my actions that result in the abuse, harassment, or intimidation of others are considered bullying.
- I will use appropriate and respectful language and understand that the use of deliberate negative, hurtful, or profane language is prohibited.
- I will be respectful of the property and personal space of others.

All allegations of bullying are taken seriously and investigated. By signing below, you are stating that you have read and agree to abide by the ***Virginia House of Delegates Page Program Bullying Policy and Anti-Bullying Agreement***. If a Page is found to have engaged in bullying behavior, disciplinary action will be taken. At the Clerk's discretion, disciplinary action may include suspension and/or termination from the Page Program.

Print Page Name

Page Signature

Print Parent/Guardian Name

Parent/Guardian Signature

Date

GUIDELINES FOR RESIDING AT THE OMNI HOTEL

The House Clerk's Office coordinates accommodations for the Pages at the **Omni Richmond Hotel**. The Pages and their families are responsible for incidental charges and any damage to their hotel room. House Pages occupy the 4th Floor at the Omni.

The Omni Richmond Hotel is located at 100 S. 12th Street, Richmond, VA 23219, (804) 344-7000, approximately three blocks from Capitol Square. For the duration of the program (excluding weekends), all House Pages are required to reside at the Omni Hotel weekly. For more information about the hotel, see: <http://www.omnihotels.com/FindAHotel/Richmond.aspx>

Pages begin their stay on **Sunday, January 5, 2025**. House Pages check-in at the Omni Hotel *after* that afternoon's Page Orientation Program at the Virginia State Capitol.

The program's Hotel Chaperones will hold a hotel orientation on Sunday, January 5 in the evening starting at 6:00 PM, with dinner included. Parents and/or guardians do not attend the Omni Hotel Orientation where rules, guidelines, and expectations for their session stay are covered in further detail.

The House Clerk's Office makes the hotel roommate assignments. Roommates are housed in a double room. To provide a safe hotel environment, the Hotel Chaperones will not allow any Page to spend the night alone. If a roommate is absent from the hotel, arrangements will be made by the hotel chaperones to provide a temporary roommate. This may require a Page to move to another room. If this occurs, parents or guardians will be notified.

Expectations

- ***Be a considerate hotel guest:*** No running, yelling, or slamming doors in the hotel or playing in or with the hotel elevators. **No loitering or loud conversation in the hallway or by the elevator.**
- ***Keep your room clean:*** Store clothing in drawers & closet. Keep soiled clothing in an empty suitcase or in a bag in your closet. Keep all food in closed containers or zip-lock bags. **This includes room 406 (the Game Room)-pick up trash and leave it as you found it.**
- ***Be a good roommate and colleague:*** avoid physical interaction with other pages, including in the pool. A good rule is just to keep your hands off. Both roommates must agree to have visitors. No boyfriend/girlfriend may visit the hotel. Talk to a Head Page or chaperone about any conflicts.
- ***Study Hall: Mandatory*** every evening from 7-9 pm. **Be on time** - roll call is at 7:00. Use "inside voices" in the hall coming/going from Study Hall. **Take what you need to Study Hall (chargers, AirPods, hoodie, snacks/drinks, etc) There is no returning to the 4th floor during this time while the Hotel Chaperones eat dinner.**
- ***Responsibility:*** get up early enough to shower, dress in proper attire, eat breakfast, and get to work by 8:30 A.M. Make a plan with your roommate concerning shower times. **Pages should not leave the OMNI Hotel before 7:30 AM unless permitted by the Hotel Chaperones.**

- **Acceptable locations:** Anytime you leave the 4th floor beyond work or Study Hall, you **MUST** sign out: for dinner indicating where you will be dining (*designated restaurants only*), to the Fitness Center (*cardio only*), or to the pool on Mon/Wed nights. No boys are allowed in the girls' hall or in their rooms and no girls in the boys' hall or in their rooms. Pages may gather in room 406 for organized games/events.
- **Lights out:** Room check will begin at 10:00 P.M. and lights will be out at 11:00 P.M.

Safety

- **In your room:** Always lock your door. Keep your wallet or purse in a secure location in your room. Do not leave money in sight. Put any valuables in the hotel safe. All food orders must be delivered to the **OMNI lobby during dinner hours** for the Chaperones to accept. **At no time should the Page interact with the delivery personnel without an adult present.**
- **Outside your room:** **ALWAYS check for your belongings (phone, debit card, etc) when leaving each location.** Always keep your keycard with you-don't rely on your roommate (Note: The OMNI will only issue a keycard to the Pages assigned to that room.) **Always sign out, indicating the location, when leaving the 4th floor.** Use the **BUDDY SYSTEM** - you must ALWAYS walk in pairs (a minimum of 2 boys together or 2 girls together.) Always cross streets at crosswalks with the light.
- **Family dinners:** If you are planning on dining with family/friends outside of the page program, your parents must get permission **in advance** by emailing: **HousePageSupervisor@house.virginia.gov**
- **Emergency Medical, Fire, and Security Procedures:**
 - ❖ **In case of a life-threatening medical emergency, you should call 911.** Otherwise, call the Allens (Room 404).
 - ❖ **In case you see a fire in the hotel, you should call 911.** If the hotel fire alarm sounds, proceed to the nearest stairway identified by the red **EXIT** signs. (If inside your room, you should wake your roommate first) **DO NOT STOP TO GATHER YOUR BELONGINGS AND DO NOT USE THE ELEVATOR.** If you see smoke in the hallway, stay close to the floor, and find your way to the nearest stairway identified by the red **EXIT** signs, and exit the hotel. Proceed to the tall bell tower at the corner of 10th St. and Cary St. for a headcount to make sure all Pages are present.
 - ❖ **In case you experience a safety or security issue and are in imminent danger, you should call 911.** Otherwise, if you are outside of the hotel, you should go to a secure area, such as a public restaurant or open convenience store and call the Allens.

Hotel procedures

- **Check out:** Pages may leave items in their room over weekends *if* the hotel is not sold out but take all valuables and laundry home. If the hotel is sold out, all rooms must be cleared of your items. Storage space will be provided in the hotel for items not going home; take-home luggage can be stored in the Page room or hotel space for pickup on Friday afternoon. (Pages should be picked up first before claiming luggage.)

- ***Sunday return:*** Please arrive no earlier than 6 pm - there are no organized activities for Sunday evenings. **No keys will be issued before this time, and a parent/guardian must accompany you to the 4th floor to check in with the Chaperones before leaving.**
- If you are unable to arrive at the OMNI by 9:00 PM on Sunday evening, call the **Allens (804.344.7000 Room 404)** to advise them of your anticipated time of arrival.

We are all working as a team to have the best session ever. We hope that you have a safe, happy, and successful 2025 General Assembly session and stay at the Omni Hotel.

Thanks for your cooperation.

The House Clerk reserves the right to implement additional guidelines. Violation of these rules and expectations during time away from Capitol Square at the Omni may result in suspension or termination from the Page Program.

STUDY HALL

You must address NOT attending school during the 2025 General Assembly Session with your appropriate school administration and teachers. Please reference the attached memo from the Virginia Department of Education issued to all school division superintendents.

VERY IMPORTANT: It is the responsibility of Pages and Parents/Guardians to establish and maintain a communication procedure with your school, so Pages are able to receive and submit their coursework, take tests and exams, and ultimately, maintain their academic standing.

Page tutors **will NOT administer tests and exams for Pages.**

- **There will be a mandatory two-hour Study Hall at the Omni Richmond Hotel, Monday through Thursday evenings from 7:00 PM to 9:00 PM.** Study Hall will be held in one of the hotel's banquet/ball rooms.
- Roll call/check-in is taken at 7:00 PM. **Do not be late!**
- The House Clerk's Office hires certified teachers (see Personnel listing) who supervise the Pages during Study Hall. These teachers are professionals certified in English, Math, Science, History, and Social Studies.
- The Page Tutors are available to help Pages, answer questions, and assist them with any assigned homework from where they go to school. However, the Pages will NOT receive classroom instruction from the teachers who serve as Page Tutors. Again, please remember: Page Tutors will NOT administer tests and exams for Pages.
- As you need to go in pairs, restroom breaks are kept to a minimum. Please use the restroom before or after Study Hall.
- Appropriate, casual dress is expected. No pajamas.

- When leaving Study Hall for your room, please keep your voices low in hallways and elevators.
- If Pages do not have homework, appropriate study and reading materials should be brought to Study Hall. **THIS DOES NOT INCLUDE GAMES, SOCIAL MEDIA OR MESSAGING.**
- Remember: **evening attendance at Study Hall is mandatory.** Excused absences must be obtained from the Page Coordinators. After Study Hall ends at 9:00 PM, all Pages are required to remain inside the Omni Hotel and prepare for winding down and lights out.

The House Clerk reserves the right to implement additional guidelines.

Violation of these rules and expectations during Study Hall may result in suspension or termination from the Page Program.

HELPFUL EDUCATIONAL TIPS FROM THE PAGE TUTORS

When Pages and/or their parents/guardians are coordinating with “back home” teachers, counselors and school programs, the House Page Tutors encourage consideration of the following:

- Parents and administration may wish to discuss a reduced assignment load with their teachers “back home.” Some teachers may send an entire class workload (55+ minutes’ worth) for Pages to complete each evening, which can prove taxing after a long day at work.
- If possible, it’s often helpful to the Pages to coordinate with “back home” teachers in receiving a week’s worth of work ahead of the class.
- Pages, parents, and “back home” teachers should keep in mind that during the program’s duration, Pages are ultimately teaching themselves. Page Tutors help explain concepts and offer more detailed explanations when needed, but the Pages are expected to read their assigned texts and material first and then come to the tutors with questions. For some students, this is a bit of a foreign concept as classroom teachers typically lecture about what’s in the readings.
- Should a Page complete his/her work and have idle time during the mandatory Study Hall, paper books and journals are strongly encouraged and recommended over electronics.





COMMONWEALTH of VIRGINIA
DEPARTMENT OF EDUCATION

Virginia General Assembly Page Program and Classification of Absences Due to Participation

Article: 2024-42-455

Audience: Superintendents, Directors, School Principals, Teachers

Contact: Melissa Velazquez, Assistant Superintendent for Government Relations,
Policy@doe.virginia.gov

The [Virginia General Assembly Page Program](#) is offered by the Senate and the House of Delegates each year during the Virginia General Assembly Session. Divisions should refer to the [Regulations Governing Pupil Accounting Records](#) on how to address student absences if participating in the program. A student may be counted as present if serving as a page if the local school board has approved the program. Further, providing local school board approval, no student participating in the page programs should be withdrawn from school.

For questions about the House of Delegates Page Program, please email

HousePageSupervisor@house.virginia.gov or for questions about the Senate Page Program, please email pageinfo@senate.virginia.gov.

MEDICATION ADMINISTRATION GUIDELINES

In striving to maintain a healthy and safe working environment for Pages, the Clerk's Office believes that shared responsibility is best achieved by open communication, mutually understood agreement, and a clear delineation of expectations of what amounts to "routine" administration of **prescription** medication(s).

It is the responsibility of the House Page Program to ensure that Pages administering medication and/or using medical equipment are done with parental consent and in a safe, consistent manner.

It is the responsibility of the Pages – in coordination with their parents/guardians and healthcare providers – to develop a medication regimen plan, which includes securely storing medications/prescriptions at the Omni Hotel as well as having in place a responsible practice/regimen of self-administration or usage when appropriate and as prescribed during the duration of the Page program.

If your child needs a basic **over-the-counter medication** such as but not limited to **Tylenol, cough drops, cold medicine, etc.** **ONLY the Page Coordinators and Hotel Chaperones** will have a limited amount available for your child that can be given with the written consent of the Pages Parent and/or Legal Guardian. **NO over-the-counter Medication will EVER be given to your child without the written consent and knowledge of exactly what your child is being given. This is only given to Pages who request such medications from the Hotel Chaperones and/or Coordinators, and the request will NOT be completed until a parent or legal guardian has consented to such over-the-counter medication being given to the child.** (Parents/ Guardians are always welcome to decline the consent of the medication your child is requesting... you know what is best for your child!!!!)

Neither Page Program Staff nor Hotel Chaperones will administer, monitor, or safeguard medications or treatments prescribed to a Page program participant by a licensed healthcare professional.

- Parents/guardians are expected to develop a medication administration regimen in coordination with a Page's Primary Care Physician when administering routine **prescription** medication/treatment is a necessary daily requirement for self-management. If applicable, **Pages must return the second page of these guidelines to be completed by a healthcare provider – and signed by a parent/guardian – when appropriate. Completed forms will be kept strictly confidentially on file with Page Coordinators and Hotel Chaperones.**
- **There is no registered nurse/healthcare provider available immediately to your child to maintain or administer medications while serving as a Page.**
- Parents/guardians will assume responsibility for their Page's medication safekeeping, storage, and coordination at the hotel accommodations. It is recommended that parents/guardians supply an appropriate amount of medication for a week's (Sunday evening – Friday afternoon) self-maintenance rather than bringing a full prescription to Richmond, **in addition to any over-the-counter medication for medicinal purposes.**

- It is a Page’s responsibility to self-administer daily **prescription** medications *before* leaving the Omni Hotel as prescribed for daily use and in coordination with your primary care physician and parents’ acknowledgment/authorization. Prescription Medication should not leave the hotel, unless for such conditions as diabetes, asthma or allergy as specified in the medication administration form.
- Parents/guardians are required to keep both Page Coordinators and Hotel Chaperones apprised of any changes or additions to the **2025 Medication Administration Form** as changes or modifications are made during the program’s duration.
- Pages are **not permitted** to share any prescribed or nonprescribed/over-the-counter medication with a fellow Page or any other on Capitol Square or at the hotel accommodations ever, at any time. Any known incidents of medication sharing will be dealt with severely, with immediate termination from the program. No known incidents of a Page potentially jeopardizing the health and safety of themselves, and their peers will be excused.

The House Clerk reserves the right to modify the above stated guidelines and/or implement additional guidelines as necessary.

The House Clerk’s Office understands that healthcare events or emergencies occur for everyone, including Pages. That’s why we have made special arrangements with a trusted and respected healthcare provider located just across the street from Capitol Square.

The Division of General Pediatrics and Emergency Care at Virginia Commonwealth University (VCU) Health System will assist in providing urgent medical care for adolescents participating in the Virginia House Page Program during the 2025 Session.

Should any House Page require urgent medical assistance, House Page Coordinators, Chaperones or Clerk’s Office staff will contact the pediatric triage nurse at the VCU Health System Outpatient Scheduling Center. Likewise, parents and/or guardians of a Page needing such care also will be notified immediately by House Clerk’s Office personnel.

The Division of Capitol Police also is readily available and may assist in transporting from the Capitol, Pocahontas Building, or the Omni Hotel a Page needing urgent medical care at VCU Health System.

If such a situation occurs (during or outside of regular business hours), a copy of the release for medical care and insurance incorporated into the *Conditions for Healthcare Services* and *Consent to Accompany Minor Patient* forms, provided by the family of the House Page, will be brought by House Clerk’s Office staff to the pediatric office at the time the care is rendered to the House Page.

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Please Note: A full listing of required medical – and all other – forms are in a check-box format at the end of this House Page Handbook.

Also, all forms required to be completed, signed, and returned to the House Clerk’s Office have been scanned, categorized into general groupings (e.g., payroll, medical and additional forms) and were e-mailed – along with the URL for this 2025 House Page Handbook – by the House Clerk to each 2025 House Page participant when he/she was first notified of being selected by the Speaker.

GENERAL WORK GUIDELINES

- **Remember to wear your blazer, name badge, and photo ID badge at all times.** Lost, damaged, or shared photo ID badges may require a replacement (\$15) and appropriate disciplinary action. Loaning, borrowing, or sharing ID badges is **strictly forbidden**.
- Accept an item **ONLY** from Page Supervisors or Capitol Police, unless you have been sent to pick up that item by your supervisor.
- If you are on an errand and are asked to do something by someone other than your supervisor, politely explain that you are already on an assigned errand and request that the person call the House Page Room (x1526) for assistance.
- Any items that must be delivered to the Senate need to go to the Senate Page Room. Do not accept an item from a Senate Page directly – please direct them to the House Page Room (Lower Level, General Assembly Building).
- You are to complete any errand or task to which you were assigned promptly. Do not pass your job to anyone else. **Do not make “social stops” while on an errand.**
- When delivering messages to a Delegate’s office, deliver it to the Member’s Legislative or Administrative Assistant. Only enter a Delegate’s office if you have been invited in.
- As a Page, you serve all Members of the House equally without regard to party affiliation. Additionally, as an employee of the House Clerk’s Office, **you are a nonpartisan employee.** That distinction applies a strict prohibition against staff participation in partisan political activity both during and outside of work hours.
- Do not participate in rallies or protests in/around Capitol Square, even if not on duty and notify the House Page Room Coordinators immediately if you experience any problems.
- Additional guidelines will be addressed during training and orientation.

2025 Page Salary and Session Expense Payments



- Base pay is **\$340.00 per week** (before taxes) and deposited bi-weekly. **The first wage payroll will be direct deposited on Friday, January 24, 2025.** (See the 2025 Session Payroll Calendar).



- Three deductions from your pay are required by law: Federal Income tax, State Income tax, and Social Security tax.



- The House Clerk’s Office will cover your housing expenses at the Omni Hotel. All Pages will receive an expense allowance of **\$225.00 per week** (may be prorated depending on start and end dates) for meals and other incidental expenses. The expense allowance will be direct deposited every week. **The first expense allowance will be direct deposited on Friday, January 10, 2025.**

- It is not recommended for Pages to carry large amounts or denominations of cash. A Page and their family may consider using their own credit, debit, or reloadable card for use during their time in Richmond during the General Assembly Session.

Sickness



- Pages are required to contact Hotel Chaperones by 7:30 AM or the Page Coordinators by 8:30 AM if they are unable to report to work due to illness. Pages will be required to see a physician at VCU Medical Center if the occasion warrants or be picked up by their parent or guardian. If a physician confirms a Page is unable to work, arrangements to return home for the duration of the illness must be made promptly by the parent or guardian (See the **Personnel List and Contact Information**).
- **Pages who are sick should NOT be at work.** Parents/guardians and Pages are solely responsible for any medical treatments and costs. The purpose of the Medical Forms is that in the event of an emergency when a parent or legal guardian cannot be contacted promptly, appropriate action may be taken. The Hotel Chaperones are not on-site at the Omni from 8:15 AM until 5:00 PM, so Pages cannot convalesce at the hotel.
- Pages are given a total of **5 Sick Days throughout their time in the program.** This means all Pages are allowed up to 5 days with paid leave during absence due to illness, after the 5 days have been used you will no longer be paid for your time away from the program. Pages should plan **NOT** to miss any more than 5 days due to the amount of content and experience missed in such a short period.

Weekend (Friday) Pick-up / Work Week (Sunday) Drop-off



- All Pages are responsible for making weekend travel arrangements. Pages are not allowed to ride in automobiles driven by anyone other than a family member, a member of the General Assembly, a member of the Capitol Police staff, or designated members of the House Clerk's staff unless written authorization is received by and coordinated with both the Page Coordinators and the Hotel Chaperones. **It is the responsibility of both Pages and parents to complete and keep up-to-date at all times the Travel Authorization Form, which is maintained by Page Coordinators and Hotel Chaperons.**

Work Hours

- Work hours are Monday - Thursday, 8:30 AM to 5:00 PM, and Friday from 8:30 AM to 12:00 Noon. Certain tasks may begin as early as 8:00 AM. You are expected to be at work at the designated arrival time. Also, you are expected to communicate with the Page Coordinators if you are not able to be at work on time or if you will be absent.
- **Monday, January 6 will be your first day of employment/training, and Friday, February 22, 2025, will be your final day of House employment/program participation.**
- During your stay in Richmond for the Page program, participation in non-work-related extracurricular activities (club trips, sports commitments, etc.) will NOT be permitted at any time.

Zero Tolerance Policy for Prohibited items on Capitol Square AND the Omni Hotel

- The Virginia House of Delegates Page Program has a longstanding commitment to provide a safe and productive learning environment. House Pages are considered State Employees and as such, are expected to follow state policies regarding alcohol and drug use. The Commonwealth of Virginia's Policy on Alcohol and Other Drugs states that the following acts by employees are prohibited:
- Alcohol and drugs pose a threat to the safety of our Pages, and all involved in the Program. Therefore, we continue to have a **Zero-Tolerance Policy** for all drugs, alcohol, tobacco/nicotine, and all associated paraphernalia **on Capitol Square** (which includes the GAB and Capitol Buildings) along with the **Omni hotel**.
- The unlawful or unauthorized manufacture, distribution, dispensation, possession, or use of alcohol and other drugs in the workplace or while on duty representing the Commonwealth of Virginia. For House Pages, this includes time at the Omni under the supervision of the Hotel Chaperones.
- **Findings of any of these prohibited items will result in termination from the Program immediately.**

Guest Visits during the workday:

- The Page Program includes a very scheduled and intensive workday for the Pages.
- As a result, the routine of each day is regimented to include tasks and assignments that will need the full attention of the Pages. We ask that parents/guests refrain from impromptu visits which are disruptive to the workday and therefore, create additional work for the program coordinators.
- Parents/guests should coordinate after-work hours visits (to include drop-offs of any necessary items through the Hotel Chaperones) through the proper protocols.

A DAY IN THE LIFE OF A HOUSE PAGE

Managing expectations and staying on top of work and school assignments require constant attention. Accordingly, here's what a "typical" day of a House Page might look like:

- Your workday will begin at 8:30 AM. When at the Omni Hotel, it is your responsibility to get up early enough to shower, dress, and report to the House Page Room in the General Assembly Building by 8:30 AM. Some assigned to certain tasks may need to report to the Page Room by 8:00 AM.
- You will sign in with a Page Room Coordinator, store your belongings in an assigned locker, and wait for your daily assignment. Every day will be a little different and the assignments you work on will vary. Pages will be assigned to teams and will rotate office and Chamber assignments.
- Pages are appointed to assist the Speaker of the House, Members of the House of Delegates, House Clerk's staff, and other legislative staff in the daily duties required for the operation of the House of Delegates. These duties include but are not limited to distributing legislation and legislative documents, assisting the committee clerks, processing video, delivering daily floor calendars, and performing general office errands and tasks.



- Lunch break: You may bring your own or purchase lunch during a break from Meriwether's located in the General Assembly Building or the grab-and-go lunch option located in the State Capitol Extension. These are the **ONLY** lunch purchasing options for the 2025 Session. Pages may **NOT** travel off-campus for lunch.
- You are **NOT** allowed to leave the State Capitol, General Assembly Building, or Capitol Square during work hours **UNLESS** you are instructed to do so for a work-related activity or assignment.
- You are **NOT** allowed to have visitors during working hours without written notification and approval prior by the Page Coordinators.



- Your workday will end daily at 5:00 PM. To be present for Study Hall, Pages should eat dinner between 5:00 PM and 7:00 PM. When an evening field trip or program is arranged, dinner will be provided to all Pages beforehand. Please keep in mind that Study Hall is mandatory and begins promptly Monday - Thursday at 7:00 PM.
- After Study Hall, Pages will have some free time to socialize, call home, or participate in other House of Delegates Page Program scheduled activities.
- Room checks begin promptly at 10:15 PM **and lights are to be out by 11:00 PM.** (See the **Guidelines for Residing at the Omni Hotel** in the **HOUSING** section).

- As Session progresses, the office locations will become more familiar, the assignments easier, and the friendships stronger. Please always remember to ask if you have questions – someone will always take or make the time to help!

The House Clerk's Office wants you to make the most of and benefit from this incredible work and educational opportunity. As House Pages, you will be active participants in the legislative process – watching, experiencing, and learning how to become more engaged citizens and effective leaders.



HOUSE OF DELEGATES CHAMBER ETIQUETTE

The House Clerk's Office believes how Capitol Square colleagues treat one another is as important as the bills Members pass and the laws they make. Accordingly, there are right – and wrong – ways to do things. Here are some tips to help uphold and promote decorum in the House Chamber:

- **Smile, you're on camera!** The House of Delegates Chamber is broadcast live to television stations, broadcast on closed circuit television on the Capitol campus, and streamed live on the internet during legislative sessions. All daily legislative sessions are also video/audio archived.
- Always approach a Delegate's desk from the rear of the Chamber and return the same way. Never walk across the front of the Chamber, and please do not walk down the Center Aisle.
- Do not walk between the Speaker of the House and Delegates when they are addressing one another and speaking on the Floor.
- If a Delegate from a row in which you need to go is addressing the House, wait at the rear of the Chamber until the Delegate finishes speaking.
- If you are making a delivery on the Floor and a Delegate behind you stands to speak, you must kneel out of the line of sight until the Delegate finishes speaking.
- When each session begins with an invocation and Pledge of Allegiance, please rise.

- **Always act in a positive, polite and professional manner!**
 - NO cell phone/electronic usage unless instructed by the Page Coordinators
 - NO gum chewing
 - NO sleeping
 - NO waving to the camera

- **Additional instructions during sessions.**



and detailed will be imparted various training

WHAT TO BRING / PACK



Guidelines (in addition to your uniform!):

- Casual clothes and shoes for hotel and evening field trips
- Warm coat (which fits over blazer), umbrella, and rain and/or snow boots
- Undergarments, pajamas, robes, and sweatshirts/hoodies
- Toothbrush, toothpaste, shampoo, soap/body wash, deodorant, and other grooming items; hair dryers in the hotel room
- Swimsuit, cover-up, and suitable shoes to wear to and from the pool
- Batteries, storage card, flash drive, power and USB cords, cell phone, and chargers
- Static guard or similar product, stain stick, and small sewing kit
- Textbooks and materials, laptop or tablet with charger, pleasure reading, backpack, headphones or earbuds
- Small, travel-sized first-aid kit
- Laundry bag, plastic bags, lunch bag



What to Leave at Home:

- Valuables or large jewelry
- External audio, video, and gaming equipment (or similar accessories that could disturb others)
- Cooking equipment
- NO weapons, knives or other objects considered dangerous or might cause harm

UNIFORM

Uniform stores, mass, and online retailers, borrowing from a friend or family member, and consignment and thrift stores are a few options for locating the uniform requirements.

Please spend only what you are able to afford. *Image examples are on the next page.*

The House of Delegates Page program has arranged for an online storefront with Lands' End. Most required uniform pieces can be found [here](#) for your convenience. Lands' End brand is not required, and Pages are welcome to purchase uniforms from the store of their choice.

- All Pages are required to wear a **plain, dark navy-blue blazer** during work hours.
- Dress for **young women** must be white, long-sleeved, button-down Oxford dress shirts with charcoal gray or plaid skirts, or wool/blend charcoal gray loose-fit slacks (no khakis).
- Skirts are to be **no shorter than above the knee**. Long skirts make walking difficult and even dangerous, so the best length is from the knee to mid-calf. Feel free to wear ties or bowties.
- Dress for **young men** must be white, long-sleeved, button-down Oxford dress shirts, ties, bowties, charcoal gray dress slacks with a belt, and black or gray dress socks. No khaki pants.
- Nothing you bring to Richmond is more important than what you will wear on your feet. You will do a lot of walking on marble surfaces and stairs. **Comfortable dress shoes are highly recommended**. If you need to purchase new shoes, please do so well in advance so they will be broken in before you arrive. Rubber soles help absorb the shock of hard floors, and soft leather cuts down on blisters. **Sneakers, boots, and tennis shoes are not permitted as work attire**.
- **Jewelry must be simple and modest**. A non-smartwatch may be worn. Do not wear anything you would be upset to lose. This does not pertain to medical alert accessories.
- Nail polish should not be worn.
- Hair must be neatly trimmed. With longer hair, please utilize headbands (navy, gray, match hair color), braids, and ponytails. Hair should not cover your name ID badge.
- Only religious head coverings may be worn (no ballcaps, no beanies, etc.)
- If you wear make-up, it is to be minimal and natural looking.
- A warm overcoat, rain and/or snow boots, and an umbrella are also recommended.
- Casual clothes are allowed only after work hours, during Study Hall, and leisure time.

The reason for the strict dress code is that Pages are serving in a professional environment, need to be easily identifiable, and represent the House of Delegates. Please note that a Page who dresses inappropriately will be escorted back to the Omni Hotel to change.

Assistance in procuring a gently worn House Page uniform, donated from former Pages may be available. For inquiries about uniform assistance, please contact the Clerk's Office at (804) 698-1619.

UNIFORM EXAMPLES



Uniform Protocols Gentlemen (pictured):

- Oxford Dress Shirt with Tie or Bow Tie
- Dark Navy-Blue Blazer
- Dress Slacks
- Black Shoes
-

Uniform Protocols Ladies (pictured):

- White Dress Shirt
- Solid Grey Skirt OR Plaid Skirt
- Dark Navy-Blue Blazer
- Dress Slacks (loose fit)
- Black Flat Shoes

Pages are required to ALWAYS display their name badges.

UNIFORM CHECKLIST



Navy Blazer

2 side pockets, one left breast pocket



Shirts

White, long sleeved, button-down Oxford or dress shirt



Slacks and/or Skirts

Solid charcoal gray or plaid knee-length skirts and/or charcoal gray wool or wool-blend loose-fit slacks

Charcoal gray dress slacks

NO khakis – belts are required with slacks that have belt loops.



Ties and/or Bow Ties

At least two options



Tights and/or Socks

Black opaque tights, and/or black or gray trouser socks

Black or gray dress socks – no athletic socks or no-show socks



Shoes

Black, flat, dress shoes, suitable for walking

No exterior Brand labels (ex: TOMS)

2025 SESSION PAYROLL CALENDAR & WAGE RATES FOR PAGES

January 10 (Friday)	Pages Session Expense Pay Date
January 17 (Friday)	Pages Session Expense Pay Date
January 24 (Friday)	Pages Session Expense & Bi-Weekly Wage Pay Date
January 31 (Friday)	Pages Session Expense Pay Date
February 07 (Friday)	Pages Session Expense & Bi-Weekly Wage Pay Date
February 14 (Friday)	Pages Session Expense Pay Date
February 21 (Friday)	Pages Session Expense & Bi-Weekly Wage Pay Date
March 07 (Friday)	Pages Session Expense & Bi-Weekly Wage Pay Date

Please Note: 2025 House Pages will receive their final direct deposit payment on Friday, March 7, the week following their return home, for the final bi-weekly payroll of the 2025 Session.

The session expense amount is **\$225.00 per week.**

The bi-weekly payroll amount is \$680 or **\$340 per week.**

Questions?

Please contact Paula Lambert, Chief Finance Officer in the HCO Finance Office:

(804) 698-1514

PLambert@house.virginia.gov

LIST OF ALL FORMS REQUIRED FOR ACCEPTANCE AS A HOUSE PAGE

Paperwork is a part of participating in almost any program. Being a House Page is no different. Participants need to be organized, diligent, and focused on printing, completing, signing, and returning all forms required by your accepting the Speaker's selection of you as a House Page.

To help Pages and their parents/guardians successfully navigate these paperwork requirements, the **following are the 15 forms that need to be completed and returned to the House Clerk's Office:**

Payroll Forms: Due Date - Monday, December 9th

- W-4 Form: Federal Employee Withholding Certificate
- VA-4 Form: Virginia Employee Withholding & Personal Exemption Worksheet
- I-9 Form: Federal Employment Eligibility Verification
- HCO Direct Deposit Form

Medical Forms: Due Date - Friday, December 13th

- Commonwealth of Virginia School Entrance Health Form
 - Part I Health Information
 - Part II Certification of Immunization (Section I & Section II)
 - Part III Comprehensive Physical Examination Report
- HCO Medication Administration Form (i.e., for "routine" things):
Note: It also is included earlier in the House Page Handbook
- VCU Health System Conditions for Healthcare Services Form (i.e., for emergencies)
- VCU Consent to Accompany Minor Patient (i.e., for emergencies)

Additional Forms: Due Date - Friday, December 13th

- HCO Page Agreement (i.e., Acknowledgement of Receipt/Acceptance of Job Responsibilities);
Note: It also is included earlier in the House Page Handbook
- HCO Technology Use Guidelines
Note: It also is included earlier in the House Page Handbook
- HCO Page's Hotel Gym and Pool Use Consent Form
- HCO Page's Current School Courses Form
- HCO Page's Transportation Authorization Form
- HCO Page's Permission for Media Usage Form
- Roommate Agreement Form

Also, all forms listed above that are required to be completed, signed, and returned to the House Clerk's Office were e-mailed – along with the URL for this 2025 House Page Handbook – by the House Clerk to each 2025 House Page participant when he/she was first welcomed by the Clerk to the House Page Program.