



TRI is Still Alive!

Additional pay for Time, Responsibility and Incentive (TRI) is still allowed under the new law. The Washington Supreme Court said the law still permits school districts to supplement state-funded base pay for instructional programs and activities beyond the program of basic education.



Despite some rumors circulating around the district, we are still bargaining and TRI is still on the table! There are two more sessions scheduled for May 29 and June 19. The VEA has proposed a new salary schedule and corresponding TRI schedule resulting in an overall compensation gain of 20% for our members. The district has proposed a single compensation schedule thus eliminating TRI as we know it.

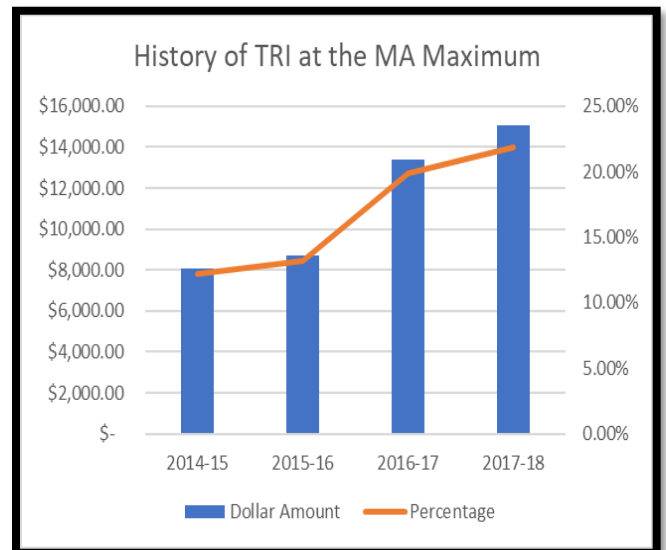
Their compensation package includes a substantially reduced gain in comparison with the VEA compensation package. VEA and the district continue to share perspectives for each side to gain an understanding on the rationale behind the proposals.

BASE + TRI AT THE MA MAXIMUM COMPENSATION

While VEA has made great strides in the last couple of bargains, we still have work to do around compensation to certificated staff compared to other districts with >20,000 student FTE.



| Base +TRI | 2017-18 | 2016-17 |
|-----------|----------|----------|
| Spokane | \$87,787 | \$83,432 |
| Evergreen | \$87,388 | \$82,593 |
| Vancouver | \$83,294 | \$80,697 |



VEA TRI at the MA Maximum has increased from 12.5% (\$8,052) in 2014-15 to 21.9% (\$15,088) in 2017-18.