



The on Compensation

The VEA received 1077 survey responses as well as completed hundreds of 1:1 conversations on bargaining priorities with members over the past year. Compensation is by and far the number one priority voiced by VEA members. The state average salary allocation for VEA increases from \$54,988 in 2017-18 to \$69,129 in 2018-19. The VEA base salary proposal maximizes the salary allocation from the state. When base salary is combined with the VEA TRI proposal, it creates a competitive compensation package yielding a minimum 20% increase for all members. A united membership is crucial to our success!

TRI



There were efforts for the state to take over salary bargaining and end the concept of TRI. This DID NOT HAPPEN. The concept of everything you do for kids is considered basic education IS NOT TRUE. We know that members go above and beyond “basic” in many different ways to enrich the educational experiences of students outside of the work day and should be compensated as such through TRI.

Overall Compensation

While VEA has made great strides in the last couple of bargains, we still have work to do around compensation compared to other districts with >20,000 student FTE (issue #1). We know that our comparable districts are also bargaining for the new appropriations sent from the state. Failure of VEA to do likewise will only widen that gap in compensation.



There is Plenty of Money for Salary



The Supreme Court was clear that the additional state funding approved by the legislature in March as specifically for educator pay raises. Last fall, the Court unanimously directed lawmakers to invest “a billion dollars in fully funding the **salary increases** by the 2018-19 school year.” Even with the levy swap consideration, there is sufficient funds available (issue #2). VEA believes the 3.1% transition lid does NOT apply to our proposal. Even the OSPI prototype schedule reflects a 11.6% increase from 2017-18 to 2018-19.

Ending Fund Balance

Why is this factor important? It is important to note that the ending fund balance graphs (issue #3) show that the district has a very healthy **growing** reserve. The budget recommendation presented to the school board by the district at their May 8 meeting included an ending fund balance “pay back” of \$2.8 million to an already expanding fund. The ending fund balance shows where the district priorities are. **VEA is urging the district to prioritize compensation** in line with what the Supreme Court, the Legislature, and the Governor have put forth with the McCleary mandate. WEA recommends a 3-5% reserve balance. We recognize that Vancouver needs to have some dedicated reserves. Even with that consideration, the money is there!

