



# Action Line

Vancouver Education Association

March 2026

## The RIF wave is about to hit

VPS has announced that the School Board will vote on [a resolution](#) at their March 10<sup>th</sup> meeting to execute a reduced educational program plan for 2026-27. The pending impacts to our students and membership is heartbreaking. Every member will be impacted by these reductions either by larger class sizes, a rebalance and reassignment situation, or worse yet – layoffs of 107 FTE in our bargaining unit. We know a ton of questions are emerging and your VEA leadership has compiled this [Q and A](#) from what we know at this point. By state statute, the district has until May 15 to notify members that they have been laid off. Please know that the district can make announcements in waves as their employment pool becomes more clear with pending retirement deadlines in April.

Stress should not be underestimated. Don't forget that members are provided FREE confidential counseling sessions for help with mental and emotional stress, personal/family stresses, job difficulties and burn-out.

Deer Oaks has changed its name to "AllOne Health". Contact them at 1-888-993-7650 or [www.allonehealth.com/deeroaks](http://www.allonehealth.com/deeroaks)

---

### Fort Walkout

On Wednesday, March 4<sup>th</sup> nearly 40 educators went home after experiencing mental anguish over threats of violence during an assembly scheduled for that day that was posted to Instagram alongside AI generated pictures of selected staff members. Prior meetings with administration over the seriousness of this threat left many feeling they had no other option. This was not a VEA authorized action and members were cautioned about possible disciplinary action that could follow.

The district decision not to close school, but instead pull other staff to help cover classes, had a district-wide impact on both staff and students. The district provided little to no explanation of the sudden disruption and request to relocate to Fort, adding to the stress of the situation. The VEA is addressing how this was handled with the district directly.

### Within VEA,

### We're LUCKY to have one another!

We appreciate our members and we know that you appreciate those you work with. Especially at this time of the year we need a little reminder that our work is noticed. As a union we carry the load together.



## VEA Supports School Libraries

In recognition of Read Across America (RAA) week, VEA is proud to support this endeavor through a Barnes & Noble gift card to help stock VPS libraries. Gift cards were presented to members at their February Teacher-Librarian meeting. VEA thanks everyone who transforms our students into readers and writers! This donation helps ensure students feel included and recognized, and that they understand our world is far richer than just their individual experiences alone. VEA is thankful that our school libraries and members provide access to literature that is as diverse and complex as the society we live in!



### March 15 Salary Advancement



Certificated staff desiring salary lane advancement on the salary schedule

should make application on forms provided in the HR department not later than March 15 if the individual anticipates having all requirements completed and the new placement put into effect for the ensuing school year (11.18)

### NBCT Success!

Congratulations to the following members who were successful in their pursuit of National Board status! Many of them participated in the VEA NBCT Cohort.

Angela George, Kara Hecker, Brianna Matkin, Madeline Mironenko, Sara Molyneux, Rebecca Morgan, Elizabeth Quade, and John Zingale.

### ADIDAS Employee Store Shopping!



Enjoy shopping at the Adidas Employee Store March 15- April 19. [Show this invitation](#) for entry. You may bring up to 4 additional friends or family members per visit.

## Thinking about retiring this year?

**Cashout of illness, injury and emergency leave days notice: April 1.**

Eligibility to convert eligible accumulated sick leave at the rate of 25% of the employee's full-time daily rate, an employee shall inform the District on or before April 1 of their intent to retire. If the employee does not inform the District by this date, they may not be eligible for the compensation. If compelling circumstances develop for an individual employee after April 1 that necessitates the employee retire, the District will honor the terms of the conversion of retirement as outlined in Article 6.2Fii. The district, at its sole discretion, reserves the right to waive the April 1 date in particular situations without setting precedent.



Enjoy shopping at the Columbia Sportswear (prAna, Mountain Hardwear, Sorel, etc.) through March 22. [Show this invitation](#) for entry. You may bring up to 4 additional friends or family members per visit.

### Growing your Family PD



VEA is pleased to present a free workshop on Thursday, May 14 at 4:30 pm (Roosevelt Media Center) for members and their significant other on how to prepare and plan for pregnancy and maternity/paternity related leaves. This seminar will also provide information about other available resources you may want to consider when starting a family. **Register at:**



<https://www.surveymonkey.com/r/C56B2CD>

## The Democratic Process in Action

Your union is a member-driven, democratically governed organization at the local, state, and national levels. The annual Representative Assembly functions as the chief policy making body for WEA and NEA. Decisions made at the RAs set the organizational priorities for the coming year. Ratification of VEA's delegate election and Executive Board leadership occurred at the March 3 Rep Council.

**Representing you at WEA RA** (State decisions) Jamie Anderson (VEA President), Cam Swarts (WEA Board), Bill Graves, Brian Dunlap, Katie Webb, Samantha Wilkes, Angel Sierra Figueroa, August Waldron, Karina Mattson, and Max Wise. Also attending as the NEA Director, is our VP Charlotte Lartey.....

**Representing you at NEA RA** (National decisions) Jamie Anderson (VEA President), Cam Swarts and Angel Sierra Figueroa.

### 2026-27 Executive Board.

Newly elected positions are highlighted.

President, Jamie Anderson  
Vice President, Charlotte Lartey  
**2nd VP Labor Relations, Brit Behrendt**  
**3rd VP Member Engagement, Sam Wilkes**  
**4th VP Equity, Wendi Moose**  
**Recording Secretary, Elaine Fritschie**  
Treasurer, Shannon McClelland  
Primary Trustee, Sara Campbell  
**Intermediate Trustee, Wendy Campos**  
Middle School Trustee, Erin Pendergast  
High School Trustee, Anne Kizerian  
**Special Education Trustee, Anna Fenton**  
ESA/TOSA Trustee, Rachael Morteck  
**Specialist Educator Trustee, Lani Steppe**  
WEAPAC Chair, Brian Dunlap  
**WEA Board Director, Brian Dunlap**  
Bargaining Chair, Amy Spofford

### Bylaws updates.

The proposal to align officer terms with Trustees at 3 years each (starting with 2026-27 election cycle) passed with an 80.8% approval. The updated bylaws will be posted on the VEA website ([www.vancouverea.org](http://www.vancouverea.org)) under the documents tab.

## Four Course Preps? Supplemental Pay

**10.6C Course prep considerations:** Every reasonable effort will be made to keep the number of subject fields and different curriculum course preparations for a secondary (6-12) teacher's assignment to a minimum.

i. A normal teaching assignment requires no more than three (3) preparations, excluding advocacy/advisory/intervention. A preparation is defined as a curriculum description/course number. Additionally, the District will make every reasonable effort not to assign course preparations in more than two (2) different subject fields (e.g. English, math, history, science, foreign language, PE, electives). A single preparation schedule is allowed.

ii. When involuntary expanded assignments are necessary, the appropriate supervisor will discuss the circumstances and reasons for expanded assignments with the staff members involved and the affected employee shall receive eight (8) hours of supplemental compensation for each course preparation over three (3) per semester (6-12).



### May Day Strong – Action



May Day, or International Workers Day, is celebrated each year around the world on May 1. The day was first recognized in the 1880s in Chicago as part of the movement for an 8-hour work day. While May Day is not officially recognized in the United States, it has continued to be a moment for workers to come together to celebrate labor solidarity and to push for progress.

The May Day Strong movement is a partnership among labor unions, progressive organizations and citizens concerned about rising income inequality.

NEA has endorsed the May Day Strong plan. WEA is not calling for a walkout on May 1. The goal is to have **educator walk-ins**, a no shopping day, after-school demonstrations and more.

## VEA Social

Thank you to VEA's VP of Equity, Mariela Marrero, who provided an engaging atmosphere for a social at Los Potrillos at the end of February. Black History trivia, conversation starters, door prizes, and tasty food were enjoyed by all. We hope you'll join us for the next VEA social in May



## Labor Notes – Chicago event VEA Labor Action Team



Are you excited about labor? VEA would like to send a team of members, led by our new VP of Labor Relations, Brit Behrendt, to the Labor Notes Conference in June. The Labor Notes Conference is the largest gathering of its kind of grassroots union activists, union reformers, and all-around troublemakers! Join thousands of union members from around the country in face-to-face meetings sharing tactics and swap notes. There will be meetings and workshops including organizing tactics, beating apathy, running for office, winning contract campaigns, grievances, and the strike. Let the VEA office know if you are all in no later than March 31<sup>st</sup>.

## Seattle Mariners Discount Tickets



Gather your friends and family for **Seattle Mariners Teacher Appreciation Night** at T-Mobile Park on May 29! With this exclusive offer, score specially priced tickets and a Mariners-themed Teacher Appreciation Jersey. [Book here.](#)

**Seattle Mariners / Washington Education Association Night** on July 18! With this special offer, score discounted tickets and enjoy a fun summer evening at the ballpark with your friends, family and fellow association members. [Book here.](#)

## SPARKS Retreat



Twenty VEA members participated in a weekend of learning, collaborating, and fun in Seaside, Oregon. They dove into topics about time management, bargaining, member benefits, importance of political action, student discipline, finances, secondary trauma, the power of language and identity markers, as well as fun ways to build community.



2509 Broadway -- Vancouver, WA 98663 \* Phone 360-695-3397 -- FAX 360-694-8337  
Jamie Anderson, President \* Graham Picklesimer, Executive Director \* Cindy Brown, Admin. Assistant  
\*Sandy Kokko, WEA-Retired Liaison. \* [www.vancouverea.org](http://www.vancouverea.org) \* Facebook: Vancouver EA