



RIF Update

The bargaining teams did not meet last week as VEA leadership took the opportunity to discuss specifics around the reduction in force process. At that meeting, we learned how deep the cuts were anticipated to impact the seniority list, due to the number of individuals anticipated to be returned to classroom positions in the 26-27 school year. VEA and VPS anticipated approximately 100 total RIF notices from elementary and approximately 30 at secondary. This was not too far from the Board resolution which called for 109.3 FTE cuts from the VEA bargaining unit in total. On Friday, March 20, 67 provisional employees were given RIF notices.

During bargaining today, VEA was also notified that additional RIF notices would be delivered by Friday, March 27, this time impacting individuals with up to 8.0 years of [state seniority](#). VEA has repeatedly advocated that the District utilize a process which reviews staffing needs and endorsements/qualifications to decrease the need for unnecessary RIFs and recalls. Because the District does not have staffing allocations yet for 2026-27, they are moving forward with this process, despite VEA's belief that there is a less impactful way to go about this. **It is a management right to determine the process used to implement the reduction [resolution](#) authorized by the School Board.** VEA is devastated at the projected impact on our school communities and will continue to engage with the District to ensure that our contract language is followed in any decisions to be made.

If you have questions about the RIF process, please refer to this [RIF Q&A](#) and Chapter 14 of the [contract](#). If you have a question that is not captured, please connect with [the rep team](#) at your school or worksite who will pass your question along to the VEA office.

VEA will be holding informational sessions to support our members who are notified of their RIF notice/non-renewal to discuss contract and statutory rights. Date and time TBD. VEA will reach out directly via home email to those impacted.

Continue to support one another – stay strong, stay united.

District Proposals

At today's bargaining session, the District team presented a "supposal" package of all remaining articles in hopes of wrapping up sooner rather than later. The VEA bargaining team will review the package and respond accordingly.

How you can get involved

- Plan to show up at the next School Board meeting (April 14 – 5:30 PM @ Bates Center); sign up to speak or just show up (wear red!)
- Email [School Board directors](#) about how these cuts will impact you and the students you serve
- Educate our community members about the impacts of these cuts and encourage them to contact the school board or attend a meeting

Wear RED Wednesday



**In support and solidarity
with the VEA bargaining team.**

Future Bargaining Dates

Bargaining sessions will take place on Wednesdays until tentative agreements are reached for all proposals. The next bargaining dates are **Wednesday, April 1, April 15, and April 22.**

Remember to wear **RED** on bargaining days, in solidarity. Send VEA your pictures showing in-building support and tag us on [Facebook](#) and [Instagram](#)! When we stand together, we bargain stronger, because we are #BetterTogether

Make sure VEA has your non-school contact information for sharing bargaining information! Send any changes to your home email to cbrown@washingtonea.org