



Untying the Final Knot



The VPS management team and your VEA bargaining team met again on Wednesday, April 22, for the first time since April 1. There were still four outstanding proposals at the start of Wednesday’s session. While there was nearly total agreement found on most proposals, the one proposal that we can’t find common ground is one that is the hardest, and most important, to discuss: Salary.

The VPS management team was joined by Interim Superintendent, and VPS CFO, Brett Blechschmidt, following morning caucus who attempted to speak for our membership and what *he* thinks they would want from this bargain.

Between February 8 and April 22, your VEA bargaining team has held ten negotiations sessions with the VPS management bargaining team. Throughout negotiations, your VEA team has consistently proposed a salary increase of 2.0% in addition to the IPD (the Implicit Price Deflator, the metric used by the Washington Legislature to allocate cost-of-living funding increases to school districts), for a total of 4.6%, for the 2026-2027 school year. The VPS management team has consistently proposed no salary increase beyond the IPD (2.6%) for the 2026-2027 school year.

The VPS management team has argued that it does not have the ability to pay for any salary increase beyond the IPD, and that granting such a salary increase “in this climate” would be seen by the public as being fiscally irresponsible.

Your VEA team has argued that the cost-of-living has increased, resulting in VEA members taking second jobs to make ends meet, that more demands will be placed on VEA members due to the loss in staff at the school and district levels, and that VEA members should not bear the brunt of the impacts of the district’s mismanagement of its funds. In addition, the VEA bargaining unit has not received any salary increases beyond IPD since the 2023-2024 school year, while other bargaining units have received at least minimal such salary increases during that time. VEA’s current contract did not see an increase above IPD for year one and two with the understanding that year three (26-27) would be IPD plus an amount to be determined. VEA bargaining unit salaries are behind and continue to fall farther behind other school districts in Clark County, such as Evergreen and Camas.

Note: if VEA were to accept no salary increase beyond IPD, this would not obligate the district to reverse any cuts to positions or recall any additional employees.

	25-26	26-27
VEA	IPD + 0%	IPD + ___ ? (to be bargained)
VAESP	IPD + lane changes	IPD + \$0.15 per hour
VAPA (principals)	IPD + 0%	IPD + 0 (preserving positions that were cut anyway)
SEIU	IPD + 0.25%	IPD + 0.25%



Please complete this survey: <https://www.surveymonkey.com/r/G27V8MM> Due no later than 5 PM TUESDAY, April 28.

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 29, May 6, and May 13.**

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

Wear RED Wednesday



In support and solidarity with the VEA bargaining team.