



Unity Strength Results

BARGAINING ♦ NEWS

Vancouver Education Association

Issue 8 – 2026 Interim Bargain

April 29, 2026

Thank you to everyone who completed the salary proposal survey over the last week. We had more responses than we did for the original bargaining survey and your thoughts were clear: your VEA Bargaining Team should push for an additional salary increase over the IPD (2.6%), even if it is minimal. Your input matters and is shared at the bargaining table.

Bargaining Update

At today's session, we signed tentative agreements on two of the outstanding proposals on Special Education.

The one remaining issue is salary.

District Position

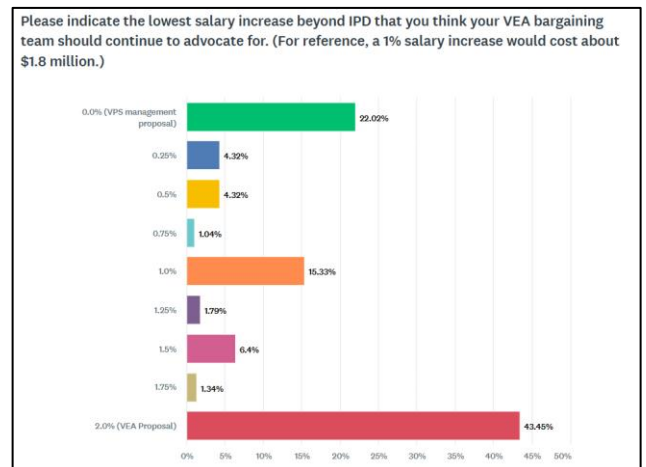
The district emphasized its ongoing financial crisis and stated that proposals above the IPD (2.6%) amount was financially unsustainable given layoffs, budget cuts, and concerns about future cash flow. They also compared our bargaining to settlements with other groups, noting those agreements were tied to longer-term contracts and included other provisions.

VEA Response

Your VEA team pushed back on several points:

- **This year's bargaining was anticipated.** The district knew when our current contract was settled that compensation would be reopened this year. This should not be treated as a surprise expense.
- **Members already sacrificed.** Two years ago, educators prioritized protecting jobs, Special Education, and class size improvements over salary. Since then, members have still experienced layoffs, oversized classes, and reduced supports.
- **Mismanagement is not the responsibility of employees.** Concerns were raised about central office spending, executive promotions, superintendent compensation, overload pay, and other top-level decisions while staff are being asked to accept less.
- **Workload is increasing dramatically.** Bargaining team members shared examples of larger classes, combined sections, loss of coaches and support staff, and increased demands on all educators – certificated, classified, and administrative.
- **Trust is eroding.** Many team members expressed that the district continues to ask more of staff while offering little in return—including missed opportunities for cost-neutral improvements that would support employee wellbeing.

No tentative agreement on salary was reached today. The district said it will consult further with the board before our next meeting. We agreed to reconvene next week. Your VEA team will continue advocating for a fair outcome that reflects the sacrifices educators have already made and the realities members are facing every day.



Missing: Charlotte Lartey

Future Bargaining Dates

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