



Action Line

Vancouver Education Association

June 2026

THANK YOU! Great Leaders inspire Greatness in Others

As we near the end of the school year, VEA extends a heartfelt thank you to our member leaders who have kept the cogs of union work turning all year. Our Executive Board will have some big shoes to fill as some of our long-standing officers and trustees take a sidestep after serving the membership in this capacity: Amanda Peachey, Angel Sierra Figueroa, and Cam Swarts. Thank you to VEA building and constituency reps, Executive Board, Zone leaders, and SBLT co-chairs who have communicated and advocated for you too! Delegates to State and National Rep Assemblies, WEA Board, WEAPAC Board, Safety Committees, as well as VEA committees including Blue Book (Standing rules/Bylaws), Finance, Equity, Member Engagement, and Advocacy (Grievance) amplified the member voice in our democratic organization.

Thank YOU, the members of VEA, for your engagement and support for our collective work to improve our working conditions and the learning conditions for the students we serve! You participated in 1:1 conversations, attended school board meetings, held anti-Pink Slip demonstrations, endorsed candidates, spoke up about bills in the legislature, completed surveys to guide our actions, and stood together for our profession.

HAPPY Retirement!

WEA Member Benefits/Corebridge Financial have invited our retiring members and a guest to a special reception in their honor at Say Ciao! On June 4th. This open house social has no sales associated with it... it's simply a chance to toast your career! **Congratulations to our union siblings as they open the next chapter in the book of life:**

Kelli Anderson
Tina Bell
Faun Corkum
Rose Emanuel
Rebecca Garcia
Marta Gray
Becky Hifiker
Scott Kimberling
Odetta Mabry
Timothy O'Boyle
Jeri Swatosh
Anne Wiley

Dixie Archer
Christopher Brown
Sandra Craven
Renee Foran
Michael Grammer
Yigi Guo
Stephanie Jakubek
Jan Klaasen
Susan McKenzie
Cidney Sims
Susan VanHouten
James Wilson

Susan Bales
Michael Carr
Thomas Debuse
Tiffany Frahm
Darren Gray
Janet Halbert
Leslie Jessen
Steven Lorenz
Anne Medellin
Tim Smith
Patricia Voeller

2025-26

It's almost a wrap...



We would love to have you join us to celebrate the good work you do every day and say a proper goodbye. Please RSVP for planning purposes:

<https://www.surveymonkey.com/r/ZXL98SW>

Bargaining Salary. VEA and VPS agreed to take the last item on the bargaining table, Salary, to mediation. We have finally been assigned a mediator and are working to secure dates to finalize this process.

Recall efforts still underway. VEA is monitoring very closely the FTE approved by the School Board and the FTE loss to our bargaining unit. Members still awaiting recall who want to keep their member benefits intact should contact VEA for reserve membership options. We are hopeful as resignations occur over the summer and more students arrive in the fall that more FTE will open for placements.

Vote of No Confidence. As a member-driven organization, the VEA Rep Council passed a motion from the floor to enact a Vote of No Confidence in VPS Chief Financial Officer, Brett Blechschmidt who has served in this role for the last 11 years and will be returning to this role once the new Superintendent takes over. This motion included inviting other labor groups to join in this action. This vote is reflective of his role managing the finances of the district and does not reflect any work performed as interim Superintendent.

The Chief Financial Officer (CFO) of a school district serves as the top strategic financial leader, managing fiscal operations, budgeting, and resource allocation to support student achievement. They transition from traditional accounting to strategic planning, ensuring financial stability through transparent reporting, compliance, and aligning expenditures with district educational goals.

The VEA standing rule 403.1 calls for a process to be followed to enact a VONC. A climate/culture survey was presented to the full membership. The Executive Board determined that a clear and strong majority of those polled in the climate and culture survey lack confidence in the VONC target, and the Executive Board is now enacting a vote of the membership. Please vote using this link:

<https://www.surveymonkey.com/r/3P8SSB2> no later than Tuesday, June 2 at 5 pm.

Disability Survey. VEA is extending the survey timeline to capture observer and ally perspectives that help identify broader workplace culture and patterns around access, inclusion, and disability-related experiences.

The VEA is gathering data **from all members** to identify strengths, areas for improvement, and patterns related to workplace access and inclusion for educators. This survey is anonymous and individual responses will not be shared without permission. Results will be analyzed in aggregate to inform advocacy and support equitable working conditions for our members.

<https://www.surveymonkey.com/r/N5WVFBQ> Please complete this survey by June 5



Relocation to another building/site?



The Collective Bargaining Agreement guarantees payment for administratively directed moves. Either the sending administrator or receiving administrator may sign the

supplemental form. Use budget code 0100 27 2150 0040 for summer moves/building relocation.

7.12A. A relocation of an employee and/or their class to another building or site shall be accomplished with prior notice as soon as reasonably practicable, but in no event less than seventy-two (72) hours, and with assistance upon request in packing, transporting, and unpacking materials from the one site to the other to eliminate or reduce the necessity of overtime by the employee. The District shall provide release time from duties during the contract day or up to two (2) eight (8)- hour days, paid at the per diem rate, per affected employee. The allocation of the above time or pay is for the purposes of the take down, relocation, and reinstatement of their classroom and/or workspace. Adjustments may be made by mutual agreement of the principal and affected employee(s).

Relocated within your site?



7.12B. Relocation of an employee and/or their class to another classroom/space within the same building or site (e.g. change in grade level and/or position of the employee, major, long- term repairs to existing classroom/workspace,

etc.) permanently or temporarily, shall be accomplished with the greatest possible prior notice, with assistance upon request, in packing, transporting, and unpacking District materials from one classroom/space to the other. The District shall provide release time from duties during the contract day or up to one (1), eight (8) hour day, paid at the per diem rate, per affected employee. Adjustments may be made by mutual agreement of the principal and affected employee(s).

Taking a Leave? Not yet recalled?

You may want to consider retaining membership through Reserve membership. This membership is for a full year (Sept-Aug) and is not prorated. If you have NEA insurance or want to participate in WEA PD during this time off, consider signing up for reserve membership!

<https://www.washingtonea.org/membership/join/associate-reserve-membership/>

Dues Changes for 2026-27

With the loss of 107.3 FTE from the VEA bargaining unit, the loss of revenue to VEA is over \$43,000. The Rep Council adopted a slight increase to the VEA portion of dues in the amount of \$1.33 per month for a full-time member. VEA has been a good steward of your dues and has only asked for a dues increase one other time (also a RIF situation) since 2018. We continue to be well under the dues paid by our colleagues in Clark county as well

The WEA Rep Assembly also made some changes to the special assessments each member contributes to. The BIPOC scholarship will be temporarily placed on a hold while a new Public Schools Protection Fund is enacted. This temporary special dues assessment will ensure WEA continues advancing the priorities that matter most to public school educators, students and communities including:

- Safeguarding educators' rights to organize, collectively bargain and have representation, ensuring strong schools and a strong profession.
- Defending educators and their ability to speak without fear of retaliation.
- Protecting federal funds for public education.



Special Calendar Days for 2026-27

Optional district PD window is **August 10-14**. The district has announced **August 18 and 19** as TRI Professional Learning Days (12.4A.i.). One will be building/principals directed and the other district directed. These two 8 hour days will be paid at the 26-27 per diem on the October payroll. Certificated employees, whether on fractional or full-time contracts, are required to attend the entire session and will be paid 8 hours. The Special Education Summit (3 hours – 12.10C) and district-directed training is scheduled for **August 17**. **August 20-21** are additional district directed PD (up to 6-hours* 12.10C). Notice of mandatory attendance must be published prior to the last day of the previous school year to allow for appropriate planning. Leave compensation does not apply. Sign in is required for payment.

District Directed PD*. The district can direct up to 6 hours of individual PD for hourly reimbursement. Any required hours beyond 6 must either be funded by a district source or the employee is formally excused from attending. Staff who choose to attend additional sessions may voluntarily use their individual PD funds to cover those hours.

***Principal or Program Administrator Directed Professional Learning Pre-duty Day:**

There is a total of eight (8) hours (Article 12.4A) for this professional learning. If a site votes to split the eight hours into two (2) four (4) hour days, a **staff-wide SBLT** vote is required (Article 15.4).

8.4D Evaluation Process. Each building will set aside up to 2 hours during pre-duty days in August to provide an explanatory presentation and appropriate discussion of evaluation processes, and student growth goals to all certificated educators. These training materials will be created by the professional learning department. The TPEP coach and evaluators for each building will be responsible for presenting this training.

10.21Ai. **Regulation of Student Behavior**
...Building administrators shall facilitate at least one training and one review of the student management and discipline procedure process document... The initial training shall be an in-person presentation during the professional learning day(s) prior to the start of the school year or at a staff meeting during the first month of school and shall allow opportunity for questions and answers.

WEA-Retired Outreach Pre-Retired Membership Discount Extended through the summer

WEA is offering a \$50 rebate on the \$550 lifetime membership fee for new members that join WEA Pre-Retired through the summer. Whether you plan to retire in one or twenty years, you can join WEA Pre-Retired. This membership gives you peace of mind and continuation of benefits such as life insurance. WEA will also match that rebate with a \$50 VISA gift card for the first ten WEA members who take advantage of this offer:
[JOIN HERE.](#)

Professional Development Funds **Don't miss the deadline!**

The 2025-26 Professional Development year is July 1, 2025 - June 30, 2026. **Funds increased to \$1250!**

Submit applications by June 15 to allow for processing and notification by the last day of school. Remember to allow sufficient time for supervisor review.

The last day of an activity must be on or before June 30, in order to be reimbursed from the 2025-26 professional development allocation.

All reimbursement paperwork must be correctly completed and be in the Professional Development office no later than July 10.

The Professional Development office is open 8 a.m. to 4 p.m. in the summer through July 10.