

# The Solidarity Report

Your weekly VUE Update

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## Member Spotlight: Ms. Melissa Lundell!



- \* 21<sup>st</sup> year teaching in Volusia County Schools!
- \* Currently working as a Support Facilitator for English and Social Studies classes at Deland High School
- \* SGA Co-Sponsor @ DHS
- \* Interclub Council Co-Sponsor @ DHS
- \* Deland High Homecoming Committee Volunteer
- \* Founder of the Deland High Mental Health Club (2019)
- \* Facilitated the development of the Wellness Lounge
- \* Sunshine Committee Co-Chair @ DHS
- \* DHS Wellness Support contact
- \* Favorite Quote: “Never, Never, Never give up!” ~ Winston Churchill

Ms. Melissa Lundell is an amazing individual. Melissa understands the importance and value of building relationships and rapport with her students. She shared, “*through understanding, love, and empathy I strive towards improving the lives of the students I encounter.*” Melissa also believes in providing a well-rounded foundation of experience for our youth. Melissa stated, “*I believe that offering a broad range of experiences is beneficial for ALL students in building confidence, friendships, work ethic and a broad knowledge base. Children will learn teamwork, empathy and in turn see life from multiple perspectives.*” Not only is Melissa an active member of the faculty of Deland High, but she is also the mother of 9 year old twins, and she is working to obtain her state license in clinical mental health counseling. She is an active advocate for the MeStrong charity organization where she has worked with other supporters to fund the Charlie Lundell MeStrong Scholarship since 2014. Thank you, Ms. Melissa Lundell for being such a positive light in the lives of others. You are a beautiful individual inside and out.

## District Update

**No Meeting Week-** This is a no meeting week due to the end of the third grading period. No meetings are allowed this week with the exception of PST, IEP, and 504 meetings.

**Teacher Duty Day-** Friday, March 22<sup>nd</sup> is a Teacher Duty Day. Grades are due at the end of the day. **This is NOT a workday for paraprofessionals.** Administrators are contractually allowed to convene a meeting for up to ½ of the day but must end the meeting prior to lunch. Teachers are entitled to receive a 1 hour duty free lunch. IEP, 504, or PST meetings are only allowed to occur on TDD as indicated above. If you have any questions about the expectations for the upcoming TDD, please call the office at (386) 238-1605.

**Important VSET Reminders:** Please make sure to mark your calendar with the following information:

- **March 15**- last date to complete VSET Observation cycles
- **March 22**- Teacher's Final Self-Assessments Due; Evaluator feedback on DPPs is due (end of day). **IMPORTANT: Category 2 teachers who did NOT complete a mid-year self-assessment MUST provide evidence for ALL components in Domains 1 and 4 in the final self-assessment. Completing your Final Self-Assessment- due March 22, 2024, at 5:00 p.m.**

### **NEW INFORMATION FROM THE EVALUATION DEPARTMENT**

Before you complete your final self-assessment, please double-check your observation containers for any acknowledgments that you have left incomplete. If you find gray or yellow progress wheels, you can select the date you reviewed the information and mark complete for a green check.

1. From the V Portal, open the MyPGS tile and open My Evaluation
2. Select the VSET tab.
3. Select the Year-End Evaluation container.
4. Select View Walk-throughs, Announced, Unannounced, and Self-Assessments to view the evidence gathered throughout the school year. To refer to the evidence, you can print the evidence by selecting the View All Feedback button and clicking the Download PDF icon on the left side of the screen. Click the small "x" to close the window, then click the back button.
5. Select Final Self-Assessment
6. Click the Start New button.
7. In the evidence section, **rate yourself on all 22 components** based on all the evidence collected/submitted for the school year.

**Category 2 Teachers:** Please ensure you have submitted evidence for components 1a-1f and 4a-4f. If you completed the mid-year self-assessment and SHARED it, the evidence you submitted is viewable to your evaluator. If you did not complete the mid-year self-assessment or would like to add additional evidence for Domains 1 and 4, include it in the final self-assessment along with your ratings. You may use the guiding question or the Danielson Rubric when reflecting on your practice. The guiding questions are not a checklist to complete; answering the questions offered for reflection is not a requirement; they are simply a resource. If you provide evidence for Domains 2 or 3, this should be

evidence that your evaluator observed but was not captured on the dates of classroom observation. This evidence can be discussed during the Year-end Evaluation meeting.

8. Click Save Changes

9. **Click Share AND Finalize by March 22, 2024, by 5:00 p.m.**

10. Click Exit

**Uploading Artifacts:**

- Remember, you can upload five (5) artifacts for your evaluation. To upload artifacts, you must save them in either PDF or Word format. Do not upload JPG files, videos, or large picture files. The file size is limited. Please use less than 20 characters in the filename.
- On the drop-down Action Menu, select Manage Files
- Click on the Attach File button.
- Find your file and click Open.
- If you need to delete, select the trash can icon.
- If you need to attach other files, select the Attach File and repeat.
- To close this window, click on the small “x” on the right side of the screen.

If you need to reference the PowerPoint on end-of-year procedures, you can find it on the VSET Help tab in MyPGS.

- **April 1-19**- Year End Evaluation Conferences

To access additional resources that will help you with the completion of your self-evaluation and the end of the year procedures, please click the following link, [https://volusia.truenorthlogic.com/ia/empari/tab/VSETHelp?\\_ct=VSETHelp](https://volusia.truenorthlogic.com/ia/empari/tab/VSETHelp?_ct=VSETHelp). Please note the “Guiding Questions for Domain 1 and Domain 4” document. This is new this year and is intended to provide support with the final self-assessment evidence. Also, new this year is the VSET End of the Year power point. This step-by-step guide will assist you with completing the VSET process. We want to acknowledge and thank Ms. Fedigan for her collaboration and willingness to work through problems that occurred with the implementation and communication of the new VSET process for category 2 teachers.

## **VUE Elections- LAST CALL**

The VUE Elections Committee is announcing the timeline and offices that will be elected for a three (3) year term beginning on July 1, 2024. **The deadline to submit Nomination Petitions for officer positions is Wednesday, March 20, 2024.**

This year, we will elect the following officers:

- President
- Executive Vice President for Instructional Staff
- Executive Vice President for Support Staff
- Secretary
- Treasurer
- Membership Vice President
- At-large Vice President for Support Staff
- 10 Constituent Vice Presidents

Any member in good standing for at least two full years may run for an officer position. To qualify as a candidate for one of the officer positions, interested members must obtain

a nomination form from the VUE office and return the completed form, with at least 20 signatures of VUE members, representing at least 3 different schools, to the VUE office no later than 5:00 pm on Wednesday, March 20, 2024. Faxes or emails are not accepted.

Should elections be necessary, elections for the officers will take place on Wednesday, April 17, 2024. If you have any questions, or if you would like to obtain a nomination form(s), please contact [beth.friedl@floridaea.org](mailto:beth.friedl@floridaea.org) or call the VUE office at 386.238.1605.

## **VUE Advocacy**

Tuesday, March 13<sup>th</sup> marked the third consecutive school board meeting where VUE advocates rallied to stand up for our union, our rights, and our contract. While the board reluctantly acquiesced and quietly decided to not overtly challenge our recertification with PERC, district leadership continues to turn a blind eye to the needs of our employees and students.

The most recent offense from the district is the shift in the process to determine school allocations. This poorly communicated plan has sent shockwaves across this district. Administrators are at a loss on how to fully staff their schools to meet the needs of their students and are struggling to determine how to work within the restrictions placed upon them by district leadership. Teachers and staff have been on pins and needles since the rumors about the changes in allocations started at the beginning of the month.

We are creating a list of questions for the superintendent about the allocation process and the rationale for such deep cuts. We will provide the questions to you as well. We know that displacements and non-reappointment conversations will begin the week we return from Spring Break. Please know, your VUE staff will be relentless to ensure that the following contract language is followed.

### ***Article 15. Section C- Involuntary Transfers Due to Reduction in Allocations***

*The parties recognize that allocated teaching positions, in any given school, may change from time to time. In the event that a school's staffing allocation results in a loss of allocated positions, consequently requiring the displacement and involuntary transfer of teachers, the following terms shall apply.*

- 1. Annual contract teachers shall be displaced prior to tenured teachers possessing the same certification, except when a teacher has documented skills and qualifications that benefit the overall operation of the school. The Board shall provide the Union with a list of all annual contract teachers who were not displaced and their certifications.*
- 2. The Superintendent shall, upon request, meet and confer with the Union regarding the procedures that will be followed in accomplishing the downsizing.*
- 3. The Board shall provide the Union with a list of displaced teachers, consisting of all*

*affected tenured teachers who otherwise would be reappointed and affected annual contract teachers who have been recommended for reappointment by the Superintendent. Such list shall be provided by the Human Resources Department on the last day that the teachers are notified, with subsequent revisions also being provided to the Union.*

*4. The Board will conduct a survey of all building principals and compile a list of vacancies which currently exist, or which will exist due to transfer, resignation, termination, retirement of employees, or changes in course offerings. The list will be made available to affected teachers and the Union upon completion.*

*5. Teachers who are to be displaced and involuntarily transferred shall be notified within ten (10) days prior to the displacement being effective. The notification will contain the following information.*

*a. Notice of the displacement.*

*b. If known, the school to which the teacher is to be transferred. If the school to which the teacher will be transferred is not known, the teacher continues to be employed by the school district and will be notified as soon as is practicable regarding the school to which the teacher will be transferred.*

*c. Notice that even though displaced and involuntarily transferred, the teacher may apply for other vacancies. Said notice will also include the times for voluntary transfer.*

During a time when VCS has publicly posted triple digit vacancies for instructional and support personnel for the entire year, the rationale behind cutting allocations so deeply is concerning. We will continue to keep you informed as information is made available.

We are extremely proud of our VUE family and those who took time from their evening last Tuesday to be present and hold the district and members of the board accountable. We would like to recognize the following schools who were well represented at the school board meeting.

- Atlantic High
- Blue Lake Elementary
- Campbell Middle
- Chisholm Elementary
- Cypress Creek Elementary
- Deland High
- George Marks Elementary
- Mainland High
- McInnis
- Ormond Beach Middle
- Pine Trail Elementary
- Port Orange Elementary
- Seabreeze High
- Southwestern Middle
- Spirit Elementary
- Spruce Creek Elementary

- Spruce Creek High
- Starke Elementary
- Sunrise Elementary
- Sugar Mill Elementary
- Speech Language Clinicians
- Taylor Middle / High
- Tomoka Elementary
- University High
- VAATT
- Volusia Online Learning
- Woodward



We are very grateful for our members. VUE is not one person or group. VUE is ALL OF US. Teachers, paras, office specialists who care about each other and the students who attend our schools. As we look toward the much needed Spring Break. It is our hope that you will be able to disconnect from work and truly focus on the things that bring you peace.

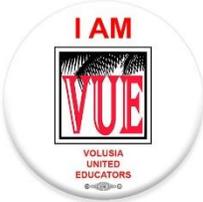
The VUE office will be closed beginning Friday, March 22<sup>nd</sup> at 4:00 pm and will reopen on Monday, April 1<sup>st</sup> at 8:00 am.

When we return from break, the Solidarity Report and our communications will take on a different format. We are working to provide you with relevant information quickly. We know that information can be provided in a variety of formats, and we will be working to determine how to reach you in an effective and efficient manner. Thank you for all that you do and for sticking with OUR UNION! Solidarity.



In Solidarity,

Elizabeth Albert  
President



# *SOLIDARITY, UNITY, AND STRENGTH!*

As a member of the **Volusia United Educators** you will join with your colleagues to share your voice and expertise to shape the future of our profession.

Through **Solidarity, Unity, and Strength** of our membership, **VUE**:

- Is a leader in our schools and community on Public Education issues
- Fights to improve working conditions and pay for teachers and educational support professionals in Volusia County
- Provides top notch professional development and training for members
- Communicates weekly with our membership
- Stands for high quality Public Schools

Additionally, when you join **VUE**, you will receive many benefits from our **VUE** office and our state and national affiliates such as:

- Discount auto insurance
- Discounts on credit cards, cell phone service, car rentals, etc.
- Discount legal services
- And much, much more

In Florida you have a choice to make; you can unite with your colleagues as we make our Public Schools the best they can be, or you can stand alone.

*The Volusia United Educators; Teaching Today's Children for Tomorrow's Future!*

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To join VUE, click the QR code below and complete the VUE Fastrack form to become a member today!

