



Solidarity Report

Displacement Update

According to the contract for instructional staff, when personnel are displaced due to a loss of allocated positions, the district must place them in a school as soon as practicable. Therefore, the school board shall not hire any new teacher (including at, but not limited to the job fair) for a position for which a displaced teacher who has not been placed is properly certified, unless the certification involved is one that has been determined to be a critical shortage area by the Department of Education and/or the Superintendent.

We are meeting with the Deputy Superintendent, and the HR department on Monday to discuss the process and progress that has been made to place

the instructional personnel who did not secure a position through the Transfer Fair. There are approximately 80 individuals who need to be placed.

We will provide an update after the meeting.

Your VUE staff is working to ensure that our displaced VUE members are represented and they are placed as quickly as possible. Please remember that individuals have the ability to transfer during the summer. The summer transfer period will end on July 22, 2024.

If you need assistance or have questions, please call the office, 386-238-1605.



VCS Job Fair

RESCHEDULED

The Job Fair that was scheduled for Wednesday, April 17th will be rescheduled.

The HR department must complete the process of placing all displaced personnel prior to hiring individuals for the 2024-25 school year.

When the new date is provided, we will share it with you. Thank you.

Short Term Disability

You never know when life is going to throw you a curveball. Being prepared for the unexpected is important. That's why it is a good idea to consider supplemental insurance, like short-term disability.

Disability insurance will provide an income source to you if you are too ill or injured to work. The terms and specifics of the plans depend on the provider.

Our partner, Washington National is out visiting schools now. If they are scheduled to visit your site, please stop by and speak with the rep. They are committed to helping VUE members stay protected!

Bargaining Committee All Call!

We are in need of support professionals to join the bargaining committee. We have only a few VUE support members who registered to participate. The first committee meeting is scheduled for Wednesday, April 24th from 5-6:00 pm at the VUE office. Your voice is a critical part of the process to make improvements to your working conditions!



VUE Steward Elections!

If you are interested in becoming a VUE Steward for the 2024-25 school year, elections will be held in May.

Any VUE member in good standing for one year prior to the election for office is eligible to run for the position of Steward. Stewards are also able to earn a partial dues rebate based upon the completion of certain criteria. When an election is necessary at a school or worksite, candidates are required to complete a Petition for Office.

The VUE Constitution and Bylaws, states that each work location shall elect a Building Steward for instructional staff and for educational support professionals for each 20 bargaining unit members or a major fraction thereof. They may appoint up to two (2) Associate Stewards for each Building Steward.

Petitions for Office are due in the VUE office by 4:00 pm on Wednesday, May 8, 2024. Petitions may not be sent via email or fax. Elections will be held Tuesday, May 14, 2024, if necessary.

What do we want? RESPECT!

When do we want it? NOW!

When you stop to reflect upon the recent actions of the district and members of the school board, a reoccurring theme starts to emerge. It is RESPECT, or more appropriately, the lack of .

When teachers and staff can't do their jobs, then the student's can't do their jobs, which is to learn. When the leaders of the district don't respect us and trust us to do our jobs, kids lose out.

When the superintendent creates new job roles that allow them to "stack `em deep, and teach `em cheap, there's no respect. No respect for the employees and no respect for the students.

When the decision is made to cut programs, electives, art, music, and media and the explanation is that the district can no longer afford to offer them due to the expiration of COVID funding, there's no respect. As explained by at least 10 students at Tuesday's board meeting, these programs, electives, classes, and media specialists were in place long before VCS received the ESSR funding. So what's the real reason for the cuts? No respect.

This is about something different, it is a blatant lack of respect from district leadership toward the employees, students, parents, and communities of Volusia County.

We are launching a RESPECT campaign and we will use this as we bargain for our members. We are bargaining for respect!

Respect with our pay, benefits, working conditions, and the ability to do our jobs.

Respect is a two-way street. It is time for the Superintendent and Board Members to **SHOW** us the respect we deserve! Talk is cheap and we've had enough. The time is now for VUE members to take back our district. **WE** are the experts working in VCS. **WE** are the ones who keep our schools and district running. **WE** are the people who meet the needs of the students, who communicate with parents, who work with community partners to fill the gaps left by the district. This is **OUR** district and **WE** must be treated with the **RESPECT** we've earned.

This is a moment of truth. If you want things to get better, then you must decide. Are you willing to stand with us and take back our district? There is no middle ground, you are either moving forward or falling behind. Stand up now, and stand with pride for **OUR UNION! SOLIDARITY.**

**In Solidarity,
Elizabeth Albert**

Membership
QR Code
Ask a friend to join
today!

