



# Solidarity Report

*Joy is an act of spiritual and political resistance.*

*~ Randi Weingarten*

## PERC Update

In case you have not heard, late Friday afternoon, PERC sent the ruling on the instructional recertification.

As a reminder, on October 16, 2023 we filed to recertify the instructional and support units under the new provisions of SB256.

In November, VUE received a Notice of Sufficiency from PERC for our support bargaining unit. This notice allows for an election to be held to determine if support personnel working in VCS want VUE to represent them as their bargaining agent. This is what we expected would occur as the support unit did not meet the 60% membership density required by SB256.

However, when the school board, as directed by the superintendent, inserted themselves in the recertification process, it eventually resulted in PERC opening an investigation into the instructional unit's recertification.

As we've explained many times, VUE followed the process as set forth by the PERC Chairman, told the truth, and complied with all requests made by PERC.

After many twists and turns, PERC has ruled that the instructional bargaining unit will move forward with an election in the same manner as our support unit.

While this is not a complete victory, it is a win and we will take it.

We will now wait for PERC to set up the election for both units. We do not know when this will occur, but when it does, VUE will be ready.

VUE has to win the election by 50% + 1 vote of those who decide to participate in the election. We are confident that we will win our elections.

What we must do now is continue to focus on recruitment. We know that many members have decided to resign, retire, or leave education all together. This will impact our density in both units. Each year, approximately 150-200 individuals separate from VCS during the summer months.

We must retain our current members, and organize the new employees who are hired to replace those who leave.

Please ask a colleague to join VUE today. The process is a simple two-step procedure that ensures that individuals have access to an advocate, representation, and high quality professional development and benefits. Just scan the QR code below to recruit a new member today! Solidarity.



## Bargaining Begins the Week!

This week, your VUE bargaining teams will begin the process of negotiations for support staff and instructional staff.

This year we will bargain the entire contract. This occurs every three years and it is our opportunity to make improvements in several articles along with salary and benefits.

This year is unique, as VUE is the only bargaining agent within VCS. The district will no longer be able to manipulate certain aspects of negotiations by settling early with anyone else. Bargaining unit personnel will have an advantage over non-bargaining personnel as we will stand together to be one unified voice for the improvements we need in order to live a better life.

Bargaining for instructional personnel is scheduled for Tuesday and support bargaining is scheduled for Thursday. We will send an update upon the conclusion of each session.

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## Labor Management Update

On Thursday, your VUE staff will meet with the district for labor management. Although the end of the year is quickly approaching, there is still much work to do, and issues to bring forward.

This week our discussion will include the following items:

- IEP Accommodations training for paras
- VCS AI policy training document
- VUE Support Job Descriptions Committee recommendations
- AICE / AP testing start and ending times – begins before the contractual workday, pushing kids to test on dual exams to earn points for the school/district. Is this in the best interest of the students?
- SF teachers traveling with laptops, this is a hardship for SF personnel. How can this be more efficiently accomplished?
- Grading policy: students cannot receive a 0 but must be given a 50%

We will provide an update to share the response from the district to the issues we bring forward.

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## Summer Professional Learning

The VUE Professional Development Department is gearing up for our summer workshops. This summer we will offer three (3) ESOL courses, at no cost, to our members.

If you need to satisfy your ESOL requirements, VUE is the answer. Our summer courses are one week long, require the completion of a portfolio, and result in 60 credits that count toward satisfying the mandated requirement.

We will begin on Monday, June 10th with the following courses:

- **ESOL Culture:** facilitator- Wanda Jones
  - Course # 12552
  - Section # 109921
  - June 10th - 14th 9:00 am - 4:00 pm @ the VUE Office
- **ESOL Methods:** facilitator- Dr. Teresa Ward
  - Course #72406
  - Section # 109919
  - June 10th - 14th 9:00 am - 4:00 pm @ the VUE Office

Please register today using My PGS. Seats are sure to go quickly, so don't delay.

If you have questions, please contact Dr. Lekita Howard at [lekita.howard@floridaea.org](mailto:lekita.howard@floridaea.org).



## 2024 Elections

Are you registered to vote? If you like to vote by mail, have you requested your ballot? If you have recently moved, have you updated your information with the Supervisor of Elections office?

If you answered **NO** to any of the questions above, we are encouraging you to contact the Volusia County Supervisor of Elections to prepare yourself for the 2024 Elections.

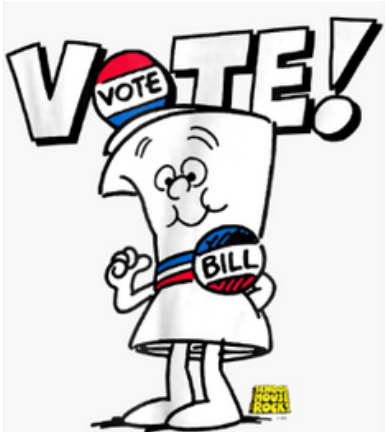
In August, we will vote in the Primary Election for two school board seats (district 2 & 4) along with other offices in municipalities and across the county.

The following calendar dates are important if you are planning to vote in the Primary.

- Deadline to Register to Vote: July 22, 2024
- Deadline to Request a Vote-by-Mail Ballot: August 8, 2024
- Early Voting: Saturday, August 10 - Saturday, August 17
  - Early Voting Hours: 8:00am - 6:00pm

For more information about registering to vote, obtaining a vote by mail ballot, or updating your personal information with the Supervisor of Elections, please visit, <https://www.volusiaelections.gov/>

It is your constitutional right to vote, and we encourage you to use your vote as your voice.



## FEA- Retired Innovation Grants



**COMING SOON!!**

Florida Education Association-Retired  
**\$150 INNOVATIVE GRANTS**

Are you an FEA member? Do you have an idea that would benefit your students? Is there a project you would like to do in your classroom that you otherwise cannot afford?

**APPLICATIONS AVAILABLE AUGUST 1**

See your Building Rep or contact your FEA-Retired District Director for a quick and simple application!



## Suncoast Credit Union

### Sunshine Savings: Your Guide to Financial Wellness This Summer

Brought to you by  **Educators  
Choice**   
Financial Guidance & Planning



Look for easy ways to grow your savings.

- **\$100 Cash Reward:** Open a Suncoast Smart Checking account to enjoy fee-free banking. Plus, we'll make a donation to the Suncoast Credit Union Foundation every time you use your debit card.\*
- **Boost Your Savings:** Open a Smart Start share certificate with as little as \$50 and watch your savings soar to new heights!\*\*\*



Ready to take control of your financial future? Let's make this summer the turning point. As your personal banker, I'm here to guide you, let's talk!

Kim Baum | 904.258.1612 | [Kim.Baum@suncoastcreditunion.com](mailto:Kim.Baum@suncoastcreditunion.com)



Membership QR  
Code  
Ask a friend to  
join today!

In Solidarity,  
Elizabeth Albert

