



Solidarity Report

*What lies behind us and before us are small matters compared to what lies within us.
~Ralph Waldo Emerson*

Support Staff PERC Election

The PERC contract election for support staff is underway. By now, all support staff who were working for VCS at the end of last year should have received a ballot. If you have not, please contact your steward or the VUE office (386-238-1605) and we will request a replacement.

The outcome of this election will determine if VUE remains the bargaining agent/union for support professionals, and ultimately if the support contract stays in place.

WE NEED YOU, TO VOTE YES!

WE NEED YOU, TO TELL YOUR COLLEAGUES TO VOTE YES!

WE NEED YOU TO RETURN YOUR BALLOT IMMEDIATELY!

Only YOU can save your contract! Solidarity



Education Modified

Last week, teachers and paras participated in trainings for the new system of providing documentation of services and supports for students with disabilities.

Education Modified is the platform all teachers and support paras are expected to use. There are several reasons for this shift, including the need to house documents electronically and in one secure location.

As with any change, we must give ourselves grace and time to work through the learning curve.

On Friday, Ms. Copeland sent an email to all staff acknowledging the concerns that we have shared. The email stated that additional training sessions will be organized using a face-to-face model, individuals may choose to use paper tracking forms until 9/11/24, and the Ed. Modified tile in VPortal is available to provide additional resources and a step-by-step guide/videos to help with the transition.

We want to acknowledge the willingness to listen and provide support from Ms. Copeland. We are encouraged by this renewed spirit of collaboration and problem solving. If you have questions, need support, or want to share concerns and solutions, please reach out. We know that they are listening!

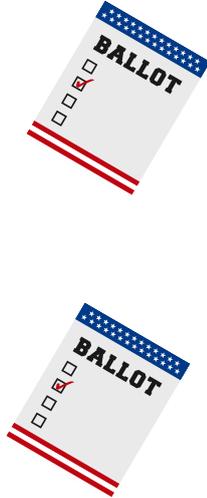


Early Voting

The Primary Election will occur on Tuesday, August 20th. The District 2 and District 4 school board seats could be determined in the Primary.

Early voting will begin this Saturday, August 10th and end on Saturday, August 17th. The early voting sites are:

- Supervisor of Elections Office
1750 S Woodland Blvd
DeLand, FL 32720
- Florence K Little Town Hall
12 Colomba Rd
DeBary, FL 32713
- The Center at Deltona
1640 Dr. Martin Luther King Blvd
Deltona, FL 32725
- Ormond Beach Regional Library
30 S Beach St
Ormond Beach, FL 32174
- Daytona Beach Regional Library
105 Jackie Robinson Pkwy
Daytona Beach, FL 32114
- Lakeside Community Center
1999 City Center Cir
Port Orange, FL 32129
- New Smyrna Beach Regional Library
1001 S Dixie Fwy
New Smyrna Beach, FL 32168



The voting sites are open from 8:00 am - 6:00 pm. You will need a photo id to obtain your ballot.

Please make voting in the Primary Election a priority. It is your right, privilege, and obligation as citizens. If we want change, we need to actively seek it, and there is power in your vote. One vote can make the difference. Make sure that you VOTE, VOTE, VOTE!

Open Enrollement

This is the final week to make changes or modifications to your VCS insurance selections.

The enrollment window will close at 11:59 pm, EST on Friday, August 16, 2024.

Please visit the district Employee Benefits site for specific information on benefits information. You can access the information [here](#).



Annual Leave

The contract for VUE Support professionals includes the following provision: 250 day or more employees shall accrue annual leave at the rates set forth in paragraph A above (www.ourvue.net/contract-salariescheduled/index?&zsId=10).

Such employees shall be permitted to accumulate annual leave up to a maximum of 480 hours for the purpose of terminal pay.

For the purpose of determining the annual leave available for use, annual leave may be accumulated to a total of 624 hours.

Employees working less than (8) hours per day shall be permitted to accumulate annual leave on a prorated basis. **No hours in excess of this amount may be carried forward from September 30 of each year.**

If you work a 250-day or more contractual year, we are recommending that you review your current leave balance. Now is the time to determine if you need to use your leave so that it is not lost in September.

If you need assistance, PLEASE contact your VUE member representative.



Launch 0% Interest Loan

WELCOME Back To Class!

LAUNCH CREDIT UNION

Ask About Our **0% INTEREST** Educators' Loan Special!

- 0% INTEREST!
- Zero Down Payment
- Borrow up to \$750
- 6 Month Maximum Term
- For loans funded from August 1ST – 31ST, 2024

The Launch CU interest-free educators' loan, exclusively for Volusia County Schools employees, can help with the extra expenses it takes to get your workspace ready. Borrow up to \$750 interest free, with six months to pay it back. Credit qualifications are required. Must show proof of employment with Volusia County Schools when applying online, over the phone, or at a branch.

Apply online at launchcu.com, at a branch, or call us at 800-662-5257, option 5

*APR = Annual Percentage Rate. Loan requires credit approval and credit report. Savings account required for loan. Term of loan limited to a maximum of 6 months; maximum loan amount \$750. (Payment example: payments on a loan with a term of 6 months at 0.00% APR would be approximately \$16.67 per \$100 borrowed.) For loans funded from August 1st through 31st, 2024. Must be a current employee of Volusia County Schools. Only a \$5 minimum deposit required to open account and become a Launch CU member. You can open an account if you live, work, worship, or attend school in the counties we serve. Please use Purpose Code AS2/Deltona

Rotational Duty

With the implementation of HB 1473 and the reduction of allocations across the district, we have been informed that rotational supervisory duty will now be necessary in just about every school.

While elementary teachers have engaged in this contractually allowed process for years, it is not typically seen in secondary.

The contract language states: *When supervisory needs are not met by teacher volunteers, and supervision of corridors, rest rooms, stairways and other areas is warranted as determined by the principal, it will be assigned on a scheduled rotating basis. No teacher shall have to provide supervision for more than 36 times per year except in cases of emergency. Prior to the implementation of a rotation of duties under this paragraph, the principal shall discuss the plan with the faculty (during pre-planning if the rotation is to begin at the start of the year, or at a faculty meeting during the year if the rotation is to be implemented during the year). In lieu of performing duties on a scheduled rotating basis, a faculty may, with the approval of the principal, select an alternative plan for the faculty to provide such student supervision following the waiver process outlined in article 11.*

We understand that during the first week of school it is “all hands on deck” especially for the elementary level, but contract language must be followed. If your school has created a rotational duty schedule that does not meet the contractual requirements above, please contact your steward or the VUE office immediately. We can only make corrections if we know about a situation. Solidarity!

VUE Membership

VUE membership is on the rise. As you know, SB 256 requires most public sector unions to have 60% membership density. As a result of the separations that occurred at the end of last year, the density in our instructional and support units has dipped a bit. This year, we must focus our attention on breaking through the 60% density requirement.

People join people. We are asking you to have conversations with your colleagues to share the reason why you became a member of VUE. Building relationships and sharing the hope of having better working conditions, pay, and a voice in the decisions that affect your quality of life are just some of the reasons to be a part of VUE. Our ability to influence what happens in VCS is dependent on our membership.

Ask a friend to join today. Scan the QR code on the right to access the membership application! Solidarity.

Personal Phone Use

It has been brought to our attention that during preplanning, there were several occasions where individuals presenting PD or facilitating trainings asked participants to use their personal cell phone to scan QR codes for attendance and feedback surveys. In one training, it was suggested that participants download the FOCUS app to their personal phone.

We do not recommend using your personal cell phone for the purpose of work. Additionally, we strongly urge you to never download a work-related app to your phone. When you use your personal phone, it creates a vulnerability.

As a public employee, all of your work-related communications are subject to public records laws including all communications associated with your positions as a teacher, coach, or other public school employee. We recommend that you avoid using your personal phone for the purpose of work. If an allegation of inappropriate conduct is made against you, your personal phone could be seized and all of the data/communications/pictures could be subject to search by the authorities.

What can you do?

For now, please be mindful of how you use your phone. Use the communication tools that are provided by the district. Focus Communication has been provided and should be accessible from your district provided device. Use the school phone to contact parents. Send emails from your VCS account only and NEVER text students or parents. All communication related to work should be archived. The district platforms are capable of meeting this requirement.

Our intention is not to make things harder, but to minimize any possible vulnerability or risk of an allegation.

If you have questions about this, please contact the office at 386-238-1605.

