



# Solidarity Report

"Somewhere inside of all of us, is the power to change the world." ~Roald Dahl

## Support Staff PERC Election

By now, all support staff who are eligible to vote in the PERC election should have received their voting materials. The materials include:

- Election Envelope
- Ballot
- Inner Envelope
- Return Envelope

If you have not received your ballot, please contact your steward or the VUE office (386-238-1605) and we will request a replacement.

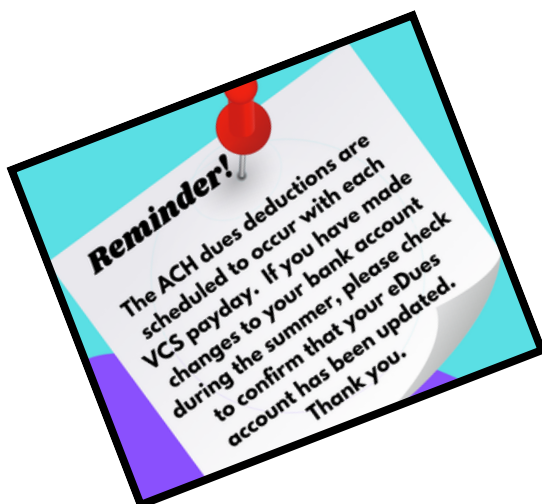
The outcome of this election will determine if VUE remains the bargaining agent/union for support professionals, and ultimately if the support contract stays in place.

**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!**



## TUESDAY is ELECTION DAY!

The Primary Election will be held on Tuesday!

Two school board seats are on the ballot this election and if one candidate receives 50% + 1 vote, he or she will be elected to the seat for the next 4 years.

This is a very important election for every employee working in Volusia County Schools.

The two school board seats on the ballot this year are:

District 2 – Greater Daytona/Northern Port Orange

District 4 – Holly Hill/Ormond Beach

**If you live in these districts  
GO VOTE!**



# Sick and Personal Leave

Now that school is back in session, it is important to review how our Sick leave and Personal leave are earned.

Paid sick leave is provided to personnel who work more than half-time. Instructional personnel are credited with four (4) days of sick leave on the first day of the contract year. For the majority of our teachers, that day was Monday, August 5th. Thereafter, earned sick leave is credited to the teacher at the end of the month until all the sick leave for the year is credited. Instructional personnel earn 10 days of sick leave per contractual year.

Support employees are credited with four (4) days of sick leave at the end of the first month of employment of each contract year. Thereafter, earned sick leave is credited at the end of the month until all the sick leave for the year is received.

Unused sick leave can be accrued from year to year.

For both instructional and support staff, six (6) sick days may be used as Paid Personal Leave and may be requested “no reason given.” However, Personal Leave must be requested at least three (3) days in advance except in cases of an emergency.

If you have any questions about sick leave or personal leave, please let us know.



## 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 1<sup>ST</sup> – 31<sup>ST</sup>, 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](http://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 A022Volusia

# Sick Leave Bank

## Have you joined the Sick Leave Bank?

Don't wait until you need it, join now!

You don't have to be a member of the VUE to join the SLB. All you need is to have worked for VCS for at least 1 year, have 5 days of accrued sick leave with a willingness to donate 1 day.

This is a benefit for those who want to have a back up plan for unexpected medical crisis when your days are running low. Reach out to Dr. Howard at [lekita.howard@floridaea.org](mailto:lekita.howard@floridaea.org) if you have questions or if you are ready to join.



## 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-salaryscheduled/index?&zsaid=10](http://www.ourvue.net/contract-salaryscheduled/index?&zsaid=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.



## District Issues

At the start of every school year, there are issues. This year the concerns include the attempt by VCS to implement an unfunded mandate from the state (HB 1473), The shift for ESE personnel to utilize a new software platform (Ed Modified), class sizes are through the roof, and the decision that FOCUS Communication will replace communication platforms that teachers have used for years.

Here is a brief summary of the conversations that occurred during our recent labor/management meeting.

- **HB 1473** - Capt. Smith is working with site leaders to determine where flexibility can be provided. This is a work in progress as no two schools have the same needs. Please try to be patient as he determines how to navigate this law. If you have solutions, please send them to us.
- **Ed. Modified** - Ms. Copeland is listening. She is working to provide additional face-to-face training during your contractual day, and has acknowledged that alternatives to tracking/documenting can be used through September 11th. If you have concerns please contact us. If we don't know about the issues, we can't work to have them addressed.
- **Class Sizes** - This is a problem across the district. Administrators and the HR department are working to "balance" the classes at each school. Allocations are being reviewed and final decision on adding additional units will be made by the 20th day of school. If your class size is excessive, please contact us. We are tracking and monitoring this issue. We are also asking for direct support. This is a safety and educational equity issue for our students.
- **FOCUS Communication** - This tool will replace Class Dojo & Remind in December. Since we are a public entity, all communications must be archived. Although this may not be our preference, we need to protect ourselves from allegations of wrongdoing. Using the VCS platform to communicate will provide protections, therefore, we are asking you to use FOCUS Communication instead of any other platform. If you have questions, please reach out.

## Bargaining

VUE will bargain for Instructional and Support Staff this week. Please be on the look out for the link to the live stream and the Information Updates that will follow. You can read the update from last week's support bargaining session [here](#).

## VUE Professional Learning



### Curriculum and Materials

*Facilitated by Dr. Teresa McMillian Ward*

Course #23226

Section #110808

#### Dates:

August: 26

October: 7, 14, 21, 28

September: 9, 16, 23, 30

November: 4

In this course participants will learn and understand using evidence based best practices for ELL students. It will include exploring strategies related to planning, implementing and managing standards-based content designed to meet the needs of second language learners.

Please register through MyPGS. If you have any questions, please contact Dr. Lekita Howard at [lekita.howard@floridaea.org](mailto:lekita.howard@floridaea.org) or (386) 238-1605. Non-VUE members will be required to pay a registration fee.

60 In-Service  
Points

Face2Face



### ESE IEP/IDEA Professional Learning

*Presented by Volusia United Educators  
1381 Educators Rd. Daytona Beach, FL 32124  
Facilitators: Paulette McKibbins-Shed & Jeff Turner*

Monday September 9, 2024 \* 5:00 – 8:00pm



Course# 72058 Session# 110868 Format: Face2Face

This course will be an overview of federal, state and district requirements as participants will understand the federal law governing educational requirements for students with disabilities such as:

- Understand the parameters of IDEA educational requirements for students with disabilities
- Understand the purpose and criteria for quality inclusion practices in public schools
- Recognize the consequences of non-compliance
- Foster the teachers consistent use of the IEP and involvement with the IEP Team
- Broaden the teacher's knowledge and skills in making accommodations and meeting the needs of ESE students

In-Service Points: 4

**Note:** Please register through Volusia County Schools MyPGS. If there are any questions, contact Dr. Lekita Howard at [lekita.howard@floridaea.org](mailto:lekita.howard@floridaea.org) or call the VUE Office at 386-238-1605 for registration. Non-VUE members will be required to pay a registration fee prior to the start date.

Fall 2020/LRH

