



Solidarity Report

“Labor Unions are not just about wages and benefits, but about dignity, respect, and a better quality of life for all workers..” -Richard Trumka

Support Staff PERC Election

The PERC Support Staff Election is drawing to a close. If you have not received your ballot, we need to hear from you TODAY! Please contact your steward or the VUE office (386-238-1605) and a replacement ballot will be requested for you.

If you still have your ballot, please return it immediately. The ballots will be counted in Tallahassee on Thursday, September 5th at 10:00 am. Every vote counts.

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.

If you have any questions, please don't hesitate to contact us.



eDues Deduction Reminder

The first ACH eDues deduction for 9 and 10-month teachers and support staff is scheduled to occur this Friday, August 30, 2024. The eDues deductions are scheduled to be withdrawn from accounts on the same day as VCS paydays. One business day prior to the deduction, you will receive an email informing you of the pending withdrawal.

If you have linked your eDues portal with your VCS email, you may not receive the reminder. We are working with the district to determine if the email reminders are allowed through the VCS server. To ensure that you receive important information related to your VUE membership, it is a best practice to link your portal to your personal email.

This is a simple process and takes just a few minutes to complete. During the next few weeks, we will be working with VUE leadership to begin the process of converting all eDues portals to personal email accounts. This is a massive undertaking and something that must be done accurately. Please continue to monitor the Solidarity Report for additional information. Thank you.

Class Size Survey

We've had several conversations with district leaders about the issues with class sizes. We have discussed the number of students on rosters (core & non-core), the high percentage of students with disabilities in certain gen ed classes, the impacts to the learning environment, and safety issues that teachers and support staff are now attempting to overcome.

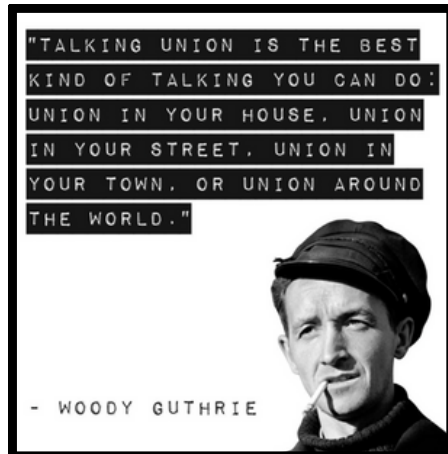
In the same moment, we are being told by the district that student enrollment is down and there are concerns about having to return money to DOE due to the low numbers.

We need to determine how vast and where the overcrowding issues are and if the issues are the result of problems with the master schedule.

We have created a short survey that we are asking everyone to complete.

Please take a few minutes and answer the questions that apply to your current situation. We will then share the data with district leaders. The link to the survey is below. Thank you.

<https://leadernet.aft.org/webform/class-size-survey-2024-25>



Know Your Rights

Being called into a meeting with your supervisor or administrator can seem frightening. It is important to remember that as a member of VUE you have rights. Also, the contract explicitly states that you shall receive 24 hour notice prior to a meeting(except in cases of an emergency), and that you must be told the reason for the meeting. If you are asked to meet with your administrator please follow the steps below:

It is important to stay calm and remember that you have the RIGHT TO REPRESENTATION, also known as the “Weingarten Rights”.

1. Remember: If a reasonable person would believe that discipline could result from the meeting, you have the right to representation.
2. Ask: “What is the purpose of the meeting?” Could discipline result from the meeting? If so.....
3. State: “I want union representation.” You can ask for representation at any time during the meeting.
4. If you are denied representation, DO NOT be insubordinate. Attend the meeting, keep asking for union representation, take good notes, AND continue to ask for representation. Note the time of request and the time of denial of request.

DO NOT sign or agree to anything. DO NOT make or write statements. CALL your local union office immediately for assistance.

Launch 0% Interest Loan

LAST WEEK TO APPLY!

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 see Purpose Code #022000a

FEA RETIREES INNOVATION GRANT!

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!

Do you have an innovative and creative idea to enhance student learning?

Need a few dollars to make it a reality?

Applications are now available for the FEA Retired Innovation Grant.

Contact the VUE office today.

Student Loan Debt Relief

REGISTER NOW for the NEA webinar to help VUE members create a strategic plan to tackle student loan debt. Empower yourself with knowledge and take control of your financial future!

Scan the QR Code to register. The webinar will be held on Wednesday, September 18th beginning at 5:00 pm.

NEA Student Debt Navigator powered by Savi

Find Student Loan Debt Relief.

Find information about any forgiveness or cancellation programs you may qualify for, along with how much you can save.

Get Started

savi

September 18th
5:00 PM

SCAN OR CLICK HERE TO REGISTER



Labor/Management

On Wednesday, VUE and VCS will meet for our second labor/management meeting of the month. We will discuss the following issues:

- Support/additional training for Ed. Modified
- Monitoring & Tracking for 504 plans in Ed Modified
- Class Sizes
- Coverage when 1:1 paraprofessionals are out
- FOCUS attendance - expectations & process
- HB 1473 - door coverage in secondary

This is just a sample of the items on our agenda. A summary will be sent out after the meeting. If you have additional items or concerns, please contact Elizabeth at elizabeth.albert@floridaea.org.



Labor Day

The VUE office will be closed Monday, September 2nd in observance of Labor Day.

As we pause to reflect upon the importance of this day, please be reminded that this Federal Holiday was created to honor the Labor Movement and American workers.

The American Labor Movement and specifically organized labor, have fought for many of the benefits that we take for granted today; overtime pay, weekends, sick leave, paid holidays, work place safety standards, child labor laws, 8 hour work day, health benefits, retirement security, etc.

As unionists, we realize the collective power and influence that we have when we come together to advocate for improvements. Our power and strength are the direct result of the advocacy and engagement of our members.


Although there are forces that are trying to silence our voice and squash our power, we will continue in the relentless pursuit to organize and recruit every potential member working within our district.

Every worker deserves a voice, every worker deserves an advocate, every worker deserves a living wage, every worker deserves to be treated as a professional.

As a colleague to join our VUE today. Click the QR code for more information. **SOLIDARITY!**



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 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 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

