



Solidarity Report

“Unions are about collective leverage, the power of numbers, versus the power of capital.” ~ Kevin O’Leary

PERC Instructional Election

We are starting the process of preparing for the PERC Instructional Election. Because the instructional bargaining unit is not yet at the required 60% membership density, all instructional personnel will vote to determine if the Volusia United Educators (VUE) will remain the official bargaining agent (union) within VCS (*support personnel completed this process in August*). If VUE remains as our union, we keep our current contract, and continue to work to recruit members to exceed the 60% density requirement.

VUE instructional is currently at 53% membership density. We are recruiting an average of 4 new members a day, but the problem is that instructional personnel are leaving VCS or taking a leave of absence at an alarming rate. It feels like two steps forward, one step back.

HOW CAN YOU HELP?

We know that people join people, not organizations. VUE is our union. Every member has a voice, a vote, and a responsibility to engage in the work to remain UNION STRONG! If you want to ensure that VUE remains in place, you can take the following actions to help:

1. Talk with a colleague about why you are a member of your union. Share your story about why became a member and how your union has helped you. Each of us has benefited from our collective advocacy. Most recently, your colleagues on the bargaining team negotiated increases to the retention supplement, increased district contribution to the health insurance, reductions in the number of ERPLs, and kept protections to planning time, just to name a few of the improvements that were won.
2. VOTE! Voting is a right that every American must exercise to keep our democracy alive. If you live in school board district 2 or 4, this is your opportunity to vote for pro-public school candidates. When pro-public school leaders sit on the board, we are more likely to succeed when negotiating for improvements.
3. Stay connected to your union. “What you put into things is what you get out of them,” said Jennifer Lopez. Jenny from the block is right! YOUR ACTIONS determine your outcomes. When teachers, paras, and office specialists, understand their own power, the power of the collective, and become the central actors in the movement to create improvements; we all win.

VUE has not yet received a notice from PERC that the election has been scheduled, however, once the date is decided, we will provide additional information on when you can expect your ballot to arrive at your home.

We must have a strong showing for this election. We need a SUPER MAJORITY of VCS instructional personnel to participate in this election. Every vote counts!

If you have questions about how to become more involved in your union, speak with your steward today. Stewards are the site-based leadership of VUE.

Let’s make this year, the year that we exceed all expectations, including our own! SOLDIARITY!



Mark Your Calendar:



Please note the important dates below:

- **Retro Payments** from July 1, 2024 - October 31st paycheck
- **Veteran’s Day** - November 11, 2024
- **Midterm Grades Due** - November 13, 2024
- **Instructional Retention Payments** - November 15th paycheck
- **Summer School Retro Payments** - November (date TBD)
- **Thanksgiving Break** - Week of November 25, 2024
- The FLDOE will open the window for teachers to verify student course enrollment (**Roster Verification**) for the purpose of school scores and individual State VAM calculations. Early December - THIS IS VERY IMPORTANT!
- **DPP #1** - Due December 20th by 5:00 pm.
- **No ER Hurricane Makeup hour** - December 20, 2024
- **Winter Break** - Begins week of December 23, 2024



VUE Membership Committee



Do you enjoy networking?

Do you enjoy talking to your colleagues about the things you love about teaching or working in our district?

Do you enjoy being a part of your union and sharing the positive impacts that VUE has on the lives of our members?

If you've answered yes to any of these questions, then we have an opportunity for YOU!

The VUE Membership Committee is looking for a few guys and gals to help recruit new members. The members of the committee work to make connections and establish communication with our new employees to inform them of the benefits of membership in our union. If you are interested in joining the VUE Membership Committee, please contact Karen Weinrich at weinrik@hotmail.com

Ask a colleague to join today! Visit, www.ourvue.net/membership.



NEA Member Benefits

Being a part of your union is beneficial in many ways. As a member of VUE, you are also a member of FEA, AFT, and the NEA.

NEA offers many financial incentives to educational professionals. You can explore the benefits by clicking the link below.

<https://www.neamb.com/>

Welcome Back to NEA
Member Benefits—Your Exclusive Benefits Await

Revisit your benefits and find savings designed for your needs



VUE Professional Learning!

Do you need an opportunity to review best practices for teaching students with disabilities?

Would you benefit from peer assistance and support with classroom management?

If so, please register for VUE's ESE Bootcamp. This member to member professional learning has been developed based upon the feedback we have received from teachers and staff working at all levels across the district. This course is for anyone who works with students with disabilities and is intended to provide you with the best practices for classroom success.

SEATS ARE GOING QUICKLY! REGISTER TODAY using MYPGS.

If you have questions, please contact Dr. Howard at lekita.howard@floridaea.org.



ESE Boot Camp



"A review of Best Practices"

Date: Saturday November 2, 2024
Time: 8:30am - 11:00am

Course# 72059 Section#111959



Continental Breakfast Served

The participants in this course will review ESE expectations and best practices according to the VCS policies. There is something for everyone in this course who works with students with disabilities. All stakeholders who share accountability to complete paperwork as well as provide and document services will benefit.



4 In-Service Points

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.

