



Solidarity Report

“You don’t have to be perfect, but you have to be 100% Committed”
 ~Alexandria Ocasio- Cortez

Progress not Perfection!

As we begin the process of closing out the first quarter of the 2024-25 school year, it presents an opportunity to reflect upon all that has occurred since August 12th.

There have been many wins and several challenges, but through it all, you continue to move forward. It is important to acknowledge the hard work that each of you do to ensure that our students are successful.

Your commitment to your students, colleagues, parents, and community is exemplary. You forge ahead even though the obstacles seem insurmountable. You and your colleagues continue to do this work because the children are counting on you. In this moment you must strive for progress not perfection.

The work of educating and supporting students is the most honorable of all professions. It is complex, and involves many hands working together to ensure that the five year old who enters school on day one of his educational journey, walks across the graduation stage many years later as a capable and confident young adult; prepared with the knowledge and skills necessary to succeed.

As VUE members, we believe in the value of small wins that lead to huge victories. We know that constant focused pressure gets results and as stated by David McCallum, *“every step we take toward achieving our goals is a step in the right direction.”*

The first quarter of this school year started with several big issues:

- HB 1473 - locking gates & doors
- Ed Modified
- Large class sizes
- Student behaviors
- Overwhelming workload due to reductions in staff

Due to your tenacity and grit, progress has been in several of these areas. We have posted a summary and additional questions from the meeting with Mrs. Copeland under the Hot Topics tab on the website. You can access it by clicking this link, <https://www.ourvue.net/for-members/hot-topics/>.

It is important to share our stories. When we do, it opens the opportunity to have conversations with district leaders about the issues we are facing. These conversations lead to collaboration, and problem solving that will make our teaching, working, and student learning environment better.

We are looking for teachers, paras, and office specialists who are ready to take a step forward and share their truth. Although this may seem risky, it is the only way to win the desired improvements you need. Playing it safe, staying silent, and doing nothing, will result in getting nothing in return.

The ability for you to win is directly proportional to your willingness to stand up. You are the primary agent of the change you seek. If you are ready to share your story, please contact Elizabeth at elizabeth.albert@floridaea.org. Solidarity!



Good News from PERC

On Friday, we received news from the Public Employees Relations Commission (PERC) that the instructional bargaining unit has been cleared to move forward with the recertification election.

The Order directs the school board to file a list of all eligible voters (instructional personnel) with the Commission and VUE. The election will be conducted in the same manner as the support election that occurred at the beginning of the school year.

What does this mean for me?

This means that YOU will have the opportunity to vote to decide if VUE remains the bargaining agent/union for instructional personnel within VCS.

Once PERC sets the date for the instructional election, we will notify you and share important information about voting to keep your union. Please remember that until we exceed the 60% membership density requirement, we will continue to have to go through the election process each year.



Share Your Story

As mentioned above, until we exceed the 60% membership density requirement for instructional and support staff, each year we will have to participate in a recertification election.

Currently, instructional membership is at 54% density and support membership is at approximately 30%. If each member were to recruit a colleague to join our VUE family we would easily exceed our membership goal.

Talk with a friend today about why you are a member of your union. Share your story and encourage them to join. Share the QR code or link below.

If they complete their application process and join our VUE family, we will send you an appreciation gift.



www.ourvue.net/membership/index

2024 Election Dates

Mark your calendars with these very important dates!

- **October 7 - Deadline to register to vote**
- October 24 - Last Day to request a ballot by mail
- October 21 - Early Voting Begins (8:00 - 6:00 pm)
- November 2 - Early Voting Ends
- November 5 - Election Day

For information about early voting locations, and precinct locations, please visit the Volusia County Supervisor of Elections website at <https://www.volusiaelections.gov/>



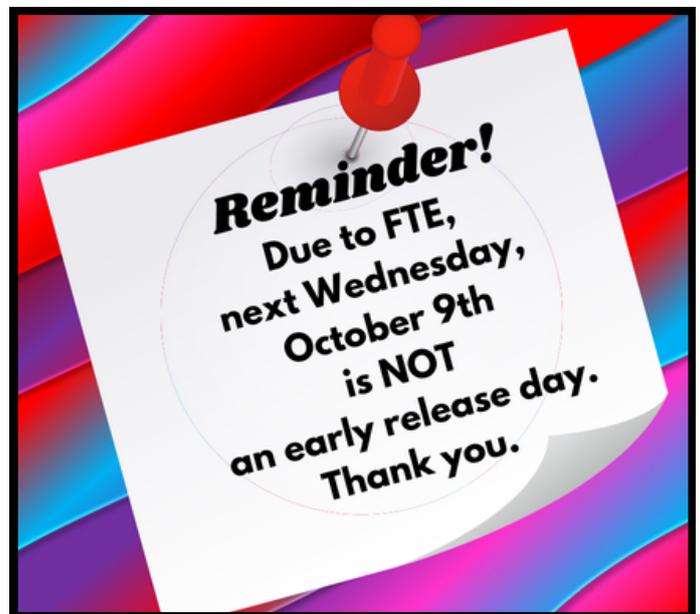
Important Calendar Reminders



JUST SAY NO

To Meetings this week!

The grading period will end on Friday, and due to the TDD on Monday, there can be no meetings before/during/after school this week with the exception of 504, MTSS, or IEP meetings, and you should not be asked to attend more than one.



Reminder!
Due to FTE,
next Wednesday,
October 9th
is NOT
an early release day.
Thank you.

Hurricane Milton

At this time, we are keeping a close watch on Hurricane Milton. We will work with VCS to provide updates to you. Please know that the decision to close schools is not the preferred choice, but is done so as a precautionary measure to keep everyone safe.

If schools need to close, we will work with VCS leadership to determine if and how the lost learning time will be made up.

Your safety is our priority.



VUE Professional Learning

If you need points for recertification, and if you are struggling to manage student behaviors, register today using MyPGS for the following courses. VUE courses are developed by members for members. Take advantage of these no cost, high quality workshops that are sure to help improve your practice. If you have questions, please contact Dr. Howard at lekita.howard@floridaea.org.



ESE Student Behaviors Professional Learning

Presented by Volusia United Educators
Facilitators: Paulette McKibbins-Shed & Jeffrey Turner



Course# 72060 Session# 111057 Format: Face 2 Face

Monday October 7th, 2024 * 5:00 – 8:00pm

Note: Module 5 participants consider the challenging behaviors encountered when working with ESE students in the regular education classroom. They will examine resources for accommodations, and consider sample IEPs that address strengths and needs of the student. Participants will also develop a toolbox of strategies to enhance student learning through effective instruction, proactive behavioral strategies and responsive strategies to a wide variety of student behaviors.

In-Service Points: 4

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/VESA members will be required to pay a registration fee prior to the start date.**

Managing Behaviors in the School Community

Facilitated by Amy Hawkins



Dates: Monday October 21st, October 28th and November 4th
Time: 5:00pm — 8:00pm **Face2Face@ VUE**
Course# 71630 **Section# 111805**

Participants will: (1) be able to define anti social behavior and recognize its characteristics; (2) be able to understand the antisocial behavior that students exhibit in school and then determine an appropriate approach to reduce, replace or eradicate the undesired behavior; (3) learn a seven-phase cycle that describes the many different behaviors that make up the more serious or violent behavior that students with antisocial behavior have; (4) gain knowledge of behavior enhancement and behavior reduction techniques which are positive approaches that can be implemented to manage student behavior.

In-Service Points: 4

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/VESA members will be required to pay a registration fee prior to the start date.**



AFT Trauma Counseling

AFT's trauma counseling benefit is an incident-based program that entitles members to up to 21 sessions of therapy with a master's level or higher counselor after they experience a covered incident. Some incidents are covered both on and off the job, such as assaults, domestic violence and mass shootings. Others are work specific like being bullied, harassed, or threatened on the job, witnessing violence, or a secondary trauma such as working with a student that's experiencing trauma themselves or the loss of a student.

If you are interested in access this member only benefit, please contact the office at (386) 238-1605.

Trauma Counseling Program

A free benefit for all active working AFT members to provide help and healing after facing personal or workplace trauma.





Covered Incidents

To receive this free benefit, AFT members who are actively working or on leave may submit a claim for up to one year after one of the following incidents:

<p>24/7</p> <ul style="list-style-type: none"> Aggravated assault Domestic violence Sexual assault Mass shooting Acts of terror Major disaster 	<p>AT WORK</p> <ul style="list-style-type: none"> Bullied, harassed or threatened Traumatized by witnessing a violent incident Infection by contagious disease Secondary trauma
---	--

Convenient & Confidential
Sessions take place over video or phone and are completely private with password-protected therapy rooms.

Specialized Treatment
Incident-based trauma counseling from a licensed therapist with a master's degree or higher.



AFT +
Member Benefits

aft.org/members-only



