



Solidarity Report

“I would rather die fighting for what is RIGHT, then die passively living amidst all that is WRONG.”
 ~Suzy Kassem

March 4th National Day of Action

On Tuesday, March 4, educators, students, parents and community allies across the nation will stand up against assaults on public education and in support of America’s students.

We are calling on lawmakers to strengthen, not undermine, our local public schools and the services they provide to children, families and communities.

By highlighting the harmful consequences of attacks on public schools and students, we aim to build public pressure on policymakers and amplify the voices of those directly impacted.

We must:

- Pressure decision-makers: Urge elected officials at both the federal and state levels to oppose cuts to federal funding and block grants, both of which will hurt kids.
- Raise awareness: Educate the public about the devastating consequences of dismantling the Department of Education, gutting federal education funding and providing no-strings-attached block grants.
- Mobilize support: Engage a broad coalition of stakeholders—including educators, students, parents and community members—to participate in actions nationwide.

So what are **WE** going to do?

FEA is calling for a state-wide **RED for Public Education** mass action. We are asking members, potential members, administrators, district staff, and all other public school stakeholders to engage in this peaceful protest against cuts that could potentially impact more than 40,000 early career educators, and more than 3 million students across Florida.

When the history of this moment is written what will they say about you? Did you stand up for our students and your colleagues, or did you sit on the sidelines and watch from afar?

This is the ultimate test of our commitment to our students and our profession. Where will you stand?

WHAT'S AT STAKE FOR FLORIDA'S KIDS IF EDUCATION FUNDING GETS SLASHED?

Without U.S. DOE funding, students could lose

\$2 BILLION
for programs that aid the most vulnerable students

44,000+
teachers and staff positions that support Florida's children

MILLIONS OF STUDENTS' FUTURES AT RISK

Sources: The Committee on Education and Workforce & the Education Law Center
https://democrats.ed/workforce/house/gov/100/MEDIA/DOC/SUMMARY_INVESTMENTS_AND_REACH_OF_THE_USDEPARTMENTOFEDUCATION.PDF
<https://edlawcenter.org/wp-content/uploads/2025/05/ELC-FEDERAL-REVENUE-TOOL-TOTALS-BY-STATE.PDF>

We Must #ProtectOurKids!



Calendar Updates: March

- **March 4th - National Day of Action - March 4 Our Students!** We are asking all teachers, staff, and administrators to **WEAR RED** to stand up for our students.
- March 5th **ERPL Cancelled** - regular early release day
- March 7th (Friday) - **DPP DUE** - Instructional personnel must submit their completed DPP by 5:00 pm
- Week of March 10th - No Meeting Week - end of the quarter
- March 12th - no early release (hurricane makeup day)
- March 14th - Teacher Duty Day (**non workday for Paras**) grades are due by the end of the day.
- Week of March 17th - 21st - **SPRING BREAK!**
- March 26th - ERPL
- March 28th - Final VSET Self-evaluation due for instructional personnel



Office Specialist Survey Results

VUE is a union comprised of everyday men and women who want to live a better life. Individuals who work hard and expect to be treated with dignity and respect. We value the voice of our members and we take action based upon the needs and concerns brought to us by teachers, office specialists, and paraprofessionals.

As we travel from school to school, we are hearing about the negative impacts of the implementation of HB 1473 (locking down our campuses), especially the impacts to our office specialists. We decided to create a survey to obtain specific data about this issues for our OS members. A sampling of the data we received is below.

- 59% of respondents stated that they are responsible for monitoring a locked door all day. A rotational schedule to share this responsibility is not being consistently utilized across the district.
- 83% of respondents stated that they must manually open the door when someone knocks, they must get up from their desk and walk to the locked door. Less than 30 individuals indicated that there is a buzzer/lock release system available.
- When asked to track/tally the number of times OS personnel had to stop working to open the door for one week, the responses ranged from 48 - 700 times per week. The most frequent response was 100 times per week, which is approximately 20 times per day. When divided by an average 8 hour day, that is 2.5 times per hour that an office specialist has to stop what they are working on to answer a locked door.

Additional concerns shared by our office specialists included:

- the constant interruptions are causing them to fall behind in their work
- their effectiveness is being impacted
- they are concerned about security issues, especially for younger children who have to wait outside for someone to open the door
- the repeated up and down of answering the door has cause health issues
- when engaged in another task (on the phone) they are unable to answer the door and students will repeatedly beat on the doors or windows

The most frequent solution offered by the survey participants was the request that a buzzer system be implemented so doors can be easily opened with minimal interruptions to the workday.

If you are an Office Specialist and would like to share your experience and the impacts of HB 1473, please consider joining us at the school board meeting on Tuesday, March 11th. If you need more information on what this would involve, please contact Elizabeth at elizabeth.albert@floridaea.org.

The More You Know: Reducing Vulnerabilities

As public school employees, we are held to a higher ethical standard when compared to other professions. That means that our behaviors in and outside of the workplace often face greater scrutiny by the general public.

Because of our influence and interactions with children, we must be mindful at all times of the things we do and say. Our vulnerability to allegations stems from the position of power and authority over students, making us susceptible to accusations of misconduct, even if false, which can significantly damage our reputation and career. This vulnerability is heightened by the fact that the burden of proof often falls on teachers/staff to disprove the allegation, even if it is not substantiated with strong evidence.

Recently, we have seen an increase in allegations made against teachers and support staff. We are providing a few important reminders to help limit any potential vulnerabilities.

- Do not text, call, or message a student - if you need to communicate with a student, send all communications through the parent.
- Do not use cash apps (Venmo, Apple Pay, etc.) for the purpose of collecting money for trips or fundraisers. Use the VCS approved process for collecting money. Remember to provide a receipt for all money collected.
- Do not refuse to send a student to the clinic or the bathroom.
- Do not transport students in your personal vehicle
- Make sure to always supervise your students - know where they are at all times.
- If you do not have to touch a student, don't!
- Avoid discussing personal topics with your students.
- Never use corporal punishment - this includes walking laps during recess, making a student do push-ups, or standing for long periods of time.
- Do not release students to anyone without written permission.
- Do not engage in conversations about controversial subjects with students.
- Never "friend" or communicate with students using social media.
- Remember, you are a Mandatory Reporter- if you suspect that a student is being abused, neglected, or has been abandoned you MUST contact DCF. You can call 1-800-96-ABUSE (1-800-962-2873) or submit an online report at www.myflfamilies.com. Failure to report could result in a third degree felony.

These are just a few reminders to help keep you safe and free from an allegation of inappropriate behavior. If you have any questions or if you would like to discuss a situation you are experiencing, please do not hesitate to contact the VUE office at 386-238-1605.



VCS Retirement Workshop

The Employee Benefits Department cordially invite all employees who are planning to retire within the next five years or wish to enter DROP within the next year to attend the 2025 VCS Annual In-Person Retirement Workshop on Friday, March 14, 2025 (Teacher Duty Day) from 12:00pm-3:30pm at The Deltona Center.

Principals have been advised to provide Temporary Duty to ensure that eligible employees can attend

To register, please [CLICK HERE](#) Registration will close at 5:00pm on Monday, March 10, 2025 or will close earlier if we have reached maximum capacity of 400. Unfortunately, no guests are allowed.



VITA

VOLUNTEER INCOME TAX ASSISTANCE

FEBRUARY 3RD - APRIL 15TH 2025
FREE TAX ASSISTANCE FROM TRAINED VOLUNTEERS
APPOINTMENT ONLY

FLAGLER COUNTY LIBRARY 2500 Palm Coast Pkwy NW, Palm Coast, FL 32137	BETHUNE COOKMAN UNIVERSITY 151 N. Lincoln Ave. Daytona Beach, FL 32114 College of Business 2nd Floor	GRACE EPISCOPAL CHURCH 4110 S. Ridgewood Ave. Port Orange, FL 32127
STETSON UNIVERSITY - LYNN BUSINESS CENTER 345 N. Woodland Blvd. DeLand, FL Room 319	FOUR TOWNS YMCA 280 Wolf Pack Run, Deltona, FL 32725	JOHN H. DICKERSON CENTER 308 S. Martin Luther King Jr. Blvd. Daytona Beach, FL 32114
FIFTH THIRD BANK COMMUNITY ROOM 1030 W. International Speedway Blvd. Daytona Beach, FL 32114 2nd Floor	DAYTONA STATE COLLEGE : NEW SMYRNA BEACH 941 10th St. New Smyrna Beach, FL 32168 Building 1 Room 135	

UNITEDWAYVFC.ORG/VITA

SCAN TO BOOK APPOINTMENTS OR CALL 211

2-1-1

COMMUNITY United Way

**Don't panic,
ORGANIZE!**



Please remember to join in the National Day of Action on Tuesday, March 4th to stand up for our Public Schools and our students. **Wear RED** and post pictures to social media. **Solidarity!**

WEAR RED FOR ED

MARCH 4, 2025

Day of Action for Public Schools
Social Media Takeover

