



Solidarity Report

“Never worry about the problem, worry about the solution.”

~Shaquille O’Neil

The Final Four - Finish Strong!

The end of the school year is quickly approaching and we must take advantage of the time that remains to continue to build our power through recruitment.

Our goal is to exceed the required 60% density for teachers and staff, and while we are getting closer everyday, the challenges continue. Our recruitment efforts this year are at an all time high, but we are also seeing historic numbers of our colleagues resigning, retiring, or taking a leave of absence. More than 180 instructional personnel have separated from VCS this year, and more than 110 support professionals have decided to walk away.

This data (received from VCS via a public records request) is alarming. When our colleagues leave our schools and worksites, the impacts of the loss is felt by the students, teachers, and staff who remain to carry on. Now is the time to stay focused on our goals and to speak with fellow teachers and support professionals about the power of unity and solidarity.

Our fourth quarter goal is for every school/worksite to recruit 4 new members by the end of the year, while retaining our current members.

The top five schools for recruitment this year are:

- T. T. Small
- Atlantic High
- Deland Middle
- Holly Hill School
- Mainland High

Each of the schools listed above have double digit recruitment numbers through March 14, 2025. There is no secret to recruiting. It is about building relationships and sharing your story about how being a member of your union has benefited you and your family.

Remember, we all want to live a better life. We all want to be treated fairly, earn a competitive wage, have good benefits, and feel safe and supported at work. You and your colleagues deserve these basic rights and together, as one union, we will be relentless in our fight to ensure that we build our power so you can enjoy the rewards of your hard work.

Showing of Interest Cards

We are currently collecting “Interest Cards” from instructional and support personnel. The yellow and blue forms simply state that the individual who signs the card wants the Volusia United Educators to continue to collectively bargain the contract.

It is not a membership card, but a card that shows the desire of the individual to keep our rights by keeping the contract in place.

The SOI cards (yellow for instructional, blue for support) have been sent to our stewards. Our goal is to have every support and instructional staff member sign a SOI. A strong showing of SOI cards leads to greater strength at the bargaining table.

We are asking our stewards to complete the process of collecting signatures by the end of March. Please help us by reaching out to your steward to sign your card and help get your colleagues to sign. The process is simple.

- PRINT YOUR NAME - LEGIBLY PLEASE!
- SIGN YOUR NAME
- DATE THE FORM

YOU MUST FILL OUT BOTH BOXES ON THE PAGE. It is vital that you complete both boxes as one goes to PERC and the other stays at VUE as a record of the submission. DO NOT CUT THE FORM.

Finally, in order to avoid this process in the future and to continue to build our power, we ask that you speak with your colleagues, team members, friends, and the new members of team Volusia about becoming part of our VUE family. Once we hit the 60% membership density, all of this goes away. We know that you are very busy and that the workload is overwhelming, but think about what it would be like without a contract and without our union?

To help a colleague join your union, visit, www.ourvue.net/membership or scan the QR code below.

Membership QR Code



FEA Townhall - Tonight

Tonight, FEA will hold a member townhall. The goal of this townhall is to listen to members and their concerns, while also focusing on how to build our power through our local unions. Your presence and participation is critical as we dive into community specific issues.

The Townhall will begin at 7:30 pm with opening remarks provided by FEA President, Andrew Spar. Following the opening, a question and answer session will take place.

Now more than ever, we need to be engaged in the work of our union. We must make a decision on where we stand in this moment. Will we stand together to fight for our students and our profession, or will we succumb to the will of those who seek to eliminate public schools? The decision is yours.

The link to register for the Townhall is below. I hope to see you there!

https://floridafea.zoom.us/webinar/register/WN_ma8cY05HSDCSBQln7u3ksQ



MONDAY, MARCH 24, 2025

MEMBER TOWNHALL MEETING!

THE MEETING IS OPEN TO ALL SUPPORT AND INSTRUCTIONAL MEMBERS

JOIN US AT 7:30 PM TO DISCUSS YOUR CONCERNS AND HOW TO BUILD OUR POWER!

JOIN USING THE LINK OR QR CODE BELOW

[HTTPS://FLORIDAEFEA.ZOOM.US/WEBINAR/REGISTER/WN_MA8CY05HSDCSBQLN7U3KSQ](https://floridafea.zoom.us/webinar/register/WN_ma8cY05HSDCSBQln7u3ksQ)



Contact the VUE office if you have any questions, (386) 238-1605

Contract Corner

Knowing your rights is the first step in taking back your power and influence in the workplace. Listed below are a few contractual rights that you should know. If your contractual rights are being violated, please contact your steward or your VUE member representative. It is possible that a grievance needs to be filed.

Remember, the contract is an agreement made between VUE and VCS. Both parties are accountable to these agreements.

Support Staff:

- Office Specialist are not to supervise students. If students are being left in your care during the day, this is not allowed and we need to know.
- Office Specialists and Paraprofessionals shall not be required to report to work prior to the established starting time nor be compelled to work beyond their scheduled workday unless compensated for the additional time. This means that we should start and end our day according to our contractual time. Paras- if the buses are late arriving at your site, you should transfer the supervision of the students to an administrator. You are not required to stay beyond your paid time. If this is a reoccurring problem at your site, please let us know.
- Paraprofessionals shall not be asked to substitute for a classroom teacher unless they have had the district's substitute training. Additionally, if there is an insufficient number of substitutes available at a school, a rotating schedule shall be developed in collaboration with the paras at the worksite to ensure that the duties are shared equitably. Compensation for subbing is as follows:
 - \$30 for a full student day
 - \$20 for less than a full day but at least half of the student day
 - \$15 for less than half of the student day

Instructional Staff:

- Supervisory Duty (AM & PM) does not begin nor extend beyond the contractual workday. If you are being asked to supervise students before or after your contractual day, that is considered an Additional Duty Supplement, which is paid at a slightly higher rate. If you believe that you're being paid incorrectly, please contact your steward or member representative. Every dollar counts!
- Planning time and Lunch time are negotiated rights that you should be receiving. If you are not receiving a duty free lunch each day, please contact your steward or rep immediately. There are restrictions on how your planning can be managed. If your planning is being managed beyond the 1 PLC meeting per week, we need to know. This could be a grievance.
- Collaborative Planning is not mandatory. As mentioned above, the purpose of planning is to allow you to do what you deem necessary as a professional. Collaborative planning can be paid, but otherwise is voluntary. You should not be influenced or manipulated into giving up this important contractual right. Your time matters.

If you have questions about any of the items listed above or any other situation, please call the office at 386-238-1605.



Calendar Updates:

This Week:

- **March 26th** - ERPL - last one of the year
- **March 28th** - Final VSET Self-evaluation due for instructional personnel

Looking ahead:



UPCOMING IMPORTANT EVENTS!

<p>Monday-3/31</p> <ul style="list-style-type: none"> • VSET Meetings Begin • VUE Support Staff Job Description Committee Meeting • ESE Workgroup Meeting 	<p>Tuesday-4/1</p> <ul style="list-style-type: none"> • Special Election - Florida's 6th Congressional District • Non-Reappointment Meetings Begin • TRANSFER FAIR Registration Opens • FEA POWER Hour
<p>Wednesday-4/2</p> <ul style="list-style-type: none"> • Non-Reappointment Meetings continue • VCS Insurance Committee Meeting 	<p>Thursday-4/3</p> <ul style="list-style-type: none"> • Displacement Meetings Begin
<p>Friday-4/4</p> <ul style="list-style-type: none"> • Displacement Meetings continue • VUE School Lunch - Sunrise Elementary 	<p>Notes:</p> <ul style="list-style-type: none"> • If you are displaced or non-reappointed and you need assistance, please call the VUE office at 386-238-1605 • <u>Transfer Fair Registration closes 4/7</u>

Transfer Fair

The Transfer Fair registration window will open on Tuesday, April 1st. We will confirm with the HR Department this week, but historically, Transfer Fair Eligibility includes the following:

- Current Volusia County School teachers only.
- "Out of Field" teachers may apply for transfers within their certification area.
- Teachers on a leave of absence may apply to participate.
- Teachers participating in the Transfer Fair must notify their current principal of their intent to participate.
- Teachers hired on a temporary basis are not eligible to participate.

The registration window will close on Monday, April 7th. The Transfer Fair will be held virtually April 9th through April 15th.

If you have any questions or need additional information please contact Tiffany Fuller at 386-734-7190 ext. 20549 or tnfuller@volusia.k12.fl.us



VUE's Black History Month Contest Winners

Congratulations to the following winners of VUE's Annual Black History Month Contest. We are so excited to award gift cards to these outstanding VCS students!



Wear RED and join us at **Tuesday's school board meeting!**

VOLUSIA COUNTY SCHOOL BOARD

REGULAR MEETING

Let Your Voice Be Heard at the School Board Meeting

- TUESDAY, MARCH 25TH
- DELAND ADMINISTRATION CENTER (200 N. CLARA AVE, DELAND)
- 4:30 - ? (WE RECOMMEND ARRIVING BETWEEN 5:15 -5:30)

At the board meeting, you'll have the opportunity to:

- Be present and engage in the work of your union
- Share your experience
- Share your ideas and suggestions

MORE INFORMATION

📞 386-238-1605
🌐 www.ourvue.net

