

# Solidarity Report

“Take a step back...Say, what can I do today that will make a difference?”

~Bruce Dickinson

## PERC Instructional Election

We are entering the second week of the PERC Instructional Election. If you have not yet received your ballot, WE NEED TO HEAR FROM YOU. We will request a replacement ballot from PERC, but don't delay. We need to make sure that it arrives in time for you to return it before the ballots are counted. Ballots will be counted on Tuesday, May 15, 2025.

There is no time to waste. If you have not yet returned your ballot, what are you waiting for? We need you to drop them in the mail TODAY!

Let's have a super majority of instructional personnel respond YES to keep OUR UNION and keep OUR CONTRACT!

If you have questions, please contact the VUE office at 386-238-1605.

## Legislative Update

Officially, this should be the last week of the 2025 Legislative Session, however, since the legislature has yet to reach consensus on a balanced budget, it is not likely that they will complete their work on time. Here is an update on the latest and greatest from Tallahassee, as reported in the FEA Frontline.

- **BUDGET**- The budget chairs will continue to negotiate toward a final budget number and the amounts per silo. Right now, the chambers are about \$4 billion apart. The House's proposed FY 25-26 budget totals \$112.95 billion while the Senate's proposal is \$117.36 billion. Neither budget does anything to move the salaries for teachers and staff from the bottom of the barrel. Remember, Florida ranks #50 in average teacher salary and the majority of support staff are not earning a living wage. Conversely, Florida ranks **4th in the nation** for Gross State Product (GSP), meaning its economy is one of the largest in the United States. Specifically, Florida's GSP in 2024 was around \$1.647 trillion. Clearly our public schools are not their priority.
- **CHARTER SCHOOLS - SB 140/HB 123** - these bills allow a majority of parents to convert a public school into a charter school without the input of the employees at the school or the local district. This very bad bill should be up for a vote next week. Please click [HERE](#) to tell the House to VOTE NO on **HB 123!**
- **HB 443 / SB 822** - these bills include the removal of land and school facilities from public schools and require school districts give charter schools “right of first refusal” to any land owned by the school district before the school district may sell it to anyone else. This is overreach from Tallahassee and an attack on local control.
- **HB 1267** - **currently has no Senate companion**. This bill is arguably the worst of the charter bills this session would as it will allow so-called “Schools of Hope” charter schools to set up “schools within a school” aka a charter school on the same campus as a public school if the school has unused space and there is declining enrollment in the public school. Also included in this bill is the phased adjustment to our school grading system, that would change the school grades to a 0-100 scale and result in a profound number of schools resulting in D or F grades.



## Legislative Update, cont.

Taxes - We've been closely monitoring the multiple tax reduction proposals coming from the Speaker of the House, Senate President and Governor. These proposals offer a reduction of the state sales tax, or a reduction or elimination of property taxes. While most of us ultimately cheer at the personal reduction of taxes owed, whether through property tax or sales tax, we must also worry about what that means for the services paid for through these taxes – namely the impact to our neighborhood public schools. Where and how the legislature lands on a tax reduction is in large part what is holding up the budget process – these proposals come with billions in price tags – from the conservative estimate of \$2.1 billion following the Senate's proposal to \$5.5 billion following the House's proposal. Lost in the noise of the high-level discussion of tax reductions are bills to make it harder for school districts and ultimately the local unions who support passage of sales tax referenda. We will continue to keep you updated with the latest information. Keep your fingers crossed that an agreement is reached soon so that this legislative session can adjourn *Sine Die*.



## FEA Delegate Assembly

The Florida Education Association will hold the 2025 FEA Delegate Assembly on October 10<sup>th</sup> – 11<sup>th</sup> at the Rosen Centre Hotel in Orlando.

The Delegate Assembly is an opportunity to gain valuable insights and ideas that can be used to make improvements within VCS and VUE.

If you are interested in attending the FEA DA as a delegate for VUE, please contact Beth at [beth.friedl@floridaea.org](mailto:beth.friedl@floridaea.org) to obtain a petition.

## Support Staff Evaluations, Displacements, & Non-reappointments

Evaluations for support staff began last week. We want to remind all support staff that according to the VUE Support Performance Handbook (found [here](#)) the final evaluation and post conference were required to take place by April 25<sup>th</sup>. If you have not yet had your final evaluation/post conference, we need to know. Please contact the office at 386-238-1605.

Additionally, if you would like to provide a written response to your evaluation, you have 10 work days to submit the response to the Office of Employee Performance. Your response will be attached to the evaluation record.

If you are displaced (reassigned) or non-reappointed the process is set forth in Article 11 Section 4 of the support contract. Written notice of a reassignment is to be provided 30 calendar days prior to the first day of the new assignment. The contract language also states, "*Said employee displaced to another position with fewer number of workdays per year shall, upon application, be interviewed for a position within the same classification with the same number of workdays per year as his or her prior position if that position is advertised within thirty (30) calendar days of being notified of displacement.*" If you are reassigned to a position that results in a loss of income or work days, we need to know immediately.

Finally, if you are non-reappointed, you shall receive written notice prior to May 1<sup>st</sup>. Please contact the office if you are non-reappointed.

This is always a difficult time of year, but YOUR UNION is here to help. We are stronger when we stand together, and we believe that we are one for all and all for one. Solidarity.



## VUE Social Media




Become better connected with YOUR UNION.

Follow us on our social media platforms!

VUE is on [Facebook](#)!

VUE is on [Instagram](#)!

Follow, like, share, and comment on our posts.



**2025  
Conference Delegate Nomination  
and Election Notice**

Nominations are being accepted for the following Conventions.

**FEA Delegate Assembly  
October 10 – 11, 2025  
Orlando, Florida**

The 2025 FEA Delegate Assembly will be held on October 10<sup>th</sup> -11<sup>th</sup> at the Rosen Centre Hotel in Orlando.

*VUE will only cover costs for rooms based upon double occupancy. All other costs of travel and food must be paid by the delegate.*

Nomination forms may be obtained at the VUE office 386-238-1605 or by e-mailing, [beth.friedl@floridaea.org](mailto:beth.friedl@floridaea.org)

Nomination forms **must** be completed and returned to the VUE office no later than 4:00 p.m. Monday, May 12, 2025. *(No faxes or emails will be accepted).*

Elections (if necessary) will be held on Friday, May 16, 2025.

Please call the VUE office (386-238-1605) if you have any questions




# VUE Summer Professional Learning

Do you need to take an ESOL course? Are you interested in getting a head start on planning for the 2025-2026 academic year?

If so, please consider registering for one of the VUE PD courses below. VUE PD is offered at no cost for VUE members. Potential members can attend pending availability but must pay for the course.

**DON'T DELAY, REGISTER TODAY! SEATS WILL FILL UP QUICKLY!**



## ESOL Culture

Presented by Volusia United Educators

Facilitated by  
Dr. Teresa McMillan Ward


June 2nd - 5th, 2025 @ 8:30am - 4:30pm

Course# 12552    Session# 113715    Format: F2F

**Note:** This course is one of the five courses needed to meet the Category 1 ESOL requirement and to obtain the ESOL Endorsement. Teachers will build cultural competence to enhance classroom interactions, instructional effectiveness and create a foundation for optimal learning.

60 In-Service Points  
A Combination of Contact and Independent Hours

Please register through Volusia County Schools MyPGS. If there are any questions, contact Dr. Lekita Howard at [lekita.howard@floridaea.org](mailto: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.



## Managing Behaviors in the School Community



Presented by Volusia United Educators  
Facilitator: Amy Hawkins

June 2nd—5th @ 8:30am until 11:30am  
Course# 71630    Session# 113755    Format: F2F

Spend the summer planning a new approach to managing student behaviors in the school community. Build a foundation of knowledge for problem solving and cultivating an effective instructional environment for optimal learning.

60 In-Service Points  
A Combination of Contact and Independent Hours

Please register through Volusia County Schools MyPGS. If there are any questions, contact Dr. Lekita Howard at [lekita.howard@floridaea.org](mailto: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.



# VUE 10-Minute Meetings

The VUE staff has been out and about visiting schools and interacting with our members. We are hosting 10-minute meetings and will continue to do so through the end of the year.

We have created a new partnership with our friends at Pop Shelf at Tanger Outlet. We are happy to share goodie bags and classroom supplies when we visit our members.

Please make sure to attend the next 10-minute meeting at your school. We are looking forward to seeing YOU!



## Retiring Soon? Join VUE Retirees!

Retiring soon or know someone who is? Come join us at VUE-Retired. We meet monthly during the school calendar year to share inspirational informational presentations and socialization as we support our fellow educators.

Membership is open to all retired educators/support staff from Florida as well as those from out of state. Explore our website: [www.vueretired.org](http://www.vueretired.org) or contact CJ Allen [cj-english@msn.com](mailto:cj-english@msn.com) 386.212.4245 txt ok. We look forward to hearing from you!

