



# Solidarity Report

**“Teaching kids to count is fine, but teaching kids what counts is best.” ~ Bob Talbert**

## Bargaining: The District Wants Fast; We Want Fair!

Well, the District is at it again. They are working overtime to attempt to control the narrative about bargaining. They want you to believe that YOUR UNION is holding up the process of contract negotiations. While you work tirelessly to get ready for the students and the responsibilities of the new school year, the District continues to send email after email to distract you from the the seemingly never-ending list of things that you need to get done.

While they continue to spiral, we will remain focused on what matters the most- planning and preparing to enter negotiations to fight for the improvements and changes that you need in order to excel at your job, and live a better life.

Last Thursday night, we hosted “Bargaining Revealed,” and engaged with our members and friends about the process of bargaining. While we reviewed the facts, we also answered questions about the district finances, fund balance, policies, state laws, and allocations of positions at the district level.

We spent more than an hour discussing how we are changing our approach to bargaining so that we provide RADICAL TRANSPARENCY throughout the process.

As such, WE NEED YOU to complete this year’s **BARGAINING SURVEY**. The members of the Bargaining Committee will develop contract proposals from the survey data. It is critical that you add your voice to the bargaining process.

The **BARGAINING SURVEY** can be accessed by clicking this link, <https://forms.gle/weRfaE2AdMhm4PaEA> or scanning the QR code below.

Please take this short survey to share your priorities with us. If we don’t hear from you, your VUE Bargaining Committee cannot work to write proposals that reflect what you need the most.



**2025 VUE  
Bargaining Survey**

## Bargaining Committee

We are putting out an ALL CALL to members who are interested in serving on the Bargaining Committee for instructional and support personnel.

As a committee member, you will have a direct hand in crafting proposals for fair pay, and improvements to your working conditions. When we negotiate, we aren’t just bargaining for ourselves, we are building a better future for those who come after us.

If you are interested in being part of this very important work, please scan QR below or click this link, <https://forms.gle/Ek9S18eWWpwXCRvx6>

The poster features the VUE logo at the top with the tagline "United We Bargain. Divided We Beg. VOLUSIA UNITED EDUCATORS". Below this, the main headline reads "YOUR UNION NEEDS YOU!". A central photograph shows a group of people sitting around a long table, engaged in discussion. Below the photo, the text says "Join the Bargaining Committee" and "Help shape the contract that impacts YOUR pay, benefits, and working conditions." A QR code is provided with the instruction "Scan here to join:". At the bottom, there are several "RESPECT EMPLOYER SUPPORT US" signs, some with "JOIN TODAY!" and "VUE" written on them.



## Labor Management: District Issues

This week, your VUE staff will reconvene Labor Management meetings with the District. Throughout the summer and during preplanning, we have collected issues and concerns and will bring them to district leadership. The agenda will include, but is not limited to, the following issues:

- Changes to the expectations with ED Modified
- Access to buildings for ESE Support Facilitators and other personnel
- Expectations for the new Behavior Support Teachers
- Expectations for site-based ESE Case Managers
- Class sizes (gen ed and ESE)
- FOCUS - entering leave

This is just a sampling of the concerns that have been brought to us as we return to schools and work. If you would like to share an issue or concern, please reach out to the VUE office at (386) 238-1605. We need to hear from you before Wednesday in order to include it on the agenda.

Remember, YOUR UNION is always advocating for YOU!

## FOCUS Concerns

There is a plethora of misinformation circulating about the sign in / sign out procedures for instructional and support staff. The Executive Director of Human Resources has confirmed, “*signing in/out procedures for instructional and support staff remain the same as last year.*” We are not confident that it will not change as the year progresses, but for now, the procedures DO NOT involve using the newly installed iPads to sign in and out.

If you are being told that you need to do this, please contact the VUE office right away.

## Insurance - Open Enrollment

**The VCS Open Enrollment window will close at Midnight on Friday, August 15<sup>th</sup>.**

If you have not yet completed your Open Enrollment selections, we encourage you to complete them now. We recognize that there are still questions that remain regarding Curative, but completing the process is mandatory if you are planning to use the medical benefits provided by VCS.

The District will host Benefit Enrollment Meetings through August 15<sup>th</sup> as shown below. For additional information, visit the District Benefits page at, [https://flimp.live/VCS\\_ResourceCenter](https://flimp.live/VCS_ResourceCenter)

Date	Location	Time
8/5/2025	Deltona High	12:00 p.m. - 7:00 p.m.
8/7/2025	Tomoka Elementary	12:00 p.m. - 7:00 p.m.
8/13/2025	Spruce Creek High	12:00 p.m. - 7:00 p.m.
8/14/2025	Christian Family Worship Center (DeLeon Springs)	12:00 p.m. - 7:00 p.m.
8/15/2025	DeLand Admin Complex (DAC)	3:00 p.m. - 7:00 p.m.

## Reminder: Annual Leave Balances

Each year, 250 day or more support professionals must review their annual leave balances. According to the contract, individuals in these job roles who earn annual leave shall be permitted to accumulate up to a MAXIMUM of 480 hours for the purpose of terminal pay. Additionally, for the purpose of determining the annual leave available for use, a MAXIMUM of 624 hours may be accumulated.

*What does this mean?*

If you work a 250 day or more contractual year, please check your leave balance now. You have until September 30, 2025 to use any leave in excess of the amounts referenced above.

If you have more than 624 hours of leave, we recommend that you make a plan to use the leave prior to the deadline or you will lose it. That means that you will be losing money.

If you need assistance with determining your leave balance or working out a plan to use it, do not hesitate to contact the VUE office. We are here to help.

## August Calendar Updates



Listed below are a few important dates that should be marked on your calendar:

- Monday, August 11<sup>th</sup> - First Day of School for Students
- Wednesday, August 13<sup>th</sup> - EARLY RELEASE
- Wednesday, August 20<sup>th</sup> - EARLY RELEASE
- Wednesday, August 27<sup>th</sup> - **ERPL #1**

\*Due to the ERPL - Only 1 before/after school meeting is allowed in August.

\*Only one planning period each week may be used for the purpose of PLC, with the exception of block out weeks.

If you are being asked to give up more than one planning period a week or attend more than 1 faculty meeting this month, please contact your steward or VUE member representative. Your contractual rights are important!

## VUE Membership

There are hundreds of new VCS employees joining our district for the 2025-26 school year. It is important that we build relationships with our new colleagues and share the importance of belonging to our union.

Reach out to a new colleague and share why you are a member of VUE and ask him or her to become a part of our union family. As we grow our membership; we grow our ability to work collectively for change.

To learn more about membership visit, [www.ourvue.net/membership](http://www.ourvue.net/membership).

