



Solidarity Report

“UNITED WE BARGAIN, DIVIDED WE BEG.”

BARGAINING - Today & Wednesday!

Today, we begin the process of bargaining salary increases and improvements to the contracts for instructional and support staff. Although, some would have you believe that we are starting late and that our union has caused delays, the truth is that the district is not prepared to have informed and data driven negotiations. The Florida Statutes, Chapter 447 states that public employers are required to provide "public information" to a certified bargaining agent upon reasonable written request. We submitted the request for the financial documents needed to create a fully informed salary proposal on August 8, 2025. However, the district has yet to respond to the email or the letter that was mailed via the U.S.P.S.

Additionally, we have a shared practice with VCS that we both use the same personnel data file to determine the cost of our proposals. It seems that the shift to the new Focus system has created issues within HR. Consequently, the district has not been able to produce the personnel data that we need to accurately develop proposals. So, if they have a proposal, did they use outdated and incorrect information to create it?

What does this mean?

Today (Monday) we will bargain for instructional personnel. We will begin with language item proposals that have been created based upon the feedback we continue to receive from the bargaining survey. Pay is the top concern among all members, but again, we are forced to wait on the financial information from the district. Wednesday, we will bargain for support staff and we will follow the same process.

This year we will not bargain the entire contract. We are allowed salary and two language items. We will be strategic in how we present our proposals, as the district is also allowed salary and two language items.

This year we are asking that YOU attend the bargaining sessions. This is YOUR contract, and YOU should be a part of the process. Bargaining sessions are public meetings and that means you can be in the room to listen first hand to the conversation. Join us on Monday and Wednesday at the Olson Drive Facility (3750 Olson Dr., Daytona Beach) from 5:00 pm - 6:30 pm. If you have questions about attending bargaining, please call the VUE office at (386) 238-1605.

Member Engagement Team (M.E.T.)

The Member Engagement Team (M.E.T.) is a network of member advocates who keep the union strong and active at every site. They're not stewards—they don't handle grievances or formal representation—but they are the connectors and motivators who make sure everyone stays informed and involved.

Here's what that means in plain terms:

- **Advocates & Activists:** M.E.T. members truly believe in the union's mission and actively support it. They're the ones who not only care but also act.
- **Boots on the Ground:** They're the people who know what's happening and make sure everyone else knows too—sharing reminders, rallying support, and building enthusiasm for union activities.
- **Engagers:** They talk one-on-one with other members to build relationships, answer questions, and make everyone feel like they matter.
- **Recruiters:** They help bring in potential members by sharing why joining our union is important.
- **Event Mobilizers:** Whether it's wearing red, attending a school board rally, or filling out a bargaining survey, the M.E.T. encourages participation.

Why now?

With changes in bargaining and many important issues on the table, your union needs strong member engagement to win. Showing up, filling out surveys, and supporting bargaining efforts are critical—and the M.E.T. is the team making that happen.

If you love connecting with people and are passionate about the importance of your union; you're exactly who this team needs.

Interested? Contact Marlo at the VUE office:

marlo.spallone@floridaea.org



Last Call for 21-Payment Plan Option

Last Call! The deadline to switch to the 21-payment option for your VUE dues is **Tuesday, August 26.**

Moving from 24 to 21 payments will give you a little extra relief as we return to work and then again at the end of the year as we head into the summer. The annual amount is the same, but we know that you need a bit of relief right now.

Don't miss this opportunity—contact the VUE office at (386) 238-1605 or click [HERE](#) by Tuesday, August 26th to make the switch today!

Upcoming VUE Professional Learning

Your union continues to provide top notch professional development. Courses are free to VUE members. Register today in MyPGS.

Reading/ESE 40 hour Course: 40 points

Course #: 78544 Section #: 114995
Dates: Every Monday beginning 8/25/25 through 11/10/25 - (exception- Labor Day)
Location: VUE Office (this is a face-to-face course)
Time: 5:00 pm - 8:00 pm

ESE IEP/IDEA: 4 points

Course #: 72058 Section #: 115235
Dates: Tuesday, September 16, 2025
Location: VUE Office (this is a face-to-face course)
Time: 5:00 pm - 8:00 pm

Call to Action: Labor Day - The Day to Celebrate Those Who Work For a Living!

This Labor Day, let's remind the world who really makes our schools, our communities, and our country run: workers, not billionaires.

Join your colleagues and friends for two hours of activism, advocacy, and action. WE THE PEOPLE who work for a living must stand together and demand an economy that rewards all of us!



Sick Leave Bank Reminders



The Sick Leave Bank serves as a benefit to VCS employees for unforeseen catastrophic medical emergencies. Things to remember include:

- You must be a member of the sick bank prior to the diagnosis date
- Applications for distributions must include medical documentation
- All required guidelines must be met and followed
- Sick Bank distributions only benefit the member
- VUE members can access the sick bank information by clicking this link, <https://www.ourvue.net/membership/sick-leave-bank/>

*Contact Dr. Lekita Howard at (386)238-1605 or lekita.howard@floridaea.org if you have any questions



Labor Day is Union Made!

The first Labor Day celebration occurred in 1882, with the Central Labor Union parade in New York City. The parade was a celebration of workers and the accomplishments and contributions they made to the community. As the popularity of honoring workers spread across the country, President Grover Cleveland signed legislation on June 28, 1894, establishing Labor Day as a federal holiday.

On the first Monday in September the country pauses to honor the American worker. We want to honor you, too. If you happen to be at the beach on Monday and you see a banner plane with the message, "LABOR DAY IS UNION MADE", that message is for YOU, the union educational professional who makes our students, district, communities, and OUR UNION great. We thank you for all that you do and hope that you enjoy this special day that is dedicated to YOU!

For a complete list of Union Made foods, beverages, snacks, and condiments, please visit, <https://aflcio.org/barbecue>

