



Solidarity Report

“Stand up for what you believe in, no matter how hard it is.” ~ Crystal Lee Sutton

BARGAINING - TODAY!

Today, we bargain for instructional personnel at the VUE office. We start at 4:30 pm, and we are calling on our members to attend.

Middle school members- get there when you can, it's okay if you are not there at the start of the meeting. It is important that you and your colleagues be present during negotiations. You need you to hear the conversations and be a part of the process.

So far, the district has failed to live up to its July 31st statement which was emailed to all instructional staff. They claimed, *“the district remains ready and available to bargain at any time to best serve our students and staff.”*

However, at the first bargaining session, the district came to the bargaining table with nothing. After the VUE team proposed changes to Article 22: Leave Provisions, they took a break and returned with a proposal that suggests removing all “No Meeting Weeks” and offers the possibility of working remotely on two teacher duty days under certain circumstances, but the circumstances were not defined. Essentially, we would be trading protections from meetings before/after and during the weeks when grades are due for the possibility of two remote workdays. Your VUE bargaining team does not see this as an equitable trade.

Additionally, the district CFO is very focused on settling the TSIA funds (the money the FL Legislature provided) for instructional personnel. He wants the VUE team to agree to the distribution of these funds prior to reaching a complete tentative agreement on Article 26, which is the compensation article. He wants the VUE team to agree to the TSIA funds because the state has set an arbitrary deadline for local school districts to have an agreement on the TSIA by October 1st.

The TSIA funds will result in less than a \$20 per paycheck increase. We believe that this is not enough to help you take care of your families or live a better life. Additionally, we believe that you need to be rewarded for your contribution in achieving the “A” grade earned by the district. The TSIA funds alone, will not be enough.



Your VUE team will not agree to bifurcate or carve out these dollars. It is the goal of VUE and it should be the goal of the district, to ensure that the entire contract, including all pay increases, TSIA, plus other funds, be negotiated quickly so that employees are able to provide for their families and students. If the CFO and the district want this done by October 1st, then our recommendation is that they come to the bargaining table ready to work and do what is right for the individuals who earned the “A” for this district. Our question is, “what is the value of an A?”

We are not sure if the Superintendent and members of her Cabinet will receive bonuses or salary enhancements as a result of achieving the “A”, but we are monitoring the situation and have submitted public records requests to determine the date of the last increases for this group of employees.

We are eager to return to the bargaining table today to do the work that our members deserve - fighting for respect, empowerment, and support! Solidarity!

Class Size & the 10-Day Count

We have learned that the district is currently reviewing class sizes and they are in the process of making some adjustments. It was reported that kindergarten enrollment is up, which is good for the district, and they are working to even out the numbers at all levels across the district.

The process is still ongoing and principals will be told later this week if a unit will be added or lost at their schools. Teachers will be informed no later than Monday, September 8th if they are going to be moved.

The contract language states that a ten (10) day notice has to be given prior to the start date of the new assignment and within that 10-day period, three (3) administrative leave days shall be provided for the purpose of packing, unpacking, and preparing for the new assignment. We are monitoring this situation and need you to contact your member rep if you are told you will be moving as a result of the 10-day count.



VCS Payroll Issues

On Friday afternoon, we were informed by several members that their paycheck was incorrect. We have reached out to the district and been told that a special pay run will occur this week to correct the problem.

If You believe that your paycheck is incorrect, please contact the VUE office at 386-238-1605. We will contact the Payroll Office on your behalf.

Open House - What You Need to Know

September is the month of Open House. You need to be informed about your rights during open house.

- Open house is contractual and instructional personnel are expected to attend.
- Open house is a separate event and not an extension of the workday. You are not required to stay on campus after your contractual day ends.
- Open house should not last for an extended period of time. Most open house events are 1.5 hours.
- During the week of open house, a PLC meeting can occur, but not on the same day as open house.
- Before/after school meetings are not allowed during the week of open house.
- Open house is an opportunity to meet with parents but it is not intended for parent conferences. Conferences should be scheduled to occur at another time.

If you have any questions about open house, please reach out.

Important Calendar Dates- September

September is upon us and we encourage you to mark your calendar with these important dates.

- **9/2 - Instructional Bargaining** - at VUE at 4:30 pm
- **Week of 9/2 - 9/5** - Open House Week: Middle Schools
- **Week of 9/8 - 9/12**- No before/after school meetings due to interim grades due on Wed. PLC can occur on Thursday or Friday
- **9/11 - Instructional Bargaining** - at VUE at 4:45 pm
- **Week of 9/15 -9/19** - Open House Week: Elementary
- **9/16 - Support Bargaining** - at Olson at 5:00 pm
- **Week of 9/22 - 9/26** - Open House Week: High Schools
- **9/24 - Support Bargaining** - at Olson at 5:00 pm
- Up to two (2) meetings before/after school are allowed in September.
- Only one (1) planning period may be used by admin each week

If you have any questions about expectations for the month, please contact your steward or member representative.

Upcoming VUE Professional Learning

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

ESOL - Curriculum & Materials: 60 points

Course #: 23226

Section #: 115508

Dates: Every Tuesday beginning 9/16/25 through 12/2/25 - (exception- Thanksgiving Break)

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

FEA - Retired Innovation Grants

Do you have an innovative and creative idea to enhance student learning?

Do you need a few dollars to make it a reality?

Applications are now available for the FEA Retired Innovation Grant. Contact the VUE office today.



AVAILABLE NOW!!

Florida Education Association - Retired
\$250 INNOVATIVE GRANTS

Are you an FEA/VUE member? Do you have an idea that would benefit your students? Is there a project you would like to do in your classroom that you otherwise cannot afford?

Here is help for you!

EASY APPLICATION PROCESS!

See your Building Rep or contact your FEA-Retired District Director

All information and details on the Vue-Retired site:

<https://www.vueretired.org/grant-apply-2025-26.html>

