



Solidarity Report

“When politicians blame unions, they’re really attacking our classrooms.” ~ Florida Education Association

Bargaining - WE NEED YOU!

Our most recent bargaining session made one thing very clear:
Volusia County Schools is not prioritizing the people who earned the “A” for our district!

The district has rejected every meaningful proposal we put forward for both units. They offered only a 1.5% COLA and a TSIA payment to instructional personnel and they’ve brought nothing to the table for support staff.

This is unacceptable. Our work deserves respect, and that respect is shown through action, not dismissive words and a failure to come to the table prepared to negotiate in good faith. This week, we will bargain for support and instructional staff and we need YOU to be in the room!

- Support Bargaining: Tuesday, September 16 at the VCS Olson Dr. Facility, beginning at 5:00 PM
- Instructional Bargaining: Wednesday, September 17 at the VUE Office, 4:45 PM

***This is Open House week for our elementary schools, and we are calling on secondary personnel to step up and attend these meetings. It is okay if you arrive after the meeting begins. If we want to win, we need you there.**

Why Show Up?

- **Visibility = Power.** When members fill the room, the district sees we are united and paying attention.
- **Support Each Other.** Instructional and support staff face the same lack of respect—we must stand shoulder to shoulder.
- **Your Contract, Your Voice.** Your presence shows the district and the school board that we demand better than the scraps they are offering.

Things to Consider:

Bargaining isn’t something that is done to us, it is our opportunity to advocate for what we need to live a better life and improve our working conditions. We must show the district that our patience is gone, and our unity is strong.

Mark your calendars. Bring a colleague. Fill the room. Together, we can win the respect and compensation we deserve. **SOLIDARITY!**

#RESPECTEMPOWERSUPPORT

Social Media Guidance

This is a reminder that the Commissioner of Education and certain members of the community are actively monitoring social media platforms, trolling for public school employees to use as examples of violations of professional standards.

We must be diligent in protecting ourselves and each other.

Key Social Media Guidance:

- Always use the highest privacy settings and check them regularly.
- Think twice about the photos you post.
- Never “friend” students or parents.
- **Do not post comments, status updates, or photos related to your work, even if they seem harmless.**
- Remember: Off-duty speech on platforms like Facebook, Instagram, or Snapchat can lead to discipline or discharge.
- As an employee of a public school district, your First Amendment Rights are not the same as the general public. Remember that you are held to a higher standard and your statements will be subject to review by the employer.
- Facebook and other social media sites have made it very easy to report abuse, with embedded report links throughout the sites.

Important Reminder

If you receive a meeting notice from Professional Standards or from your administrator/supervisor related to social media or any other issue: Contact your site steward or VUE representative immediately. Do not attend alone. You have the right to union representation.

Additionally, each social media platform handles privacy settings a little differently, so here are step-by-step guides to help you review and adjust them:

Facebook: How to Make Facebook Private: [Guide to Changing Your Settings](#)

LinkedIn: Adjusting Privacy Settings on LinkedIn: [Step-by-Step | MAIA Digital](#)

Instagram: [The ultimate guide to Instagram privacy and how to adjust settings](#)



Social Media Guidance, cont.

Twitter/X: [Guide on X settings and good practices | Privacy International](#)

Bluesky: [How to Make your Profile Private on Bluesky? - BlueSky Social](#)

Threads Privacy Settings - [Manage Privacy Settings](#)

TikTok: [TikTok Privacy Settings Guide to Control Your Data | IPVanish](#)

As a final reminder, please think twice before you post on social media. Not all conversations or statements require a response. Your opinion matters, but perhaps due to the moment in time we are living in, sharing it on social media is not the most effective way to make your point.

If you have any questions or concerns about social media, please contact the VUE office at (386) 238-1605.

Important: Curative Update

Curative members will be able to create their account in the Member Portal beginning September 15, 2025. A welcome email from Curative will be sent to you, which includes your Member ID—this is required to complete your portal registration.

Once portal access is established, you may schedule your baseline visit, which is a required step for all Curative plan types to maintain eligibility for \$0.00 cost in-network care. Individuals will have 120 days from the start of coverage in October to complete this appointment. IMPORTANT: You do not need to complete the baseline visit to begin receiving care. The \$0 in-network benefit applies from your plan's effective date in October and remains valid during the 120-day window to complete the visit. After day 120, any adult member who has not completed the baseline will transition to the deductible/out-of-pocket model.

Individuals enrolled in the EPO Value Plan can also create their Curative Pass through the portal once it becomes available. An active pass is required to receive care under this plan and maintain the \$0 cost benefit—except for Labs, Pharmacy, Urgent Care, and Emergency services, which do not require a pass.

You should have received a welcome email from Kimberly Adkins, the Benefits Liaison for Volusia County Schools. If you did not receive this communication or have any questions regarding Curative, please feel free to contact her directly at kmadkins@volusia.k12.fl.us

10-month + 10 day Employees

As part of negotiations, we are fighting to fix the unfair 10-month plus 10-day schedule that many instructional personnel work. The issue is that VCS does not include advanced degree supplements or job role stipends in the pay for the extra 10 days, meaning employees are losing money on those extra days. On top of that, many of these same employees are working beyond their contractual hours to keep up with the workload.

Since individuals perform the same work on those days, the fix is clear: create a 206-day salary schedule that pays full compensation (base salary + advanced degree + stipend) for all days worked, or return these individuals to an 11-month contractual year.

The district claims these 10 days are optional and flexible, but members have told us otherwise. They reported they are told when to report. Now, the district is saying other roles are also affected, and we've asked for a list of those classifications.

WHAT CAN I DO?

We need every 10 month +10 day employee to stand together on this issue. Please make it a priority to attend bargaining on **Wednesday, September 17th at the VUE office, beginning at 4:45 p.m.** Your presence sends a clear message to the district that we are united and serious about fair pay for every day we work.



Annual Notification

As required by 447.305(11) F.S., an employee organization that has been certified as a bargaining agent must provide to its members an annual financial report prepared by an independent certified public accountant. On the VUE website, members can access the financial statement that was included in our union's most recent registration renewal by navigating to <https://floridaea.sharepoint.com/:f/s/FEA-External/EjSNfp7x3x5Gq-1Ku6Qv1HEBROiYhS--z3FohdxL58I3pg?e=lbWdfM>



Get to Know Your Executive Board

The VUE Executive Board is the leadership team of Volusia United Educators (VUE). These elected leaders work on behalf of all members to carry out the vision and policy set by the Steward Council.

Knowing who your Executive Board members are means you understand who is representing you, how they are working to address your concerns, and the role they play in shaping the future of our union. They are not just decision-makers, they are fellow educators and staff who have stepped up to lead, advocate, and make sure VUE's collective voice is heard.

Your E-Board members are listed below. If you have questions or need support, they are here to help!

Executive VP - Instructional: Paulette McKibbins-Shed

Executive VP- Support: Valerie Jessup

Secretary- Michele McCoy

Treasurer- Patricia Randall

Membership VP - Karen Weinrich

At Large VP - Beth Rife

Constituent VPs:

Carol Colucci

Jose Cortes

Michelle Deibler

Mary Dipadova

Dorothy Featherson

Dr. DeAnna Haught

Mike Murphy

Jeff Turner

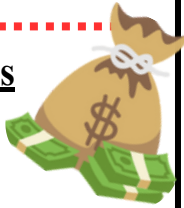
Vernell Williams-Spar

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>



VUE's Boots On the Ground

Get ready to kick up your heels and join your colleagues for a night of fun, unity, and solidarity!

When: Friday, September 19, 2025

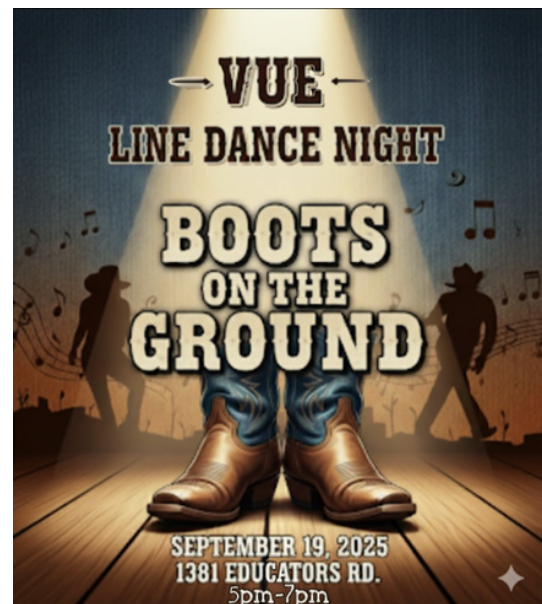
Where: Your Union Hall - 1381 Educators Rd.

Time: 5:00 PM – 7:00 PM

Put on your boots, learn a new dance, and just relax with like-minded individuals who understand that the struggle is real. Union work is about lifting each other up and standing together. Let's take a moment to enjoy being together and build connections that keep us strong.

Bring a potential member and have your name entered into a drawing for a gift card. Food and drinks (non-alcoholic) will be provided.

RSVP today, <https://forms.gle/c6sNb1g8gbSXn1KG9>



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

