

Solidarity Report

“The only people who get upset about you setting boundaries, are the people who were benefiting from you having none.” ~ Unknown

Bargaining Survey

Instructional Personnel: We Need Your Feedback!

The district's current salary and compensation offer falls well below our expectations. It does not reflect the value we bring to our schools and the dedication we show our students.

Here are the facts:

- The members of the Florida Legislature have failed to prioritize public education as Florida currently ranks 50th in the U.S. for average teacher salaries.
- The State funded Teacher Salary Increase Allocation (TSIA) provides approximately \$19 per paycheck for teachers with two (2) or more years of service.
- This year, the Annual Financial Report (AFR) shows that Volusia County Schools has a total Fund Balance (savings account) of \$115 million.
- The data shows that VCS has the ability to honor and recognize the hard work that is done every day which resulted in the “A” grade for VCS in 24-25.
- The current compensation package the district is offering includes:
 - 1.5% Cost of Living Adjustment (COLA)
 - .54% TSIA – for eligible personnel
 - 1% non-recurring one-time bonus (approximately \$500-\$600 average)
- The State Board of Education has set a deadline of October 1, 2025 for local school boards and superintendents to have the TSIA money settled. If the deadline is not met, the superintendent, board chair, and union president will be called to a state board meeting to explain it has not been settled.

We need direction from you. Your VUE bargaining team needs you to tell us what you want us to do. We have created a short survey that asks the following questions:

1. Do you want the VUE bargaining team to accept the current offer?
2. Do you want the VUE bargaining team to agree to the TSIA distribution for eligible employees before the full agreement on compensation is settled?

Our union is by members for members, and we will not accept an offer just to “get things done.” We need your voice included in this decision so we can show the district what YOU want.

The link to the survey is below. Please take a moment and complete it now.

<https://forms.gle/od8mduMEwFFZgR3e9>

Please know that we stand ready to continue the fight for what we deserve. To quote Mother Jones, “*We’re working too hard, for too little, and we’re being exploited. Only we can end this.*”

The survey will close at the end of the day on Tuesday, September 23. Please let your voice be heard! Solidarity!



PERC Update - Support Staff

Since we have not yet reached the required 60% membership density for Office Specialist and Paras, we are required to have an election to retain VUE as our official bargaining agent/union.

We received word on Friday that the election will take place as a “mail ballot” election and will be held on October 21 through November 18, 2025. Ballots will be mailed to the home address on file with VCS for all OS and paras.

As the election dates draw near, we will remind you to be on the lookout for this very important communication. However, it is now time to build our membership so that we no longer have to go through this process with PERC.

Share your story about why you are a member of VUE. Help our colleagues understand that if we want more, we must build our membership because that is how we build our power. For more information about membership in our union, please visit www.ourvue.net/membership



Professional Learning Day

Today is the district-wide Professional Learning Day.

Your contract guarantees important protections for you on professional development days. As stated the contract, this day is developed between the District and VUE. That means your union has a voice to ensure they are relevant to your job and not just “one-size-fits-all” training.

The day has been structured so that half of time is given to you for the purpose of planning. This planning time is to be unmanaged by your administration and/or the district. The time is for you to work on the things that you deem important. Additionally, you are guaranteed an uninterrupted one-hour lunch. Working lunches are not permitted.

We have received feedback about the 8:00 am - 3:30 pm schedule for all instructional employees. We will revisit this for next year’s PL day. The day was structured this way so that trainings were able to be provided in an efficient manner. We have also received feedback about the locations of the trainings. We will contact the district about mileage reimbursement for the personnel who are required to travel for their PL sessions.

If you have any questions about today’s PL experience, please do not hesitate to contact the VUE office at (386) 238-1605.

Labor Management Update

Here is a quick update from our most recent labor management meeting with VCS.

- Responsibility for creating an IEP for students from other districts - **SSS personnel write the initial VCS IEP**
- Focus Communications- many site-based complaints - **Teachers want to use their phones for convenience, but VCS needs to archive these communications. VCS is piloting a “chat” feature in the Teams App., which could provide greater functionality to teachers.**
- Training for paras - specifically toileting expectations - **Ms. Copeland will send VUE the manual.**
- Policy Review Canvas Course - teachers are required to complete a lengthy review and there is no time to do it - **Principals must provide time. Dr. Evans will be contacted to determine if adjustments can be made.**
- Additional training for Ed. Modified - new hires and others need support with Ed Modified - **Principals can share the link to the training with staff.**
- Are ESE Case Managers expected to direct the work of their colleagues- **case manager is the help mate to other colleagues. If the information is not provided timely for the development of the IEP, the SSS will report to admin. Admin will contact the individual to determine if support is needed.**
- Excessive ESE paperwork for Support Facilitators - there is too much paperwork and not enough time when SF are told to be in classrooms everyday- **Ms. Copeland can provide assistance. Asked for specific incidents**

We will have another labor management meeting this week. Please send any concerns to your member representative.

Important: Curative Update

It has been brought to our attention that the appointments to meet with a Curative Care Navigator to complete the required baseline visit are only available during the contractual workday. This creates a hardship for the employees in our district. It also undermines the confidence that employees may have with the move to a new provider.

During the negotiations process, Curative stated that these appointments would be available before, during, and after work hours in order to assist employees in completing the required baseline visit.

I have spoken with the district, and they have reached out to Curative to hold them to their promise. If you have been able to schedule and appointment, there is no need to make a change, but for those of us who need the flexibility of appointments outside of the traditional workday, please know that we are working to make this correction.

We will keep you posted as we receive updated information.

Supplement Performance Orders

As we visit schools throughout the district, we continue to hear concerns about supplements. Administrators claiming there is no money, additional duties that exceed reasonable expectations, or the failure to have a signed Supplement Performance Order (SLP) prior to beginning the duty.

Listed below are requirements from the contract regarding supplements:

- Supplements are not automatic.
- A supplement must be mutually agreed upon by the teacher and the principal.
- This agreement must take place during pre-planning or **no later than September 30th** of the school year.
- A supplement may only be split if all teachers involved agree to do so.
- Supplements are paid for work performed beyond the regular workday and outside normal job responsibilities.
- Holding a specific job title or having received a supplement in the past does not guarantee a supplement.
- Every supplement must be documented through a SPO.
- The SPO is binding on both the teacher and the district for the duration stated in the order.
- The SPO must be completed and signed by the teacher before beginning supplemental duties.

If you have any questions about supplements, please contact your steward or member representative.



Our VUE Family



This is our friend Lydia. Lydia is one of our stewards at Friendship Elementary School. She is also the Media Specialist. Last week, two juveniles broke into the media center and proceeded to destroy almost everything. They were also able to access Lydia's office and she lost many of her personal items.

We visited Friendship last week to provide lunch and I was able to view the destruction first hand. To her credit, Lydia has worked tirelessly to restore the media center, and she shared that many teachers, staff, and community members have stepped up to help.

Now, it is our time to help. When I spoke with Lydia, she shared that the community is providing her with the essentials right now, but she predicts that as time goes by, there will be additional items that she needs. I have promised her that her VUE family will be here to support her for the long haul.

When Lydia reaches out, I hope you'll join me in showing support for our sister. In the meantime, you can send her words of encouragement at LJWebste@volusia.k12.fl.us. Moments like this remind us what solidarity truly means. Our union is more than a contract, we are a family. Together, we show that people matter most.

