



Solidarity Report

“If you are going to bet on someone, bet on yourself.”

~ Kobe Bryant

Impasse - What Does It Mean?

On Thursday, September 25th the District General Counsel, on behalf of the Volusia County School Board, sent an email to declare impasse with the instructional unit of VUE.

The negotiation process for public sector unions is governed by the language in the Florida Statutes, Chapter 447. "Impasse" under Chapter 447 signifies that negotiations between a public employer and a certified bargaining agent (union) have stalled, preventing agreement on a contract. We disagree that we are at impasse, as the conversation about salaries was ongoing.

As a reminder, the district, (although they stated that they wanted to bargain during the summer) did not provide a salary proposal until after your union made the initial offer on September 2nd. If you count last week, we have discussed salaries only three times. To declare that the process has stalled is disingenuous.

What has really occurred is that the district is concerned about only one thing; meeting the state deadline to have the TSIA distribution plan submitted. The true irony here is that the state only requires school districts to submit a plan detailing how the funds will be distributed. We are in agreement about the distribution of the TSIA money, but we will not bifurcate the TSIA language away from the whole compensation article.

The FDOE has a clear policy that TSIA funds will not be distributed to districts until they have submitted a compliant plan. In prior years, districts who did not submit the plan by the deadline were called to explain to the state board of education why they were not compliant. It seems that VCS would rather declare impasse than continue to negotiate in good faith to reach an agreement that honors the work and sacrifice of our instructional personnel.

The declaration of impasse does not mean that negotiations stop, it means that the parties will move forward with a process that could ultimately end with the employer "imposing" their will on the employees for a one year period. At this point, we are working with an attorney to move through the various phases if the impasse.

How Far Apart Are We?

In order to fully inform you about what has been proposed, we have created a side-by-side comparison of the two salary proposals. For us, it is important that instructional personnel receive at least the same percentage in the COLA that was provided to non-bargaining employees, and we continue to reduce salary compression for our mid-career and veteran colleagues. Additionally, it is important that all money received is able to be contributed toward your retirement. Building for our future is extremely important and cannot be overlooked.

Item	Description	VUE Cost	VCS Cost
Supplements	SLP and Social workers	\$ 250,000	0
Bereavement**	2 days	\$ 211,283	\$ 211,283
Retention		\$ 865,200	0
Salaries	2% - (VUE) 1.5% - (VCS)	\$ 5,213,586	\$ 3,910,190
Sub total		\$6,540,069	\$ 4,121,473
TSIA	State passthrough money	\$1,996,115	\$ 1,996,115
Bonus	Non-recurring, non-pensionable	0	\$ 2,606,793
TOTAL		\$8,536,184	\$ 8,724,381

There are some important features of the proposals to point out. First, the negotiation of bereavement leave is a huge win. However, we believe that the district will provide this long overdue benefit to all employees, so to include it in the package as something specific only to instructional staff is misleading. We have included it here to point out not only the minimal cost to VCS, but also how life is better for everyone due to our union!

Next, you will see in the chart the difference between the two proposals. VUE's proposal emphasises salaries and retention, whereas the district's proposal offers less in salaries, no retention (used to address compression), and the 1% bonus. VUE's proposal actually costs a bit less than the district, and this is why impasse does not make sense. They are willing to spend about \$200,000 more but not in the areas where it matters the most. I wonder if the members of the school board have been given the full details of both proposals. However, one thing we know is that the truth in VCS is always stranger than fiction. They frequently mention a "pot of money", if the pot is truly what they are proposing, the only reason to reject our proposal is because they do not want to commit to providing for employees beyond this year. Shameful!



Impasse- What Does It Mean? cont.

As we continue to move through the impasse process, we will keep you informed on the details. We need to continue to keep **constant, focused, pressure** on the members of the school board, as the final decision is ultimately up to them. No one person can do everything, but each of us can do something. Listed below are a few steps that you can take to show your displeasure at the declaration of impasse:

- Attend a VUE site meeting
- Create an automatic reply on your email stating your availability during your contract hours
- Talk with your colleagues, friends, and community members about the impasse. Share the importance of honoring the employees who worked to make this district an "A" Rated district
- Post on your social media accounts, follow the VUE FB and Instagram pages
- Write or making a video testimonial (we will publish on our social media pages)
- Take your **WHOLE 30 MINUTE UNINTERRUPTED LUNCH**
- Attending and/or speaking at a school board meeting (October 14th is the next meeting)
- Ask a colleague to join VUE
- Leave at the end of your contractual day and don't take work home with you!

PERC Election Update - Former AFSCME Unit

It really is true that good things come to those who wait! We have been working for almost two years to organize the individuals who work in positions that were formerly classified within the AFSCME unit. This includes our friends who work in the Transportation Department, School Way Cafe, Custodians, Campus Advisors, Guardians, Facilities, Maintenance, and a few others. After many twist, turns, and objections from the district, PERC has set the date! The election will be held on October 9 - 10th and will be conducted as an "in person" election. The voting sites are listed below:

October 9, 2025

Site #1 New Smyrna Beach Transportation

(Portable 074 – Employee Lounge)
1248 Turnbull Bay Road New Smyrna Beach, Florida
11:00 a.m. – 1:30 p.m. & 4:00 p.m. – 7:00 p.m.

Site #2 Deltona Transportation

(Building 4 – Employee Lounge)
2081 Eustace Avenue Deltona, Florida
11:00 a.m. – 1:30 p.m. & 4:00 p.m. – 7:00 p.m.

October 10, 2025

Site #3 Daytona Transportation

(Building 2 – Training Room 2)
1648 Hancock Boulevard Daytona Beach, Florida
11:00 a.m. – 1:30 p.m. & 4:00 p.m. – 7:00 p.m.

Site #4 Deland Transportation

(Building 9 – IT Trailer)
1301 Shapiro Drive Deland, Florida
11:00 a.m. – 1:30 p.m. & 4:00 p.m. – 7:00 p.m.

PERC Election Update - cont.

The tally of ballots will be held at Deland Transportation, Building 9 – IT Trailer, 1301 Shapiro Drive, Deland, Florida 32724 on October 10, 2025, at 7:00 pm.

We are scheduled to meet with PERC and the district on October 1st to discuss the logistics of the election.

Please share this good news with the individuals on your campus or worksite. An election notice (shown below) should be posted by VCS in conspicuous locations for eligible voters.

NOTICE OF ELECTION

STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

PURPOSE OF THIS ELECTION

To determine whether the eligible employees want a representative for the purpose of collective bargaining with their employer. A majority of the valid ballots cast will determine the result.

SECRET BALLOT

The election will be by secret ballot under the supervision of a Commission agent. Voters will be allowed to vote without interference, restraint or coercion. Electioneering will not be permitted at or near the polling place(s). Violations should be reported immediately to the Commission agent conducting the election. A Commission agent will either hand a ballot to each eligible voter at the polling place or mail a ballot to each eligible voter. **MARK YOUR BALLOT IN SECRET. DO NOT SIGN YOUR BALLOT.** Fold the ballot and personally deposit it in the ballot box under the supervision of the Commission agent. If a mail ballot, send it to the Commission in the envelope you receive with your ballot. A sample ballot appears on this Notice.

ELIGIBILITY

Eligibility is determined by your job classification. Employees eligible to vote are described under "Voting Unit" on this Notice.

CHALLENGE OF BALLOTS

The Commission agent, or any authorized observer, may question the eligibility of a voter. The ballots of such voters may be challenged.

AUTHORIZED OBSERVERS

Each of the interested parties may designate two observers at each polling place. The observers: assist in the identification of voters, challenge the eligibility of voters, and otherwise assist the Commission agent.

YOU HAVE THE RIGHT UNDER THE LAW:

- To self-organization.
- To form, join, or assist employee organizations.
- To bargain collectively through a chosen representative.
- To act together for the purpose of collective bargaining or other mutual aid or protection.
- To refrain from any or all such activities.

Every effort will be made to protect your right to a free choice. Improper conduct will not be permitted. All parties are expected to cooperate fully with the Commission and the Designated Agent in upholding the basic principles of a fair election. If agents of either the employee organization or the employer interfere with your right to a free election, the election may be set aside by the Commission.

PUBLIC EMPLOYEES RELATIONS COMMISSION
4708 CAPITAL CIRCLE N.W., SUITE 300
TALLAHASSEE, FLORIDA 32303

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACTED

PERC Form 11

EL-2025-122 (Relates to OR-2016-016, RC-2024-304)

VOTING UNIT:

INCLUDED: All regular full-time and regular part-time employees, regardless of source of funding, employed by the School Board of Volusia County in the following job classifications:

Bus Attendant	Mechanic
Bus Dispatcher	Mechanic's Helper
Bus Operator	School Guardian
Campus Advisor	School Safety Monitor
Clinic Assistant, School Based	School Way Cafe, Assistant
Custodian	School Way Cafe, Intern
Delivery Person/Warehouse	School Way Cafe, Manager
Dining Room Aide	Technician
Employment Advisor	Warehouse Person
Licensed Practical Nurse, School Based	

EXCLUDED: All other employees of the School Board of Volusia County, Florida.

ELIGIBLE VOTERS: All those employees included in the voting unit as of June 2, 2025.

PLACES, DATES, AND TIMES OF ELECTION:

Site #1 New Smyrna Beach Transportation (Portable 074 – Employee Lounge) 1248 Turnbull Bay Road New Smyrna Beach, Florida	October 9, 2025 (Thursday) 11:00 a.m. – 1:30 p.m. and 4:00 p.m. – 7:00 p.m.
Site #2 Deltona Transportation (Building 4 – Employee Lounge) 2081 Eustace Avenue Deltona, Florida	October 9, 2025 (Thursday) 11:00 a.m. – 1:30 p.m. and 4:00 p.m. – 7:00 p.m.
Site #3 Daytona Transportation (Building 2 – Training Room 2) 1648 Hancock Boulevard Daytona Beach, Florida	October 10, 2025 (Friday) 11:00 a.m. – 1:30 p.m. and 4:00 p.m. – 7:00 p.m.
Site #4 Deland Transportation (Building 9 – IT Trailer) 1301 Shapiro Drive Deland, Florida	October 10, 2025 (Friday) 11:00 a.m. – 1:30 p.m. and 4:00 p.m. – 7:00 p.m.

BALLOTS WILL BE COUNTED AT DELAND TRANSPORTATION, BUILDING 9 - IT TRAILER, 1301 SHAPIRO DRIVE, DELAND, FLORIDA 32724 ON OCTOBER 10, 2025, AT 7:00 P.M. IMMEDIATELY AFTER THE CLOSING OF THE POLLS.

NOTE: Voters should bring some form of identification to the polls (i.e., driver license, employer identification, etc.)



Professional Learning Day - Follow Up

The PL day that occurred on Monday September 22nd was shrouded in confusion and mixed messages. The terms and expectations for the PL day were shared in last week's Solidarity Report, however, it seems that there were several principals who did not receive the message.

We want to extend a huge thank you to those of you who reached out to inform us of the violations of the agreement between VUE and VCS. The day was to be split in half, with district directed PL in the morning, and unmanaged planning in the afternoon.

Due to the overwhelming concerns we received, we asked the Executive Director of HR to send an email to principals reminding them that the afternoon was to be unmanaged. She sent the following email at 11:20 am. *"Good morning! Keep in mind that the afternoon of today's professional learning day is to be used exclusively for teacher guided planning. No meetings can be held during this time and no deliverables are required."*

If you were made to submit a deliverable or were mandated to participate in an admin directed PLC please contact the VUE office at (386) 238-1605.

Teacher Classroom Supply Money



The Teacher Classroom Supply Assistance Program, (formerly known as Teacher Lead Money), has provided \$300 for each eligible teacher to spend on items used for the instruction of students for the 2025-26 school year. The list of items below are suggestions from DOE as acceptable expenditures:

- Arts & crafts materials • Ink and toner for printers
- Charts, maps, globes, posters • Math manipulatives
- DVD/CD disks for student use • Paper, books, etc.
- Flash cards • Pencils, pens, markers, etc. • Game balls & supplies for PE • Protective smocks, aprons • Inexpensive musical instruments • Software subscriptions (temporary access to site)

Food items (unless included in a lesson plan or curriculum) is not an acceptable purchase.

The funds are only available through **ClassWallet** which is an online funds management program utilized by VCS. The funds provided must be used by **May 15, 2026**. Any unused funds will be allocated to the SAC committee at the school which you are employed.

For additional information about the Teacher Classroom Supply Assistance Program, please visit the District Finance Intranet site by clicking [HERE](#) (login may be required).

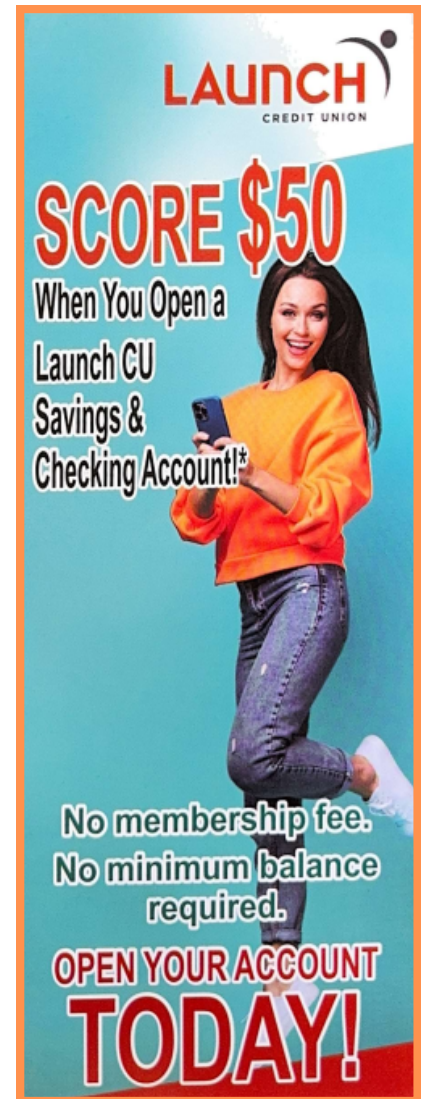
Launch Credit Union

Please remember that your membership provides many benefits, including access to savings and incentives from our many partners.

Launch Credit Union has been a long-time partner with VUE. They have stood by us during the tough times and have always had the best interest of our members as their priority.

As we enter into the third year using the eDues ACH dues payment system, we wanted to remind you that if you open an account with Launch, you will receive \$50 as an incentive. This money can help offset part of your dues or provide a cushion when times get tight.

For more information contact your local branch or click [HERE](#) for online information. Mention this add when you speak with a representative.



#RespectEmpowerSupport!

