



Dr. Carmen J. Balgobin
Superintendent of Schools

School Board of Volusia County

Ms. Jamie Haynes, Chair
Mr. Ruben Colón, Vice Chair
Mrs. Donna Brosemer
Mrs. Krista Goodrich
Mrs. Jessie Thompson

September 25, 2025

Ms. Elizabeth Albert
Volusia United Educators
1381 Educators Road
Daytona Beach, FL 32124

Re: Declaration of Impasse Between Volusia United Educators Instructional and School Board of Volusia County, FL

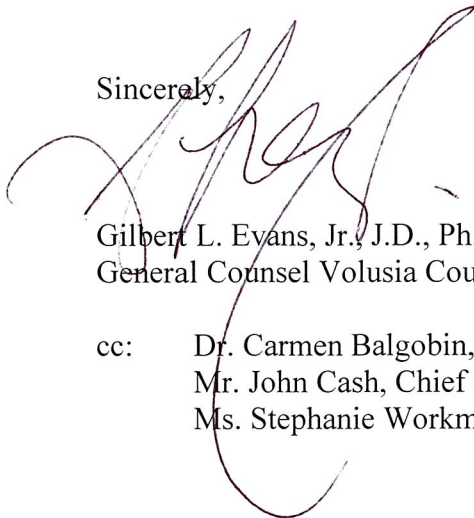
Dear Ms. Albert:

This is to inform you that the School Board of Volusia County, Florida (“School Board”) has declared negotiations at impasse between Volusia United Educators – Instructional (“VUE – Instructional”) and the School Board concerning pending collective bargaining proposals. The School Board shall timely notify the Public Employee Relations Commission (“PERC”) of the impasse in accordance with Fla. Stat. §447.403, and request PERC to initiate the impasse resolution procedures as contemplated in law.

The parties have not reached resolution that would permit the School Board to provide salary raises to all eligible instructional personnel consistent with budgeted and available funds. At this time, the School Board’s negotiation team has no authority to meet the demands of VUE – Instructional, and additional negotiations would be futile.

The School Board’s bargaining team remains ready, willing, and able to continue negotiations should VUE wish to return to the table. Due to the parties’ positions, however, we believe the use of impasse resolution would lead to a timelier final resolution.

Sincerely,

A large, stylized handwritten signature in dark ink, appearing to read 'G. Evans, Jr.', is written over the typed name and extends upwards into the 'Sincerely,' line.

Gilbert L. Evans, Jr., J.D., Ph.D.

General Counsel Volusia County Schools & Board Attorney

cc: Dr. Carmen Balgobin, Superintendent
Mr. John Cash, Chief of Staff
Ms. Stephanie Workman, Executive Director of Human Resources