



Volusia United Educators Bargaining Update 9/11/2025

Instructional Bargaining Session #3

Today, your union intended to propose two articles, HOWEVER....

The district began the session by providing a counter offer to **Article 26: Compensation**. It included the following:

TSIA: The district passed a TSIA calculation worksheet. It included the following:

- 0% increase for teachers with less than 2 years' experience. Due to a legislative change teachers in this group are ineligible to receive TSIA money.
 - Performance Pay Amounts:
 - Annual Contract – Highly Effective - \$643.00
 - Grandfathered - \$514.00
 - Annual Contract – Effective - \$321.00
- The TSIA money is .54% or approximately \$19 per paycheck (Less than \$10 per week).

Article 26: This was a separate conversation

- The district **rejected** every change that was put forward by VUE at the last session. This includes:
 - Advanced degree payments for all- **REJECTED**
 - A 206 contractual work year instead of a 10 month + 10-day schedule - **REJECTED**
 - Including the advanced degree supplement and job-related stipends as part of the “base” pay calculation - **REJECTED**
 - Supplements for large class size- **REJECTED**
 - Providing the Retention Supplement prorated through the 24 paychecks- **REJECTED**
 - Increases to stipends- **REJECTED**
 - A 4% COLA - **REJECTED**
- The district proposed a **1.5% COLA** increase

When questioned about the 2% increase that was provided to non-bargaining personnel, the district was quick to point out that the increase is 2%. This is untrue for teachers with less than 2 years' experience as they are ineligible for the TSIA.

A long discussion ensued regarding the Fund Balance, priorities, and the lack of respect this proposal provides instructional employees. After numerous requests to determine who authorized the proposal, it was revealed that the members of the school board directed the district bargaining team to provide a 2% increase to all employees. We asked if the 2% was in addition to the TSIA, which would still be inappropriate, but would result in approximately a 2.5%

increase for most teachers. The district assured us that the board understood clearly that the 2% included the TSIA.

When we raised the fact that the offer is only a 1.5% COLA—and that teachers with fewer than two years of experience would receive nothing beyond that, falling short of the board’s directive and intent—the HR Director replied simply, “you have my answer.”

What Do We Do Next?

1. First, we must make sure that we share our experience from bargaining with our colleagues and friends. EVERY teacher and staff member needs to know that VCS is NOT prioritizing instructional personnel
2. Next, we must reach out to the members of the school board and tell them that 1.5% plus the TSIA (if eligible) is NOT ENOUGH. A few tips and talking points are below.
 - a. Email the board members from your personal account
 - b. Be respectful, factual, and do not criticize. Instead, inform and educate the board members on why this offer is not acceptable
 - c. Explain that this offer does not demonstrate respect for the work that you do and the contributions you make
 - d. Consider asking if 1.5 % is the value of becoming an “A” District. We know that a 1.5 equals a “D” in every classroom throughout this district.

The email addresses of the board members are below. Remember, do not use your school email to send this message and do not attack the board members.

- Jamie Haynes - jmhaynes@volusia.k12.fl.us
- Ruben Colon - rcolon@volusia.k12.fl.us
- Donna Brosemer - dbroseme@volusia.k12.fl.us
- Krista Goodrich - kngoodri@volusia.k12.fl.us
- Jessie Thompson - jjthomps@volusia.k12.fl.us

We will share more information over the next few days about what you can do to advocate for an appropriate salary increase. Please make sure to keep in touch with your site-based steward(s).

The next bargaining session is scheduled for September 17, 2025, at the VUE office. The meeting will begin at 4:45 pm, and everyone is welcome to attend. **The 17th is open house for many elementary teachers, so we need secondary members to be present!**

The link to the video of today’s bargaining session is [Live Stream LINK 09/11/25](#):
If you have any questions, please reach out to your Steward or VUE representative.

Solidarity,
Elizabeth Albert