



Volusia United Educators Bargaining Update 9/17/2025

Instructional Bargaining Session #4

Today, your union proposed the following: (the district response is indicated below)

Article 15: Transfer and Vacancies – Counter proposal:

- Remove the limitations on allowing only transfer during the summer
- Improvements to the communication process and information provided to VUE on potential displacements and non-reappointments
- Eliminate the “break in service” impacts for non-reappointed teachers who are rehired prior to the first day of preplanning in the year following the non-reappointment

Article 18: Maintenance of Classroom Control

- Provide all teachers with the current Discipline Matrix **(REJECTED)**
- Provide teachers with a notification if a referral is deleted **(ACCEPTED)**
- Improvements to the response time when a student needs to be removed from class **(REJECTED)**
- Improvements to the required communication between administration and the teacher when a readmitting a student to class after a referral has been written **(REJECTED)**

Article 22: Leave Provisions – Counter proposal

- Adjusted the amount of paid maternity/paternity leave to 4 weeks (20 consecutive days) – we provided this alternative in order to try to get the language into the contract **(REJECTED)**
- Adjusted the amount of paid bereavement leave to 2 days – we provided this alternative in order to try to get the language into the contract **(ACCEPTED)**

Article 26: Compensation – Counter proposal

- Proposed providing the advanced degree payments over 2 years, starting with teachers with 10 or more years in 25-26, and then providing the payment for all in 26-27 **(REJECTED)**
- Create a 206-day contractual work year **(REJECTED)**
- Provide a class size/ caseload supplement for excessive class sizes **(REJECTED)**
- Increase the values on the retention supplement **(REJECTED)**
- 4% COLA for all bargaining unit members **(REJECTED)**
- Update the base pay to include advanced degree supplement and job role stipend **(REJECTED)**

The District proposed the following:

Article 9: Working Conditions- counter proposal

- **Rejected** – proposed changes to the New Teacher Academy
- **Rejected** – virtual planning days on teacher duty days for all personnel
- **Rejected** – additional planning day for teachers of students with disabilities

- **Accepted** our proposal to identify Meet the Teacher in the identified meetings that impact the district time during pre-planning
- **Accepted** providing the date of Open House to employees during preplanning
- Proposed to revoke the protections from meetings during blackout weeks, in lieu of providing up to 2 teacher duty days where employees are allowed to work remotely under certain conditions
- **Rejected** – providing Comp Time for clubs and when assigned duties require work beyond the contractual day

A caucus was taken at that point. We did not create a counter proposal on Article 9 during the caucus.

When the district returned from the caucus, they provided a counter proposal to Article 26 that included the following items.

- 1.5% COLA
- .54% TSIA for eligible employees
- 1% one-time non-recurring bonus (average \$500 per employee)

The discussion that followed included questions about the disparity between the offer that was provided to non-bargaining personnel and what is being offered to instructional employees. We reminded that district that the cost of 2% for instructional personnel is approximately \$5 million and the district has \$13 million free and clear in the unassigned fund balance. We went on to question the value of instructional personnel to the district after achieving the “A” District status. The conversation resulted in what could be classified as circular. It added no value to the overall outcome.

The conversation was then shifted by the district to the calendar deadline that has been set by the State Board of Education to have the TSIA settled by October 1st. The penalty for not having the TSIA settled is that the Superintendent, School Board Chair, and the Union President are to attend a State Board of Ed. Meeting and explain why we have not settled. Of course, this will be a “Blame the Union” session, but we are not confident that if we separate the TSIA money from the compensation article that the district will continue to bargain in good faith.

What Do We Do Next?

We are sending a survey out to our members to determine if you want us to accept the current offer of 1.5% COLA, the .54% TSIA to eligible teachers, and a 1% non-recurring bonus, or if you want us to continue to fight for a better offer. We also need to know if you want us to agree to accept the TSIA money that has been sent to eligible teachers (those with 2 or more years of service) while we continue to bargain the remaining language in the compensation article and all other articles.

Please know that regardless of the outcome of our survey, the district is able to declare impasse at any time. Your union is committed to continuing to do the work and we will not give up. Please continue to send your emails to the members of the school board to ask them why

instructional personnel in Volusia continue to be disrespected. We have created a quick and easy way to reach all of the board members with one click. Please use the link below to send your email from your personal email account. You are able to customize the message as you deem appropriate.

<https://secure.ngpvan.com/RNQR3QDtzUaFrptNIBq64A2?ms=eml>

The next bargaining session is scheduled for September 30, 2025, at the VUE office. The meeting will begin at 4:45 pm, and everyone is welcome to attend.

The link to the video of today's bargaining session is [Live Stream LINK 09/17/25](#):
If you have any questions, please reach out to your Steward or VUE representative.

Solidarity,
Elizabeth Albert