



Volusia United Educators Bargaining Update 9/24/2025

Instructional Bargaining Session #5

Tonight, VUE and VCS met for the 5th time to attempt to reach an agreement on language and salaries. Your union has approached this process in good faith, as we are tasked to do. However, tonight's performance by the district bargaining team clearly shows us that they are not committed to the same standard of good faith.

We provided counterproposals that included some of the following:

- Virtual planning days for the first three (3) Teacher Duty Days of the year
- Additional planning day for ESE Case Managers to complete paperwork
- Comp time as a pilot in secondary schools. Two (2) Comp days for sponsoring a school club
- No before/after school meetings during the week of an ERPL
- Provide personnel with large class sizes/caseloads compensation of \$1,500 for the additional student load
- Provide increases to the Retention Supplement
- Provide a 2% COLA to decompress salaries while the base salary remains at \$49,201
- Provide individuals receiving payment for voluntary inservice \$33/hour
- Increase the job stipend for SLPs and SSW
- Certificated personnel who work ESY and require additional credentials shall be paid their job role stipend and advanced degree for this additional work

We were able to reach a **Tentative Agreement** with the district on Article 22: Leave Provisions after clarifications were provided in the bereavement language.

After that, the evening went downhill. There was a brief caucus and upon reconvening, the district informed us that they did not look at the articles we passed to them, but they wanted to discuss compensation. The district then informed us that they were going to revert back to the last article they presented. The proposal is below:

- A 1.5% COLA
- .54% TSIA – for eligible employees
- 1% non-recurring one-time bonus

At that point, the individuals in the room stood up and turned their backs to the district. This disgraceful and disrespectful offer is NOT ACCEPTABLE. What is the value of being an "A" district? Is 1.5% an honorable offer? We believe it is not and so do more than 1,100 of your colleagues. The bargaining survey that was sent last week showed that 86% of respondents do not want the VUE bargaining committee to accept this low wage offer. So, WE WILL NOT!

What Do We Do Next?

First, please take a few moments to review the video from tonight's bargaining session. You can access by clicking this link, <https://www.youtube.com/watch?v=lwcb7nHHVIO>. The final moments of the meeting begin at approximately 1:38:10. Please listen to the excuses from the district about why they cannot prioritize your salaries. Shameful.

Next, please talk with your colleagues about this situation. We need to spread the word far and wide about this pitiful offer. We need to take action to show the members of the board and district leaders that they have crossed the line. We've done our part and now they need to do theirs.

Then, consider taking the following actions:

- **Change your email signature** to say, *"Thank you for your email. I am only available to respond to emails during my contract hours My contractual work hours are XXXX to XXXX Monday through Friday. I will respond to your email during scheduled work hours."* Set this message to automatically respond to all emails received outside of your contractual work hours.
- **Follow, Like, and SHARE** VUE Facebook posts about bargaining and actions
- **Friday is Blackout Day! Wear BLACK** because our hearts are sad that the district is unwilling to meet the needs of its employees. We are also encouraging EVERY employee to leave at their contract time on Friday in solidarity of the work we are unwilling to do for free. Do not take work home with you. If we want respect and the changes we need, we have to stop working for free.

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).

If you have any questions, please reach out to your Steward or VUE representative.

Solidarity,
Elizabeth Albert