



Volusia United Educators Bargaining Update 9/2/2025

Instructional Bargaining Session #2

Today, your VUE team brought forward the following Articles.

Article 9: Working Hours and Conditions- Your union is proposing the following improvements:

- **Reduce the New Teacher Academy** to one year, participation in year two shall be voluntary.
- **Virtual planning days** for the first three (3) Teacher Duty Days. Teachers must be available for scheduled meetings/trainings and adhere to communication expectations.
- **ESE Case Managers** shall receive one additional duty day per month for completing required paperwork.
- **Itinerant Personnel** shall receive one additional day per month to work from home to complete paperwork.
- **Open House dates** shall be provided to employees during pre-planning and the event shall be no longer than 1.5 hours.
- **Compensatory Time** shall be granted to instructional personnel who sponsor a club that occurs beyond the 7.5 hour workday.
- **Compensatory Time** shall be granted to instructional personnel who are assigned duties that require work beyond the 7.5 hour workday.

Article 26: Compensation - Although the CFO has not completed the Annual Financial Report which will provide the much needed financial information to propose salary increases, your VUE team has moved ahead with our proposal. The proposal includes the following:

- **Advanced Degree payments** - Increase all supplements by 4% and offer this supplement to all instructional personnel who have earned an advanced degree regardless of certification area.
- **Creating a 206-day contractual year** - We are proposing the creation of a 206-day contractual year category which will include all applicable supplements and stipends for employees who currently work the 10-month plus 10-day contract year. .
- **Voluntary in-service-** payments shall be at the individual's hourly rate of pay instead of \$25 per hour.
- **Class Size Supplement** - Again this year we are proposing additional pay for large class sizes. We have proposed a supplement of \$1,500 for class sizes that exceed the class size amendment law.
- **Case Load Caps** for personnel who are assigned a caseload that is excessive.
- **Retention Supplement** increases and proration into the 24 paychecks instead of a lump sum.
- **Cost of Living Adjustment of 4%**
- **Increase all Stipends by 4%**

- **Voluntary work rate** increases to reflect an individual's hourly rate of pay.

The district proposed :

Article 22 : Leave - counter from our proposal on 8/25/25

- The district stated that the cost to provide **maternity leave**, based upon the number of teachers currently in the district, would be \$15,000 per individual given 45 days of maternity leave. Last year 76 people were on FMLA leave due to maternity (may not all be in the bargaining unit) cost would have been 1.1 million for that number. The district stated that there is one pot of money and if we want to spend it on maternity, they are able to do it. This is a disingenuous statement. Who determines the pot? When do the employees become the priority?
- **Bereavement-** they stated that within the bargaining unit 105 days were taken last year for bereavement (unpaid) which cost approximately \$500,000 to \$1 million depending on the number of days provided. The district made the statement that providing bereavement leave prioritizes one group over another, while in the next moment, made a statement that they hoped no employee would ever have to use this leave.
- The district approved the Transfer of Leave from one employee to another. This is a positive movement for supporting members who may be in need of leave time that is not applicable to the Sick Leave Bank.

Opened Article 15 Transfer and Vacancies:

- The proposal sought to reduce the number of days instructional personnel are notified prior to being involuntarily transferred from 10 days to 5 days.
- We asked about the impact on our current assignment prior to moving to the new assignment. The district felt that five (5) days was enough lead time to make that change.

The next bargaining session is scheduled for September 11, 2025 at the VUE office. The meeting will begin at 4:45, and everyone is welcome to attend. The link to the video of today's bargaining session is,

[YouTube LINK:](#)

We fully intend to counter and present proposals that support our members both in their professional and personal lives. We had approximately 70 members and friends present. We need to make sure to keep the momentum going. Come and engage in the work of your union!

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

Solidarity,

Elizabeth Albert