



Solidarity Report

“It’s better to show up, then to give up”. ~ United States Senator, Bernie Sanders

District-Wide DAY OF ACTION!

On Friday, October 24th, we are calling for all instructional and available support staff to take action to continue the fight for dignity and respect from our employer!

We’re gathering before the start of the contractual workday, outside our worksites, in front of our schools, and in the view of parents, students, and our community to send a clear message; **we deserve dignity and respect at the bargaining table.**

WE did the work to make VCS an “A-Rated” district, **WE** give our all to support students, and **WE** must let parents and members of our community know the way we are being treated.

On Friday, October 24th- we are asking you and your colleagues to stand together in solidarity and:

- Gather in a high visibility location at least 15 minutes prior to the start of the contractual workday
- **WEAR RED**
- Hold signs
- Take pictures and post to social media using **#respectempowersupport** (please also send your pictures to us if you are able)
- Walk in as a group (be sure that everyone is in the building by the contractual start time. We cannot be late.)

This is the moment we’ve been waiting for. The Demonstration at DAC generated substantial support from the community, and we cannot allow the momentum to subside. We must keep constant focused pressure on the members of the school board if we want them to change their compensation proposal. Together we can do this, and together we will win! Your steward or M.E.T. team will provide specific details for your school or worksite this week. Solidarity!



This intrepid group of individuals at Horizon Elementary has been holding daily walk-ins for several weeks. Let’s follow their example and Take ACTION across VCS on Friday, October 24th!


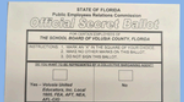
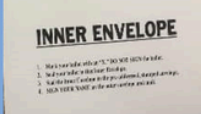

Support Staff PERC Election - Begins on TUESDAY!

The election to determine if VUE will continue to represent office specialists and paraprofessionals working in VCS will begin on **TUESDAY, OCTOBER 21ST!**

The election will be conducted via the U.S.P.S. Ballots will be mailed to the home address on file with VCS. Ballots should begin arriving in mailboxes on /about Thursday, October 23rd. Please be on the lookout for this envelope. It is a plain white envelope and it can be easily confused for junk mail, we have included a picture below to help you identify it when it arrives.

In order for your vote to be counted, your ballot must be received in Tallahassee no later than the morning of November 18th, however, there is no time to waste. A pictures of the election documents are below. Remember: **VOTE YES** and return your ballot right away. It is just that easy. Keep your contract, keep your rights, keep your voice, and **KEEP OUR UNION!**

PERC Election Documents

<p>1 Election Envelope - Be on the lookout for this envelope. It is easily confused as junk mail.</p> 	<p>2 Ballot - VOTE YES to keep your union and your contract</p> 
<p>3 Inner Envelope- Place your completed ballot in this envelope</p> 	<p>4 Return Envelope- Place the Inner Envelope in the return envelope, and mail immediately to PERC.</p> 



Curative Corner: Week II

By Kim Adkins, VCS Curative Benefits Liaison

“Understanding Your Curative Benefits: What You Need to Know”

Navigating your health benefits can feel overwhelming, but Curative is designed to make things simpler and more accessible. Here’s a quick breakdown of three key features that can help you get the most out of your coverage.

1. Curative Primary Care: With Curative Primary Care, you can schedule same-week virtual appointments with experienced, board-certified clinicians. These providers take the time to understand your health history, lifestyle, and goals—not just treat symptoms. Whether you need preventive care, help managing a chronic condition, or support for mental health, they’ve got you covered. And the best part? If you’re on the EPO Value plan, you don’t need a Curative Pass to access this care, and there’s no out-of-pocket cost for covered services. Just call to book your appointment. Learn more at curative.com/primary-care

2. Curative Cash Card: Think of the Curative Cash Card as your backup plan for \$0 care. If you visit an in-network provider who doesn’t accept your Member ID card—or if you’re going to a provider listed as “Cash Card-approved”—you can use this card instead. Just let the front desk know you’ll be paying the cash price, hand over your Curative Cash Card, and you’re good to go. It works for primary care, urgent care, behavioral health, and many hospital services. No bills, no credit impact—just easy access to care. If you need assistance using this card at any time, please contact Curative member services at 833-322-8272. Reminder: If you are on the EPO Value plan, you must still have an active pass for any non-urgent/emergent care.

3. Prior Authorizations: For certain services or prescriptions, your provider may need to obtain prior authorization. This process allows Curative to review the request to ensure it meets medical necessity and is covered under your plan before the service is rendered. Prior authorization is a standard practice across the insurance industry, and the items requiring approval under Curative are likely similar to those that required authorization under previous plans. If you need assistance navigating this process, your Care Navigator is an excellent resource. They can work directly with you and your provider to guide you through the necessary steps.

For any questions or concerns, please reach out to your Benefit Liaison, Kimberly Adkins, at kmadkins@volusia.k12.fl.us.

Important VSET Reminder!

As part of the annual evaluation process, “*all instructional personnel are required to develop an annual Deliberate Practice Plan (DPP) that focuses on enhancing their professional practice. Student achievement data should guide the plan and include measurable objectives that clearly define the intended improvements. Instructional personnel should use ongoing reflection and evidence of practice to demonstrate progress and the impact of professional learning.*”

The VSET Handbook states, all teachers hired prior to January 6, 2026, are responsible for developing a DPP and collaborating with their evaluators on it.

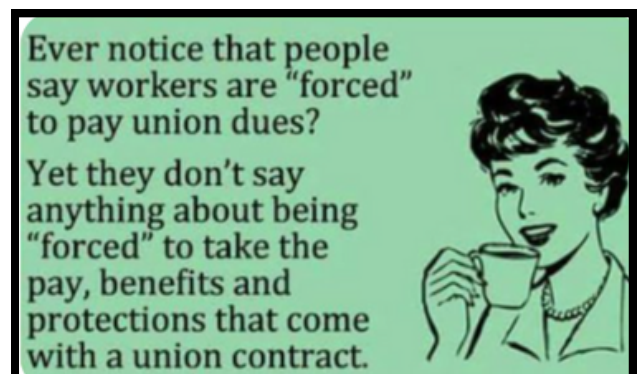
The DPP is a vehicle by which the teacher sets and charts professional learning. **DPP learning cycles must result from new learning annually, be original, and not previously used for evaluation purposes.**

The DPP consists of learning cycles. Each learning cycle includes engaging in professional learning, implementing a classroom strategy for 4-6 weeks, and identifying the impact and implications of the strategy on teaching practice. For this purpose, professional learning may include but is not limited to Early Release Professional Learning (ERPL), Professional Learning Days, Professional Learning, Conferences attended, accredited coursework (online or face-to-face), book study, and professional reading. All other learning will require administrator approval. If you are using a professional reading, we suggest that you also have the reading approved by your administrator.

*****To be considered for a distinguished rating on the DPP, a minimum of one of two learning cycles must be implemented, and all learning cycle steps must be completed in MyPGS by December 19, 2025, by 5:00 PM.*****

We strongly encourage members to complete two (2) DPPs. Completing both DPPs gives you greater standing as you work to complete your Individual Practice Score (IPS).

If you have any questions about completing the DPP process, please contact Dr. Lekita Howard at lekita.howard@floridaea.org



VUE Logo Contest



Now that we have officially become the bargaining agent (union) for the Trades and Service Professionals working in VCS, we want to update our logo!

We have decided to ask YOU, our members, to create the new logo. We are holding a contest to select the new logo. The design should be limited to:

- 2 colors (red and black are the current colors)
- If using the names of the units in our union, all three must be included (Instructional, Support, Trades and Service)
- No AI allowed, but drawing apps are okay.

We need to place orders for shirts and other items, and due to the upcoming holidays we want to get this done quickly.

Therefore, the following due dates will be strictly enforced:

- Submit your logo design by the END OF THE DAY ON FRIDAY, 10/24.
- The top three finalists will be announced on Monday, 10/27 and a survey will be sent to determine the winner.
- The new VUE logo design will be announced on Friday, 10/31

We know that the turnaround time is tight, but we don't want to waste any time getting our new logo in place.

If you have any questions, please contact the VUE office at (386) 238-1605.

As a reference, we have provided examples of union logos below. Be creative and have fun!



LiUNA!
Feel the Power



FEA MemberAssist - Available This Week!

VUE members- the wait is over! FEA's MemberAssist is now available to help you with the things you just don't have the time to do.

This no cost, personal assistant service is available to you, NOW. Follow the steps below to register for the service and start to reap the many benefits of your membership with VUE. You can ask your personal assistant to help you with anything and everything. Check it out today! Take back your free time by letting our MemberAssist service do the work for you!

MEMBERASSIST SERVICE



The wait is over — our incredible, no-cost, member-only service is now LIVE for all of VUE Members!

To get started:

1. go to www.memberassist.net and register
2. click on "Get Started Now"
3. use the email on file with VUE
4. Make your request! The MemberAssist team is waiting to assist you!



FEA Retired Innovation Grant Winners! !



Each year FEA Retired offers VUE members the opportunity to submit a proposal to win a \$250 Innovation Grant to support classroom initiatives and creative approaches to increasing student achievement.

We are proud to announce the winners of the 2025 FEA Retired Innovation Grant are:

Maria G. O'Brien- Westside Elementary for her grant: *"Turning the Page: A Rube Goldberg in the 21st Century"*

Jillian J Larriviere- Taylor Middle/High for her grant: *"Miniature Travelling Art Galleries"*

Congratulations to both of you for your creativity, dedication, and commitment to your students. Your innovative ideas are the reason your students continue to excel!

