



Solidarity Report

“It’s not a CEO that’s going to save us. It’s not a president that’s going to save us. It’s not me and it’s not you—it’s us, and it’s a united working class. That’s how we’re going to win”.
 ~ Shawn Fain - UAW President

Impasse - Update

Here is a brief update on the status of the instructional impasse. At this point, we have hired an attorney who is communicating with the VCS General Counsel. There is a meeting scheduled on October 8th to determine if we bypass the Special Magistrate option and move directly to a Legislative Hearing where the members of the school board will listen to the arguments from VUE and VCS and make a decision on the disputed issues. However, at this point, our attorney must ascertain the points at which the district believes to be at impasse. When we debrief with our attorney, we will provide additional information.

Additionally, we need to clarify a few points. First, the declaration of Impasse by VCS has slowed down the process of providing salary increases to instructional personnel. VCS has claimed that the impasse will expedite receiving the funds, but it will not. We know that cost for goods and services continue to rise and we don’t have time to wait for a drawn-out hearing process while employees struggle to make ends meet.

Our priority is simple, we want the retention and longevity supplements and a respectable salary increase delivered to all instructional personnel as soon as possible. Our educators have waited long enough. The district has the ability and the funds to accept our compensation proposal, and we urge them to return to the table to reach a fair agreement that values and retains the professionals who make this district an “A” district.

Finally, we are scheduling a **CALL TO ACTION** during the next school board meeting on **OCTOBER 14, 2025!**

Join your fellow VUE members and colleagues at the school board meeting and remind the district who earned that “A!” It wasn’t earned by luck, or by chance, it was earned through the hard work of our instructional and support staff who show up for kids every single day.

We need every member, friend, and supporter to fill the room, to stand strong for fair pay and respect. This fight isn’t just for this moment, it’s about protecting our union, and standing together as a collective voice to make the improvements that we need to ensure a better future of ourselves, our colleagues, and our students.



Support Staff Bargaining Survey

This is an URGENT REQUEST

Last week an email was sent via the county email system asking ALL Office Specialists and Paraprofessionals, regardless of membership in VUE to take the bargaining survey. You can access the survey by clicking this link,
<https://forms.gle/ePzrPqZG4sdzwMHL6>

We are working to complete the process of contract negotiations for support staff and **WE NEED TO HEAR FROM YOU!** If you have not yet completed the survey, please do so now.

The Support Bargaining Survey closes **TODAY, Monday, October 6, 2025, at the end of the day.** Make sure that your voice is included in the decisions that matter the most.

The VUE bargaining team needs to hear from YOU!

PERC Election THIS WEEK!

The election to determine if the former AFSCME eligible personnel will become part of VUE will be held on Thursday and Friday of this week. The election will be held “in person” at the transportation terminals.

Individuals in the positions listed below are eligible to vote to join VUE if they were in employed with VCS as of June 2, 2025.

- Bus Attendant Bus
- Dispatcher
- Bus Operator
- Campus Advisor
- Clinic Assistant
- School Based Custodian
- Delivery Person/Warehouse
- Dining Room Aide
- Employment Advisor
- Licensed Practical Nurse - School Based
- Mechanic
- Mechanic’s Helper
- School Guardian
- School Safety Monitor
- School Way Café - Assistant
- School Way Café - Intern
- School Way Café- Manager
- Technician
- Warehouse Person



PERC Election, cont.

The voting sites are listed below and individuals will need to show an ID in order to vote.

October 9, 2025

Site #1 New Smyrna Beach Transportation

(Portable 074 – Employee Lounge)

1248 Turnbull Bay Road New Smyrna Beach, Florida

11:00 a.m. – 1:30 p.m. & 4:00 p.m. – 7:00 p.m.

Site #2 Deltona Transportation

(Building 4 – Employee Lounge)

2081 Eustace Avenue Deltona, Florida

11:00 a.m. – 1:30 p.m. & 4:00 p.m. – 7:00 p.m.

October 10, 2025

Site #3 Daytona Transportation

(Building 2 – Training Room 2)

1648 Hancock Boulevard Daytona Beach, Florida

11:00 a.m. – 1:30 p.m. & 4:00 p.m. – 7:00 p.m.

Site #4 Deland Transportation

(Building 9 – IT Trailer)

1301 Shapiro Drive Deland, Florida

11:00 a.m. – 1:30 p.m. & 4:00 p.m. – 7:00 p.m.

Please talk with your site-based colleagues and encourage them to participate in this election. When our union grows, so does our power and our influence. We believe in the power of a contract, and that all workers should have a voice in the decisions that impact their daily work. Solidarity!

FEA Member Assist

Part of being a member of your union is more than just having protections when you need it. Through our collective strength we work together to make life better.

We are excited to announce that through our affiliation with the Florida Education Association (FEA) we will have access to a new benefit called “MemberAssist.” VUE will go live with MemberAssist on October 15, 2025.

MemberAssist is designed to make life easier for union members. This concierge service provides you with a “real” personal assistant to help you get the things done that you don’t have the time to do. Whether it is scheduling an oil change, finding an electrician, lawn service, or making airline reservations, MemberAssist provides a real US-based professional to help you when you need a hand.

To learn more about this amazing new benefit, MemberAssist, please click [HERE](#). Make sure to scroll to the bottom of the page for a brief message from FEA President, Andrew Spar.



Important Updates

- **NO MEETING WEEK 10/6 - 10/10**- This week is a NO MEETING WEEK. This is the last week of the first quarter and Monday, October 13th is a Teacher Duty Day. Because the TDD is on a Monday, there are no meetings allowed before/during/or after school with the exception of IEP, 504, or MTSS meetings this week. There should not be more than one of the aforementioned meetings if any at all. This year, there have been several violations of this contract language. In each case, our stewards have intervened and our members have received their time back. Knowing your contract is important. If you are scheduled for meetings this week, please contact your steward right away. Your time is valuable and your workload is immense. Don't give away your contractual rights by remaining silent. We are powerful together and we need to make sure that our contract is honored.
- **NO EARLY RELEASE WEDNESDAY - Due to FTE, there will no early release on Wednesday, October 8, 2025.**
- **Teacher Duty Day** - Monday 10/13 is a Teacher Duty Day. Report card grades are due at the end of the day. On a TDD, the contract allows administrators to use up to one-half of the day for meetings, but they must conclude prior to lunch. You are to receive a duty-free one hour lunch. The remainder of the time is reserved for the individual to use as they deem appropriate.
- **ERPL #2** - Wednesday, October 15th. This is a school-based learning.

Community Conversations

As a diverse union, our members are connected to various groups throughout Volusia County. We are often asked to speak at public meetings to share information about the state of VCS from the lens of teachers and support staff. Recently, during a community group visit, I was asked if we would share a survey to help determine what issues really matter to teachers and staff. I agreed.

Below, you will find an introduction and QR code from a new friend who is trying to make a positive difference in her community. If you are inclined to take the survey, it can be accessed from the QR code. If you are not interested, no problem.

If you have a community connection that you would like to bring forward for the purpose of networking and/or creating partnerships with VUE, please contact me at elizabeth.albert@floridaea.org.

Hi, My name is Betty Bowne and I'm part of a small group of folks who are trying to bring all sides of our community together to discuss issues that matter to all of us - regardless of political affiliation.

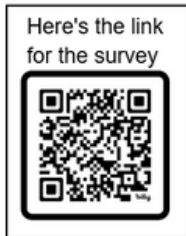
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Community Conversations, cont.

Would you please take a moment and complete a survey to help us get a pulse on how folks are feeling; what's important to us and what's not? We want to hear about you, your family/friends and our community from your perspective, not what "others" are saying.

We're also scheduling a couple of roundtable talks if you'd like to join us to discuss these topics with other members of our community. You'll find more information about these at the top of the survey. Thank you in advance for your time.



Back in BLACK!

VUE members and friends across this district continue to show their displeasure about the district's salary offer and the declaration of impasse by holding "FRIDAY BLACKOUTS" and gathering together to leave at the end of the contract day in one large group.

We are sharing some of the photos we've received below, along with pictures from our recent visit with the Determined, Delightful, and Distinguished Dragons at Discovery Elementary! Please continue to send in your pictures. They are amazing!



Launch Credit Union

Launch Credit Union has been a long-time partner with VUE. They have stood by us during the tough times and have always had the best interest of our members as their priority.

As we enter into the third year using the eDues ACH dues payment system, we wanted to remind you that if you open an account with Launch, you will receive \$50 as an incentive. This money can help offset part of your dues or provide a cushion when times get tight.

For more information contact your local branch or click [HERE](#) for online information. Mention this add when you speak with a representative.

OPEN

Your New Launch Savings and Checking Account
At Any Branch

GET \$50

in your Launch Savings Account!

Must present this flier when opening your account to receive the offer. Visit launchcu.com for all locations

Open A Savings and Checking Account* With Only A \$5 Deposit!

- **SAVINGS ACCOUNT** – No monthly fee and free Digital Banking*.
- **CLASSIC CHECKING**** – ZERO monthly fee, ZERO minimum balance requirements, ATM/Debit card, and FREE BillPay.
- **VISA CREDIT CARD*** – Choose Rewards or Platinum! Low rates, no cash advance fee, and no annual fee.
- **HOME LOANS***** – Down payment as low as 3% on a first mortgage. All our mortgages are serviced locally.
 - First Mortgage ■ No Closing Cost Mortgage Available ■ Second Mortgages ■ Refinance ■ Lot Loans
 - Home Equity Line of Credit ■ Investment Real Estate
- **VEHICLE LOANS** – Low rates and affordable payments. ■ Cars ■ Trucks ■ Motorcycles ■ Boats ■ RVs
- **PERSONAL LOANS** – Extra cash for whatever you need. ■ Signature Loans ■ Line of Credit ■ Savings Secured
- **BUSINESS ACCOUNTS & LOANS** – Helping healthy businesses grow.

Apply for any loan online at launchcu.com or over the phone!

321-455-9400 ■ 800-662-5257 ■ launchcu.com

*One \$50 deposit to first-time primary members who open a savings and checking account at any Launch branch, and present this paper. Bonus will be reported on IRS form 1099-INT. \$5 minimum deposit required to open an account for new members. Accounts are subject to approval.

**Loans, credit cards, and mortgages require credit approval. Rates based on credit history. Foreign transaction fee 1.00% of each multiple currency transaction in U.S. dollars and 1.00% of each single currency transaction in U.S. dollars.

***30-yr 1st mortgage, maximum 9% Loan-to-Value (LTV). Must be owner-occupied, primary residence or second home only. Maximum loan amount allowed \$50,000, maximum loan amount \$1,000,000 APY or Annual Percentage Rate. Example: for a \$100,000 loan for a term of 30 years with an interest rate of 6.250% (6.300% APY), the monthly payment will be \$615.72. Sample payment includes principal and interest only; taxes and insurance will increase your payment. The rate you pay is based on credit history and term. Loans exceeding 90% of the appraised value of the home require private mortgage insurance. Programs, rates, terms, and conditions are subject to change without notice at any time. www.fdic.gov NCUA MEMBER

*Digital Banking as supplied by Launch CU is free of charge. Most meet requirements. Launch CU is not responsible for any charges incurred by the use of any mobile telephone or data service provider.

Offer expires 12/31/2025

Federally insured by NCUA

MSR Fill in and forward to Marketing

Member Name _____ Account Number _____

Date of Account Opening _____ EVENT: _____ Branch _____

