



## Volusia United Educators Bargaining Update 10/29/2025

### Instructional Bargaining Session #6

#### WE HAVE A DEAL!

This work was only possible because of YOU! Our union was able to move the district because of the efforts you and your colleagues put into bargaining. Every email, every phone call, every person who rallied, participated in walk-ins and walk-outs, and spoke at board meetings; YOU made this happen.

We have shown once again that when we put our collective effort and energy into something, we will win. The declaration of impasse was just one more hurdle that the district put in our path, but we have overcome this challenge and have shown district leaders, parents, community members, and potential members, that we are powerful, united, and determined.

A summary of the agreement is below. We will prepare the Ratification Packet and share the timeline for the ratification vote by the end of the week.

#### **Article 9: Working Conditions – Tentative Agreement**

- Clarifications to expectations to Open House
- Faculty meetings are no longer allowed during weeks with ERPLs
- PLCs cannot occur on the same day as an ERPL.

#### **Article 15: Transfers and Vacancies-Tentative Agreement**

- Agreed to reduction in the days individuals can be held prior to transferring.
- Agreed to greater flexibility when transferring for a subsequent school year.

#### **Article 18 Maintenance of Classroom Control- Tentative Agreement**

- Agreed to provide the discipline matrix to teachers
- Notification must be provided to the teacher when a referral is changed or deleted.

#### **Article 22 Leave- Tentative Agreement**

- Two (2) days paid bereavement leave.
- Required sick leave usage increments reduced from 1 hour to 30 minutes
- Agreed to the ability to transfer leave to another employee without using the Sick Leave Bank.

#### **Article 26 Compensation- Tentative Agreement**

- 2% COLA to Base Pay for all personnel with at least one year of service
- Base rate of pay - \$50,000
- TSIA to eligible personnel (the values listed below are for 196-day contracts, all other contracts are prorated accordingly):
  - Highly Effective – \$667
  - Grandfathered – \$523
  - Effective - \$333
- Slight increase to the Retention Supplement multiplier:
  - 5-14 years of VCS service - \$77 (per year)
  - 15-19 years of VCS service - \$102 (per year)

- 20-24 years of VCS service - \$127 (per year)
- 25 or more years of VCS service - \$172 (per year)
- Longevity Supplement remains as currently negotiated
- Advanced Degree Supplement remains as currently negotiated

The link to the video of today's bargaining session is:

<https://www.youtube.com/watch?v=rZO1m2NB9rA>

Although the agreement is not perfect, I can honestly say that I have never been prouder to be the President of the Volusia United Educators. The level of engagement during these past months has been more than impressive. We are a member driven union and our members make the decisions. The feedback we received from the bargaining surveys charted the course for negotiations and provided the motivation we needed to stand firm with our proposals.

I want to thank the many members of the bargaining team for their dedication, guidance, and grit. VUE members were well represented by each of you and your ability to hold the line and go toe to toe with the district leaders and administrators made the difference.

And to the members and friends who were able to attend the bargaining sessions, I want you to know that your actions, being present in the moment, shifted the narrative and held the district to a new level of accountability. We've never bargained at a time when members could attend, but what a difference it made. Bargaining is about power, and when you showed up, we saw how the power shifted!

Overall, the deal that was reached is by far better than where we started, but it is not the end. We cannot allow the momentum from bargaining to fade away. We have work that must be done to improve our working conditions and workload. This is just the beginning, my friends, we are moving forward in the most powerful way, and no one is going to stop us!

If you have any questions about the information included in this update, please reach out to your Steward or VUE representative.

Solidarity,

Elizabeth Albert