



## Volusia United Educators Support Bargaining Update 10/28/2025

We are sending this update to provide information specific to Support Staff bargaining.

As of today, VUE And VCS have met to bargain five (5) times.

The proposals for language items have yielded a few improvements, but nothing that constitutes a major win except for the two (2) days of Bereavement Leave.

As a reminder, the last salary proposal offered by VCS included a 2% Cost of Living Increase - COLA (which was accepted by the VUE Support Bargaining team) and a 1% bonus.

The survey data that we received from you overwhelmingly told us to continue to bargain for a better offer. We presented a counter proposal to include a 2% bonus (for a total package of a 2% COLA plus a 2% bonus), which the district rejected.

At this point, neither the district nor VUE have declared impasse, and while this is good, it is very frustrating as there has been no additional movement toward reaching an agreement. The district's decision to delay instead of actively working toward an agreement demonstrates the current mindset of district leaders. We believe that our support staff are the backbone of our district, and we understand the critical role that our support professionals play in increasing student achievement.

### **What's Next?**

As we continue to work through this process, it is very important that we put our energy and effort into turning out EVERY SUPPORT PROFESSIONAL to participate in the PERC Contract Election. The election is currently underway and will end on November 18, 2025. A strong turnout during this election will show district leadership that our support staff value their contract, their union, and their ability to advocate for change.

Additionally, we must recruit potential members into our union. As our membership grows, so does our power, influence, and ability to negotiate a stronger contract and better salaries for all.

We will continue to keep you posted on the progress to return to the bargaining table. Thank you for all that you do and for your continued work to make our union strong!

In Solidarity,

*Elizabeth Albert*

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