



Solidarity Report

“No matter how many years of experience you have, if you don’t know how to treat people, it’s worthless”. ~ Unknown

Support Bargaining - TODAY!

We return to the bargaining table for our office specialists and paraprofessionals TODAY! We are bargaining at the Olson Dr. facility beginning at 5:00 pm. Our intent is to reach an agreement on salaries, but we cannot do it alone. **WE NEED YOU** to be in the room. When we stand together in solidarity, we achieve greater outcomes.

Plan to attend this very important bargaining session. When we caucus (break) we will seek feedback and guidance from those in the room. Make sure your voice is part of the process.

If you have questions please contact your steward or the VUE office (386)-238-1605.



Instructional Ratification

The instructional ratification will take place this **Thursday, November 13, 2025**. Voting sites will include all traditional school sites, DAC/Brewster, and the VUE office.

If you have questions, please refer to the FAQ document [HERE](#).

It is now up to each individual to vote to accept or reject the agreement. If the agreement is rejected we will continue with the impasse process which does include the option to continue to bargain if both parties agree. If the agreement is approved, the members of the school board will vote to accept or reject the agreement on Tuesday, November 18th. If approved by the board, the payroll department will begin the process of providing payments beginning with the retention supplement.

Please plan to vote on Thursday. This is **YOUR CONTRACT**, and **YOUR VOICE MATTERS!**

Support Staff: PERC Contraction Election

The PERC contract election for office specialists and paraprofessionals is entering the final stretch. The election will close on November 18, 2025. Any ballots received after this date will not be counted. **It is imperative that you return your ballot immediately. Don't wait for tomorrow, do it TODAY.**

If you have not received your ballot, the time to request a replacement and have it mailed to you is dwindling. Please contact your steward or the VUE office (386-238-1605) no later than Wednesday to request a replacement.

PLEASE make sure to talk with your colleagues about the importance of this election. **EVERY VOTE COUNTS**, and we need you to vote yes to save your union and your contract! If you have questions, please reach out today, (386) 238-1605.

Active Assailant Drills

Several weeks ago during Labor-Management, we raised concerns that employees are being told to scan a QR code with their personal phones during Active Assailant drills to report attendance. Safety is a priority, but teachers and staff should not be required to use their personal phones for work. This has always been our union's position.

The district stated they would identify a workaround, yet members continue to report that principals are directing them to use their phones. At one site, individuals were given the QR code as a sticker and told to put it on the back of their id badge.

To be clear: you cannot be mandated to use your personal phone for work. If the district insists on using QR codes, they must provide a device. iPads can scan codes, and those without iPads can be assigned one.

It is not our responsibility to make the district's process work. Our responsibility is to provide high-quality instruction, support for student learning, and keep worksites running. It is not using personal devices, that we pay for, to fill gaps in district planning. If you have any questions about using your phone during the Active Assailant drill, please contact your steward or member representative.



VUE Trades & Service Professionals (TSP)

Now is the time to start talking with our colleagues who are now eligible to join our union. Trades and service professionals in the job roles listed below can once again be a member of their union.

- 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 (FMTs and others)
- Warehouse Person

Last week we had more than 20 new members from the TSP unit join VUE. Let's keep this positive momentum going! You can use the QR Code below or refer individuals to the online membership application available by clicking this link, www.ourvue.net/membership.



Curative Corner: Week IV

As you begin exploring your new care and benefits, don't forget to take advantage of the many programs Curative offers—all at no cost to you. From mental health and wellness resources to diabetes support, weight management, and more, Curative is here to support your whole health journey. And great news—Noom is included and free for members, giving you access to personalized coaching and tools to help you build healthier habits. Because care isn't just what happens at the doctor's office—it's part of your everyday life. To see everything available to you, visit Curative.com/programs.

If you haven't already, be sure to schedule and complete your baseline visit. To maintain your \$0 copays, this must be completed within 120 days of your plan's start date. In the meantime, enjoy access to care with no out-of-pocket costs!

Want to bring the Curative Corner to your school? Reach out to your school's administration and let them know you're interested. We may already be scheduled to visit—and if not, we'll make sure to plan a stop soon!

School Recognition Funds

We have received many questions about school recognition money. First, school district's do not receive additional money for earning an "A" rating. Only individual schools receive the funds.

According to the DOE website, VCS was awarded \$3,037,818 from this program. The schools and amounts awarded are listed below:

Tomoka Elementary \$53,792
Pine Trail Elementary \$61,689
Chisholm Elementary \$40,430
Ormond Beach Elementary \$28,800
Coronado Beach Elementary \$19,074
Deland High \$224,257
Deland Middle \$87,040
University High \$219,022
Enterprise Elementary \$43,194
Osteen Elementary \$44,213
Westside Elementary \$64,099
Mainland High \$156,751
Horizon Elementary \$51,361
George Marks Elementary \$65,273
Indian River Elementary \$49,374
Edgewater Public Elementary \$34,987
Spruce Creek High \$195,988
Spruce Creek Elementary \$59,413
Beachside Elementary \$50,567
Port Orange Elementary \$27,682
Atlantic High \$93,474
Sweetwater Elementary \$51,704
Read-Pattillo Elementary \$29,055
Seabreeze High \$122,677
South Daytona Elementary \$65,323
Stark Elementary \$21,039
Taylor Middle/High \$81,368
Deltona High \$133,582
Timbercrest Elementary \$58,455
Galaxy Middle \$77,824
Volusia Online Learning \$30,514
Debary Elementary \$64,603
Heritage Middle \$77,599
Creekside Middle \$92,848
Spirit Elementary \$54,680
Manatee Cove Elementary \$64,769
Cypress Creek Elementary \$62,280
Pride Elementary \$45,532
Citrus Grove Elementary \$60,767
Legacy Scholars Academy \$2,120

The distribution of the funds is governed by a statutory process. To read the FAQ on the School Recognition Program click [HERE](#). The deadline to have distribution plans approved is February 1, 2026. If you have any questions about the distribution process, please contact the VUE office at (386) 238-1605.



VUE Professional Learning

Your VUE Professional Learning Department continues to provide the highest quality professional development for our members. VUE PD is by members for members, and this Foundations course is designed to help you improve your instructional practice. This course is great for new or early career educators, or the mid-career or veteran teacher who enjoys revisiting best practices for effective instruction.

Register today, as seats will go quickly.

If you have questions, please contact Dr. Lekita Howard at lekita.howard@floridaea.org.



Foundations: Is My Teaching Effective?

Monday November 17th @ 5:00 –7:00pm

Course: #73999 Section: #116559 F2F@ VUE Bldg.

This course will help you enhance the foundations of effective teaching. Assess yourself as an instructional expert. What can you do to grow your practice and enhance your ability to meet the needs of your students? Review, reflect and repurpose your instructional goals by looking through a new lens and applying a new approach.



In-Service points 3

Please register through Volusia County Schools MyPGS. If there are any questions contact Dr. Lekita Howard at lekita.howard@floridaea.org or call the VUE Office at 386-238-1605 for registration. **Non-VUE/VESA members will be required to pay a registration fee prior to the start date.**

VUE Logo Contest: WINNER!

We are excited to reveal the winner of the VUE Logo Contest! The logo below will now represent the hard-working men and women of the Volusia United Educators. This design is a reflection of the power and unity that now spans across this district.

This new logo signifies growth, solidarity, and a movement that continues to focus on the collective power of workers with VCS.

We are excited about what comes next and we look forward, together, to the future of our union!



FEA State-Wide Day of Action

FEA President, Andrew Spar, recently shared the following statement:

“There are very trying and tiring times. We have so much going on and many of us are just trying to survive. We all understand how the opposition to public education is relentless. They are throwing everything at public education in an attempt to ensure its demise. We are on the front lines in this battle, so we see it all. But, it is our unions who have always stood up for the voiceless. It is our unions who have always stood up for justice. So yes, it is hard right now. Hard to keep our head above water. Hard to keep moving forward. Hard to know what is most important. But we must never give up!”

In order to show our resilience, tenacity, and grit, VUE members will participate in FEA's State-wide Day of Action. On November 18th we are asking members to **WEAR RED**, send emails to the local delegation of Volusia elected leaders (a link will be provided), and post to social media using #PublicSchoolProud.

By virtue of our positions as public school professionals, we have the power to change the future, therefore we must stand together to fight against those who attack our precious public schools! Solidarity!

Honoring our Veterans

On Tuesday, we will pause to celebrate those who have and are currently serving in our nation's armed forces.

Veteran's Day began as "Armistice Day" marking the end of World War I which occurred at the eleventh hour, of the eleventh day, of the eleventh month, which is why we celebrate each year on November 11th.

THANK YOU to all Veteran's who have given of themselves so that others can enjoy our great country.

