



Solidarity Report

“Out of the public schools grows the greatness of a nation”. ~ Mark Twain

American Education Week

This week is American Education Week. The purpose of this week is to celebrate the men and women who work in our public schools and to recognize the invaluable contribution they make to ensure every child receives the highest quality education.

We proudly offer our gratitude for the ongoing efforts of all public school professionals; bus operators, cafeteria teams, maintenance and custodial staff, office specialists, paraprofessionals, instructional staff, and the countless other professionals whose collective contribution and dedication keeps our schools running and ensures every student is cared for, supported, and given the opportunity to learn.

Our public schools are the cornerstone of our communities, often providing the stability, routine and focus for students and families.

It is with deep gratitude that we thank you, the public school professional, for your ongoing efforts to give the children of our community the support, care, and opportunities they deserve. Your dedication changes lives every single day.

During American Education Week, we honor your commitment, your resilience, and the belief you carry that every child matters. Thank you for all you do to lift up our students and strengthen the future of our community!



Education Support Professionals Day

On Wednesday, we will honor and celebrate the incredible team of support professionals who help our students succeed. This includes our paraprofessionals, office specialists, transportation professionals, skilled trades professionals and service professionals. Each and every one plays a vital role supporting students and families while keeping our schools running and thriving.

Please join VUE in honoring the education support, trades and service professionals who support, nourish, and protect public school students. They make public education possible every day. SOLIDARITY!

Support Staff: PERC Contract Election

The ballot count for the Support Staff PERC contract election will occur on Tuesday, November 18th. The outcome of the election will determine if office specialists and paraprofessionals will keep their contract and their union. We will report the outcome of the election as soon as we receive the results.



FEA State-Wide Day of Action

Tomorrow is the DAY of ACTION to show our support for our public schools. We are asking members to take the following actions:

- **WEAR RED**
- Send an email to our elected leaders in Volusia County to put the needs and interests of our public schools first (click [HERE](#) to send the email)
- Use **#PublicSchoolProud** on your social media posts
- Attend the School Board Meeting to fill the room with VUE members. The meeting begins at 4:30 with public participation at 6:00 pm. Additionally, the instructional agreement will be voted upon by the board. It is important that we are in the room during this discussion and vote.

If you have any questions about the DAY of ACTION please contact the VUE office at (386) 238-1605.



Curative Concerns

We have learned that several members have received a notification from Curative that their passes to access care with certain providers have been revoked.

We are working with the district to determine what has occurred and how to solve this problem.

As a district employee who uses Curative as the insurance provider for my family, I have been very pleased with my experience with Curative so far, but access to quality health care providers is the foundation of a quality health plan, and we need to know what has triggered the revocation of the passes.

We are scheduled to meet with the district on Thursday to discuss this issue, but we will continue to press for information prior to the meeting and will provide updates as the situation changes. If you had an appointment this week or next, that has been cancelled as a result of this situation, please contact Elizabeth at elizabeth.albert@floridaea.org.

Collaborative Planning

As a reminder, **collaborative planning cannot be mandated.**

While we believe in the power of planning with your colleagues, we also know that you are a professional and your time to plan cannot be managed outside of the PLC meeting as set forth in the contract. Additionally, we have contract language that provides limitations on the number of meetings allowed each month. We must protect this language if we want to keep it. During our recent contract negotiations, the district attempted to negotiate the removal of these meeting limitations but we would not agree.

We are sharing this reminder because on Tuesday's School Board Consent Agenda there are two items (#8.02 and #10.01) that propose VCS agree to partner with the Bailey Education Group to provide student tutoring and instructional coaching to teachers at identified schools.

Always concerned that your contractual rights are considered and upheld, we have reached out to the district to discuss these agenda items and the potential impact to your workday and planning. We are waiting on a response and if we do not receive one prior to the board meeting, we will ask our questions publicly.

If you are able to attend Tuesday's meeting we encourage you to be there. It is amazing what you can find on the consent agenda when you take the time to look. 😊

Membership
QR Code



Important Reminders

We are quickly approaching the end of the calendar year and the midpoint of the school year. We want to provide the following reminders to keep you updated and informed.

Support Staff:

- All Office Specialists and Paras hired between July 1 - Oct. 31, 2025 shall have a Mid-Year Evaluation prior to December 12, 2025. Support staff with 1 year or more VCS experience shall be evaluated once annually prior to April 30th.

Trades & Service Professionals:

- An optional evaluation may be conducted if determined necessary by the supervisor. All year end evaluations are due by May 22nd. Please keep in mind these standards are in place prior to any contract negotiations between VUE and VCS for Trades & Service professionals.

Instructional Personnel:

- DPP #1 must be completed and submitted in MyPGS by December 19, 2025 to be considered for a Distinguished rating.
- Mid-Year Self Evaluation - This OPTIONAL Mid-Year Self-Assessment (Category 2 personnel only) allows the individual to submit ratings in advance of the end of the year to determine if there are differences between the self-analysis of performance and the evaluator's assessment. Individuals may submit Domains 1 and 4 evidence to be considered for the year-end evaluation as well. A second submission in Domains 1 & 4 is not necessary if the Mid-Year is completed. The Mid-Year Self Evaluation must be submitted by January 9, 2025. We strongly encourage members to complete this process to eliminate any surprises at the end of the year.

For more information on employee evaluations, please contact the VUE office.

Membership and Recruiting

As we approach the end of the first semester, we want to take a moment to review the work you have been doing to grow our power, influence, and our union.

To date, YOU and YOUR colleagues have recruited **255 new members!** This is exceptional work and we are inspired and encouraged by your efforts to keep VUE strong.

However, now that we are 3 distinct units, we must remember that we have not yet reached the required 60% membership density in any of our units.

Please continue to speak with your colleagues about the importance of joining your union so that your power and ability to influence the decisions that impact your work continues.

Click the QR Code to the left or visit www.ourvue.net/membership for information about joining your union!



Union Made Thanksgiving

When you buy union, you're supporting good jobs in America's communities, jobs that provide living wages and benefits, safe working conditions, and dignity and respect for workers. Look for these quality products, produced by union members, when preparing for your Thanksgiving feast.

Always remember: It's Better In a Union!



A Message from your VUE Staff

When we stop to acknowledge all that we are thankful for, we must include you, the members who make up our union. Our members are the most important part of VUE.

Our union is its people. It is you who show up, speak out, lift each other up, and refuse to allow the relentless challenges to sway you from the mission; which is to help children be the best they can be.

We are thankful for every member and the talents and skills you bring to our union.

Thankful for the new members who bring new ideas and perspective.

Thankful for the mid-career and veteran members who know the history of VCS and our union; for their leadership and unwavering commitment to building a better future for the next generation of unionists.

Thankful for the fearless champions, the truth-tellers, who rise to meet each challenge head on so that the voice of the experts is included in the conversation.

We wish each of you a warm, restful, and blessed Thanksgiving. We are so very grateful for you.



~ Elizabeth, Lekita, Beth, Matt, Marlo, Donna, & Arthur

VUE Office Hours

The VUE office will be closed to celebrate the Thanksgiving Holiday beginning on Friday, November 21st at 4:30 pm. We will reopen on Monday, December 1st at 8:30 am.

