



Solidarity Report

“Great things do not just happen by impulse, but as a succession of small things linked together”. ~ Vincent Van Gogh

Support Bargaining - Monday 11/10/25!

We will return to the bargaining table for our office specialists and paraprofessionals on Monday, November 10, 2025. We will bargain 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 on Thursday, November 13, 2025. Voting sites will include all traditional school sites, DAC/Brewster, and the VUE office.

A FAQ document was sent to members last week. It is also available [HERE](#).

This agreement was reached because of the actions of you and your colleagues. Everyone who showed up to the meetings, spoke out, rallied, and refused to stay silently on the sidelines. YOU, let the district know that we would not accept their low wage offer and it is because of YOU that they were forced to offer the .5% more to provide ALL instructional employees with a 2% COLA.

We didn't get everything that we brought forward, and we will continue to fight for improvements, but we were able to make them do more than they planned, and that matters.

It is now up to each individual to vote to accept or reject the agreement.

If the agreement is ratified, it will be voted on by the members of the school board on November 18th and if approved, the payroll department will work to provide payments as quickly as possible, hopefully with the retention supplement being paid before the holidays.

If the agreement is rejected, we will return to the bargaining table and impasse. We will continue to move through the impasse process which will ultimately lead to a Legislative Hearing.

We encourage you to review the FAQ and if you have questions, big or small, please reach out. Please remember, we work for YOU and this is YOUR UNION! Solidarity!

Support Staff: Your Vote Matters!

The PERC contract election for office specialists and paraprofessionals is well underway. 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, please contact your steward or the VUE office (386-238-1605) and we will request a replacement.

The outcome of this election will determine if VUE remains the bargaining agent/union for support professionals, and ultimately if the support contract stays in place.

We need a strong response during this election. We are still bargaining and our power is directly tied to member engagement.

PLEASE make sure to talk with your colleagues about the importance of this election. It is not okay to believe that "my vote doesn't matter." Nothing could be further from the truth. EVERY VOTE COUNTS, and we need you to vote yes and be counted! If you have questions, please reach out today, (386) 238-1605.



VUE Trades & Service Professionals (TSP)

The time has finally arrived to begin recruiting members for the Trades and Service Professionals unit of our VUE family!

Beginning Tuesday, November 4th, we will start actively recruiting individuals in the following job roles:

- 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
- SchoolWay Café -Assistant
- SchoolWay Café - Intern
- SchoolWay Café- Manager
- Technician (FMTs and others)
- Warehouse Person

It is important to aggressively recruit members in these positions, as our next step is to bargain a new contract for our TSPs. We need experts in these areas in order to write contract language that makes their conditions of work better and honors the professionalism and the skills they bring to our school district. In order for TSPs to be a part of our bargaining committee or team, they must be members of VUE.

The dues schedule for TSPs will follow the same methodology as our OS and Para dues. Dues will be based upon the number of hours worked and the annual salary earned. All TSP members will be on a 21 payment schedule. This means that if they receive more than 21 paychecks per year, dues will only be paid 21 times. The dues amounts are listed below:

- annual income less than \$15,000 per year - \$9.39
- annual income between \$15,001-\$30,000 - \$16.29
- annual income between \$30,001-\$45,000- \$22.23
- annual income greater than \$45,001 per year - \$29.00

Please speak with your colleagues about joining your union.

Now that every trade and service employee can join VUE, the balance of power changes in the district. The district is no longer dealing with us and them, they are now facing ONE UNION that represents ALL of the people who actually make this system run.

When those who do the work stand together as VUE, the power of the people increases and we no longer are subject to the divisive tactics of the employer.

This is what collective power looks like, not just a few voices at the table, but the entire workforce standing as one, fighting for all!

MemberAssist

Don't forget to take advantage of the Member Only benefit "MemberAssist". This no cost concierge service is an exclusive benefit only for VUE and FEA members.

Sign up today by clicking the QR code below and tap into this time saving benefit. Use MemberAssist to complete those things that you just don't have time to do, or to research things that you are curious about.

I've personally used MemberAssist to find vendors who will work on the projectors in the VUE office and to find an affordable watch that is also a pedometer. I'm also considering asking my friends at MemberAssist to provide quotes for some much needed repairs/upgrades to the Albert homestead that no one who lives there wants to do!

MemberAssist is designed to make your life easier, so why not take advantage of this NO COST service?

It's as simple as scanning the QR code below and submitting your request. Go ahead and try it. This is just one more reason that it's better in a union!



FEA State-Wide Day of Action

On Tuesday, November 18, 2025 FEA is calling for a state-wide Day of Action. We will participate and join with thousands of other union members across the state to stand up and speak out against the ongoing attacks against our public schools and our union.

Be on the lookout for more information about what we will do as VUE to stand up against these attacks. Solidarity!



In union, there is strength. ~ Aesop

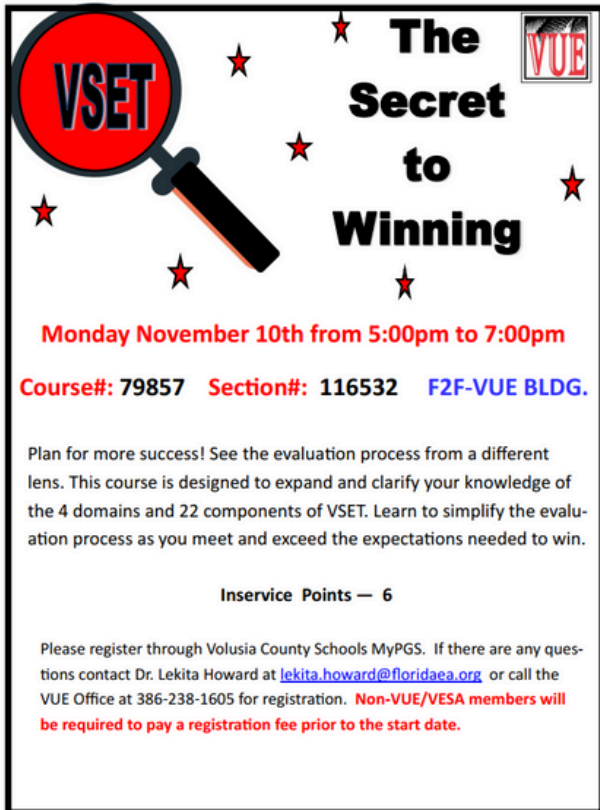


VUE Professional Learning

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 VSET course is designed to help you understand how to earn the highest IPS score possible.

Register today, as seats will go quickly.

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



The Secret to Winning

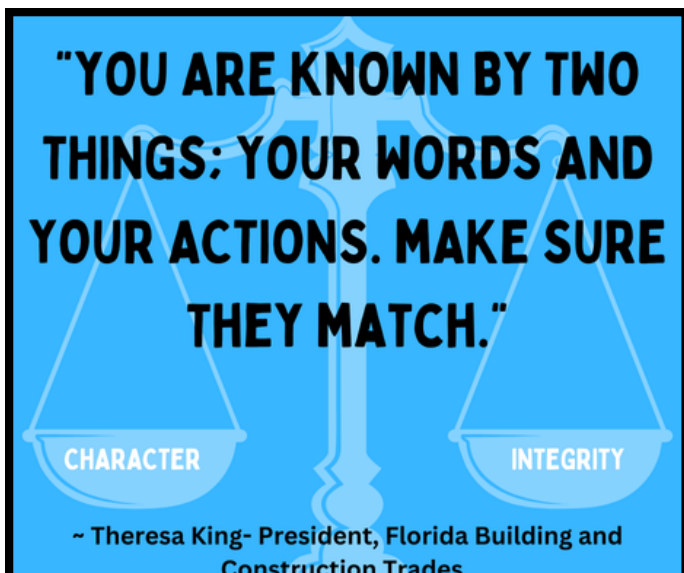
Monday November 10th from 5:00pm to 7:00pm

Course#: 79857 Section#: 116532 F2F-VUE BLDG.

Plan for more success! See the evaluation process from a different lens. This course is designed to expand and clarify your knowledge of the 4 domains and 22 components of VSET. Learn to simplify the evaluation process as you meet and exceed the expectations needed to win.

Inservice Points — 6

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.**



"YOU ARE KNOWN BY TWO THINGS: YOUR WORDS AND YOUR ACTIONS. MAKE SURE THEY MATCH."

CHARACTER **INTEGRITY**

~ Theresa King- President, Florida Building and Construction Trades

VUE Logo Contest

LAST CALL!

The VUE logo contest voting will close today (Monday) at 5:00 pm. If you have not yet voted for your favorite, please take a moment and vote now. The three finalist are shown below. Please cast your vote for the logo you like the best.

Thank you to everyone who submitted an entry.

Voting link: <https://forms.gle/mgQZmMDUeiS2DfJg9>

Option 1



Option 2



Option 3

