



Solidarity Report

“Whatever makes you uncomfortable is your biggest opportunity for growth.” ~ Bryant McGill

Support Staff Ratification Vote- Thursday!

The ratification vote for office specialists and paraprofessionals will take place this Thursday, December 4, 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 process of bargaining. However, the district will have the option to declare impasse, which will further delay providing increases to salaries and other negotiated language. If the agreement is approved, the members of the school board will vote to accept or reject the agreement on Tuesday, December 9th. If approved by the board, the payroll department will begin the process of providing payments beginning with the 1% stipend which all support staff will receive. Please plan to vote on Thursday. **This is YOUR CONTRACT, and YOUR VOICE MATTERS!**

Trades and Service Open House



We are excited about the opportunity to welcome our trades and service professionals working in VCS into our union family.

We know that schedules vary depending on the role our TSP members have within the district, so we are hosting an **OPEN HOUSE at the VUE office** for our TSPs.

The Open House will be held on:

Saturday, December 13, 2025
9:00 a.m. – 11:00 a.m.
VUE Office- 1381 Educators Rd., Daytona Beach
Refreshments will be provided

RSVP now by clicking this link,
<https://forms.gle/DKGMES2DF9upJBUP6>

This event is an opportunity to meet VUE leadership, learn more about the newly formed TSP unit, and hear how we are preparing to advocate for fair wages, improved working conditions, and professional respect for every trade and service professional across the district. Please make sure to share this information with the TSPs at your worksite. Solidarity!

Roster Verification

Each year teachers are given the opportunity to verify their class rosters to ensure that the data (student test scores) that will be used to determine the Student Growth Measure component of their evaluation is correct.

We strongly recommend that every teacher prioritize verifying their class roster. If you do not teach a student, he/she should not be on your roster. Your evaluation outcome and ultimately your pay can be impacted by the students listed on your roster.

The REA Department within VCS sent an email on November 12th detailing the process for roster verification. The DOE online roster verification tool can be accessed [HERE](#). Verification of enrollment on your roster is as of October 10, 2025. Enrollment is different than attendance. Students can be removed and added as needed.

Each school has a Roster Verification Coordinator to assist with this process. If you need support or have additional questions, you can also contact the VUE office.

The window to verify your roster will close this week, if you have not yet completed this process, please make sure you complete the process TODAY!

Important Dates in December



- Roster Verification Due - Dec 1. - Dec. 3
- Dec. 3 - early release
- Dec. 4 - Support Ratification Vote
- Dec. 9 - School Board Meeting - only one in December
- Dec. 10 - early release
- Week of Dec. 15 - 19 -NO MEETING WEEK
- Dec. 17 - NO EARLY RELEASE
- Dec. 19 - early release - DPP #1 DUE - Winter Break Begins



Curative Corner: Week V

Get your vaccines today—for free! Let's keep you feeling your best all season long.

As the temperatures drop and we cozy into the cooler months, flu season and other seasonal illnesses tend to make their rounds. The good news? With your Curative coverage, you're 100% covered for vaccines that help keep you well.

Getting vaccinated is easy. Just visit any location offering vaccines and present your Curative insurance card. If you're asked for payment, simply use your Curative Cash Card—no out-of-pocket costs required. Your health matters and staying ahead of illness is one of the best ways to enjoy the season. If vaccines are part of your wellness plan, Curative has you covered!

Here's your friendly nudge: if you haven't scheduled your Baseline Visit yet, now's the time! Head to the member portal and get it on the books. Just make sure it's completed within 120 days of your plan start date to keep enjoying the \$0.00 plan structure from Curative.

Need help or have questions? Your VCS benefit liaison, Kimberly Adkins, is here for you!
kmadkins@volusia.k12.fl.us

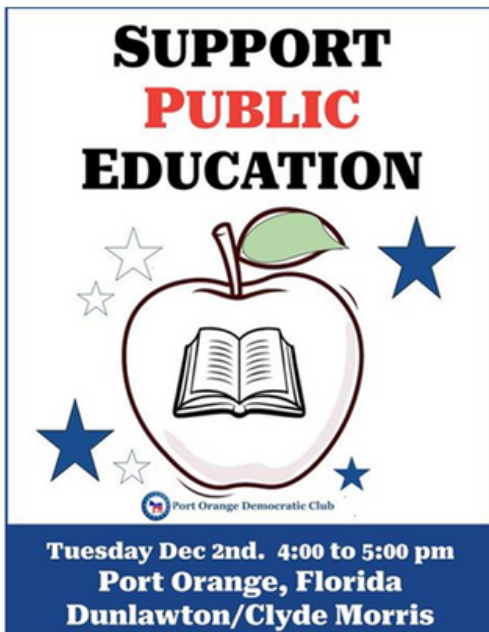
Community Rally for Public Schools

The attacks on our public schools have not gone unnoticed by members of our community. During contract negotiations, parents, grandparents, business owners, and other members of our community stood shoulder to shoulder with support and instructional staff to fight for improvements.

Public schools are the cornerstone of our communities and they must be protected.

Join us on Tuesday, December 2nd from 4:00 pm -5:00 pm in Port Orange, as we stand together to support our public schools. This event is being hosted by the Port Orange Democratic Club, and all are welcome.

If you believe in public schools, we hope to see you there!



DPP Reminder

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.

Target Tallahassee

The 2026 Legislative Session will begin on January 13, 2026. As in years past, FEA will work their legislative program. FEA is asking for member to commit to lobbying on Tuesday, Wednesday, and Thursday during any of the weeks within the legislative session. Lobby requirement include:

- Travel to Tallahassee (reimbursements provided)
- Mandatory in-person briefing at Drury Hotel 6:00 pm Monday
- Required daily briefings w/ the AFL-CIO (7:30 am- location TBD)
- Schedule & Attend meetings with legislators (or aides)
- Attend Committee meetings - agenda provided daily
- AFL-CIO reception - not mandatory, but a lot of fun!

Reimbursements are provided for the following:

- Hotel (double occupancy)
- Meals, up to \$15 for lunch, & \$35 for dinner - itemized receipts
- Mileage at the IRS rate and tolls
- Parking at Kleman Plaza only

If you are interested in lobbying for public schools and Volusia County in Tallahassee please contact Elizabeth at elizabeth.albert@floridaea.org.



Membership
QR Code

Ask a colleague to join today. Use the QR code to the right, or visit, www.ourvue.net/membership. With each new member, our power and influence grows!

