



Solidarity Report

"The power of the people is so much stronger than the people in power."

~ Wael Ghonim

Ethics Reminders

It is important to remember that as an educational professional working in Volusia County Schools, you are held to a higher standard. This means that by default, when you are recognized as an employee of VCS, the things that you say and do will be viewed differently from individuals who work in other fields and industries.

As educational professionals we spend more waking hours with other people's children than they do, and that is a big responsibility. We want to remind you of a few important facts that will help you remain free from the possibility of an ethics violation or investigation of inappropriate behavior by the Office of Professional Standards.

1. Our first and most important obligation is to the student. As such, it is our responsibility to protect students from anything that could be harmful to them mentally, physically, or educationally. We must commit ourselves to creating an environment of academic openness, honesty, and fairness. We must consider the diverse learners in our care and provide access to the content for all students.

2. Supervision: We must be mindful of where our students are and what they are doing at all times. Supervision is critical and key to keeping our students safe. A significant number of professional standards investigations are due to an allegation of lack of supervision.

3. Mandatory Reporter: As a public school employee, you are mandated by law to report any suspected abuse, neglect, or abandonment of a child. You must report to the Department of Children and Family Services the facts as you know them. You can contact DCF at www.myflfamilies.com or 800-962-2873. Once the report is made, DCF will determine if an investigation will be opened. It is not up to you or VCS to determine how to move forward. Failure to report suspected abuse/abandonment/ or neglect could result in a third degree felony charge. If you have reasonable suspicion that a student is being abused or neglected, it is always better to report the facts, and allow the professionals to make the determination to investigate. A third degree felony is a serious matter and should not be taken lightly. You do not need permission from your administrator to file a report of abuse, neglect, or abandonment to DCF.

For a full review of the Principles of Professional Conduct for The Education Profession in Florida, please click the link below. <https://www.fldoe.org/teaching/professional-practices/code-of-ethics-principles-of-professio.stml>

Target Tallahassee - We Need YOU!

The 2026 Florida Legislative Session has started with a bang. It is now time to hit the road to advocate for our public schools, students, and ourselves.

Executive Board member and VUE Government Relations Committee (GRC) Chair, Dorothy Featherston, is extending the invitation below to all interested members of VUE.

This will be my third year traveling to Tallahassee to advocate for public education. Through Volusia United Educators (VUE) and the Florida Education Association (FEA), I have been empowered to speak on the issues that matter most to educators.

They keep me informed, up to date on legislative developments, and help offset the costs of advocating at the state level. VUE and FEA are experts at gathering and breaking down information so our voices are directed to the right legislators and committees. Their daily morning briefings during legislative session are invaluable, providing deeper insight than what is available elsewhere.

Traveling across the state to advocate in person truly makes a difference—my presence was noticed, and legislators acknowledged the effort.

I hope you will consider joining me and the GRC in Tallahassee February 16–20. Your voice matters, and together, we will make a difference.

If you are interested in advocating in Tallahassee, email Elizabeth at elizabeth.albert@floridaea.org or call the VUE office at (386) 238-1605.

It is important to stay informed. Please take advantage of the following ways to stay up to date on the latest news from Tallahassee.

- **FEA Power Hour:** <https://floridaea.zoom.us/meeting/register/6Ujrwh7ITeY2S4WRS-DcA#/registration>
- **Frontline Report:** <https://feaweb.org/action-center/2026-legislative-session/frontline-signup-and-archive/>



CALL TO ACTION: Contract Action Committee

Strong contracts are won when members participate in the process. If you want a real voice at the table, now is the time to step up! Winning doesn't happen by sitting on the sidelines, **YOUR** voice needs to be included in this work!

If you believe Trades & Service Professionals deserve a fair voice, professional pay for professional work, and real respect on the job, we need you at the table. This is a chance to help build the future for our TSPs.

To register to participate on the committee, please complete this brief survey, <https://forms.gle/Yi86ivizk1heaMvS7>



We need your voice to help:

- Research contract language from other locals
- Help gather input from worksites
- Analyze issues
- Define bargaining priorities
- Communicate with colleagues
- Mobilize members to engage in bargaining

Register Today!

<https://forms.gle/Yi86ivizk1heaMvS7>

Payroll & Calendar Reminders

Please mark the following dates on your calendar

- **LONGEVITY PAYMENTS**- eligible support, instructional and Trades & Service Professionals will receive longevity payments on a separate pay run on **Wednesday, January 21, 2026**
- **ERPL #4** - **Wednesday, January 21, 2026**, site-based early release professional learning sessions will be held
- **DPP #1 Feedback**- **Friday, January 23, 2026**- Administrators are required to provide feedback on DPP #1
- **2% Salary Increase**- instructional and support staff shall receive their increase in February. Retro payments for all units will also be provided in February.
- **NO EARLY RELEASE** - due to FTE week, there will NOT be early release on **Wednesday, February 4, 2026**.
- **NO MEETINGS ALLOWED**- due to midterm grades being due on **Wednesday, February 11, 2026**, no meetings can be held Mon. through Wed. of this week. PLC can be held on that Thursday or Friday only.
- **ERPL #5** - **Wednesday, February 18, 2026**, district-based early release professional learning sessions will be held.

Our Union: Watch Us Grow!

At the VUE office, we continuously monitor and review our membership data. We want to give a HUGE SHOUT OUT to the following schools who recruited a new member during our recent PUSH for 160. The schools below recruited one new member for each steward at the school/worksite.



Additionally, we had several schools who although they didn't recruit a new member for each steward, they DID recruit a new member. Applause for Honorable Mention goes to the following:



Finally, recognition goes to the schools below who had individuals begin the process of membership, but who have not yet completed the second step. If you are working in one of the schools below, please contact your steward or member representative to ask how YOU can help grow the membership at your school/worksite.



It takes ALL OF US working together to build our union. Our power and influence grows with our numbers. Ask a colleagues to join you in the fight for a better life. Scan the QR code below or click this link (www.ourvue.net/membership) to help a potential member join today. Solidarity!



Membership QR Code:



AI & YOU - An AFT Training!

Are you interested in using AI to help become more impactful in the classroom or in your job role? If so, register today for the AFT Training below.

This no cost professional learning (lunch is provided) is a member only benefit and designed to grow you knowledge and confidence with using AI.

Grab another VUE member and join us for this fun-filled day of learning brought to you by FEA and AFT. Please register using the QR code below. See You There!



AI is Changing the World

Join us for a one-day, in-person AI Professional Learning Convening where educators will explore the benefits of AI with a focus on responsible use, student privacy, and data security, while also examining its power to differentiate instruction for diverse learners. Discover how AI can support teaching, planning, and student engagement. Walk away with actionable strategies and ready-to-use resources that enhance student achievement. Through hands-on practice, you'll learn how to streamline tasks, boost collaboration, and create materials you can apply in the classroom.

AI Convening
February 28th
10:00 a.m. until 3:00 p.m.

Orlando Area
TBD

Register Today!  Space is limited!

Questions: FEAProDev@Floridaaea.org



Sick Leave Bank Reminders



The Sick Leave Bank serves as a benefit to VCS employees for unforeseen catastrophic medical emergencies.

Things to remember include:

- You must be a member of the sick bank prior to the diagnosis date
- Applications for distributions must include medical documentation
- All required guidelines must be met and followed
- Sick Bank distributions only benefit the member
- VUE members can access the sick bank information by clicking this link,

<https://www.ourvue.net/membership/sick-leave-bank/>

*Contact Dr. Lekita Howard at (386)238-1605 or lekita.howard@floridaea.org if you have any questions

MemberAssist- Register Today!

MEMBERASSIST SERVICE

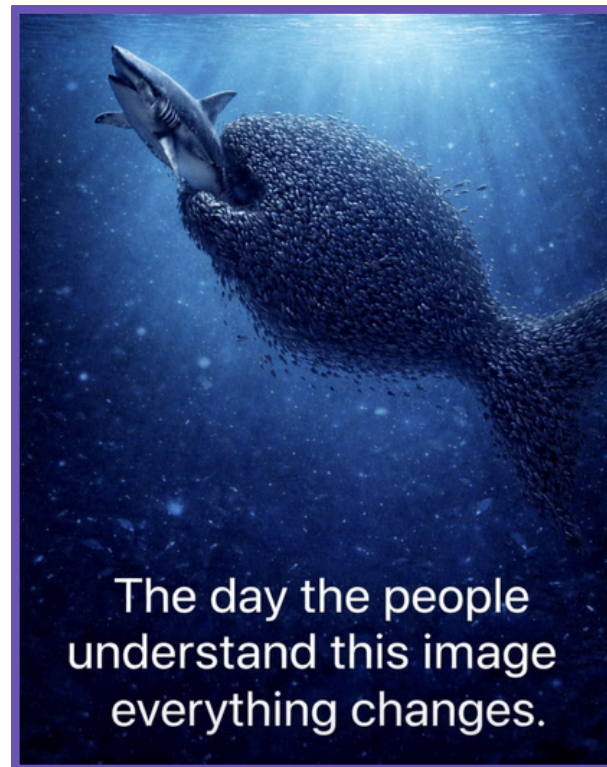
The wait is over — our incredible, no-cost, member only service is now LIVE for all VUE Members!

To get started:

1. Click the QR code below and register
2. Click on "Get Started Now"
3. Use the email on file with VUE
4. Make your request! The MemberAssist team is waiting to assist you!



Sign up here!



The day the people understand this image everything changes.

