



Solidarity Report

"If extra effort invested yields no return, then it's a foolish investment."

~ Ryan Stygar

What is Going On With My W2?

We have received numerous questions about this year's W2s. With the transition to Focus, the district has made numerous changes and has not done their duty to provide clarity to district employees.

If you have questions about your W2, you can reach out to us and we will provide assistance. However, after reviewing several W2s, here is what we have found:

- The Dec. 19th pay stub shows "Total Earnings" or gross income for employee wages.
- W2 reports taxable wages, tips, and other compensation in box 1.
- These values could be significantly different as gross income represents every dollar earned BEFORE taxes or deductions are removed. Taxable income is the portion that is subject to taxation.
- Pretax contributions to medical, other health insurance, and investment products like 403b accounts reduce the amount of taxable income and could be part of the difference.
- Prior to Focus, the district reported only taxable gross wages on the end of the year pay stub, which aligned with box 1 of the W2.

If you have questions, please make sure to reach out. We are here to help!

CALL TO ACTION: Tuesday's Board Meeting

If you're ready to take action and believe enough is enough, we encourage you to attend Tuesday's School Board meeting. Because the Board meets only once a month, this is an important opportunity to be present and speak directly to the issues that matter most. Recent member concerns include:

- Lack of heat in schools/classrooms despite assurances of readiness
- Ongoing FOCUS issues
- Student behavior and workplace safety; violence should never be considered "part of the job"
- Overwhelming workload demands
- Lack of competitive compensation for professional work

If you plan to attend, please arrive by 5:30 PM. Public participation begins at 6:00 PM. If you are interested in speaking or would like support, contact Elizabeth at elizabeth.albert@floridaea.org. Change requires action. When we show up and engage in the work, it makes a difference!

The Continued Attacks on Our Union

Last week, Executive VP for Support Staff, Valerie Jessup and I traveled to Tallahassee to advocate for members of VUE and our public schools. While we were there, we had the opportunity to meet with Senator Tom Leek and Representative Chase Tramont. Both were welcoming and spent time listening to our concerns.

We also had the opportunity to attend several committee meetings. One of the most important and most frustrating was the House State Administration Budget Committee. More than 50 members of the FEA and AFL-CIO were in attendance to hear [HB 995](#).

This very bad bill is anti-worker and anti-union. This bill proposes that in order for a public sector union to win a PERC election, 50% plus 1 of the eligible bargaining unit members **MUST VOTE** in the election. This means that if 50% of teachers, support staff, or trades and service professionals decide not to participate or return their ballot to PERC, it is very possible that even if VUE were to receive the majority of votes, our union could be decertified. Mandating that individuals participate in an election is illegal and it is questionable if any of the elected officials on the committee would have won their seats if held to the same standard.

If you would like to watch the video of the bill being heard in committee, [you can do so here](#). Discussion of the bill starts at 04:10 into the video and continues for more than an hour until the vote take place at 1:10:25 into the video.

The Senate versions of the anti-worker, anti-union bills are on the agenda for the Senate Gov. Operations committee on Wednesday. This is quite concerning because if they make it through the Senate, then the last stop is the Governor's desk. We know that these bills are the result of the continued influence from the Freedom Foundation and other billionaire-backed groups who want to extinguish unions, and by default, take away your ability to have a voice and protections at work.

FEA leaders are working with friendly legislators, and the national affiliates to create a strategy to fight back against these attacks. We will keep you posted as the week progresses and please be prepared to engage in the work to keep our union. Solidarity!



Pot of Gold Membership Blitz

The Pot of Gold Membership Blitz is underway and we are seeing increased numbers of new members completing the application process daily.

You are doing the work of building our power and influence. Please continue to speak with colleagues who have not yet joined. The schools and worksites who grow their membership the most will win a prize.

To share the link to join VUE, click [HERE](#). The QR code to access the membership portal is below. If you need assistance, please do not hesitate to reach out!



Membership QR Code:



IMPORTANT REMINDERS

Midterm grades are due on Wednesday: therefore, no meetings are allowed Mon. - Wed. PLC is allowed on Thursday or Friday, and IEP, MTSS, or 504 meetings are allowed but should be limited. If you have questions about meetings this week, please contact your steward or member representative.

Retro pay update per the district: We (VCS) are still planning on paying retro by the Feb 27th paycheck or sooner. We'll be meeting with Focus early next week. This current payroll posts on Tuesday, so the payroll team will roll right into Retro after that.



LOVE the BUS Week!

Celebrating Bus Drivers and Attendants

Week of
February 9-13
2026



"Recognizing the job you do and the lives you touch."



We appreciate you!

Daily prize drawings to show our gratitude!!

JOIN IN THE FUN



VUE's Black History Month Contest



Commemorating 100 Years of Excellence **A Black History Contest Sponsored by** **Volusia United Educators** **2026**

This year's Black History Contest is focused on the contributions of African American contributions made over the last 100 years. As we reflect on these contributions we want to highlight their impact on our lives. This contest is open to all Volusia County students. Students are eligible to win a \$50 gift card. Two (2) winners will be awarded at each level. The categories are Essay and Visual Arts. Each submission must meet the following criteria:

- All submissions must be an original essay (typed) or original art work
- Typed entries are limited to 500 words
- All submissions must be received by Friday February 28, 2026
- Theme: "Commemorating 100 Years of Excellence"
- Winners will be announced March 3, 2026
- Please include student name, school, grade, and teacher's name.

•All submissions go to Dr. Lekita Howard 1381 Educators Rd. Daytona Beach 32124 or lekita.howard@floridaea.org

Curative: Pass or No Pass?

NEED CARE?

CURATIVE EPO VALUE MEMBERS

WHEN DO I NEED A PASS???

You **WILL** need a pass for any planned care. This includes:

- Doctors appointments
- Radiology (x-rays, CT scans, MRIs, etc.)
- Surgery centers & scheduled hospital procedures

You do **NOT** need a pass for:

- In-network labs/blood work
- In-network pharmacies
- Urgent Care
- Emergency services

NEED HELP?
Curative Contacts

Member Services: ☎ 833-322-8272
Care Navigator: 📧 carenavigator@curative.com

HAVE CURATIVE CONCERNS?
You have a VCS advocate for that!
Contact Kimberly Adkins @ kmadkins@volusia.k12.fl.us

