



# Solidarity Report

**"True freedom is understanding that we have a choice in who and what we allow to have power over us."**  
~Meryl Streep

## The Fourth Quarter: The Final Frontier

It's hard to believe that we are heading into the fourth and final quarter of the school year. While trying to decompress last week, I spent some time reflecting about my time in VCS and as a member of our union. One thing became very clear, the fight for teachers and staff never ends; it is just carried forward by different people at different times.

The issues may shift and the district players may change, but the core of the fight stays the same: standing up for fairness, respect, and to be treated with dignity for the work we do to support our students and make this district run.

Three years ago I shared a quote by Desmond Tutu, "*Hope is being able to see that there is light despite all of the darkness.*" Today, as the attacks on our union and our contract have escalated to a new level, I still have hope. I have hope because I know that VUE members are relentless, tenacious, and strong.

Three years ago, we were facing the loss of payroll dues deductions, the 60% membership density standard, and district leadership who attempted to decertify our union. Some thought that these hurdles would be the end of us, but they were wrong! We've overcome two of the three challenges and now it is time to complete the work and increase our density numbers beyond 60%.

What we need now is unapologetic activism to ensure that VUE remains strong and that we keep our contract. If you're feeling even a spark of frustration or urgency after the passage of SB 1296, then you are exactly who we need right now to complete this work.

It's the fourth quarter, but the game is far from over! It is time to recruit, organize, and engage in the work of OUR UNION! Ask a colleague if they like their duty free lunch, guaranteed work hours, or contractually negotiated longevity or retention supplement. Ask him or her if they would be comfortable if the rules suddenly went away and the "boss" was allowed to do whatever they wanted. Ask a potential member if they believe it is important to have an advocate by your side when/if Professional Standards, DCF, or law enforcement comes knocking. These are just some of the rights and protections that our contract and our union provide.

Hitting 60% is absolutely within reach if each of us recruits just one new member. No special skills required, just real conversations about what's at stake. The value of membership far outweighs the cost of dues. Now it's our turn to carry the fight forward. SOLIDARITY!

## How to Join VUE

The process to join your union now requires two steps:

- create an account with FEA Central Membership System (CMS)
- link a bank account to the ACH draft or pay one lump sum dues payment.

All new members must create an account in CMS. The link to the portal is [www.ourvue.net/membership](http://www.ourvue.net/membership)

Once the CMS account is created, linking a bank account is the next step. This is completed in a step-by-step process that is navigated using Plaid. VUE stewards and staff are available to assist. Please contact us if you or a coworker needs help to complete the steps to join. We will set an appointment and come to you. No Potential Member Left Behind! Call or email today!



Membership QR Code

## ESE Service Providers Subbing

It has been brought to our attention that some ESE Support Facilitators have been asked to substitute when classroom vacancies occur. Additionally, we have learned that some SF personnel have been told to complete their daily support log as if services were provided when they were not.

We are concerned about this for several reasons. First, entering inaccurate information into a support facilitation log creates a direct professional and legal liability for the teacher responsible for the entry. Next, these logs are official records and may be used in audits, parent complaints, or due process proceedings.

Additionally, when services are not provided to students as set forth in the IEP, it can result in the need to provide compensatory education.

We strongly caution against any practice that involves misrepresenting services or data. ESE personnel should only be asked to substitute in an emergency. This should not be a regular occurrence. If you are being asked to substitute or alter your logs, contact the VUE office immediately, (386) 238-1605.



## End of the Year Evaluations

We are nearing the End-of-the-Year Evaluation season and we want to share important information with you.

### **Instructional Personnel:**

- **April 10<sup>th</sup>** - Last day for observation cycles (pre-conference, and post conference completed) & Evaluator approval/feedback shared on DPP learning
- **April 17<sup>th</sup>** - Final Self-Assessment DUE - evidence for all 22 components must be submitted (check your rubric!)
- **April 20<sup>th</sup> - May 8<sup>th</sup>** - EOY Evaluation conferences
- Rating are based upon a PREPONDERANCE of evidence.
- To use the resources found under the VSET Help tab in MyPGS, click [HERE](#).

### **Support Staff:**

- **April 24<sup>th</sup>** - End-of-the-Year Evaluations DUE
- Evaluations will be based upon observable data/evidence and not opinions
- Ratings of Exceeds Expectations, Needs Improvement, or Unsatisfactory require specific feedback or performance documentation to be attached to the evaluation
- Individuals have the right to attach a written response at the evaluation conference or submit a written reply within 10 work days. The response shall be signed, dated, and sent to the Office of Employee Performance to be attached to the evaluation record.
- To use the resources found under the Non-Instructional Help, click [HERE](#).

### **Trades & Service Professionals:**

- **May 22<sup>nd</sup>** - End-of-the-Year Evaluations DUE
- Evaluations will be based upon observable data/evidence and not opinions
- Ratings of Exceeds Expectations, Needs Improvement, or Unsatisfactory require specific feedback
- Individuals have the right to attach a written response at the evaluation conference or submit a written reply within 10 work days. The response shall be signed, dated, and sent to the Office of Employee Performance to be attached to the evaluation record.
- To use the resources found under the Non-Instructional Help, click [HERE](#).

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## Mark Your Calendars



As we begin the fourth quarter, there are a few important dates that should be marked on your calendars. First, please note the evaluation and transfer dates mentioned in other sections of the Solidarity Report.

- **Wed., March 25<sup>th</sup>** - ERPL (last one for the year)
- **Week of April 20<sup>th</sup> - 24<sup>th</sup>** No Meetings Mon. - Wed. due to midterms

## PERC Recertification

Stewards and VUE staff have started collecting the Showing Of Interest (SOI) cards needed for the PERC recertification. **We must complete this process by May 15<sup>th</sup>**. We need everyone at your worksite to complete a SOI card. It does not mean they are joining VUE (although, we want them too!) it just means they want to keep our contract.

Please complete a SOI card ASAP. The cards are color coded:

- Instructional - Yellow
- Support (OS & paras) - Blue
- TSP - Green

The steps are simple:

- Print your name - **legibly**
- Sign your name
- Date the form

**You must complete both boxes on the page.**

The sooner we collect the SOI forms, the sooner we can complete the recertification process, but remember, once we achieve our goal of 60% membership density, we will no longer need to complete this process!

Let's use the SOI card collection conversations as an opportunity to talk with our friends about joining their union. One conversation at a time, one member at a time! 60% means power, power means influence, influence means we live a better life!

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## Instructional Transfer Fair

The timeline below was received from the HR Department. If you are considering transferring to a new school for the 26-27 year, we highly recommend applying to the Transfer Fair.

Participating in the fair will not result in the loss of your current position, nor does it require that you accept a position should it be offered to you. It simply gives you an opportunity to meet with other administrators and it gives you options. If you have questions about the Transfer Fair or the process, please contact your member representative.

- **Mon., March 30<sup>th</sup>** - Transfer Fair Applications Opens
- **Mon., April 20<sup>th</sup>** - Non-Reappointment (NR) notification meetings (Inst/Support)
- **Tues., April 21<sup>st</sup> - Thurs., April 23<sup>rd</sup>** - NR and Displacement notification meetings (Inst/Support)
- **Fri., April 24<sup>th</sup>** - Transfer Fair Applications Close
- **Mon., April 27<sup>th</sup>** - Transfer Fair Opens
- **Fri., May 1<sup>st</sup>** - Transfer Fair Closes
- **Tues., May 5<sup>th</sup>** - All displaced teachers who did not secure a position in the Transfer Fair will be placed by HR

\*\*Support staff and Trades and Service Professionals (TSP) are not bound to the transfer process above. Only instructional personnel participate in the Transfer Fair. Support and TSP staff may transfer at any time throughout the year.\*\*



## TSP Bargaining

### Attention all Trades & Service Professionals

The VUE TSP bargaining team is scheduled to return to the bargaining table on Wednesday, March 25<sup>th</sup>. This will be the second bargaining session between YOUR UNION and the employer to build a contract for all TSPs.

The session will be held at the VUE office (1381 Educators Rd., Daytona Beach) from 4:00 pm to 6:00 pm. Bargaining is a public meeting and we strongly encourage ALL VUE members to attend if you are able.

We are ONE UNION and our TSP unit is growing each day. We need members in the room if we want to build a strong contract. YOU are the experts at what you do, and your voice matters.

The VUE TSP Bargaining Team includes representatives from Transportation (drivers, attendants, mechanics), SWC, Maintenance, Custodial and Guardians. Our team is diverse and powerful.

Members of the team are prepared to do the work of our union, and this is just the beginning of a long journey. At this meeting we expect to receive counter proposals to those we put across the table during the first session. We are also preparing additional language items to propose.

The bargaining session will be live-streamed by VCS and a bargaining update will be provided at the conclusion of the session.

Please plan to attend as your contract is the most important tool you have as an employee, and your bargaining team needs your support! Solidarity!



## VUE's Black History Contest Winners

Congratulations to the following winners of VUE's Black History Month Contest. We appreciate and acknowledge all of the submissions. Selecting winners was no easy task. The quality of the work made every decision difficult, and it speaks volumes about the talent and creativity of our students. A HUGE Thank You to everyone who participated.



Sometimes, the interweb gets it right! 🤔

