



Solidarity Report

"Keep your promises and be consistent. Be the kind of person others can trust."
~Roy T. Bennett

Trust: easy to break; extremely difficult repair

Trust is built through actions and by being consistent. Right now, consistency and the trust we as employees should have in our employer is eroding. Employees have been asked to endure system failures, payroll errors, and disruptions with health insurance that have resulted in real consequences for our families.

At the same time, we have watched as trusted district leaders have decided to leave VCS. Each time a trusted veteran leader leaves, the institutional knowledge earned by being a part of VCS, walks out the door. This creates instability, uncertainty, and burdens that fall on the employees who remain.

When systems fail and leadership turns over, trust is lost, and it is our members who are left to deal with the consequences.

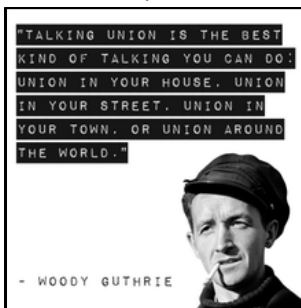
But through it all, one thing has remained stable: OUR UNION. VUE has been the constant, showing up, speaking out, and fighting back when things go wrong.

VUE is not a third party. VUE is you and me. Every one of our members standing together, to hold VCS accountable. VUE is trustworthy because our union is built by the people who do the work of educating and supporting our students every day. You and your coworkers standing in unity makes our union strong.

We must continue to invest in our union, the one place that trust has never wavered, by strengthening our voice and taking back our power. Growing our union is the only way to get what we want. Power isn't given, it is built. Each new member recruited continues the process of changing the culture in the workplace, school, and ultimately this district.

If we are serious about wanting consistency, and improvements, we must organize. Speak with your friends about joining our union. Each conversation gets us closer to our goal. Ask your coworkers to stand with you to take back what is ours; our schools and this district. When our numbers grow, so does our power.

Put your trust where it belongs, with the people, and join me in building our union! Solidarity.



VUE Elections

Are you are interested in taking a leadership position within your union or at your school or worksite?

If you answered yes, then you need to run for office within VUE. The positions listed below are up for election.

- Executive Vice President for TSPs (3 year term)
- Vice President At Large for TSPs (3 year term)
- Two (2) Constituent Vice President positions for TSPs (3 year term)
- Steward(s) all sites (1 year term)

Any VUE member in good standing for one year prior to the election for office (waived for TSPs due to the date of the PERC election) is eligible to run for the position of Steward. Stewards are the face of VUE in our worksites. You are the eyes, ears, and heartbeat of our union to the members. Stewards are able to earn a partial dues rebate based upon the completion of certain criteria.

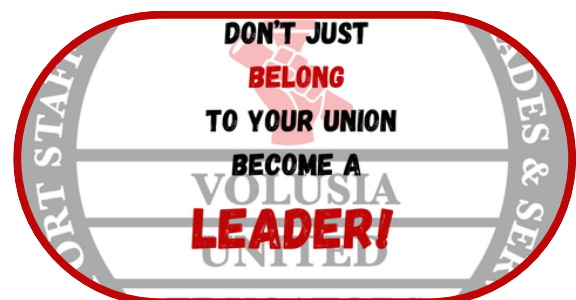
All interested candidates are required to complete a Petition for Office. The VUE Constitution and Bylaws, states that each work location shall elect a Building Steward for each 20 bargaining unit members or a major fraction thereof. They may appoint up to two (2) Associate Stewards for each Building Steward. Petitions for Office are due to the VUE office by 4:00 pm on Friday, April 10, 2026.

Petitions may not be sent via email or fax. To obtain a Petition to run for VUE office, please email Beth at beth.friedl@floridaea.org.

Elections will be held Friday, May 1, 2026, if necessary.

If there is no opposition for a position or if there is an equal number of positions as there are candidates, those candidates shall be elected by acclamation.

If you have questions, please contact your VUE member representative at 386-238-1605.



NEA Representative Assembly, AFT Convention & FEA Delegate Assembly Elections

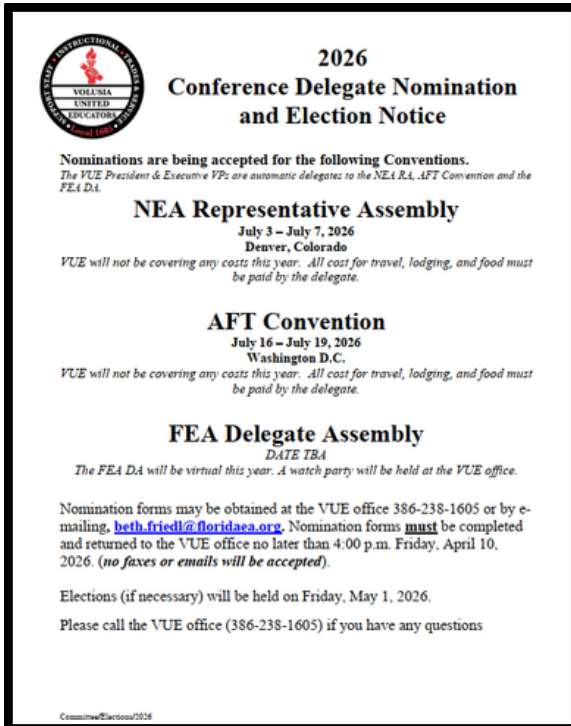
The VUE Elections Committee is announcing the opening of nominations for Delegates to the 2026 NEA Representative Assembly, the AFT Convention, and the FEA Delegate Assembly.

The dates of the conventions are below:

- NEA RA will be held in Denver, Colorado on July 3 - July 7, 2026.
- AFT Convention will be held in Washington D.C. on July 16 - July 19, 2026.
- FEA Delegate Assembly will be virtual this year in October. We will hold a watch party at the VUE office for the FEA DA.

VUE will not cover any costs for these conventions. All travel, hotel, and food must be paid by the delegate. Delegate nomination forms are due to the VUE office by 4:00 pm on Friday, April 10, 2026.

For more information or to request a nomination form, please contact **Beth at beth.friedl@floridaea.org**.



Student Roster Verification

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

We strongly recommend that every teacher prioritize verifying their class roster! This is the second verification opportunity for the 2025-26 academic year. Please take advantage of this process.

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 March 24th 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 February 6, 2026. 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 at the end of the day on April 24th, but don't delay. If you have not yet completed this process, please do so TODAY!

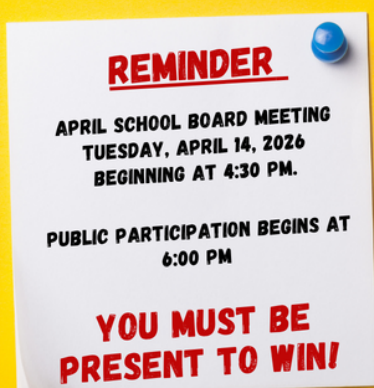
Instructional Transfer Fair

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 30th - Transfer Fair Applications Opens**
- **Mon., April 20th - Non-Reappointment (NR) notification meetings (Inst/Support)**
- **Tues., April 21st - Thurs., April 23rd - NR and Displacement notification meetings (Inst/Support)**
- **Fri., April 24th - Transfer Fair Applications Close**
- **Mon., April 27th - Transfer Fair Opens**
- **Fri., May 1st - Transfer Fair Closes**
- **Tues., May 5th - 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.



Showing of Interest Card (SOI) Collection

Stewards and VUE staff continue to collect the Showing Of Interest (SOI) cards needed for the PERC recertification. **We must complete this process by May 15th**. We are asking everyone at each worksite to complete a SOI card.

Completing a SOI card is not the same as joining VUE; it is a statement to show the value of keeping the 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.

If you have not yet been asked by our steward(s) to complete a SOI card, please ask them to provide you with the card and ask if you can assist in this work. If you do not have a steward at your site, please contact Elizabeth at elizabeth.albert@floridaea.org. The sooner this process is completed the better!

TSP Bargaining

The VUE TSP bargaining team met with VCS on Wednesday, March 25th. This was the second bargaining session to build a contract for all TSPs.

We have posted an update on the actions that occurred during the bargaining session. To read the update, click [HERE](#).

The next bargaining session for TSPs is scheduled for April 21st at the VUE office from 11:00 am – 2:00 pm. Bargaining is a public meeting, and we encourage any TSP who can attend to be present during contract negotiations. The more TSP employees who engage in this process, the stronger our voice becomes.

Bargaining power doesn't come from the team members alone, it comes from a united membership. This contract will impact every TSP employee, but only members have a voice in shaping it. If you want protections, respect, and a contract that works for you, you need to be part of the organization fighting for it.

Ask a colleague to join VUE today, because sitting on the sidelines does nothing to get us what we need to live a better life. To join VUE, visit, www.ourvue.net/membership.



Membership Update!

We are excited to report that the membership numbers are **MOVING** in the right direction!!

As of Friday, March 27th the membership density for each unit is listed below:

- Instructional: 54% - up 1 point! (it doesn't sound like a lot, but we've been at 53% for 2 years! This is a celebration!)
- Support: 30% - up 2 points! YAY!!
- TSPs: 14.5% - up 2.5 points in one month! This is our fastest growing unit and we need to continue this momentum to build power at the bargaining table.

We so proud of the work you are doing to build our union and build our power. This year YOU have recruited 629 new members into our union family. This is AMAZING! A growing membership shows what employees want.

Every employee deserves the assurance that the fundamental expectations of an employer will be met. Individuals want to be treated with respect and valued for the work they do. They expect to be paid correctly and on time, and that they will have the resources they need to do their jobs. No one is asking for perfection, just consistency, clear communication, and transparency.

The way to ensure that our wants are met is to continue to organize. Once we move the instructional unit beyond 60%, because it is the largest unit, it will strengthen our position and build the momentum we need to exceed the required 60% threshold with support and TSPs. Density is not just a number, it equals power.

Please continue this very good and necessary work. VUE is strong because our members are committed to making a positive difference now and for years to come. Solidarity.

Volusia Council for Exceptional Children

Last Saturday evening, Paulette McKibbins-Shed (Executive Vice President for Instructional Staff) and I had the honor of representing VUE at the 2026 Volusia Council for Exceptional Children (VCEC) Awards Banquet.

To say that the event was fantastic is an understatement. The atmosphere was warm, welcoming, and inclusive. The nominees represented support, instructional and administrative staff from across the district, however, in that moment, we were all united by a shared commitment to provide the very best for all students.

We are so grateful to the VCEC for the invitation and for recognizing this important work. The contributions of our ESE personnel are among the most demanding within our district. We sincerely thank each of you for your relentless dedication and commitment to your students, their parents, our communities, and our union. You are the BEST of THE BEST!

