



W-2 Error  
April 21, 2026

Good morning members,

We recognize the ongoing challenges that the district has faced with the conversion to Focus. The errors that have occurred are real, stressful and have significant impact and consequences for us and our families. VUE has been in contact with the district, and we acknowledge that they have taken ownership of these errors and provided an initial plan of support, but the stress, financial burden and confusion continue. We are going to stay fully engaged until every member impacted by these errors is made whole.

The district has contacted the employees impacted by the W-2 error and has taken full responsibility. Their plan of support includes reimbursing any penalty received from the IRS. We continue to have conversations with the district as there are still financial elements that have not been addressed and other financial impacts that may arise as the W-2s are corrected. While we work to create solutions for impacted employees to address money owed to the IRS due to the error, we are also exploring legal options available to members of our union.

As you communicate with VCS about this error, please copy us on any concerns you share with the district and don't hesitate to reach out to the VUE office if you need any additional help. The district has an identified staff person assigned to assist each employee with this situation. We encourage you to reach out to the Help Desk as questions arise.

During times like this, your union is here for you. Thanks to your action and voices, we were able to ensure that the payroll issue from last month was properly handled. And we will continue to make sure that this issue is handled as well. When we receive complete guidance on legal options available, we will share the information with you. We will not relent in our advocacy for our members.

In Solidarity,

Elizabeth