



Solidarity Report

"To conquer frustration, one must remain intensely focused on the outcome not the obstacles."
~T. F. Hodge

Ongoing Focus Issues

We are providing an update on the continued challenges with the Focus system. Last week, an issue was discovered that impacted approximately 750 employees throughout the district, including administrators and district level leaders. While we recognize that system transitions take time and some issues are to be expected, the continued harm that is occurring to our members is unacceptable.

Members are now questioning how they can be confident that their paycheck is correctly calculated. This is a reasonable question given the ongoing issues with Focus throughout this school year.

Another problem is the lack of consistency and predictability. It is concerning that the personnel from Focus and district staff are unable to anticipate where errors may occur or to prevent them before they impact employees. Staying in a reactive stance is extremely frustrating for everyone, including employees in the district IT department.

We do not believe anyone intends to create payroll failures, however, the expectation that employees will continue to absorb repeated financial harm with patience and understanding is no longer sustainable.

We are exploring potential legal responses, however, because these issues vary from person to person and situation to situation, developing a coordinated legal approach requires careful review and documentation. We are working with a legal firm from Miami and will continue to explore all available options. When we move forward with a legal action, we must be confident that we will win. This is too serious to risk not having all the documentation we need in order to prevail.

In the meantime, our priority is fighting for you. We continue to raise concerns with district leadership and we will continue to push for accountability and clear communication. We also need you to continue to inform us when issues occur. If you have experienced an issue, or if you believe that your pay is incorrect, please contact us immediately. We need the documentation in order to build a strong case.

We encourage everyone who has been impacted and experienced financial harm due to a Focus issue to attend the May 12th board meeting. We are asking that you share how the issue impacted you and your family. We need to be professional, but we also need to be honest. The members of the board will not respond to anger, but will respond to the human side of the issue. Your story is what must be shared in order to get this fixed. For more information about the May 12th board meeting, please email Elizabeth at elizabeth.albert@floridaea.org.

Membership Blitz: 200 Members In 20 Days!

Building our membership and building our power is the number one priority in the VUE office. We also know that you and your colleagues are also doing the work, as we continue to see membership growth across all three units.

Currently, we have the following density by unit:

- Instructional - 2,209 members = 53% density
- Support - 402 members = 31% density
- TSP - 264 members = 16% density

As we look to the final month of the year, we are calling for a membership blitz.

We are pushing to add 200 new members in 20 days.

There are 20 work days before Memorial Day. We need to recruit 10 members a day for the next 20 days!

This is an ambitious goal, and that's exactly why it matters.

200 members in 20 days.

It's not a slogan; it's a plan. Across the district, throughout the 70 schools, and numerous worksites, it means 10 conversations a day, 10 decisions a day, 10 people choosing to step off the sidelines.

The fact is, growth like this doesn't happen because it's easy, it happens because people decide it's necessary. Right now, our contract is in jeopardy, there are ongoing issues with compensation, lack of trust in systems, and unclear communication. These things don't get fixed by hoping someone else handles it. They get fixed when enough people decide, **"I'm in. I'm part of the solution."**

If each member commits to having one conversation with a colleague who is not yet a member, we will achieve our goal. This goal is within our reach, if we are intentional, determined, and focused on building our power!

Join in the work of saving our union and saving our contract. Visit, www.ourvue.net/membership to help a friend join today because, we are stronger when we stand together.

You can also scan the QR code below. Solidarity!



Displacements and Non-reappointments

By now, all instructional personnel should have received their tentative assignment, displacement, or been advised of a non-reappointment for the 2026-27 school year.

If you were displaced or received a tentative assignment that you do not desire, you have the following options:

- VCS Transfer Fair - if you've registered in advance, you are able to participate in the transfer fair this week. The transfer fair opens on Monday and runs through Friday.
- VCS Placements- if you were displaced and do not secure a position on your own through the transfer fair, VCS will place you in an area in which you are certified to teach.
- Summer Transfers - if you do not secure a position during the transfer fair or if you are placed in a non-preferred position, you are able to continue to apply for positions throughout the summer. Typically there are many positions in early June, it slows down toward the middle to end of June, but after July 4th additional vacancies become available. This is the pattern and trend we continue to see year after year. Don't give up, be persistent and keep pushing!

If you were non-reappointed, you have the following options:

- VCS Job Fair - the Job Fair is currently scheduled for Thursday, May 7th, but we will confirm this information with the HR department.
- Each year about 90% of individuals who are non-reappointed find new positions through the job fair or during the summer.
- If you have been non-reappointed, please contact the VUE office immediately, as we have resources to share that could help you to secure a new position.

If you have any questions, please contact Elizabeth at elizabeth.albert@floridaea.org.

Important Reminder

It is important to remember that when communicating with the VUE office you are allowed to use the VCS email server for the purpose of general information and communication.

However, if you have information that you do not want shared or that you believe needs to be confidential, please consider emailing us from your PERSONAL email.

When we communicate using the VCS email system, the district is able to review our communications. While we have not had any issues, it is important to remember all available options for communication.

Also, if you have changed your address, phone number, or personal email, we need to know. The PERC election is going to be here soon and we need to make sure we have your updated contact information.

Please contact your member representative or Beth at 386-238-1605 to update your information. Thank you.

TSP Bargaining Session #3

Last Tuesday, the bargaining teams from VUE and VCS met for the third time to continue building the contract for TSPs. Because we are working from the ground up, the process must be methodical and precise.

The bargaining session was collaborative, with VUE presenting language for employee evaluations and a counter proposal to Article 1, the recognition clause. The district presented several language items that mirrored current language in the VUE Support contract and also language on Just Cause.

An extended conversation occurred related to the proposed change with Just Cause as shown below.

Prior to an employee receiving disciplinary action, the employee shall have a reasonable opportunity to correct and improve problems related to their overall job performance ~~or conduct~~. Severe acts of misconduct may warrant circumventing the established procedure.

We are concerned about the removal of the reference to conduct as this change could result in employees being disciplined for performance issues in lieu of receiving additional training and support. The district suggested that performance and conduct are connected and therefore the words created a redundancy, but we believe that removing the reference to conduct could cause harm to our members, and forego any support that would have previously been provided to improve work/job related performance.

The session did not take the allotted time, so the decision was made to spend the remainder of the time working together in subcommittees. This allowed role alike workers and management to discuss the relevant issues to improve working conditions.

At the conclusion of the meeting, the consensus from both teams was that the time spent working in small groups was extremely beneficial. It allowed for free flowing conversation that focused on issues and most importantly, finding solutions. We look forward to the next bargaining session in May.

We were also very excited that several members were able to attend the bargaining session to engage in the work. We encourage all TSP members to become a part of the work to build a strong contract!

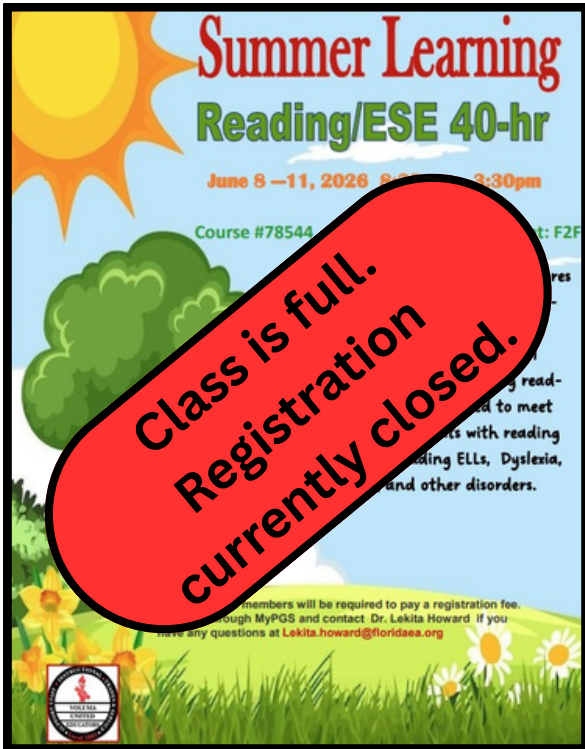
If you would like to watch the bargaining session, please click [HERE](#).



VUE Professional Learning

VUE will continue to offer summer learning programs for our members. We will offer the courses listed below at no cost to members. Seating is on a first come, first served basis, so please register today if you need points for recertification.

If you have any questions, please contact Dr. Lekita Howard at lekita.howard@floridaea.org.



VUE Visits

The VUE staff is hitting the road and working hard to visit every school and worksite in the district before the end of the year.

This week our visits will include:

- Creekside Middle
- Galaxy Middle
- Starke Elementary
- Deltona Lakes Elementary
- Pride Elementary
- Forest Lake Elementary
- Holly Hill Elementary
- Osteen Elementary
- Indian River Elementary
- Coronado Elementary
- NSB High

Please plan to stop by if we are scheduled to visit your school this week. We have important information and update to share!

Retiring Soon?

Make sure you join VUE-Retired when you retire!

Do you know that your insurance policies with NEA/AFT will end with your retirement? By joining VUE-R you can retain those precious benefits!

Visit our website at vueretired.org for more details or contact CJ Allen, President VUE Retired, 386.212.4245 or cj-english@msn.com

Resigning or Retiring from VCS?

If you are planning to retire, resign or otherwise separate from VCS at the end of this year, we need to know. We need to update our membership files to reflect this change.

Our VUE policy states that it is the member's responsibility to inform the VUE office of any change in membership status.

If you are leaving, please contact Beth at beth.friedl@floridaea.org or call the office at 386-238-1605.



One day soon maybe people will realize that "the union" doesn't organize workers. The workers ARE the union

