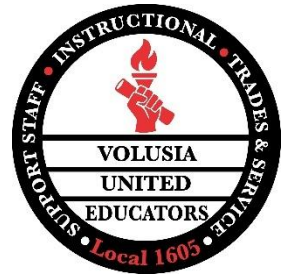




**Volusia United Educators
Bargaining Update #7
8/26/26**



Today, your union and VCS continued bargaining your contract. This afternoon 38 VUE members and friends attended the meeting and listened as your union focused on protecting your time, increasing your pay, protecting your rights and improving your ability to do your job. However, the district team focused on retaining their grip on managerial rights and limiting your autonomy as a professional educator.

What YOUR Union Brought to the Table:

- Formalized language for the Calendar Committee, setting parameters for meeting dates and the expectation of work so employees can plan in advance for the coming school year.
- Redirected the district's efforts to impact the dress code and reminded the district that instructional staff are professionals and this should not be a priority.
- Proposed virtual/remote work on Teacher Duty Days.
- Proposed equitable duty-free planning time before and after the student day for elementary teachers when compared to secondary teachers.
- Proposed limitations to the amount of time rotational supervisory duty can be performed.
- Proposed reductions to the number of meetings allowed during planning each month for IEP, 504, and MTSS meetings.
- Proposed protections from Errors with Pay as a new article in the contract. This language sets forth specific guidelines for repayment when an underpayment occurs and provides employee voice when an overpayment must be repaid.

What the District Brought to the Table:

- Including evaluation outcomes as a factor to determine teacher displacement.
- Creating an unidentified process that can be requested from the district to remove the "Break in Service" status for non-reappointed teachers who are rehired for the year following the non-reappointment.
- Rejection of the language requiring payment within 45 days for work paid on invoice.
- Rejection of the language requiring sub pay for "each class" covered when teachers cover multiple classes during the same period or day.
- Rejection of the language proposing an increase to the mileage reimbursement rate to the IRS allowable rate. The current reimbursement rate was set in 2006 and is 44.5 cents per mile.
- A counter proposal to accept paid parental leave for 10 days. Our proposal was 20 days.

However, there was no formal written salary or compensation proposal, and with the exception of the parental leave counter proposal, the position of the district has not changed since July 1st. We have \$6 million to pay for the things we believe are important.

There was no consideration by the district of the rising cost of health insurance premiums, no consideration about providing a COLA increase, and no consideration of increasing the value of the retention supplement or other contractual supplements provided for additional duties.

The position of the district identifies their priorities, and clearly the employees who earned an “A” for a second year, are not at the top of the list. Once again, it will be up to us to fight for a better outcome.

Our next bargaining session is scheduled for Wednesday, September 2nd at the Olson Drive facility which is just down the street from the VUE office. Bargaining will begin at 4:30 pm and we need members to attend.

Also, the next school board meeting is scheduled for Tuesday, September 8th beginning at 4:30 pm. We need to pack the room with red and demand that we become the priority. Don’t leave anything to chance; if we want more, we are going to have to apply pressure to the decision-makers in order to get it.

If you are interested in watching the bargaining session, click [HERE](#). If you have questions, please contact your steward or member representative.

In Solidarity,

Elizabeth Albert