



Volusia United Educators Bargaining Update 9/3/2026



Instructional Bargaining Session #9

Today, your union and VCS continued the bargaining process. The bargaining session started off with a bang but ended up being a very productive meeting that included authentic discussions about the position of management and the need for contractual improvements for instructional personnel. There were more than 20 members and friends who attended the meeting to show their support for the VUE bargaining team and instructional personnel throughout the district.

Your Union Proposed:

- Language to ensure that your voice continues to be included in the creation of the VCS school calendar
- An extended conversation occurred related to professional dress. The district expressed their desire to clean up the language and create a structure that would be appropriate for the future and would eliminate an identified list of inappropriate clothing. The district stated that it is impossible to create an exhaustive list of inappropriate clothing due to changes in fashion trends and they want to provide administrators with the flexibility to address issues as they arise.

We explained that our concern is the subjectivity that is brought with the language “includes but is not limited to.” It is our position that instructional personnel are professionals and if there is a situation where someone is inappropriately dressed, administration should be able to have a professional conversation with the individual to discuss the issue. We are concerned that personal bias will result in unnecessary issues. We asked where the line would be drawn with the language if “not limited to” is included. Would it include piercings and tattoos? We pointed out that many individuals in positions of authority are from different generations than our new or younger teachers, and we do not want personal opinions to result in issues surrounding professional dress. The district agreed to take our concerns under advisement.

- Language to recognize and the passage of time and consecutive years of corrective behavior when referencing past disciplinary actions for the purpose of progressive discipline.
- Continued to push for the inclusion of School Social Workers in the ESE Workgroup Committee and added Speech Language Clinicians to the language.

The District Proposed:

- Agreed to language to recognize the break in service resulting from a non-reappointment and the possibility to rescind the break in service, but the process will be limited to a managerial decision. The district rejected the idea of a joint labor management committee to make the decision and when questioned about the rejection of the committee, the response simply stated that it is a managerial right.
- A proposal to allow the Professional Standards Committee to refer employees to an Employee Assistance Program if they deem it necessary for the welfare and safety of the students. Our concerns include confidentiality, potential HIPPA violations, and the selection of the program. If this is an alternative to disciplinary action, it was not stated in the proposal.

- Counter language for the new article presented last week regarding errors with pay. The district has agreed to components of the language including providing the individual decision-making rights in certain overpayment situations, but they have not clearly identified the timeliness or urgency in providing payment to employees when an underpayment situation occurs. Our member, Jonathan Brodie, shared his experiences with impacts to his pay from last year and the first paycheck of this year as examples of why we need this language and why corrections must be timely. We shared that Fine Arts teachers, Ag Teachers, and others had their paychecks negatively impacted on August 31 due to errors in process stipends and supplements. This is a very serious problem. The district agreed that payroll issues are serious and that is why they are working with us to include contractual language about this issue. The conversation was open and honest, and we believe that we will reach consensus on this article quickly.

Tonight, we were able to tentatively agree (TA) on two articles. These articles had minor changes.

What's Next:

The next instructional bargaining session is scheduled for Tuesday, September 15th at the Olson Facility beginning at 4:30 pm. We will present our financial counter proposal to VCS at this meeting. Please remember that next Tuesday, Sept. 8th, the district will receive the Annual Financial Report (AFR). This is a very important part of bargaining. The AFR will provide the final piece of data that we need to complete our proposal. If you are able to attend the board meeting on Sept. 8th, please wear your **RED** and join us at DAC.

We want to thank everyone who was able to attend tonight's bargaining session and if you were not able to join us, you can watch the session by clicking [PART 1](#) and [PART 2](#).

If you have any questions, please don't hesitate to reach out.

In Solidarity,

Elizabeth Albert