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An affiliate of the Missouri National Education Association and the 3.2 million member NEA

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## A Letter from our President

Dear Members,

It is hard to believe that December is upon us and finals are right around the corner. I have been busy making building visits and assisting members with concerns. I do want to come to your school for a faculty meeting, simply to say hello, so please send me an invitation with a date in mind.

My FZEA holiday wish is that members remember to support members. I have had a couple of issues arise where members have gone to administration to complain about other members. When questioned as to why, the common response is, "I just didn't know what else to do." Please follow these simple steps:

Ask yourself, is this hindering my ability to do my job? If yes, then action needs to be taken. If no, then it is probably not as serious as you might think.

Have the hard conversation where you discuss with the individual your concerns. It is a lot easier to complain to others or go to administration, than it is to have that difficult conversation. However, having the conversation is important in order to handle something at the lowest level possible.

After you have addressed with the individual and the problem persists, then please seek out your building representative for assistance and advice. Often times, the representative will call me or the uniserv director.

If need be, Lori Roach and I will facilitate a conference with all parties involved to resolve conflict. We have several resources at our fingertips. Often times, when administration is involved, concerns end up on individual's evaluation. It is our hope to prevent this from happening.

I don't want to be the Grinch who stole Christmas so I will end on this note. It has been a pleasure serving as your president this year. We have a strong dedicated association which embraces change. The upcoming year is sure to bring us plenty. I vow to keep you informed.

Warm Wishes and Safe Travels,  
Kim Garbs  
FZEA President

### SAVE THE DATE

#### **St. Charles Legislative Dinner –**

Feb. 24<sup>th</sup>, 2011 at 6:00 pm  
Trigg Center

**Capitol Action Day –** March 7, 2011 and April 11, 2011

**Election Day –** April 3<sup>rd</sup>, 2012

**Last Day to Registrar –** March 7, 2012

### WANT TO GET INVOLVED IN THE POLITICAL AGENDA?



You're invited to attend one of the capitol action days and go to Jefferson City to meet with your Congressman/woman and discuss with them your views on education and education policy. You can sign up to go on **March 7, 2011**. **If you are interested please contact Connie Johnson.**

### SCHOOL BOARD ELECTIONS

We will have two seats on the school board that will be open for election in April. Opening day to start filing for these seats was **December 13<sup>th</sup>, 2011** and closing day for filing will be **January 17<sup>th</sup>, 2012**. If you know someone that would like to run please let them know these dates. **If you are interested in being a part of interviewing school board candidates,**





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# WHAT IS THE EVERYTHING TAX?

What began as the "Fair Tax" is now known as the "Everything Tax," a tax on most everything Missouri families and seniors buy, every day.

It's currently a proposed constitutional amendment being pushed by billionaire Rex Sinquefeld. It would **replace the state income tax with a new, 10 percent, statewide sales tax** on most everything you buy, every day.

## Bad for Missouri's Residents

At a time when so many Missourians are struggling to make ends meet, **the Everything Tax would make things worse by creating a new, 10-percent sales tax.** Missouri families will be forced to find more room in their budgets for things like milk, bread, baby food, diapers, emergency room visits, in-home care costs, and car repairs, just to name a few.

**The Everything Tax hits senior citizens especially hard.**

Living on a fixed income, the Everything Tax would add a new tax on their food, medicine, and in-home care.

## Bad for Missouri's Budget

In addition to making you pay more for most everything you buy, every day and being especially hard on seniors and working Missouri families, the Everything Tax takes Missouri's tough budget situation and makes it much worse.

### WHAT IS TAXED?

The Everything Tax will force you to pay more for:

- Milk
- Bread
- Baby Food
- Diapers
- Emergency Room Visits
- In-Home Care Costs
- Car Repairs
- Most Everything You Buy

### PUTTING CRUCIAL PROGRAMS AT RISK

To cover the \$3.2 billion shortfall created by the Everything Tax, the state will have to make cuts to some or all of the following programs:

- Elementary and Secondary Education
- Medicaid
- Higher Education Programs
- Public Safety
- Mental Health and Social Services Programs
- Correctional Facilities

Sales tax revenues in Missouri have decreased over the last five years, not increased. In 2006 the state collected \$1.96 billion in sales taxes. In 2011 it collected \$1.76 billion, a reduction of \$200 million in revenue. Tying the state's budget to a decreasing pot of money is bad fiscal policy.

Perhaps more importantly, creating a new, 10-percent, statewide sales tax to replace the state income tax will result in a massive budget shortfall. **When fully implemented in 2016, the Everything Tax will create a shortfall of \$3.2 billion.** That's a huge, new shortfall on top of the state's current budget challenges.

To cover the shortfall, the state will have to cut back crucial programs, irreparably harming our ability to compete effectively in the long run.

## About the Coalition for Missouri's Future

The Coalition for Missouri's Future is an independent, non-partisan coalition of concerned citizens, organizations, and associations dedicated to promoting common sense solutions to Missouri's challenges.

**Help us fight the Everything Tax,  
visit: [www.MissouriFuture.org](http://www.MissouriFuture.org)**

Paid for by Coalition for Missouri's Future Campaign Committee, Brian Welch Treasurer

