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1011 Peruque Crossing Court
O'Fallon, MO

Teachers Rush to Fill Out Surveys For Negotiations Team

Hopefully, by now you have all gone on line and completed the survey being used by the negotiations team to determine what we all want and need. This is your opportunity to be heard! Do not forget!

The team will be meeting on January 19 to peruse the results and interpret the data. Opening night will be February 4 and closing weekend is tentatively March 4. On the table are salary, calendar, and extra pay/extra duty. The team, led by Matt Hansen of West Middle School, consists of Kim Garbs (NHS), Dana Asher (HHS), Candi Blanton (TCE), Christine Nanney (PPE), Valerie Baker (DMS), Laura Ermeling (DE), Kyle Salvo (JLME), Janet Harding (OE), Julianne Richie (DMS), Joyce Faulkner (WMS), Kathlene Osterwise (EHS), Courtney Kotraba (NHS), Jan Byrne (SHS), and Lori Roach, our Uniserv Director. We wish everyone well and hope negotiations go smoothly.

School Board Screening

We have three 3-year term seats open on the school board this year, Dr. Jeffrey Kutterer, Mike Swaringim, and Mike Price. The school board screening committee will start interviews in February for these seats. The first meeting of the committee will be on January 13th. Connie Johnson is the head of the committee; other members are Steve Wagner, Becky Maltman, Vicki Datt, and Sharon Schertel.

EARLY RETIREMENT INCENTIVES TO BE RETIRED IN 2014

The last year for the Early Retirement Incentive of nine years of benefits will be 2011-2012. After 2012, the incentive decreases to six years of benefits if you retire in 2012-2013 and then three years of benefits if you retire in 2013-2-14. Normal retirement includes:

30 years of service

Age 60 with only 5 years of service

Rule of 80—years of service plus age equal 80

Please contact Patty Corum about the many variables and options including “buy’back” and early retirement (age 55 or 25 and out).

Save the Date

**St. Charles
Legislative
Dinner:**

February 24,
2010

Spring RA:

Midwest Re-
gional Leadership
Conference:
January 14, 15,
and 16 in Kansas
City.

**Capitol Action
Day:**

April 13

**Summer Acad-
emy:**

TBA

NEA RA:

June 30—
July 5, 2011

**Rep Mtg:
January 19**

**Exec Board:
February 2**

**You're Cordially Invited to a Legislative
Dinner!**

When: **February 24th, 2011**

Time: **5:30 PM**

Where: **Trigg Banquet Center, O'Fallon, Missouri**

Be there for great conversation about what is going on during this legislative session and some great food. Contact Connie Johnson for further information.

**Capitol Action Day:
Road Trip!!**

Join us on April 13 for a day trip to Jefferson City. Contact Connie Johnson for further information.

Send Me to Chicago!!

This year's NEA Convention will be held in Chicago, IL, June 30 through July 5. To run as a state delegate you must send in your candidacy statements by January 20. Contact the MNEA office for more information.

**A Day in the Life of a
Middle Schooler**

The middle school committee has met and, as of right now, the school day will remain a 6 period day next year and no one will lose their job. (Except maybe me if I get this information wrong!)

Donations to Riverview Gardens Teachers

FZEA donated \$500 to the Riverview Gardens teachers who were displaced from their jobs this school year. An auction held in December netted \$2025 for their aid also.

Midwest Regional Leadership Conference

Sherry Walsh of South High and Dana Asher of Hope High will be representing our local at the Midwest Conference in Kansas City, MO, on January 14, 15, and 16. Bring us back lots of good stuff!

Dear Members,

Please make sure you understand the retirement benefits. We do not want anyone to miss out on the district benefits over the next few couple of years because of misinformation. If you have questions about your retirement benefits, please call Dr. Corum or myself to get YOUR questions answered correctly.

Many things change in the next couple of years that can affect your retirement benefits, so please call if you need information.

Retirement Benefits: The early retirement incentive agreed upon through 2012 will remain intact through the 2011-2012 school year (see Professional Agreement July 1, 2005-June 30, 2010). Teachers who qualify for the early retirement incentive and retire at the end of the 2012-2013 school year will receive six years of board paid insurance and \$2,000.00 per year for six years. Teachers who qualify for the early retirement incentive and retire at the end of the 2013-2014 school year will receive three years of board paid insurance and \$2,000.00 per year for three years. Staff members are required to substitute teach three days per year for this benefit.

Starting with the 2012-2013 school year teachers will be required to have taught in the district for twelve years to qualify for the early retirement incentive. In addition, a teacher must retire at his/her first opportunity which includes any of the following and only as long as these are listed in PSRS regulations as first opportunities:

- 30 years
- 31 years
- Rule of 80
- 60 years of age
- 25 years and out
- 55 years of age

Staff who qualify for other retirement options (i.e. Partial Lump Sum Option) through PSRS will still receive Fort Zumwalt early retirement incentive benefits if he/she qualifies for one of the above first opportunities at their first opportunity. All monetary savings resulting from this change in the early retirement incentive will be utilized for staff salary and benefits. Savings will be reported annually to the FZEA president.

Years purchased for military service and out-of-state service shall not be used to exclude the teacher from retirement benefits and may be used towards years of service with the district. The teacher must agree to retire at the first opportunity they are eligible under Missouri State Teacher Retirement System guidelines.

Teachers taking advantage of the retirement options will be required to sign a retirement statement as provided by the district.

FT. ZUMWALT FZEA ORDER FORM



ORDERS DUE BY NOVEMBER 12

ITEM DESCRIPTION	YS	YM	YL	S	M	L	XL	XXL <small>\$2.00 extra</small>	PRICE	TOTAL
NAVY T-SHIRT									\$10.00	
NAVY LONG SLEEVE T-SHIRT									\$11.50	
NAVY HOODIE									\$18.50	
NAVY POLO									\$15.00	

Make checks payable to Gaffney's

TOTAL	
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Please disregard the due date on the order form
Thanks