



FLORIDA EDUCATION ASSOCIATION

PROTECTING OUR PENSIONS AND OUR RIGHTS

Dear Educator:

During this year's legislative session, the leadership of the Florida Legislature produced a budget that makes our state much, much worse for educators, public schools and students. Rather than working to create jobs and bring down one of the highest unemployment rates in the nation, Governor Scott and legislative leaders pushed through politically motivated changes to our education system, including forcing a 3% pay cut for all educators.

The Florida Education Association opposed this measure as it was moving through the Legislature and, now that it's passed, we took the next step by filing a lawsuit challenging this provision. Not only does this provision help pay for a budget that slashes public education funding in favor of increasing corporate tax credits, we believe it is also in violation of the Florida Constitution.

The FEA will not rest until this provision is overturned. We will not stand for having the budget balanced on the backs of educators and other public employees, and we will not allow an unconstitutional change to all educators' contracts.

Sincerely,

Andy Ford
FEA President

▶ AN UNCONSTITUTIONAL PAY CUT

The Legislature violated the Florida Constitution by mandating that educators give up 3 percent of their salaries to be funneled into the Florida Retirement System. These types of unilateral plan changes violate the contracts of educators.

▶ A HEALTHY SYSTEM

Though the state of Florida is running a budget deficit, the Florida Retirement System is one of the most fiscally sound state retirement systems in the country. The money derived from the 3-percent salary cut is not needed to shore up the system – it's the governor playing political games with our retirements.

▶ CORPORATE TAX BREAKS ON THE BACKS OF EDUCATORS

This pay cut was used by legislative leadership to make up a budget shortfall and provide additional tax breaks for corporations on the backs of educators and all other public employees.

FOR MORE INFORMATION, VISIT WWW.FEAWEB.ORG

CHANGES TO FRS

FAST FACTS

For those already retired or in the DROP	<ul style="list-style-type: none">■ Benefits remain the same – there are NO changes.
For new hires (after 7/1/2011)	<ul style="list-style-type: none">■ Retirement benefits will be calculated on the highest 8 years of compensation (rather than the highest 5)■ Retirement age increases from 62 to 65; or years of service increases from 30 to 33.■ Vesting requirement increases from 6 years to 8 years of service
For all others (including new hires)	<ul style="list-style-type: none">■ All members of the FRS will be required to make a 3% contribution on gross compensation■ Members will no longer receive the Cost of Living Increase on service after July 1, 2011 (until July 1, 2016)

For Members Considering DROP

The interest rate paid on the DROP account will go down from 6.5% to 1.3% for those who enroll after July 1, 2011. Your DROP amount will not decrease, only the interest earned.

Be aware that trying to lock in the COLA by retiring or entering DROP early could cost you money! Be sure to discuss your options with a financial advisor familiar with the Florida Retirement System.

▶ The Florida Retirement System has advisors available to work with members of FRS at no charge. If you are considering changes to your status before the new laws take place, please be sure to contact them.

 (866) 446-9377, Option 2 • (Monday through Friday from 9 am – 8 pm EST)

 WWW.MYFRS.COM