

It's not over yet

Impasse hearing - <http://www.brevard.k12.fl.us/fp-includes/events/archive.html#impasse>

BFT and 1010 worked together today at the impasse hearing to present our case to the School Board. Our position was that they could and should infuse money into the health insurance trust fund to help us through the trust fund crisis and that infusion, we could return to the table to negotiate a fair way to solve the fund's recurring revenue crisis.

Unfortunately, the Board did not agree. Claiming they do not have the resources to make up the deficit in the health care trust fund, the school board decided today by a 3-2 vote to:

- 1.) Raise employee contributions for all healthcare plans \$30.00 a month;
- 2.) Eliminate Section 125 credits;
- 3.) Eliminate the Joint Coverage option;
- 4.) Eliminate the opportunity to Opt Out;
- 5.) Eliminate the Board paid vision plan;
- 6.) Place a surcharge of \$250.00 (a month?) on Teachers insuring a spouse who can get insurance elsewhere;
- 7.) Increase all copays to all medical and pharmaceutical plans. While Robert Jordan, Karen Henderson and Andy Ziegler said "yes" to these options, [**Amy Kneessy and Barbara Murray voted against the plan.**](#)

Today's Board action does not make these changes official. Employees will now get to vote on these options. If employees vote "yes," that will mean we accept the Board's offer and it becomes part of the contract. If employees vote "no," the Board may impose the plan on the employees but only be for the remainder of the school year. Then, it's back to the table. We've earned the right to collaboratively bargain a fair settlement for the Teachers and support personnel who have consistently brought "First in the Nation" status to the district.!

Steps YOU can take:

1. Send an email thanking Dr. Barbara Murray and Amy Kneessy for understanding the unions' position and having the courage to vote against the proposed insurance changes.
2. Make sure all employees receive this e-mail at their HOME e-mail addresses. Forward as necessary.
3. Make sure you vote NO when given the chance to vote.
4. Contact EVERY school board member with your personal story of the hardship these changes will cause you and your family. BFT and 1010 will continue to build the case to the Board that employees have earned the right to have these increases postponed for at least a year.
5. Get ready to PACK the Board meeting when the imposition is voted upon. All we need to do is sway one of the three Board members. They were all disconcerted and angry today about having to make this difficult decision. If we convince them to slide some money from their contingency to our trust fund, we will have a different outcome.

Fun Facts:

- Did you know the district saved \$3.5 million in December 2006 by not making its regular contribution to the health insurance trust fund?

- Did you know the district is sitting on a \$19.8 million dollar “contingency” fund? These are dollars not allocated to anything, but are to just sit around and earn interest.
- Did you know the district took \$9.6 million dollars out of YOUR insurance trust fund in 2006-2007 -- on top of \$3.5 million in skipped payments -- partially to jumpstart SSNP?
- Did you know that last year, only 90% of expenditures from the insurance trust fund went to medical or pharmacy claims?