

Subject: TEA Membership Communication!

Troy Education Association Communication

2016-2017 - #1

The summer break is coming to a close, and soon everyone will be back to their classrooms and students. Some teachers have already been back in the District working on various exciting professional development projects for the coming school year. The 2016-2017 school year promises to be a memorable year with many new changes as the TSD continues to move forward with the One Troy initiatives and culture that Dr. Machesky presented two years ago.

The District continues to prosper as our reputation for educational excellence spreads throughout the state and beyond. Student enrollment is at a new all-time high, and with the increase in enrollment new teachers have been hired. There will be over forty new teachers joining the ranks of dedicated professionals in the District. Taking retirements and resignations into account, the District has increased the total number of teachers for this school year by seven – mostly in elementary classrooms. The District is growing, and in a large part it is due to the commendable work that all of you do each and every day for the students of Troy. Congratulations!

There are a few items that everyone should be apprised of that vary from previous years.

1. Medical Insurance Deductions

Medical insurance premium deductions are normally taken out of twenty pays beginning with either the first or second pay of September. Due to the insurance premium increases (11.45%), the Executive Board and the Representative Assembly have requested the District to increase the deductions by one more pay period. The medical deductions will begin with the August 26th payroll, which is the first pay period of the 2016-2017 school year. By spreading the deduction out by one more pay it minimizes the impact that the deductions will have on teachers' net pay.

2. Medical Insurance Options

At the request of the various bargaining units, the District is seeking quotes for medical insurance from other insurance providers. The proposals will be presented to the various groups this fall. The TEA Health Care Committee has been formed and will be involved in this medical insurance review. Should the options be of benefit to the membership, the committee

will confer and offer a recommendation to the TEA Bargaining Team and Executive Board. The general membership would vote on any proposal to change insurance providers. Any adopted change would take effect on January 1, 2017.

3. Current Medical Insurance Options

There are three MESSA medical insurance options for teachers to select from: Choices, ABC 1, and ABC 2. Each year, the Association hosts an insurance representative to explain the three products to teachers. As medical insurance premiums increase, it is important for consumers to become knowledgeable of the various medical insurance products available to them. These meetings are a unique opportunity to ask questions that are pertinent to your personal insurance issues where you will receive specific information to assist you with responsible decision making prior to the open enrollment period that will occur in late October and early November. Meetings will be scheduled this year for teachers to review their medical insurance options. Teachers are encouraged to take advantage of these meetings. The meeting dates and times for this school year will be determined later.

4. ESL Endorsement

The District is encouraging teachers to pursue an ESL endorsement. Law requires that school districts provide ELL students with appropriate supports. In order to remain compliant, the TSD needs to have more teachers certified. The Association has been in discussion with the District to acknowledge the procurement of this endorsement. Teachers, who obtain an ESL endorsement and have a master's degree, will be paid at the MA+30 lane even though the ESL certificate requires only 21 credits. The additional nine credits will be waived.

5. Membership Dues

TEA/MEA/NEA dues are paid in one of two methods. The TEA Representative Assembly instituted a dues payment system that allows members to either pay their dues in full by September 30th or to have their dues deducted from their personal bank account once a month from September through August through an ACH withdrawal. If a member pays their dues in full by September 30th, the MEA will reimburse the member \$30.00 at the end of the year. There will be a form available on the TEA

website that must be submitted in order to be eligible for the dues reimbursement. Dues information will be available on the TEA website (<http://www.troyeducationassociation.org/>) under the *MyAccount* link. If a member is paying their dues in full by September 30th, the checks should be sent via interschool mail to TEA Treasurer Suzanne Cowie at Barnard Elementary. Be sure to place your check in a secure envelope before placing it into an interschool envelope.

6. **TSD/TEA/TESA/TESPA Luncheon**

On September 6th the District and the TEA will be hosting a picnic lunch for all employees at Athens High School. The event begins at 11:00 and ends at 2:00. Everyone is encouraged to attend this jointly sponsored District-wide event.

Please utilize our TEA website (<http://www.troyeducationassociation.org/>) to assist you on the above items as well as other pertinent information that you will find helpful on various topics. For example, there is information on recertification and new teacher resources. If you have any questions please give me a call. My number is 248-520-3962. I look forward to seeing everyone at the September 6th picnic.

Tony