

# Troy Education Association

## Communication #1

Greetings TEA!

There are a few items of mutual interest that needs to be shared with you.

### MEDICAL INSURANCE

1. Medical Insurance Open Enrollment:
  - a. There will be two open enrollment meetings with MESSA representatives this month.
    - i. Tuesday, October 24<sup>th</sup> from 2:30 to 6:30 in the Athens TACC room.
    - ii. Wednesday, October 25<sup>th</sup> from 2:30 to 6:30 in the Service Center computer lab.
  - b. Spouses may attend.
  - c. Members may complete their medical insurance enrollment at these meetings.
2. The hard cap amount that the District will pay towards medical insurance has been increased by 3.4% beginning January 1, 2018 as follows:
  - a. Single coverage increases from \$6,344.80 to \$6,560.52
  - b. Two-person coverage increases from \$13,268.93 to \$13,720.07
  - c. Family coverage increases from \$17,304.02 to \$17,892.36
3. What does this mean? Since our premium rate is fixed at the current amounts for the 2018 calendar year, everyone who takes medical insurance will see a DECREASE in premium contributions for the 2018 calendar year by 3.4%. Great news!
4. Now the big but...the IRS has increased the minimum deductibles for high deductible plans to qualify under IRS guidelines as a high deductible plan. This affects only those teachers in the ABC 1 plan. New deductibles beginning January 1, 2018 will be as follows:
  - a. Single Coverage deductible will increase from \$1,300 to \$1,350
  - b. Two-person and Family deductible will increase from \$2,600 to \$2,700
5. What does this mean? Teachers in the ABC 1 plan should consider increasing contributions to their health savings account to cover this increase in deductible.
6. There are five medical insurance products available:
  - a. Choices
  - b. ABC 1
  - c. ABC 1 with 10% Coinsurance
  - d. ABC 2
  - e. ABC 2 with 20% Coinsurance

Details on the two new products that include coinsurance will be available through the District and at the medical insurance meetings on October 24<sup>th</sup> and 25<sup>th</sup>.

## **GENERAL EDUCATION TEACHER DOCUMENTATION OF SPECIAL EDUCATION STUDENT ACCOMMODATIONS**

1. The TEA Bargaining Team met with the TSD Bargaining Team on Friday, September 29, 2017 to discuss general education teacher documentation for special education students in their classrooms.
2. As of now, there is no agreed upon methodology for documentation.

### **3. FACTS:**

- a. The law **does not** definitively state that general education teachers must document the accommodations that they provide special education students with IEP's in their classrooms.
- b. The law **does not** require documentation of accommodations for students with 504's.
- c. The Excel spreadsheets or other forms that were provided (or not provided) to classroom teachers to document accommodations is **not required**.
- d. The use of Schoology for documentation of accommodations for special education students is **not required**.
- e. The Associations (TEA and MEA) recommend that the ***method used for documentation, the content of the documentation, and the frequency of the documentation be bargained!***
- f. In short, the Association is bargaining this clear change in working conditions and we recommend that our members **DO NOT** take on this added work until the two parties have come to an equitable and reasonable solution to the District's request for general education teachers to document accommodations implemented in their classrooms for special education students' IEPs.
- g. Any teacher who feels pressured by administration to do documentation needs to inform their building representative or the Executive Board so that appropriate interventions on their behalf can be levied.
- h. The TEA Bargaining Team will continue to work collaboratively with the District in finding a methodology that is acceptable to both parties.

## **PROFESSIONAL LEARNING SCHEDULE**

1. The TEA Bargaining Team has been able to bargain changes to the Professional Learning Schedule for this school year.
2. Late elementary buildings were receiving 25 minutes for travel and lunch on District Professional Learning days. Box lunches were provided at the last PL session to alleviate some of the pressure on late elementary buildings.
3. The bargaining teams agreed to extend the time to 45 minutes for elementary PL at the District level.

### **Significant Changes to the Professional Learning Schedule**

- a) The District PL for both early and late elementary will begin at 1:55 and end at 3:55.

- b) The District PL for both early and late middle school will begin at 12:55 and end at 2:55.
- c) There will be no box lunches provided.

I want to take this time to thank our membership for their patience and support as our Association moved from an antiquated paper and pencil method for dues processing. The UNITY software has been a hardship for all of us. Without the dedication, tenacity, and perseverance of Membership Chair Patrick Koneval and Treasurer Suzanne Cowie, this ground-breaking software would never have been developed and implemented. There have been many “bumps in the road” on this journey to modernize our membership tracking and dues processing system. Thank-you Suzanne and Patrick. Your efforts on the behalf of the entire membership is deeply appreciated.

Tony