

PROPOSED AMENDMENT TO MARBLE FALLS ISD DISTRICT INNOVATION (DOI) PLAN

Area of Innovation:

Within our current local innovation plan, with regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

Marble Falls ISD has determined a need to apply for an amendment to our District Innovation Plan to allow exemptions to allow us extended flexibility under:

Texas Education Code: §22.004(i)

Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented.

Related Board Policies: CRD (LEGAL) and CRD (LOCAL)

Manner in which statute inhibits the goals of the plan:

TEC §22.004 (i) states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Marble Falls ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost. This limits the District's ability to be innovative in employee recruitment and retention, as well as limiting the District's ability to implement health and wellness programs designed to reward employees who exercise good wellness preventive practices and better self-care. This provision is in direct contradiction to the wishes of the Marble Falls ISD Board of Trustees who represent community interests in this matter.

Texas Education Code 22.004 is not in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to Texas Education Code 12A.004 and the list of the Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309.

Innovation Strategies:

Increased local control of the group health benefits plan will allow the District to be responsive to employee and community needs. The ability to design and offer better and more uniquely tailored group health benefits will allow the District greater latitude in recruitment of high quality faculty members, as well as allowing the District to create more effective health and wellness programs to improve employee attendance, which will enhance the District's ability to deliver quality innovative educational opportunities for our students.

DOI PLAN AMENDMENT APPROVED: DATE: 1/15/2020

District Improvement and Planning Committee Facilitator:

Yarda Deflet

MARBLE FALLS ISD BOARD OF TRUSTEES:

Date approved: _____

President: _____

Secretary: _____