Important Dates

April:
2 - PPSTA Exec – 3:30 – Garden St
3 - General Membership Meeting – PHS 3:30
   BOE Meeting 7pm – Jane Bolin
10 - Chief Building Rep Mtg – 3:30 – Garden St
15 – 22 SPRING BREAK!!!! WOOT WOOT!
23 - BOE Meeting 6pm – Jane Bolin
24 - PPSTA Rep Board Mtg – 3:30 – Garden St

***If you would like something included in the Bulletin, including PR articles, congrats and condolences, please send by May 1st to bulletin@ppsta.org***

It’s TAX TIME!!

PPSTA Dues for 2018
For your financial records, please note:
Union dues paid for 2018 were $862.92 for those employed from January 2018–December 2018.
For those hired September 2018, the dues paid for September 2018–December 2018 were $346.08.
Dues are $43.26 per paycheck for those members earning $34,000 or more.
Please contact the PPSTA treasurer Dominick Aquafredda, at PMS, if you have any questions or e-mail him at treasurer@ppsta.org.

PLEASE NOTE:
The NYSUT Member Benefits Trust endorsed Legal Service Plan provided to you by the PPSTA is a taxable benefit. The IRS reporting value of legal service plan premiums would be reported on a Form1099-MISC, but because the premium value is under $600 and does not reach the threshold for the use of such a form, we will not be preparing and filing that form.

Additionally, beginning this year, if you are itemizing your taxes, you can deduct your dues. (Thank you AFT!)
PPSTA UPDATES:

SLO Changes:
- PHS received notification from their building principal that all SLO projections had been changed by him based on the 52/62 regents passing score
- All affected teachers should request a meeting to discuss
- These alterations violate our practice, as well as the 3012d “growth model”
- Alterations also effect member APPRs, as it changes the student performance component of the composite score
- ALL PMS and PHS TEACHERS SHOULD CHECK THEIR SLOs IMMEDIATELY FOR ALTERATIONS AND NOTIFY THE PPSTA PRESIDENT ASAP!
- We are working with NYSUT at this time for next steps as we believe it is an IMPROPER PRACTICE
- State Ed will be notified as well by the PPSTA President

PPSTA End of Year Social:
- Come celebrate our newly tenured and retirees
- This year’s event will be held on Friday, June 14th at the Grand Hotel from 6-11
- Flyer attached

APPR:
- Please notify your CBR via email with APPR violations as we will be filing individual grievances for each.

Board of Education Election and Budget Vote:
- The PPSTA will not be participating in endorsing any candidates this year. We are not recruiting, vetting or supporting anyone.
- The PPSTA leadership is greatly appreciative of all of the hard work and time that our members have put in over the past four years. However, as there continues to be a strain in communication and collaboration between the PPSTA and the BOE, we feel that outcome is best left to the independent opinions of the voters at large, without our influence or risking our reputation.
- The PPSTA will consider phone banking for the PCSD budget when we receive final information regarding what is included.

Contract Corner

Question: There are several mentions of “accredited years” in the contract. How does that differ from the years in the Poughkeepsie City School District?

Answer: Accredited years are the number of years that the district has given you. This includes both “in district” years and any years that the district has negotiated with you at the time you enter the district. For example, if you had taught in another district for five (5) years and the district gives you credit for three (3) years by placing you on Step 4 and you then teach in the district for seventeen (17) years, you would have twenty (20) accredited years of service. As an example, in Article XIII Section 4 speaks to ten (10) years of service in the bargaining unit (PPSTA) and fifteen (15) years of accredited service. If you were a teaching assistant prior to entrance in the bargaining unit, your service as a TA does not count as to the requirement of 10 years in the bargaining unit. (FYI: the 15 years could all be in the bargaining unit, but does not have to be.)

Question: I want to take a Personal Business day. What is the procedure?

Answer: These are days that may be taken for situations that cannot be attended to other than on days where school is in session. Each unit member is allotted two days per year that can be accumulated. A unit member may take no more than five (5) personal business days per year from their accumulated personal days. “It is understood and agreed that personal leave is not vacation leave and no approval as such will be granted. Personal business leave shall not be granted for a day immediately prior to the commencement of or a day immediately following a scheduled holiday or recess, except for an emergency. Approval for such emergencies may be granted with reasons given, at the discretion of the Superintendent of Schools.” When requesting personal business days, use the PB day form and put only the general reason, (Personal Business or Legal Business).

Article XV Section 5.2 in your contract
**Teacher Registration**

 HOLDERS OF PERMANENT AND PROFESSIONAL CERTIFICATES MUST BE REGISTERED WITH NYSED. THOSE WITH PROFESSIONAL CERTS MUST ALSO ACCRUE 100 HOURS OF CTLE HOURS EVERY FIVE YEARS. PLEASE SEE [WWW.NYSED.GOV](http://www.nysed.gov) FOR DETAILS AND RECORD KEEPING FORMS.

**In-Service**

 PAPERWORK FOR NEW COURSE APPROVAL OR PREVIOUSLY APPROVED COURSES MUST BE RECEIVED BEFORE THE START OF THE COURSE. SEND IN-SERVICE REQUESTS TO BARBARA WILLIAMS AT HR. GAYLE GERRARD, COMMITTEE CHAIR, MEETS WITH THE TEAM MONTHLY TO REVIEW APPLICATIONS. MAKE SURE YOU PROVIDE ALL INFORMATION REQUIRED AS NOTED ON THE FORM. IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT GAYLE VIA EMAIL AT GGERRARD@POUGHKEEPSIESCHOOLS.ORG

**The Importance of Record Keeping**

 IT IS VERY IMPORTANT THAT YOU MAKE AND KEEP A DIGITAL OR HARCOPY OF THE FOLLOWING:

- Personal business requests
- Time cards for payment
- In-service credit requests or course approval
- APPR Evaluation & Timeline
- Communications with the District or Administration

Often problems arise and if these forms are lost or misplaced, it makes it much more difficult to retrace steps and for the PPSTA leadership to argue on your behalf. Without copies of all documents, it becomes more complicated to make sure that you are afforded all the rights to which you are entitled. Any confrontations with administration or parents should be documented for yourself in writing. It’s easier to recall conversations right after they have taken place. Put exact quotes in documents. Documenting such encounters and making copy of all documents, allows your union to represent you.

100% of Poughkeepsie Middle School PPSTA members who voted on Friday, April 5, 2019 voted yes to ratify the following resolutions about safety.

WHEREAS, the Poughkeepsie Middle School PPSTA members believe that student and staff safety should be the number one priority of the school district; and

WHEREAS, the Poughkeepsie Middle School PPSTA members believe that students can only learn and do their best when they feel safe and secure in their school; and

WHEREAS, the Poughkeepsie Middle School PPSTA members believe that school safety is a basic need for all students and staff; and

WHEREAS, the Poughkeepsie Middle School PPSTA members believe that no student or staff should be injured as a result of violence in the school; therefore be it

RESOLVED: That the Poughkeepsie Middle School PPSTA SAFE slogan be the model for safety and concern for the entire Poughkeepsie Middle School community and furthermore; be it

RESOLVED: That the PPSTA members of the Poughkeepsie Middle School community strive to embody all the principles imparted in the PPSTA SAFE movement.
PPSTA ELECTIONS

In accordance with the PPSTA constitution, an Elections Committee has been formed to prepare a slate of officers and to oversee the PPSTA elections. The new term of office of all elected PPSTA officers, trustees, delegates and advisors begins on June 1, 2019.

The Elections Committee members are:

Christine Pizer - PHS (Chairperson) Tom Bell – PMS Sue Brudnak – Krieger
Heather Kelly – Morse Patrick White – Warring Sonia Suarez – PMS
Joelle VonBischofson – Morse Mike Collucci – PMS Mary Ficht - PHS

Tentative Time Table for Nominations and Elections 2019:

- March 20, 2019 – Deadline for Committee Chair to receive nominations for officer positions.
- March 27, 2019 – Slate of officers posted in each building
- April 3, 2019 – General Membership Meeting for nomination of delegates to NYSUT and AFT Conventions – PHS Auditorium
- April 24, 2019 – Elections of officers, building advisors, and trustees in each building.

Nomination and Elections Committee Meetings

- March 27, 2019 at 3:30 PM – PHS – Slate of officers and plans for the April 3rd General Membership Meeting
- April 3, 2019 at 3:30 PM - PHS Cafeteria -General Membership Meeting
- April 24, 2019 at 3:30 PM – PPSTA office – Ballot Counting

The PPSTA’s organizational structure is:

Executive Council:
Officers (President, 1st Vice President, 2nd Vice President, Secretary and Treasurer), Grievance Chair (non-voting member), Delegates to the Representative Assembly of NYSUT and its affiliates, Immediate past president of PPSTA.

Representative Board:
Executive Council Board of Trustees
*Board of Trustees: 1 Trustee from each elementary building, 4 Trustees from the High School, 3 Trustees from the Middle School

*In addition to setting PPSTA policy and other duties outlined in the constitution, trustees are a vital link between the Executive Council and the membership. Trustees attend both Representative Board and Building Council meetings. Their knowledge of district wide matters is to be shared in the buildings. TRUSTEES ARE ALSO AMONG THE ELECTED REPRESENTATIVES WHO SERVE ON BUILDING LEVEL TEAMS (BLT’S).

** Building Advisory Councils: One member for each ten PPSTA members or major fraction thereof.
** Aside from cooperating with and advising the building principal in the establishment of building level policies and other duties outlined in the constitution, advisors address the needs and concerns of the entire faculty. All building advisors are elected union leaders and, as such, are responsible for contract enforcement. ADVISORS ARE AMONG THE ELECTED REPRESENTATIVES WHO SERVE ON BUILDING LEVEL TEAMS (BLT’S).

At the General membership meeting on Wednesday, April 3, 2019, nominations were taken for delegates to the NYSUT Representative Assembly and AFT Conventions.
To my fellow PPSTA brothers and sisters,

I am Amber Grant, and I am running to become your next PPSTA Treasurer. I have been teaching mathematics in the Poughkeepsie City School District for the past 12 years, 10 years at the middle school, and now 2 years at the high school.

During my time at the middle school, I was an elected building advisor for 6 years. I was also on the Transformation Team for the middle school. In the year 2015-2016, I was asked to become the PPSTA Sick Bank chairperson. I keep a spreadsheet of who has donated a day to the sick bank, and all of the withdrawals throughout the year. The past three years I have been the Secondary Mentor Coordinator, which includes organized spreadsheets to keep track of the mentoring hours completed.

Every year there is a team of three teachers that audit the PPSTA financial records, and I have been a part of this committee for the past 6 years. This committee oversees the financial records of the union, and makes recommendations to the Treasurer to better PPSTA financially. I have the knowledge of the duties and responsibilities of the PPSTA treasurer.

If you been a member of any of the committees with me, or just seen me in my classroom, then you know I love a good color-coded spreadsheet. I am organized, and well versed in our PPSTA contract. I wear many different hats in the district, and being your next Treasurer is how I want to serve the union next. Thank you for taking the time and learning more about me. I ask for your support and your vote as PPSTA treasurer.

In Unity,

Amber Grant

Dear PPSTA Brothers and Sisters:

My name is Dominick Aquafredda and I am running for re-election as Treasurer for our union, The Poughkeepsie Public School Teachers Association. I currently work at Poughkeepsie Middle School as a Special Education Teacher. I have also taught at Poughkeepsie High School for many years. I have been our unit treasurer for almost four years, and I hope to continue in this position moving forward.

Over the past four school years, I have been lucky enough to be a part of an amazing Executive Team, led by President Stephanie Green. Together, in unison with PPSTA Representative Board, we have worked to improve our working conditions, increase compensation, and maintain equitable working environments, all while helping students receive a fair education.

As a candidate for this year’s election, I run for many of the same reasons I ran for in many other positions within our union, whether it be Advisor, Trustee, or in this case, as a member of the Executive Team. I run because I want to see improved working conditions and compensation. I want to see a fair and safe working environment for all employees.

In my tenure as an educator in this district I have seen many changes in administration. Today, we see more new administrators and teachers than ever before. This results in many inconsistencies in policies, poor behavior and safety plans, and overall poor performance in our schools. These are indeed trying times and I am driven to help our district and our union. As a leader, I am approachable and willing to help all unit members, while collaborating with the district and administrators.

During my time as Treasurer, we have been motivated to be as fiscally conservative as possible. The PPSTA has seen significant growth in our savings, having more in reserves than ever before. I take pride in the fact that every dollar spent was for the overall betterment of Our Union. I am committed to continue this approach to our finances as we move into the upcoming years.

In short, union work is extremely important to me. It’s hard to imagine being a teacher, without thinking about being part of a strong union as well. I often think about how difficult our jobs are as educators. Then I think about how much more difficult it would be to perform my job, without our union.

I hope to be your Treasurer for the next two years. I look forward to providing strong and dedicated union work to better all of our careers. Please support me in the upcoming election. Thank you.

In solidarity,

Dominick Aquafredda
To My PPSTA Brothers and Sisters:

In union there is strength. PPSTA continues to demonstrate its strength year after year despite the adversities we have faced. I, Heather Martino, am proud to be running for the position of PPSTA President, where I can continue to move PPSTA forward in a positive trend.

My commitment to PPSTA began 15 years ago when I began my career as a Special Education Teacher at Poughkeepsie High School. I chose to come to Poughkeepsie City School District. I chose to make my residence in the City of Poughkeepsie. I chose to raise my son here and have him attend Poughkeepsie School District. I believe in Poughkeepsie, its teachers and students.

My first opportunity to extend my service to PPSTA was as a Trustee with the Benefits Trust. Eventually, I went on to serve as Secretary with the Benefits Trust. Next, I was elected to serve as a Building Advisor at Poughkeepsie High School and did so for several years. During this time we went through several administrators, trauma and investigations. Throughout this time, we continued to protect the contract and each other. With the retirement of our CBR at the time, I welcomed the opportunity to take on the position of Chief Building Representative at PHS. During this time I was able to successfully represent members with adversarial administrators in a hostile environment. Shortly after, I was approached by the PPSTA Executive Board to join their team as 1st Vice President. I enthusiastically accepted. I have participated in Board of Education election campaigns, receivership negotiations, various NYSUT Trainings and lobbying in Albany. Most recently, I attended the NYSUT Health and Safety Conference with fellow Executive Council Members, Dom, Nancy and Jay, to learn how to improve members working environments.

My slate of officers, was selected by me due to the common vision and level of commitment that we share. We promise to be visible and transparent. We want your voice to be heard and promise to listen and effectively communicate. All we ask for is your support.

On April 24th, I ask for your support by voting for me, Heather Martino, and my slate of officers. With your support, we promise to enthusiastically commit to serve all members starting June 1st and continue to do the good work in the name of PPSTA.

Respectfully Yours,

Heather G. Martino

My name is Joe North, I am the band director at Poughkeepsie High School and I am running for PPSTA Secretary. Ever since my first year teaching I wanted to be involved with our union. I knew that it was something I wanted to be a part of on a bigger scale. I wanted to be a leader. As I got through my first three years, I saw the dysfunction in our district, I saw how our district was portrayed in the media and in the community. I would talk to my friends who taught in other districts and saw how teachers should be treated and respected. How teachers should be treated as professionals because WE ARE. Once I was tenured I figured it was my time to step up and lead. At the first PPSTA meeting of the 2016-2017 school year, I was nominated and earned the privilege of being trustee for PHS. I’ve happily served as a trustee for 3 years and have learned so much about our district, the “ins and outs” of our union, and administration. About a month ago, Heather approached me and asked if I were interested in running along side of Heather, Nancy, Jay, and Dom as the secretary for our slate. Over that weekend I thought about it and decided that I was ready for a new challenge. I am honored to be running along side of these amazing teachers and friends and for that, I thank you for the opportunity. Those who know me know that I am always ready to help whenever it is necessary. I consider myself to be friendly and easy to work with. As a co-chair for my department, I am an advocate for music education and my students. And as your secretary, I will be an advocate for PPSTA. Thank you
My name is Jay Lynch and I am running for the position of Second Vice President. I currently am the band director for fourth and fifth grade band at Clinton, Krieger, and Morse. This is my 17th year here in Poughkeepsie, and in that time I have served as an elected advisor, trustee, and CBR at the building level, and for the past three years I have served as the Secretary for the PPSTA Executive Board. I feel that we as a unit are strongest when we work together and that each of us have a vital and important part to play in our success as a union. To that effect for the past three summers I have also been a part our LAP (Local Action Project), which has been focused on building our strength as a unit, and our visibility in the community. I feel that as 2nd VP I would be able to offer experience and passion in advocating for everyone in our unit, as well as supporting the structures that we have already started to build. I hope that on April 24th you will cast your vote for me, and the rest of our slate, as we look to continue moving our unit forward and serving you all to the best of our abilities.

To my fellow PPSTA brothers and sisters,

Hi! My name is Nancy Dingee and I am running for the position of First Vice President in the upcoming elections. I have been your 2nd VP for the last four years and feel it is time for me to continue my passion to ensure the protection of our contract and promote the wellbeing of our PPSTA members. I will continue to support each Unit member and will assure the dissemination and communication of information that is critical to the daily issues and happenings in our District. I have been an active member of the Union, initially as an Advisor/Representative and then selected as a Trustee. I have been actively involved in the community; have been a resident for 50+ years and own a home in Poughkeepsie as well as my children. I am a graduate of Krieger School, Poughkeepsie Middle School (first 6th grade class), and a proud graduate of Poughkeepsie High School.

My role for the last four years has been as a mediator, representative to fellow Unit members, and a member of the Constitution Committee. Most members will recognize me as the Campaign Manager of VOTE COPE. This is the political-raising arm which is a non-partisan action fund that coordinates voluntary contributions of members and supports NYSUT endorsed candidates and campaign committees that are pro-public education and pro-labor. There are no NYSUT dues dollars that are used to support candidates or campaign committees. NYSUT will reimburse PPSTA up to 40% of the contributions VOTE COPE receives from our local members. These rebates can be used at our local level for activities such as school board races (if we choose), and for the passing of school budgets. We were recently honored as yielding the most contributions in this region. Kudos to all that have continued to support our Union with your VOTE COPE dollars.

As first VP, I my role is to assist the President in the discharge of her duties and to attend all sessions of the Local Union including, Executive Council, Rep Board meetings, negotiations, Committee of 100, and all other vigorous responsibilities that will enhance and strengthen our Union. In light of our dismal political disorder and lack of transparency, it is imperative we all join forces to speak out about such unfair practices and promote collaboration. “You are not alone in your fight, your fight is our fight. Your fight for the future of public education is everybody’s fight.”

In solidarity,
Nancy Dingee
FYI from the PPSTA Benefit Trust

A member will never pay more than the applicable copay for the tier of the medication but they may pay less. Members will see any cost fluctuations when the cost of the medication is less than their copay. The manufactures’ of drugs can change their pricing at any time.

The Tier a drug is assigned to can change twice a year, January and July. The drugs Tier determine your copay. Tier 1: $10, Tier 2: $70, Tier 3: 140, Specialty Drugs $50

Maintenance Drugs must be filled by home delivery after 3 retail fills. There will then be a double co-pay for a 90 day supply.

The PPSTA Benefit Trust voted to make the following changes to the medical plan document effective July 1, 2019.

<table>
<thead>
<tr>
<th>Plan Features</th>
<th>In–Network Benefit</th>
<th>Out-of-Network Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Network Copayment</td>
<td>REDUCED from $25/per visit to $15/per visit Effective July 1, 2019</td>
<td>Does not apply</td>
</tr>
<tr>
<td></td>
<td>“Per visit” means per Provider per day. If two services are performed during a visit that has a Copayment, the higher Network Copayment will apply. When Medicare is prime: Once the Medicare Calendar Year Deductible has been met, no Network Copays will apply for the remainder of the Calendar Year.</td>
<td></td>
</tr>
<tr>
<td>Outpatient Deductible per Calendar Year as of 7/1/2019</td>
<td>Shall be reduced from: $183 to $0 per individual $366 to $0 per two persons $549 to $0 per family of three or more</td>
<td>Remains: $1,000 per individual $3,000 per family</td>
</tr>
<tr>
<td></td>
<td>Deductible applies to Outpatient Services only. For services where the Deductible applies, the Deductible must be met before Copays or coinsurance apply, except where benefits are paid at 100%.</td>
<td></td>
</tr>
</tbody>
</table>

Due to these changes, the wellness program will no longer be offered.

Don’t Forget!!!

**Just found out that you are expecting?** Make sure to enroll in our Maternity Management program! You will be contacted at least once a trimester and once postpartum. You will receive a gift card for participating that covers co-pays incurred. The nurses will help you understand your Plan Benefit information.

**Is there a benefit for belonging to a gym or health club?** Yes! Submit proof of membership after 12 months of membership is completed. Must show proof of active participation. Form is on the PPSTA website. Members $100 reimbursement. Spouse $50 reimbursement.
PPSTA Benefit Trust Information

Calendar year information:
Medical calendar year: 1.1-12.31  Legal calendar year: 4.1-3.31  Dental calendar year: 7.1-6.30

Notice to all UMR Plan members:
- Members can locate UMR Choice Plus providers by logging onto UMR
- To access it go to www.ppsta.org. On the top menu, click on “BENEFITS” then click on the “PPSTA Plan”. You can also find the gym reimbursement form on this page.

Getting married? Call Olga at the PPSTA office for a change of status form. After you receive the marriage license, please send a copy to Olga. New family members MUST be enrolled in 30 days!

Moving? Call Olga with a change of address and phone information. You will also need to notify the PCSD Business Office.

Are you expecting a new family member? Newborns are automatically covered during the first 30 days following birth. Enrollment is required during the first 30 days to continue coverage, if you were not previously enrolled for family coverage. From date of adoption, provided family or dependent coverage is applied for within 30 days of adoption or legal custody. Please send a copy of the birth certificate to the PPSTA office.

Status Changes: Members are responsible for updating the plan within 30 days of any changes in health or dental coverage (for any covered member) or any changes in family status (divorce, separation, retirement, birth, death, adoption, change in full time student status, no longer an eligible dependent due to age, etc.) If you need to make changes to your enrollment status, or to the enrollment of any of your eligible dependents, please contact the PPSTA Benefit Trust office.

Did your child graduate from college recently? All children are covered under their parent’s plan until the age of 26 as long as they are enrolled in the plan.

Traveling to a foreign country? PPSTA Medical coverage is limited to Emergency Care and is subject to the Emergency Care Copay plus an additional $250 Copay for Foreign Travel. The bills need to be detailed in English or which are translated to English with the medical procedures clearly listed. For a non-emergency situation, if you are out of the country less than six(6) weeks, the $250 copay would apply to any service and the balance of the charges would be paid as an out of network benefit subject to the NPPO deductible ($1,000) and coinsurance (30%). When you travel to a foreign country, we recommend you get some temporary travel insurance that is appropriate for the country you will be visiting.

*If you are returning from a leave of absence, it is your responsibility to contact the PPSTA office to re-enroll for benefits.

Medicare Eligibility: Once you and/or your spouse are no longer actively employed and Medicare Eligible, you need to update your enrollment status. Please provide the plan with an updated enrollment form along with a copy of your Medicare ID Card. You must enroll in both Medicare Part A and B once you are no longer covered under a plan of a member who is actively at work. You must contact the District for information on reimbursing your Medicare Part B premiums.

QUESTIONS about prescription drug related questions, contact OptumRx at 1-877-559-2955.

QUESTIONS regarding available benefits, including preventive and routine services available to you and your dependents, contact UMR at 1-800-826-9781 Monday-Friday from 8am-5pm.

ANY PROBLEMS with the adjudication of claims or with a provider, PLEASE call the PPSTA office!! Debbie Kardas’ hours are Tuesday-Thursday 10:30-1:30. You can also contact her at benefittrust@ppsta.org.
You’re Invited to the Annual
PPSTA Year End Celebration!

on

Friday, June 14, 2019

at

The Poughkeepsie Grand
40 Civic Center Plaza
Poughkeepsie, NY 12601
6:00 PM to 11:00 PM (Cash Bar)
(6:00 to 7:00 appetizers and 7:00-11:00 dinner and dancing)

There will be tableside choices of:
chicken, steak, fish and vegetarian options.

The cost: $35.00 for PPSTA
$55.00 for Guests
Please make checks payable to PPSTA

RSVP by: June 7, 2019
To: Olga Mirabilio at the PPSTA Office, 40 Garden St. Suite 207,
Poughkeepsie, NY 12601

PPSTA Annual Year End Celebration

Name: ________________________________________________

Amount:_________________________ School:_____________________________

PPSTA______________ Retired______________ Guest ________________

Office information: Check Number _______ Cash_______ Total Attending ______