



VOL. 24 | JUNE 2021

Stay Positive!

PPSTA BULLETIN

Updates for the The Poughkeepsie Public School Teachers' Association



From the desk of President Popken

PPSTA Colleagues,

First, I would like to thank Heather Martino, Nancy Dingee, Jay Lynch, Amber Grant, Dom Aquafredda, Joe North and Michelle Devlin for their service, hard work and dedication to our union. It is very much appreciated.

I would like to congratulate Stephanie Green, Tanya Holk and Jamie Sheehan for being newly elected CBR's for Morse, Warring and PMS. Thank you to Kristen Hendrickson and Colleen Lynch for their service as CBR's. Congratulations to all of the PPSTA's newly elected advisers and trustees! Your service is invaluable and makes our union stronger.

Collaboration and communication are the key to our collective success. Thus, we are very excited to share our "Pulse of PPSTA" survey with you in order to gather important feedback and perspectives from the membership. We appreciate NYSUT's partnership in developing this survey with us. Your responses will help us represent you in future conversations with various stakeholders, as well as, provide concrete data to share with Central Office as we advocate for optimal working conditions, and thus, optimal learning opportunities for our students. This survey will be coming in a separate email very soon so be on the lookout for it!

Continued on page 2

IMPORTANT DATES

- JUNE -

- 9th PPSTA CBR Meeting - online @ 3:30 pm/PPSTA
- 16th BOE Workshop Meeting @ 6:30 PM
- 17th PPSTA Social
- 18th No school (last giveback day for unused emergency (snow days)
- 16th PPSTA Rep Board Meeting- Online @ 3:30

PPSTA is located at:

40 Garden Street, Suite 207
Poughkeepsie, NY 12601
845.471.3376
FAX 845.471.6793

Office Secretary: *Olga Mirabello*
officesecretary@ppsta.org
Hours: M-F 8AM - 12 PM

Stay Connected!



Poughkeepsie Public School Teachers' Association



@ppstapride

Communication is a critical component to our union's success and solidarity. Timely information and updates regarding union business will be provided regularly to the membership. Here is the first of many updates that I will be providing. A preliminary meeting between the PPSTA and Central Administration regarding contract and APPR negotiations took place on Thursday, May 27. Interest Based Bargaining (IBB) was discussed as the preferred method of negotiation for the contract. IBB Training is a necessary component of IBB and we are working with all parties to set a date for training in August. Once that date is established, we will be able to finalize our PPSTA negotiations team. We are seeking member volunteers to serve on all of our various PPSTA committees and urge you to join us in building strength and unity through service. In the "Pulse of PPSTA" survey, please consider volunteering for a committee that engages your interests. First and foremost, we are actively seeking volunteers for our APPR committee. We have secured Wednesday, June 9th as a meeting date with PCSD Central Office to begin to engage in APPR negotiations.

I attended a meeting with Dr. Wade and Mr. Mott this past Friday along with the other union presidents. Mr. Mott stated that Wednesdays would remain asynchronous for the rest of the year but they may be asking us to report back to the buildings the last two Wednesdays in June (16th and 23rd) for staff closeout. I shared my opinion that it only seemed necessary to report back on the last Wednesday for closeout purposes, as well as, for Regents testing for the middle school and high school. I was told that once the information was finalized an email would be going out to staff. The elementary half days being a part of the end of the year calendar were also brought up. I advised administration of the contractual language and followed up in an email to Mr. Mott quoting the contractual language regarding those days.

Please report any contractual concerns directly to your advisers and CBR. I will be in constant contact with your PPSTA representatives to address any contractual violations. Please be patient as we transition and be sure to document all correspondence and contractual language whenever possible. As a reminder Olga's hours are 8:00-12:00, please email her at officesecretary@ppsta.org outside of those hours.

Please join us for our PPSTA Social on June 17th at Kings Court Brewery! The flyer with additional information is attached. We look forward to celebrating YOU! All covid and Department of Health guidelines will be followed.

In closing, I was recently reminded of the words "We Are the Union" that Mitch Hollander, a former CBR of PMS, always said. Please be a part of the union in whatever way you can. This is not a job that we can do alone. When we all participate, it only makes us stronger. Join a committee or support your advisers, trustees and CBR in whatever way you can. The hallmark of the PPSTA continues to be its positive, powerful, professional membership.

Stay strong. Stay united. Stay PPSTA.

In solidarity,

Kim P. Heidi, Heather, Kim C. Jen and Kim M



BENEFIT TRUST NEWS

Reminder from May Newsletter
2021-2022 MEDICAL PREMIUMS

THIS INFORMATION WAS CALCULATED BY THE BENEFIT TRUST CHAIR using data provided by the District:

- DEHIC is an organization that decided on the premiums for the PPSTA Medical Plan. They have in the past decided to give Districts "Holidays" for the payment of premiums. This means that the District does not have to collect or pay the December premium for members whose health care is funded by the Dutchess County Health Insurance Consortium.
- The decision to have a 'DEHIC Holiday' is voted on in June by the DEHIC Trustees. The likelihood of having one is talked about during the year.
- The decision will be made in JUNE.
- Open enrollment will start at some point in May and remain open for 30 days.
- Please review the chart attached carefully. It outlines what premiums will be under both circumstances. (No Holiday vs Holiday)
- A 'Holiday' has a substantial impact on the family premiums. If you have further questions, you may contact Debbie Kardas (benefittrust@ppsta.org), the PPSTA President (president@ppsta.org) or any member of the Benefit Trust.

Benefit Trust:

Debbie Kardas, Chair
Nancy Dingee, Stephanie Green, Chris King, Don Stark
Heather Martino

The PPSTA Bulletin

IS THE OFFICIAL NOTIFICATION FOR OUR MEMBERSHIP REGARDING ALL MEDICAL AND DENTAL INSURANCE INFORMATION THROUGH UMR.

Benefit Trust Coordinator:

Debbie Kardas

Office hours: 10:30-1:30

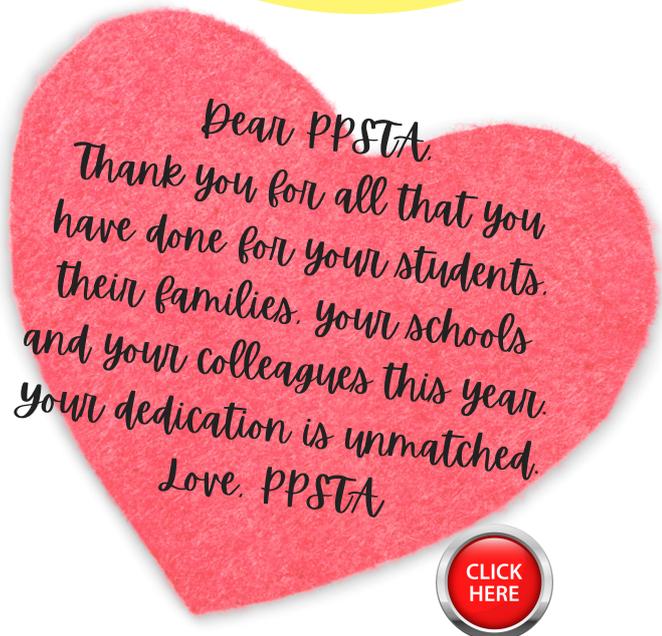
Tuesday, Wednesday & Thursday

Any Questions?

Call the PPSTA office @ 845-471-3376

or email at

benefittrust@ppsta.org



Legal Plan Update

Effective April 1, 2021 the following will be in effect:

- The guaranteed hourly rate charged by Plan attorneys will be \$265 per hour or 30% off their standard hourly rate, whichever is lower.
- In addition, given recent changes to the law in New York State, the time needed to draft a Power of Attorney (POA) has increased such that a Plan change was necessary. All new Group Plan participants will receive a free POA along with the Simple Will, Health Care Proxy and Living Will in the first Plan year; however, a spouse would have to wait an additional consecutive year to obtain one at no cost or be expected to pay an additional \$75 (paid directly to Feldman, Kramer & Monaco) to obtain a POA in the first Plan year. If the benefits are not utilized in the first Plan year, both member and spouse are entitled to all documents for free in the second consecutive Plan year. This is important to note for will days going forward.



PPSTA members please review 2021-2022 Medical Premium document

Reminder to Active Members: 2021-2022 Medical Premium- WITHOUT DEHIC HOLIDAY (please see note below)

	2021-2022 Medical Premiums- WITHOUT DEHIC HOLIDAY					
	PPSTA		MVP		CDPHP	
	Single	Family	Single	Family	Single	Family
2020-21 Premium	15,400.44	34,342.80	\$ 13,863.96	\$ 32,580.36	\$ 12,729.48	\$ 31,823.76
Less:DEHIC Holiday Premium	-	-	-	-	-	-
Net 2020-21 Premium	\$ 15,400.44	\$ 34,342.80	\$ 13,863.96	\$ 32,580.36	\$ 12,729.48	\$ 31,823.76
Employee Contribution:						
Mandatory 11.5.% of premium		\$ -	\$ 1,594.36	\$ 3,746.74	\$ 1,463.89	\$ 3,659.73
PPSTA 10%	\$ 1,540.04	\$ 3,434.28				
+ Premium in excess of	\$	\$	\$	\$	\$	\$
PPSTA Plan	-	-	-	-	-	-
= Total Employee Contribution	\$ 1,540.04	\$ 3,434.28	\$ 1,594.36	\$ 3,746.74	\$ 1,463.89	\$ 3,659.73
1/20th payroll deduction	\$ 77.00	\$ 171.71	\$ 79.72	\$ 187.34	\$ 73.19	\$ 182.99

	2021-2022 Medical Premiums- WITH DEHIC HOLIDAY					
	PPSTA		MVP		CDPHP	
	Single	Family	Single	Family	Single	Family
2020-21 Premium	15,400.44	34,342.80	\$ 13,863.96	\$ 32,580.36	\$ 12,729.48	\$ 31,823.76
Less:DEHIC Holiday Premium	1,283.37	2,861.90	-	-	-	-
Net 2020-21 Premium	\$ 14,117.07	\$ 31,480.90	\$ 13,863.96	\$ 32,580.36	\$ 12,729.48	\$ 31,823.76
Employee Contribution:						
Mandatory 11.5.% of premium		\$ -	\$ 1,594.36	\$ 3,746.74	\$ 1,463.89	\$ 3,659.73
PPSTA 10%	\$ 1,411.71	\$ 3,148.09				
+ Premium in excess of	\$	\$	\$	\$	\$	\$
PPSTA Plan	-	-	-	1,099.46	-	342.86
= Total Employee Contribution	\$ 1,411.71	\$ 3,148.09	\$ 1,594.36	\$ 4,846.20	\$ 1,463.89	\$ 4,002.59
1/20th payroll deduction	\$ 70.59	\$ 157.40	\$ 79.72	\$ 242.31	\$ 73.19	\$ 200.13

Please note that the chart above is for active members only.

Rationale: "...unit members may contribute up to the difference between the District's contribution and 100% of the premium costs of the DEHIC Alternate PPO premium... District shall contribute to the PPSTA Trust Health Insurance Plan 100% of the current school year's DEHIC Alternate PPO Premium for individual and family coverage for retirees participating in the PPSTA Trust Health Insurance Plan or HMOs." -PPSTA Contract Article XIV. Health & Related Insurance Section 1.1



Effective July 1, 2021 the Benefit Trust trustees have voted to increase the orthodontic benefit to \$3000 lifetime coverage per person. We will also be changing the dental rates for basic services covered from 85% to 90%. Major services coverage will increase from 75% to 80%.



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

Opt-out calendar year: 9.1-8.31 Vision calendar year: 9.1-8.31

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.

Do you have a child in college? Dependents in colleges are enrolled in the plan regardless of how far they live from home. There is no Out of Area coverage needed.

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~We are here to help!

Congratulations!

TO THE PPSTA SCHOLARSHIP
AWARD WINNERS!

Special thanks to PPSTA Members:
Shanna Andrawis, Rick Van Scoyk, Justin Garrett &
Lori Thompson for organizing this annual initiative from
PPSTA. Your hard work and dedication to our PCSD
students is appreciated!!



Award Name	Dollar Amount (or N/A)	Student Recipient
SMALLWOOD-ALAMO AWARD FOR FIRST-GENERATION COLLEGE STUDENTS	\$1,000	<i>Briceida Reyes-Martinez</i>
SMALLWOOD-ALAMO AWARD FOR FIRST-GENERATION COLLEGE STUDENTS	\$1,000	<i>Carlos Reyes</i>
SMALLWOOD-ALAMO AWARD FOR FIRST-GENERATION COLLEGE STUDENTS	\$1,000	<i>Danielle Raymundo Santiago</i>
SMALLWOOD-ALAMO AWARD FOR FIRST-GENERATION COLLEGE STUDENTS	\$500	<i>Tamara Allen</i>
SMALLWOOD-ALAMO AWARD FOR FIRST-GENERATION COLLEGE STUDENTS	\$500	<i>Braheïn Ebanks</i>
MICHAEL WHITE MEMORIAL AWARD FOR VISUAL ARTS	\$1,000	<i>Amya West</i>
UMR AWARD FOR CAREERS IN HEALTH AND HUMAN SERVICES	\$750	<i>Tyonna Morgan</i>
UMR AWARD FOR CAREERS IN HEALTH AND HUMAN SERVICES	\$750	<i>Dayaneri Martinez-Ruiz</i>
JOHN FALCONE AWARD	\$1,000	<i>Angel Cordova</i>
PPSTA OUTSTANDING SCHOLAR AWARD	\$500	<i>Kevin Martino</i>

NYSUT SOCIAL SERVICES

NYSUT Social Services is a confidential benefit offered to all NYSUT members, retired and active.

When you call, a highly trained staff member will discuss your situation and concerns.

They can help you utilize your own Employee Assistance Program (EAP) benefit, or provide you with information and referrals for professional assistance.

Contact them at 518-732-6239 or email at socialservices@nysut.org

The PPSTA would like to share its sincerest condolences
with PPSTA members and retirees:

Debbie Kardas
Amber Grant

on the passing of their family members.

Our thoughts are with you.

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



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The Importance of Record Keeping~

IT IS VERY IMPORTANT THAT YOU MAKE AND KEEP A DIGITAL OR HARDCOPY 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/conversations 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 more effectively.

*If you have a points position, be sure to document the hours that you are spending on it. Remember that points positions are for work that is done outside of the contracted work day.

TIP:

Check on your certification(s) and professional information on your TEACH ACCOUNT



PPSTA JUNE 2021 UPDATES

Negotiations & Member Feedback:

- You should have received a 'Pulse of PPSTA' survey that will be used to identify workplace concerns and develop contract bargaining proposals. help in the planning of upcoming negotiations with the District.
- If you did not receive the survey, please notify your CBR. It is very important for every voice to be heard. If you need to update your email/contact information, please email secretary@ppsta.org.

Open Enrollment:

- The Open Enrollment period for making changes to your medical and dental plans is about to begin
- The PPSTA is awaiting the dates from the District
- If you know you would like to make changes in your enrollment, please fill out the appropriate medical/dental forms and send to the PPSTA Office (UMR and PPSTA dental only) or to the District (for District sponsored plans)
- All changes will be effective July 1, 2021

APPR:

- If you are non-tenured, please notify your CBR of any violations or concerns you have about this year's abridged APPR process.
- The APPR Timeline and NYSUT Rubric continue to be our negotiated processes.
- NYSED APPR Q&A 2020-21
http://www.nysed.gov/common/nysed/files/2020-21-appr-qa_121520.pdf

Payroll:

- If you believe that your paycheck is not accurate, you should contact the Business Office.

Certification:

- It is the responsibility of the member to keep all professional certifications current. Any lapse in certification could lead to termination as is it illegal for Districts to keep a tenure track teacher in a position they are not certified in.

Newsflash!!

APPR Updates @
<https://www.nysenate.gov/legislation/bills/2021/S5576>

Useful links for APPR

[TED WORKBOOK PDF](#)

[NYSUT Teacher Practice Rubric 2014ed](#)

[TED WORKBOOK PDF](#)

Contract Question Corner



Question: My principal is asking me to help them 'give the students a stepping up ceremony after such a difficult year' but I am not appointed to any extra service position(s). I want the students to have a memorable experience but am concerned that the BOE hasn't approved any extra service point positions at this time. What should I do?

Answer: Our PPSTA contract has specific language about the system of points for all additional responsibilities beyond the duties normally assigned to staff members. By taking on additional responsibilities without BOE appointment, you could be affecting another member's paid position. (Article XXII Salaries Section 6 p9-17)

Question: I am going to be taking an in-service course during the summer and the in-service committee does not meet during the summer. According to Article XXVII Section 4.1(a) the application for the course must be submitted in advance. How is this possible?

Answer: The phrase "in advance" refers to submitting of the APPLICATION for the course prior (even on the same day) to the course being run. If the application is timely, even if the committee does not meet prior to the course being run, the application would be considered. Submit all applications during the summer to the Human Resources Office Attn: Barbara Williams. (Article XXVII Inservice p38-40)

Question: What is the Building Council and what is its role?

Answer: The Building Council is made up of the duly elected PPSTA representatives (Advisors and Trustees) in a building and the building administration who work cooperatively together. It is required that any change in building level policy is considered by building council prior to implementation and a recommendation made to the building Principal. (Article IV PPSTA Matters Section 14.1 on page 4)

Mindfulness, Meditation & Make Believe...



7 Ways Mindfulness Can Help Teachers

Small Talk Technology

Meditopia Square Breathing

Videos to Share and Enjoy!!



PPSTA SOCIAL

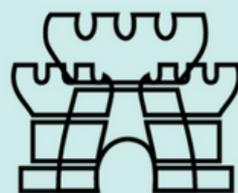


Thursday, June 17th

3:00 - 6:00 PM

FREE ICED TEA/SOFT DRINKS

CASH BAR - FOOD TRUCK



*King's Court
Brewing Company*

40 CANNON STREET, POUGHKEEPSIE, NY