

# THE OFFICIAL NEWSLETTER OF THE POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION

## JANUARY 2023

#FAIRCONTRACT #SOLIDARITY #UNIONSTRONG #5YEARSTOOLONG

"THE LABOR  
MOVEMENT  
WAS THE  
PRINCIPAL  
FORCE THAT  
TRANSFORMED  
MISERY AND  
DESPAIR INTO  
HOPE AND  
PROGRESS."

—Dr. Martin Luther King Jr.

*Dear PPSTA Members,*

We enter the New Year with powerful convictions and the understanding that PPSTA members are the frontline advocates for the children we serve. We remain steadfast in our mission of holding our employer accountable for safe & healthy working conditions in every school and the outstanding settlement of a fair contract. We need each of us to stay healthy and stay strong as we all continue to fight for the rights due our service. We are all the union. Please continue to reach out for support and utilize the numerous health and wellness services provided to you through your union membership.

*In solidarity, President Popken*

Office Secretary:  
Olga Mirabilio  
officesecretary@ppsta.org  
Hours: M-F 8 am-12pm

PPSTA is located at:  
40 Garden Street, Suite 207  
Poughkeepsie, NY 12601  
845.471.3376  
FAX 845.471.6783

*Respect our commitment.  
Acknowledge our value.  
Support our service.*

POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION

Support Students  
by  
Supporting Teachers!  
**#FAIRCONTRACT**

**MARTIN  
LUTHER KING JR.**

★ ★ ★ DAY ★ ★ ★



# IN SOLIDARITY

## PPSTA's Contract News Source



#FAIRCONTRACT#SOLIDARITY#UNIONSTRONG #5YEARSSTOLONG

- 01/26/23 PPSTA Negotiations Team & District 3:30pm PMS Library
- 02/28/23 PPSTA Negotiations Team & District 3:30pm PMS Library

PPSTA IS SEEKING TO ADD ADDITIONAL DATES FOR NEGOTIATIONS.  
NOTE: YOUR PPSTA CONTRACT REMAINS IN FULL EFFECT RIGHT NOW.



## Crisis Committee Members

### CLINTON

DANIELLE OMONDI

### KRIEGER

JAY LYNCH

STEPHANIE VOLKLAND

JILLIAN ROTSKY

SUE BRUDNAK

STEPHANIE CONNOLLY

### PHS

MICHAEL STOLARSKI

MARY FICHT

PAUL DONNELLY

### PMS

TIMOTHY SHORT

JULIE HAYEN

MICHELLE BLEAKLEY

SAMANTHA ROSARIO

### WARRING

MICHELLE CARLSON

JANET JOHNSON

### ELC

JESSICA SOLERA

CLINTON

DANIELLE OMONDI

### MORSE

KEVIN BUCKLAND

KRISTA SLOAN

LAURA DONAHUE

JEN WOOD

GAIL GEMMELL

JOELLE VON BISHOFFSHAUSEN

ANDREA MASERJIAN

SUE VOGLER

KRISTEN HENDRICKSON

THANK  
YOU

CCM MEETING 3:30PM WED 02/01 @PPSTA OFFICE



# APPR GUIDANCE & LINKS



APPR Plan (2016)

Supplemental Memorandum of  
Agreement for 2017-2021



**New Member  
Committee**

invites you to an "APPR"  
Support & Share Meeting  
on 01/19 @ 3:30pm!  
A Google Meet link will be  
emailed to all members.



**Join us!**

## Probationary Teachers

2 formal announced, 2 informal  
Sequence: formal, two informal, formal

observation conference form **required** prior  
to pre-observation conference for  
announced/unannounced observations

Post ob conference **must** be held

Unannounced ob culminates in post-ob conf

Admin provides written observation report  
w/in 15 school days after unannounced

W/in 10 days after post-ob conf, admin  
provides a 1-4 rating for each observed  
component of the rubric

Teacher has opportunity to respond in writing  
to any post-ob report or the summative eval.

## Tenured Teachers

1 formal by L.E. 2 informal by I. E.  
Sequence: formal, two informal

Last eval "E" or "HE", w/mutual agreement of  
lead eval, can waive the pre-observation  
conference

Observation conference form used by **mutual**  
**agreement**

Teacher **must** request post ob conference

Unannounced ob may culminate in post-ob  
conf **if requested**

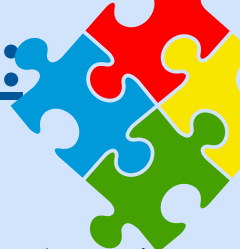
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component of the rubric

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to any post-ob report or the summative eval.



# PPSTA APPR Member Resources:



## NYSUT 2014 Teacher Rubric

<https://www.nysut.org/~media/files/nysut/resources/2014/september/nysutteacherpractic rubric2014.pdf?la=en>

## NYSUT TED Workbook

[https://www.nysut.org/~media/files/nysut/resources/2013/april/ted/ted\\_workbook.pdf?la=en](https://www.nysut.org/~media/files/nysut/resources/2013/april/ted/ted_workbook.pdf?la=en)

## NYSUT TED Handbook

[https://www.nysut.org/~media/files/nysut/resources/2013/april/ted/ted\\_handbook.pdf?la=en](https://www.nysut.org/~media/files/nysut/resources/2013/april/ted/ted_handbook.pdf?la=en)

## Marcellus Schools Evidence List by Standard



<http://www.marcellusschools.org/tfiles/folder920/Teaching%20Standards%20with%20bullets%20by%20indicator%20Marcellus%20Specific%20%5BI%5D.pdf>

## NYSUT Reaching Every Learner

[https://www.nysut.org/~media/files/nysut/resources/2015/september/ted\\_reaching\\_every\\_student.pdf?la=en](https://www.nysut.org/~media/files/nysut/resources/2015/september/ted_reaching_every_student.pdf?la=en)

## NYSUT Powerpoint Live Binder APPR

<https://www.livebinders.com/play/play?id=249839>

## NYSUT Differentiated Learning/Student Engagement APPR (p3-5)

[https://www.nysut.org/~media/files/nysut/resources/2015/february/research\\_150218\\_dep\\_differntiated\\_evaluation.pdf?la=en](https://www.nysut.org/~media/files/nysut/resources/2015/february/research_150218_dep_differntiated_evaluation.pdf?la=en)



## NYSUT DeTECS Scoring Tool

<https://www.nysut.org/resources/all-listing/2013/april/detecs-a-composite-scoring-tool-for-the-nysut-teacher-practice-rubric>





# APPR TIMELINE

**1**

## INITIAL NOTIFICATION

Due to Member:  
2 Weeks Prior  
to Pre-  
Observation  
Conference

**2**

## LESSON PLAN

Due to  
Administrator:  
1 Week Before  
Pre-Ob  
Conference

**3**

## LESSON PLAN ALIGNMENT

Administrator  
has 1 Week to  
Align Lesson  
Plan to Rubric

**4**

## PRE-OBSERVATION CONFERENCE

Administrator  
Reviews  
Aligned Rubric  
with Member

**8**

## SUMMATIVE

All observations  
completed by  
June 5.  
Summative  
meetings by  
June 10.

**7**

## POST CONFERENCE

Held within 7  
Days of  
Observation

**6**

## UNANNOUNCED OBSERVATIONS (2)

Approved  
Administrator(s)  
Conducts 2  
Unannounced  
Observations  
Before Post Conf

**5**

## OBSERVATION

Admin. Conducts  
Classroom  
Observation  
within 3 Days of  
Pre-Ob



Please use the *PPSTA APPR Survey Form* to document your individual process & identify any inaccuracies/violations.





## PPSTA & Sparrow's Nest Charity Unite! Together for an Incredible Cause!

Thank you to Anne Marie-Bucchari for heading up the sale of Sparrow's Nest 10 year anniversary Merchandise!

PPSTA will wear sweatshirts & t-shirts on 3/17/23 to support the Charity.

*Order forms will be coming soon!*

Questions? Please contact PPSTA member: Anne Marie-Bucchari  
[annemarielauren@gmail.com](mailto:annemarielauren@gmail.com)



JOIN US FOR OUR DRESS DOWN DAY 3/17/23

The PPSTA would like to  
share its sincere  
condolences with:

\*the family and friends  
of Sherry Wesley on  
the passing of her  
husband,  
Leonard Davis Jr,  
PPSTA Retiree.

## TAX INFO 2022-23

For your financial records,  
please note:



Union dues for 2022 were

**\$869.80**

Also, the *Educator Expense  
Tax Deduction* renewed &  
increased to \$300 for 2022 tax  
returns. Click [here](#) for more  
information.

Please contact the PPSTA Treasurer  
Kim Coleman at [treasurer@ppsta.org](mailto:treasurer@ppsta.org) if  
you have any questions.





# *Jump Online & Join Us!*

## "APPR"



# Support & Share Meeting

Thursday, January 19th @ 3:30pm

A Google Meet link will be emailed  
to all active members.



*hosted by*

*PPSTA New Member Committee*



\*\*\*\*PPSTA Bulletin Deadline for our issues is the  
1st of each month. If you have articles, items of interest,  
information on congratulations and condolences,  
please submit them to [tobulletin@PPSTA.org](mailto:tobulletin@PPSTA.org)\*\*\*\*

**Benefit Trust Coordinator:**

**Debbie Kardas**

**Office hours:**

**Tues, Wed, Thurs: 10:30-1:30**

**Questions?**

**Call PPSTA office 845-471-3376**

**Or email at [benefittrust@ppsta.org](mailto:benefittrust@ppsta.org)**

**THE PPSTA BULLETIN IS THE  
OFFICIAL NOTIFICATION  
FOR OUR MEMBERSHIP  
REGARDING ALL MEDICAL  
AND DENTAL INSURANCE  
INFORMATION.**

**Looking for an easy way to support  
your union?**

**Follow & Like PPSTA on  
Instagram & Facebook!**





# PPSTA BENEFIT TRUST



## Calendar year information:

Medical: January 1 - December 31

Dental: July 1 - June 30

Vision: September 1 - August 31

Legal: April 1 - March 31

Opt-out: September 1 - August 31

## Notice to all PPSTA/UMR Plan members:

Members can locate providers by logging onto **UMR** or through the **PPSTA website** under Benefits page, just scroll down to:

**Health Benefit Summary Plan Description**



## 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 within 30 days!!

## GYM REIMBURSEMENT:

Find this form on the

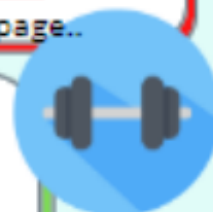
**PPSTA website** under

Benefits page..

## MOVING?



Call Olga: 845-471-3376 at the PPSTA office, with your 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! From date of adoption, provided family or dependent coverage is applied for within 30 days of adoption or legal custody. You **MUST** contact the PPSTA office in the first 30 days. Please send a copy of the birth certificate and Social Security Card 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 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.



## 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.



### 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 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 in a foreign country, we recommend that 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 & 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.

If you need to make changes to your enrollment status, or to enrollment of any of your eligible dependents, please contact the PPSTA Benefit Trust Office!

If you have other questions regarding your available benefits, including the preventive and routine services available to you and your dependents, contact:

**UMR 800-826-9781 Monday-Friday from 8am - 5 pm**

Questions about prescription drug, contact **OptumRx 1-877-559-2955**

If there is ever any problem with the adjudication of claims or with a provider, PLEASE call the PPSTA office!

**NEWS**

Benefit Trust Coordinator: **Debbie Kardas**  
[benefittrust@ppsta.org](mailto:benefittrust@ppsta.org)

Office hours: 10:30-1:30

Tuesday, Wednesday & Thursday  
845-471-3376

**[www.ppsta.org](http://www.ppsta.org)**

Please visit [www.ppsta.org](http://www.ppsta.org) to access your health care information & updates.



To comply with the federal Transparency in Coverage Rule, UnitedHealthcare, UMR and HealthSCOPE Benefits creates and publishes the Machine-Readable Files on behalf of the PPSTA Benefit Trust. This link will be active July 1, 2022.

To link to the Machine-Readable Files, please click on the URL provided:  
<https://transparency-in-coverage.uhc.com/>



Exciting New Benefit for Actives and Retirees  
(as well as their extended families)

## Welcome Health Navigator! What is Health Navigator?

Healthcare can be complicated..

Behind every claim is a person facing a health challenge

Common concerns:

- Is my diagnosis correct?
- Is this the best treatment for me?
- Am I working with the right specialists?
- Should I get a second opinion?



Navigating the healthcare system can be difficult, time-consuming and stressful – but it doesn't have to be. Sun Life Health Navigator Powered by PinnacleCare can help.

Health NAVIGATOR  
powered by PinnacleCare

## How We Help Member Support

- Treatment Decision Support and Navigation
- Health Advisory and Advocacy
- Member Physician Matching
- Medical Record Collection
- Expert Medical Opinions

If a member receives a serious diagnosis, needs a routine doctor, has a recommendation for surgery, or needs a specialist, PinnacleCare can help.

SUN LIFE

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NEW

## Your health advocacy and care navigation benefit

For a confidential consultation with a care advisor, please call 888-352-4969. You may also send a secure email request or access additional details at [www.PinnacleCare.com/health-navigator-support](http://www.PinnacleCare.com/health-navigator-support).

Our goal is to help you obtain the answers you need to address your healthcare challenges quickly.

### Contact us regarding:

- An expert medical opinion
- A new or ongoing medical diagnosis
- A recommendation for surgery
- A review of a current treatment plan
- A recommendation to top specialists
- Finding a new routine care provider

### Our services include:

- Facilitation of appointments with a top specialist
- Coordination of expert second medical opinion
- Comprehensive research report on your diagnosis and treatment options
- Gathering, organization, and forwarding of key medical records
- Customized referral report profiling top local, regional, or national specialists
- Virtual consultation for second medical opinion

NEW

Available Dec. 2, 2022 for download on  
Google Play & Apple Store

UMR

UMR App:  
Delivering an enhanced  
digital experience



continued..

## Summary of change

UMR is launching a new mobile app with a forward-looking user interface designed to deliver an enhanced member experience. The new dashboard offers a quick glance of information such as member ID card info, general and personal announcements, live chat, and more. The app will include a secure login process with HealthSafe ID to stay current with latest security protocols and provide a better user experience. The new app will be available for download through Google Play and Apple Store starting Dec. 2, 2022.

## Why are we creating this app?

Our new app will create a better user experience that supports our value proposition as a TPA and helps UMR members engage with their health benefits seamlessly.

## Q: What features are available to members through the UMR app?

**A:** The UMR app provides members with a personalized dashboard where they can access benefits information, announcements, and alerts, along with live chat and phone support.

Other features include:

- Important plan information will be available on the dashboard for quicker access
- Receive both general and personal member-related announcements
- ID card info – Members can view, print and fax their current ID or order a new card
- Contact us – Members can receive assistance through chat, phone and email
- Secure login – Members can log in using their HSID. Biometric login available, based on device capability

## Q: When will the app be available?

**A:** The app will deploy on Dec. 1 and be available for download Dec. 2 on both Google Play and Apple Store.

## Q: Will this app be available for employers, producers, and providers?

**A:** The UMR app is only available to members.

## Q: Will there be new features added to the app in the future?

**A:** The UMR Digital Solutions team maintains the app's roadmap and development plan that includes future enhancements scheduled for 2023 and later.

## Q: Can members use FaceID or thumbprint technology on their mobile device to login to app?

**A:** Biometric login availability will be based on device capability.

- Features for eligible members – Wellness tools link and CARE app link
- Claim inquiry (medical, dental)
- Eligibility inquiry

## Q: How does a member obtain the app?

**A:** The new app will be available for download through both Google Play and Apple Store. Once downloaded, members will complete registration process to access their personal plan information. The member's registration on the app via HealthSafe ID (HSID) will also register them to use the web portal on their desktop or via their mobile browser.

## Q: Is there a cost to UMR customers or their members to use the app?

**A:** No. The UMR app is free to download and available to plans at no additional fee.


**NEW!**



# Attention Retirees!



Poughkeepsie City School District needs you!  
Do you have some extra time?  
Would you like to earn extra 'spending' money?  
Are you looking for an opportunity to give back  
to our school community?  
*Please apply to to become a substitute teacher today!*

**APPLY**  
**TODAY!**



**TEACHING IS A  
WORK OF HEART**

**Uncertified substitute teachers (\$140 per day)**  
**BONUS if you work 40 days in a school year (\$1000)**  
**Certified Substitutes in the Same Position for 10**  
**TEN days and after (\$200 per day)**  
**BONUS if you work 40 days in a school year as a day**  
**to day substitute (\$1000)**

# Check out all your union membership has to offer!

## LEGAL SERVICE PLAN

Plan benefits include:

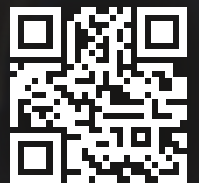
- Crucial estate planning documents (a Simple Will, Health
- Care Proxy, Living Will & Durable Power of Attorney)
- Free telephone consultations

Guaranteed maximum fees for specific legal matters

## FINANCIAL COUNSELING PROGRAM

Plan benefits include:

- Unbiased objective advice
- Free telephone & virtual consultations
- Assistance with retirement planning, 403(b) savings, college savings, tax planning and more



**Learn more by scanning the QR code to the right,  
visiting [memberbenefits.nysut.org](https://memberbenefits.nysut.org)  
or calling 800-626-8101.**

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan-Feb 2023