

THE OFFICIAL NEWSLETTER OF THE POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION FEBRUARY 2023



#FAIRCONTRACT #SOLIDARITY #UNIONSTRONG #5YEARSTOOLONG

Dear PPSTA Members,

Thank you for all that you do for children everyday! Please join us as we strive to serve our school community and negotiate a successful successor agreement for all members.

Your support and participation in PPSTA initiatives and actions will determine the strength of our contract. Our collective voices will bring solidarity and strength to the table as we continue to negotiate a successor agreement.

Empower and protect yourself with accurate information and supports by reading your union updates, emails and bulletins.

In solidarity, President Popken

POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION

Support Students
by
Supporting Teachers!

#FAIRCONTRACT

Office Secretary:
Olga Mirabilio
officesecretary@ppsta.org
Hours: M-F 8am-12pm
PPSTA is located at:
40 Garden Street, Suite 207
Poughkeepsie, NY 12601
845.471.3376
FAX 845.471.6783



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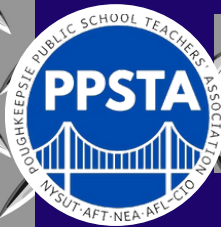
IN SOLIDARITY

PPSTA's Contract News Source



#FAIRCONTRACT#SOLIDARITY#UNIONSTRONG #5YEARSTOLONG

- 01/27/23 Labor Management Quarterly Meeting Central Office 3:30pm
- 02/01/23 Crisis Committee Meeting 3:30pm PPSTA Office Garden St.
- 02/01/23 PPSTA Leadership & Negotiations Cmt @ BOE 6:30pm
- 02/01/23 PPSTA President Support Speech @ BOE 7:00pm
- 02/23/23 PPSTA Negotiations Team w/NYSUT LRS 3:30pm
- 02/28/23 PPSTA Negotiations Team & District 3:30pm PMS Library
- 03/09/23 PPSTA Negotiations Team & District 3:30pm PMS Library
- 03/23/23 PPSTA Negotiations Team & District 3:30pm PMS Library



CRISIS COMMITTEE MEMBERS

CLINTON

DANIELLE OMONDI
KRIEGER
JAY LYNCH
STEPHANIE VOLKLAND
JILLIAN ROTSKY
SUE BRUDNAK
STEPHANIE CONNOLLY

PHS

MICHAEL STOLARSKI
DAVID LAFFIN
MARY FICHT
PAUL DONNELLY

PMS

TIMOTHY SHORT
JULIE HAYEN
MICHELLE BLEAKLEY
SAMANTHA ROSARIO

THANK
YOU

WARRING

MICHELLE CARLSON
JANET JOHNSON

ELC

JESSICA SOLERA

MORSE

KEVIN BUCKLAND
KRISTA SLOAN
LAURA DONAHUE
JEN WOOD
GAIL GEMMELL
JOELLE VON BISHOFFSHAUSEN
ANDREA MASERJIAN
SUE VOGLER
KRISTEN HENDRICKSON

NOTE: YOUR PPSTA
CONTRACT REMAINS IN FULL
EFFECT RIGHT NOW.



CRISIS COMMITTEE MEETING





PPSTA's Elected Leadership Body & Negotiation's Committee Members Show Solidarity at the PCSD BOE Meeting on 02/01/23 for a Fair Contract!





Good Evening Dr. Rosser, Members of the PCSD Board of Education, & Members of our City of Poughkeepsie Community~

My name is Kim Popken and I am the President of the Poughkeepsie Public School Teachers' Association. I am proud to be joined here tonight by my Executive Board members, as well as, PPSTA's elected Representatives, Trustees, Delegates and Negotiations Committee members. We represent the decision making body of our union.

PPSTA proudly represents all librarians, school and SEL counselors, speech pathologists, school psychologists, social workers and teachers who serve the Poughkeepsie City School District. On a day-to-day basis, we are much more than each of our titles. We are the voices of reason and institutional knowledge, stewards of our school communities, parents, cheerleaders for achievement both in and out of the classroom. We work after-school and Saturday programs. We coach and advise clubs. We provide tissues and shoulders to cry on, supplies for school, food when our students are hungry and toiletries or clothing as the needs arise. We provide our students with academic, social and emotional support. We strive to maintain safe havens for our students in buildings eroding from time and neglect. We help our students to not only plan for their futures but also understand what it will take for them to get there. We help children achieve their dreams. We are by their side every day.



The last few years have been some of the toughest we have ever experienced as educators...

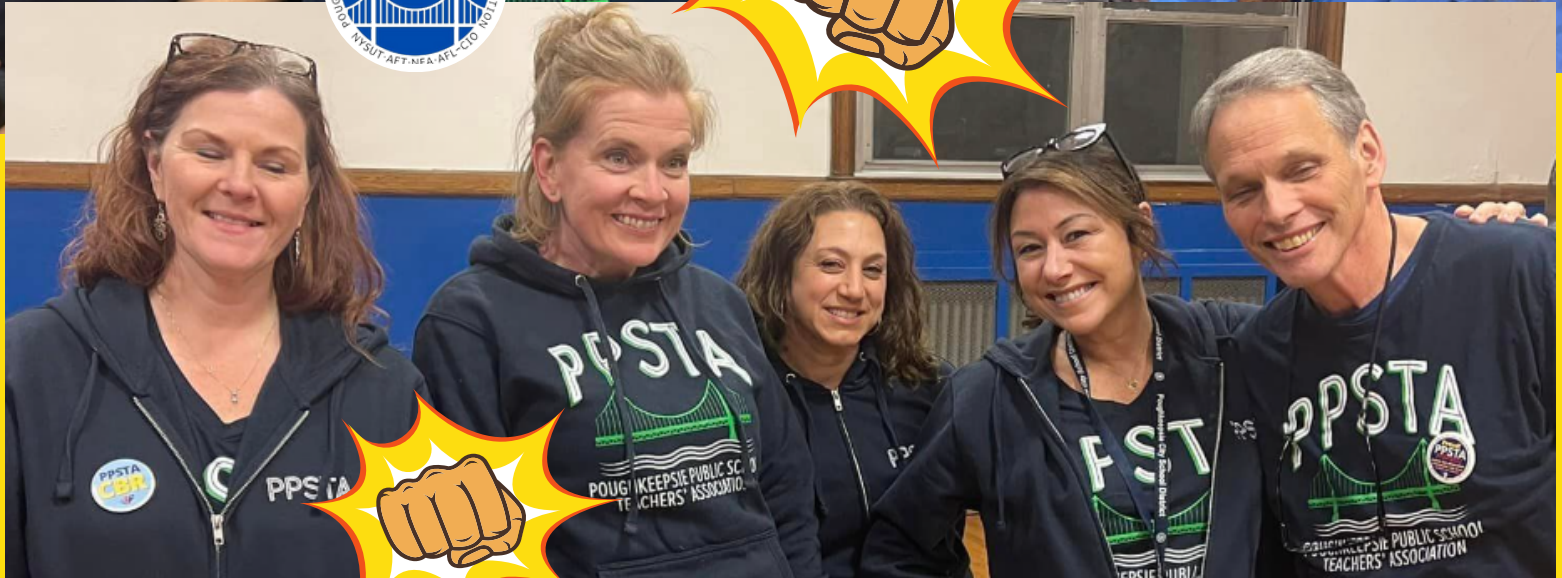
We have endured violence both in and outside of our schools. We were windows to the world for students and families during the COVID pandemic.

We changed our entire way of reaching & teaching our students overnight in the face of a global pandemic. When the stock markets closed, when travel was prohibited, when shut downs were mandated... We taught ourselves how to build interactive Google Classrooms and how to engage students through a screen. All the while trying to reach them visually, verbally, and social-emotionally AND provide curriculum-based differentiated instruction. We learned all we could... as fast as we could. We tried to build and maintain relationships with our students even though most times we didn't see their faces. We read aloud to our students, their siblings and even extended family members in an attempt to create connections in a time when we were all isolated. Even when we returned to "normal"~ we felt and still feel the after effects of those years. Our students still need us even more than ever before to address academic and socio-emotional needs, to overcome the challenges and inequities that communities like ours face.

We continue to bridge the gaps in our school communities due to a national teacher shortage. We sign up to cover classes in order for students to have access to a teacher rather than sit in an auditorium. We took on 6th assignments when we struggled to find staffing to fill positions.

Yet it's been five years since our last contract expired. That's why there is frustration. That's why we struggle to attract and retain enough talented educators to do the important work we do. Five years is too long.

We simply ask for respect as professionals and educational leaders--a fair contract that acknowledges the work we do, that reveals the Poughkeepsie City School District is as invested in its students and faculty as the faculty is invested in the Poughkeepsie City School District and, most importantly, its students.





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**

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.



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

NYSUT TED Handbook

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

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



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



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 were emailed!

Questions? Please contact PPSTA member: Anne Marie-Bucchari
annemarielauren@gmail.com



"WE KNOW THAT BLACK HISTORY IS AMERICAN HISTORY AND NEEDS TO BE EMBEDDED INTO YOUR CLASSROOM EXPERIENCES YEAR-ROUND. AT THE SAME TIME, BLACK HISTORY MONTH PROVIDES THE NECESSARY OPPORTUNITY TO DIG DEEPER WITH STUDENTS. EVERY FEBRUARY, WE CAN SUPPORT STUDENTS AS THEY LEARN MORE, DISCOVER CULTURAL IMPACTS, AND FOLLOW SOCIAL MOVEMENTS FROM THE PAST TO THE PRESENT DAY."

WEARETEACHERS.COM



LESSONS & RESOURCES

NEA CELEBRATES BLACK HISTORY MONTH

34 INSPIRING BLACK HISTORY MONTH ACTIVITIES FOR FEBRUARY AND BEYOND

BLACK HISTORY MONTH RESOURCE GUIDE FOR EDUCATORS AND FAMILIES

BLACK HISTORY MONTH: TEACHING THE COMPLETE HISTORY



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 if you have any questions.

From Franky Perez:

Heart Walk 2023!

We Wear Red and We Walk to Save Lives!
Be a relentless force. Be a supporter of critical research. Be a lifesaver. Be a part of an unstoppable team. Join us now and walk to save lives!



[Click here to join our Poughkeepsie Pioneers Team!](#)



****PPSTA Bulletin Deadline for submissions is the 1st of each month. If you have articles, items of interest, information on congratulations and condolences, please submit them to bulletin@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

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



FREE & EASY!

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

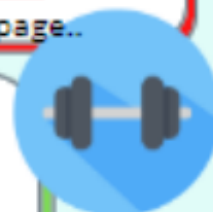
PPSTA website under

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

Office hours: 10:30-1:30

Tuesday, Wednesday & Thursday
845-471-3376

www.ppsta.org

Please visit 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/>



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

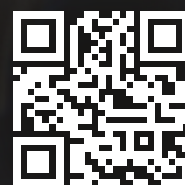
FINANCIAL COUNSELING PROGRAM

Plan benefits include:

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

MEMBER
BENEFITS

nysut
Working to Benefit You



Learn more by scanning the QR code to the right,
visiting 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