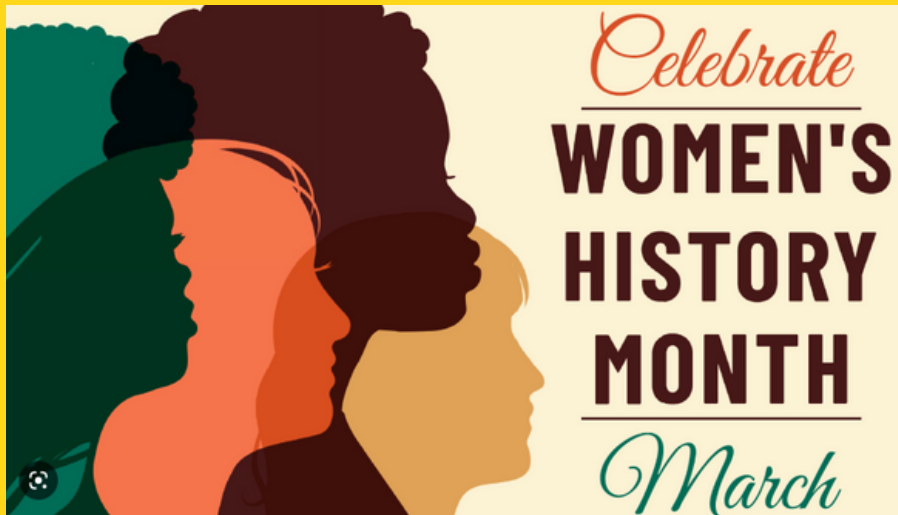


THE OFFICIAL NEWSLETTER OF THE POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION MARCH 2023



#FAIRCONTRACT #SOLIDARITY #UNIONSTRONG #5YEARS TOO LONG



www.womenshistory.org

www.nationalwomenshistoryalliance.org



Important Dates

March:

- 1 - PPSTA Exec - Google Meet
- 1 - Crisis Committee - 3:30 - PPSTA Office
- 8 - Chief Building Rep Mtg - 3:30 - PPSTA Office
- 9 - Negotiations Meeting
- 15 - PPSTA Rep Board Mtg - 3:30 - PPSTA Office
- 23 - Negotiations Meeting
- 29 - General Membership Meeting



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



PPSTA Contract News &
Members in Action
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Poughkeepsie Public
Schools Foundation
Page 8



APPR Guidance & Links
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PPSTA Tax Information
Page 12



PPSTA Benefit Trust
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PPSTA Retirees
Page 16



NYSUT Member Benefits
Page 17



**SNOW DAY
SOLIDARITY!
MERCH SALE!**



ONLINE MERCH STORE



Open your iPhone's Camera
Point the camera at the QR code
Click and shop!



<https://ppsta.itemorder.com/shop/home/>

**PPSTA SWAG ONLINE ORDERS ARE OPEN
UNTIL MARCH 6TH**

IN SOLIDARITY

PPSTA's Contract News Source



#FAIRCONTRACT #SOLIDARITY #UNIONSTRONG

- 02/28/23 PPSTA Negotiations Team 3:30pm Google Meet (due to Snow)
- 03/01/23 PPSTA Crisis Committee Meeting 3:30pm PPSTA Office
- 03/09/23 PPSTA Negotiations Team & District 3:30pm PMS Library
- 03/23/23 PPSTA Negotiations Team & District 3:30pm PMS Library

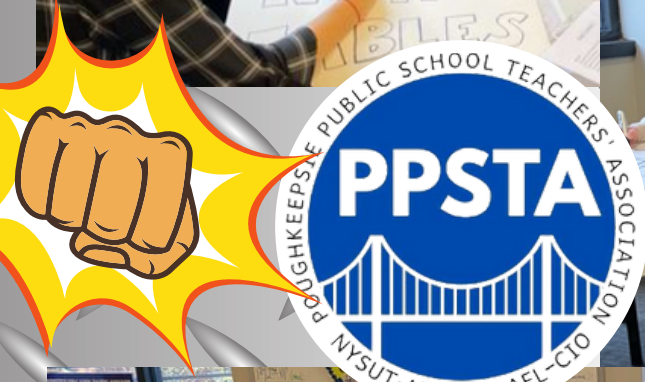


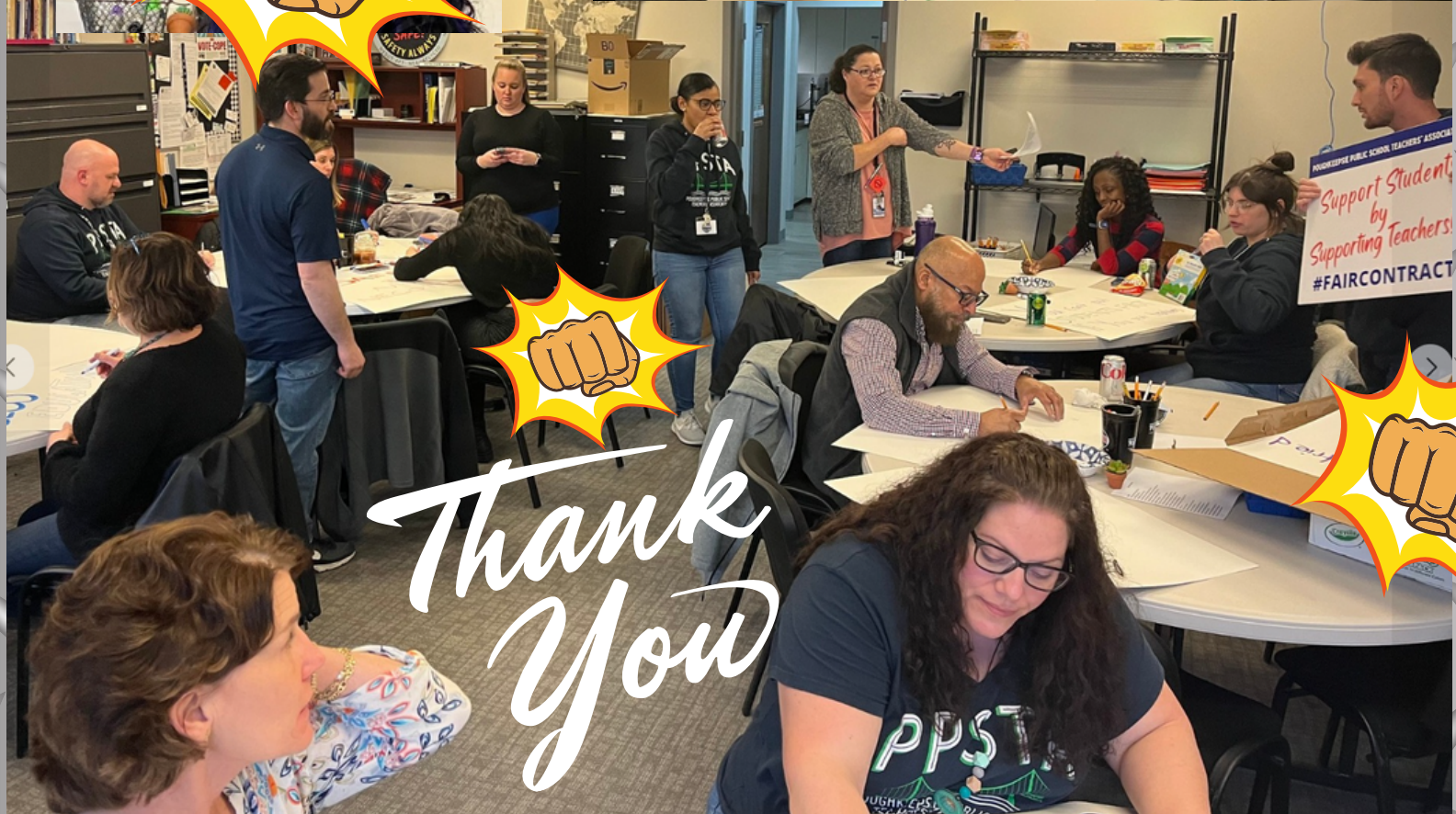
PPSTA MEMBERS
'GETTING ACTIVE' AT THE CRISIS
COMMITTEE SOLIDARITY EVENT!

Join us!
Next Solidarity Event Details
Coming to You Soon!
Next meeting
April 14th



POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION
Support Students
by
Supporting Teachers!
#FAIRCONTRACT

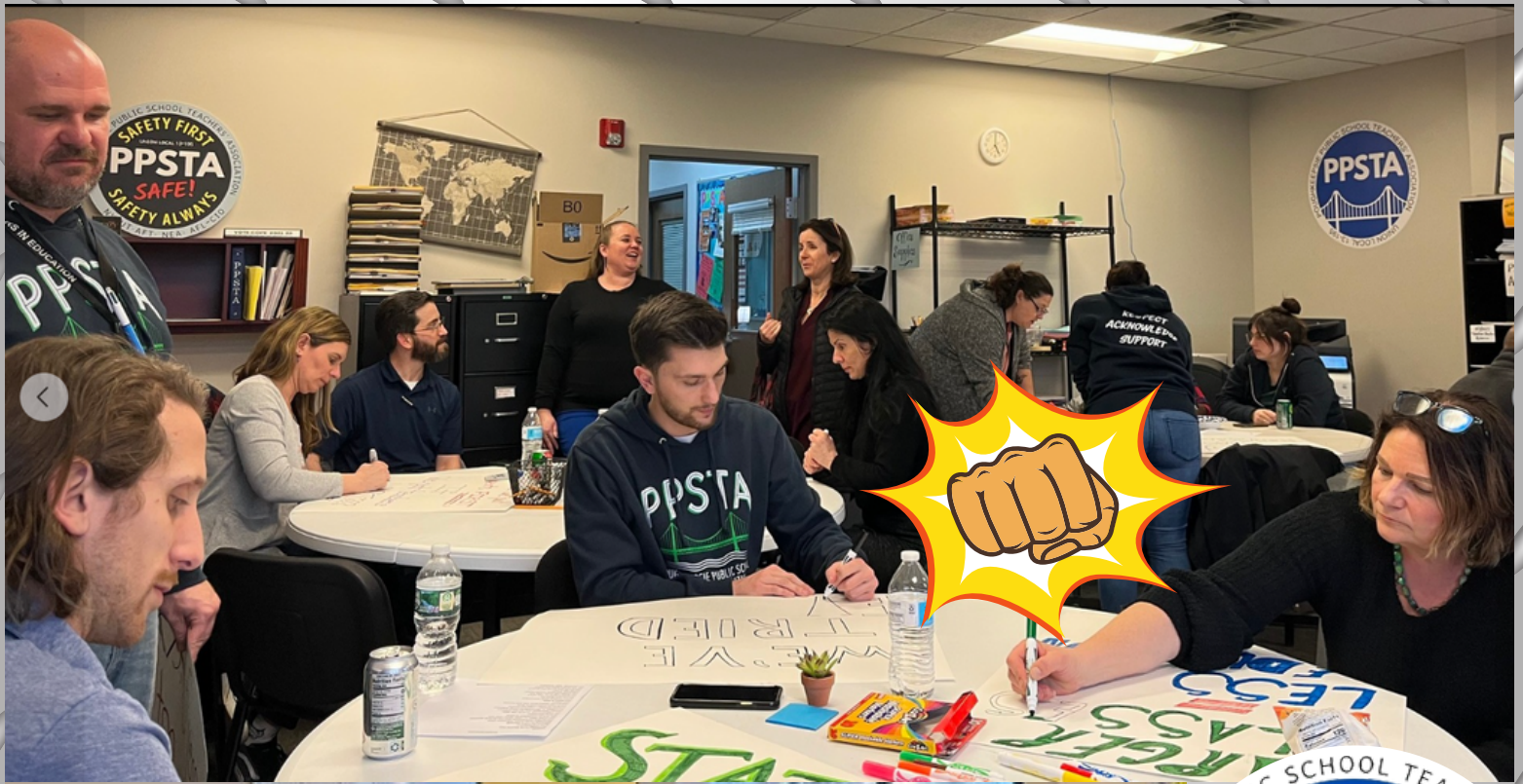


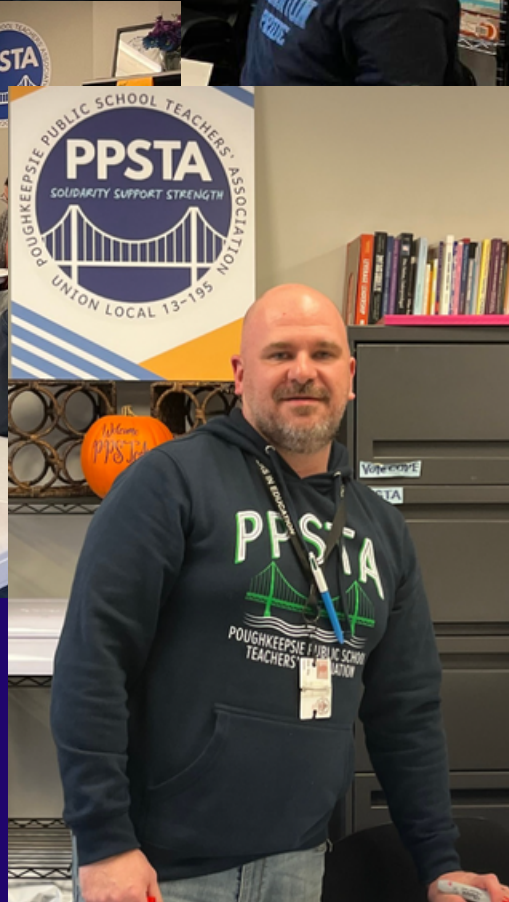


Thank You



Support Student by Supporting Teachers! #FAIRCONTRACT





Thank You



POUGHKEEPSIE PUBLIC SCHOOLS FOUNDATION

Save the Date

A NIGHT TO *Reignite*

Second Annual
Fundraising Gala

Join us at Keepsake at
The Academy in Poughkeepsie

Thursday
April 20, 2023

POUGHKEEPSIE PUBLIC SCHOOLS FOUNDATION
PO BOX 5151 • POUGHKEEPSIE, NY 12602

Poughkeepsie Public Schools Foundation seeks to
close opportunity gaps and enrich the education of
all City of Poughkeepsie public school students.

*Invitation and ticket
information coming soon!*

Let's gather together for an
evening of food, friends and fun
and reignite our shared passion
for the children, schools and
community in Poughkeepsie!

Become a sponsor!

To sponsor please contact
G. Angela Henry
psfoundation78@gmail.com

A NIGHT TO
Reignite

Second Annual
Fundraising Gala

Thursday
April 20, 2023

Poughkeepsie Public Schools
Foundation
provides funding to close the
opportunity gaps that our students
face in:
Literacy
STEAM
Career Pathways
Post-Secondary Readiness
Cultural Awareness



APPR GUIDANCE & LINKS



[APPR Plan \(2016\)](#)

[Supplemental Memorandum of Agreement for 2017-2021](#)



Alert: Untenured Members should email your administrator if you have NOT been scheduled for APPR at this time. Reach out to your advisor for support.

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**

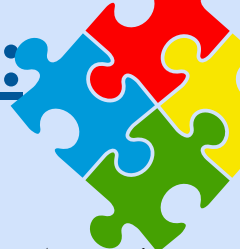
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W/in 10 days after post-ob conf, admin provides a 1-4 rating for each observed component of the rubric

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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

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.





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.



Dress Down Day 03/17!

Wear your

Sparrow's Nest Gear!

PPSTA is proud to support

Sparrow's Nest
Together for an Incredible Cause!



****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

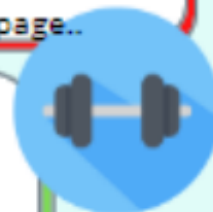
[PPSTA website](#) under

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!

When you're planning for the future, what's at the top of your list?

- A comfortable nest egg for retirement
- Providing for your family
- Purchasing a new home
- Home improvement
- Purchasing a new vehicle
- Travel and entertainment

NYSUT Member Benefits offers dozens of endorsed programs to help turn those dreams into reality.



When it comes to saving you money, protecting your family and helping you plan for the future, NYSUT Member Benefits has a variety of programs and services to help with your goals. Whether you are just starting out on your journey, well into your career or enjoying a well-deserved retirement, there is a Member Benefits-endorsed plan that may be of assistance featuring value-added extras unavailable to the public.

Get started by first bookmarking the Member Benefits website at memberbenefits.nysut.org. There, you will find numerous tools and resources available to you as a NYSUT member – including a **Financial Learning Center** with articles designed to help educate you on financial decisions and topics. Member Benefits also endorses important **legal and financial services** along with an **online savings program** featuring some of today's most competitive interest rates.

Next up would be looking in the “Shopping, Travel & Personal” section of our site for **MB Discounts & Deals**. This program utilizes the nation's largest private discount network to provide NYSUT members with exclusive access to savings of up to 50% on restaurant dine-in or take out, groceries and food delivery, clothing and shoes, hotels and flights, car rentals, theme parks, vehicle maintenance, and much more.



Learn more by scanning the QR code to the left, 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.

Mar-Apr 2023