

THE OFFICIAL NEWSLET POUGHKEEPSIE PUBLIC SCHOOL

TEACHERS' ASSOCIATION

NTRACT#SOLIDARITY#UNIONSTRONG#5YEARSTOOLONG



POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION

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



IN SOLIDARITY PPSTA's Contract News Source

#FAIRCONTRACT #SOLIDARITY #UMONSTRONG



- April 19 PPSTA CBR Board- 3:30pm- PPSTA Office
- April 20-Negotiations Session PPSTA & PCSD 3:30pm PMS Library
- April 20- Member Action Needed! PMS @3:00pm Please See Your Crisis Committee Team Member for Details
- April 26- PPSTA Elections (Check your personal email for official electronic ballot.)
- May 19 Crisis Committee Meeting—3:30pm PPSTA Office

SAVE THE DATE

This Thursday-April 20th

Meet at PMS

Afterschool



Member Action Needed!

See your Crisis Committee Members for details today.





Thursday, April 20th

Next Crisis Committee Meeting
May 19th 3:30 PPSTA Office





"Surround Yourself with the Cloak of the Union" Safety in Numbers

Participate in union actions/activities which will galvanize you as part of larger group



-You Have the Right to Advocate for Yourself

Use common union terminology & statements to protect yourself



-Stay Informed with Accurate Information

Talk directly to your union representatives. Read union emails, updates & official bulletins for accurate information





Stay Informed with Accurate Information

Talk directly to your union representatives. Read union emails, updates & official bulletins for accurate information

- Read Your PPSTA Correspondence
- Engage in PPSTA Social Media
- Attend PPSTA Meetings
- Utilize PPSTA Contract Language
- Participate in Union Actions
- Become a Crisis Committee Member
- Participate in Crisis Committee Actions





Elections of officers, building advisors, and trustees in each building will take place on April 28, 2021. This year elections will take place electronically.

The PPSTA's organizational structure is:

Executive Council: Officers (President, 1st Vice President, 2nd Vice President, Secretary, 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).
- PPSTA Position

 Slate #1

 President

 Kim Popken

 First Vice President

 Heidi Murphy

 Second Vice President

 Heather Duncan Carter

 Kim Coleman

 Secretary

 Ashley Bass

- Elections for the
 Executive Council and
 all building elections
 will be held
 electronically on
 Wednesday,
 April 26, 2023.
 - Ballots will be sent to the personal email address that you provided to PPSTA.
 - The following people are running for the Executive Council for the upcoming term (6/1/23-6/1/25).
 - Mr. Joe North is serving as the PPSTA Elections Chairperson. Thank you for your service.
 - Please direct any election question to JosephRNorth@gmail.com



PPSTA Executive Board Candidate Bios



My name is Kim Popken and I am running for PPSTA President. As a 25-year veteran in the District, I have consistently been an active participant in PPSTA since receiving tenure. I was an adviser and CBR at the middle school and, most recently, your very proud union President for the past two years.

When I began teaching in Poughkeepsie in 1998, PPSTA was picketing for a labor contract. Many years later, as President, I am working with a team to execute those very same actions as when I started. I am proud of where I stand today and the momentum that is building in our unit, momentum that will be the force for a fair contract that we are not only entitled to but also deserve.

None of this was accomplished alone. I've been blessed with the support of an amazing group of women on the Executive Board: Heidi Murphy from the middle school, Heather Duncan-Carter from the high school, and Kim Coleman and Jen Langdon from Krieger. I would like to thank Jen for her service the past two years and welcome Ashley Bass to our slate. This team is composed of veteran teachers with the institutional memory to confront our current challenges.

We have revived our Facebook page, updated our bulletins, sent a press release with the other union presidents, conducted walk-ins for safety and a contract, as well as, supported local charities and organizations. We communicate regularly with our members through our updates. We also re-established our relationship with NYSUT, attending the NYSUT RA, the Dutchess County Union President meetings, Committee of 100, ED13 and 13-14 meetings. These meetings are an opportunity to collaborate with other leaders and advocate for the change we believe needs to happen at the State level.

When we started, Central Office showed little respect for labor. We continuously stood up to them when they tried to make decisions without the consent of our unit. We filed to bargain the impact and filed grievances when necessary. Consequently, the relationship has evolved. Dr. Rosser frequently canceled meetings last year. He has yet to do so this year. He also began to hold quarterly labor management meetings with his cabinet and our executive board. It has been a very busy two years. In June 2021, we immediately had to start bargaining for APPR due to a PERB charge. We were already three years without a contract and just beginning to come out of COVID. We formed a negotiation team in July of 2021 and by August of 2021 we were starting IBB training with the District in hopes we could use that method to bargain a contract. Ultimately, we know the District's inability to be collaborative undermined this approach. Despite that setback, we quickly shifted to traditional bargaining and began to pull all the relevant information to review and ultimately our proposal to the district. It has been a contentious negotiation, but we will not relent. We will fight for the contract we deserve. We have formed a Crisis Committee and they are providing the motivation to settle the contract. With every action, we become stronger.

Of course, we can't do this without you. A union isn't an outside organization that comes in to offer assistance; it is YOU and your colleagues coming together to empower each other as a COLLECTIVE. We will need your support in the next few months; the strength of our contract will be determined by the participation of our members. I know you will all rise to the occasion and I look forward to leading you, supporting you, and fighting for you and the work you do.

1st VP

Hello...My name is Heidi Murphy and I am proud to announce that I am running for reelection as 1st Vice President of the Poughkeepsie Public School Teachers Association. I have been a proud PCSD teacher for the past twenty-five (25) years. I am a proud union member who is a product of ALL PPSTA members who have served before me...especially Maryann Fallek, Barry Kaufmann, Debbie Kardas, Mitch Hollander, Donna Sue Howard, Beth Lager, Lina Valdes, Norma Ramirez, Nancy Dingee, David Laffin, Heather Martino, and Stephanie Green...I take the time to say their names today because they matter. YOU matter. PPSTA matters. WE are the ones who make a difference everyday in the lives of the students and families we serve. WE are the ones who provide stability and love when all around chaos seems to reign. PPSTA is on the front lines whether it be advocating for safe schools, finding ways to get materials into the hands of our students, providing support for our colleagues, or fighting for a fair contract that respects the work we do. WE matter.

I have been active in union service throughout my entire twenty-five year career here in Poughkeepsie. I have served on the PPSTA New Member Committee. I have served on the PCSD Special Education Committee. I have participated in NYSUT phone banking campaigns. I have volunteered for the PPSTA's Toys for Tots campaigns. I have served as your NYSUT Delegate from PPSTA. I served on the labor/management Innovation Team that represented the Poughkeepsie City School District at NYSUT headquarters to collaborate and develop a fair APPR with educator input. I was honored to have served alongside my colleagues as a PMS Advisor on our Building Council. At the present time, I am your PPSTA 1st Vice President. Over the past two years, I have committed countless hours away from my family and my wine fridge to serve our union. I am extremely proud of the work we have done and continue to do.

Earlier in my career, I had the privilege of working with amazing veteran teachers~including our own Heather Faircloth, Jay Nazak and Heather Duncan Carter~ at Columbus Elementary for several years. I experienced our elementary buildings' celebrations and struggles during my time teaching Kindergarten and I understand the unique challenges faced by unit members serving our youngest students. The burden of managing multiple curriculums, staffing issues and struggling school buildings would be unbearable without the colleagues we 'live' with. Today~ I am honored to be a long-time member of the Poughkeepsie Middle School faculty. I am a sixth-grade inclusion ELA teacher who is grateful for my team and coworkers every damn day.

On the day we were elected to represent you in 2021, our work began towards settling a contract that was already three years overdue. While we have made much progress towards our goals, we want to finish the most important job of bringing us all~ the fair contract that we deserve. While the challenges we all face are daunting, I strongly believe that our experienced, motivated Slate~ together with the members we serve~ can make a positive difference. I would be honored to continue to serve as your 1st Vice President of the Poughkeepsie Public School Teachers' Association and am grateful for your consideration as I join my colleagues:

Kim Popken, Heather Duncan-Carter, Kim Coleman and Ashley Bass in running for your PPSTA Executive Board. Our collective goals of negotiating a fair contract, providing up to date communication, and continuing working to collaborate with all stakeholders will continue to benefit all of our members, as well as, our students.

I would be humbled and honored if you would cast your vote for the cohesive slate presented here today. I am PPSTA Proud! I am Heidi Murphy. Thank you for your time and consideration.





My name is Heather Duncan-Carter and I am running, again, as your 2nd Vice President of: The Poughkeepsie Public School Teachers' Association.

I am an incredibly proud PCSD Art Teacher! My passion is creating art with students, running the PHS Art club and being the PHS Art Chair. I treasure the relationships in Poughkeepsie that have nurtured our art teachers & of course our student's creativity.

The past 2 years have been different from others.

On top of daily workloads I have had the absolute honor of working with and learning with some of PPSTA's finest.

PPSTA President, Kim Poken

PPSTA 1st VP, Heidi Murphy

PPSTA Treasurer, Kim Coleman

PPSTA Grievance Chair, Kim Messick

& Outgoing PPSTA Secretary, Jen Langdon

I think I can speak for all of us!! that we are incredibly proud of the work that PPSTA has done over the past 2 years: (I am also talking about)

PPSTA CBR's

PPSTA ADVISORS

PPSTA Trustees

YOU! PPSTA who make it your job to show up and support, making PPSTA stronger and creating change!! PPSTA is EVERYONE!!

I know wholeheartedly that we have never learned so much or worked harder! I plan on continuing this United Effort so we can work smoothly through the challenges that await ahead. I have learned so much! From understanding the importance of Vope-Cope - to running it ~ and NOW becoming an award winning VOTE-COPE UNION campaign!! For 2 years Running!! We have a steady stream of UNITED PPSTA members showing solidarity and dressed to impress in their BEST PPSTA merch!!! Facebook & Instagram can't handle how hot we are! And when and if we have to show up, they will know exactly who we are!!

And last but not least ~ the creation of the CLEAN, CLEAR PPSTA WEBSITE!! What a job! We have sacrificed time with our families and friends to create a more united PPSTA! While we have come so far and learned so much, there is still MUCH work that we have left to do and I am prepared to make the future sacrifices for the sake of our well being, our families well being and our retirees.

Through all the uncertainty, I know through our work that we have given PPSTA ~ revived strength of purpose, provided clarity in communication and messaging, and stood with educators as a voice of reason!

I am yet again thrilled to be running with my co-workers with one message:

Communication, Collaboration, Contract!

It's my hope that Kim Poken, Heidi Murphy, Kim Coleman, introducing Ashley Bass and myself will serve PPSTA, work our asses off and get shit done. #5yearsistoolong #CONTRACT NOW!





My name is Kimberly Coleman and I am excited to announce that I am once again running for the position of treasurer of the Poughkeepsie Public School Teachers Association. I have taught in the district at the elementary level for 24 years and have been serving as your treasurer for the last two years.

I first entered the district as a student teacher at Warring Elementary School in 1999 and worked as a substitute teacher in all of the buildings from 1999-2000. It was my experience as a substitute that made me realize the importance and power of our union. While each building's leadership varied in how they ran their building and treated their staff, the one thing that remained constant was the union leadership. The building representatives made a point of reaching out to me and letting me know that I could come to them with any questions or concerns I had. This always made me feel safe and that I was part of something that valued education and the well being of its members.

During my time in our district, I have served several times as a building representative at Krieger Elementary School as well as on the PPSTA social committee from 2000-2005. I have always supported our union and would contribute whatever and whenever I could when called to action. It was the strength of our union that gave me the confidence to stand up for what was right and speak out when I felt that the safety and well being of our students and staff was being undermined, undervalued and/or jeopardized.

In the last two years I have gained so much experience on the importance of our contract and having open and transparent communication with our unit members. I have the utmost respect for all of our past and present representatives for it is a never ending job. I am in awe of the dedication and professionalism of my fellow executive board members, CBR's, building representatives, trustees, and committee members. I can't thank you enough for your service. To the rest of our unit members, thank you for showing up each day to make a difference in the lives of our students. What we do each day is important and we deserve a fair contract and to be acknowledged for our hard work. I hope you will consider voting for me to represent you for the next two years and continue to use your hard earned dues to help us move forward and get the contract and respect we all deserve. Thank you for your consideration.





My name is Ashley Bass and I'm very excited to be running for Secretary of The Poughkeepsie Public School Teachers' Association.

I am an incredibly proud PCSD ENL Teacher! I have worked in Clinton, Morse and have spent my last 7 years at Poughkeepsie Middle School. I have been working in Poughkeepsie City School District for more than 10 years. Before becoming an ENL teacher, I was a reading teacher serving the elementary students.

I love working with students and what thrills me the most are the "ah hah" moments that they have as they learn the English Language. I'm grateful to have worked with so many wonderful students and colleagues. It has been amazing to see students in first grade and then later have them come visit me and say, I'm graduating high school this year. Since I have worked in Elementary buildings I have experienced the many struggles with time management and being pulled in so many directions with the tasks that need to be accomplished in so little time. I have experienced the many problems and leadership changes in the secondary school and the effect that it has on our students academically but also behaviorally. There can be stress and frustration when working at all levels, however, there can also be joy and satisfaction when you have supportive colleagues and a union that you know will support and fight for you.

I have participated in PPSTA activities throughout my 11 year career. I have served on the PPSTA New Member Committee. Even with everything that has been going on in the country and how so many things changed with covid we need to be able to feel safe and know our power because this is the way we can move our agenda for PPSTA.

It's my hope that Slate #1 ~ Kim Popken, Heidi Murphy, Heather Duncan-Carter, Kim Coleman, and myself can serve all educators in this district and make a difference. For the past two years, I have been a Trustee at Poughkeepsie Middle School and have witnessed the battle and struggle and how the union is fighting to not only get us a contract but also they are working on uniting us and increasing morale. When we are strong and stick together we can accomplish so much more.





2023 Dutchess-Ulster Heart Walk

Saturday, April 29, 2023

Check-In 9:00am | Rolling Start Times

Walkway over the Hudson Historic State Park 61 Parker Avenue | Poughkeepsie, NY 12601 or 87 Haviland Road | Highland, NY 12528

Route Length: 2 1/2 Miles

The Dutchess-Ulster Heart Walk has always been a great way to get moving while socializing with friends, family and co-workers leading up to and on the day of event. But it's so much more than a walk. Walking in the Heart Walk boosts your heart health AND mental health while helping millions of others at the same time. Join Us Today



When you sign up to participate in Heart Walk, you are contributing to, witnessing, and progressing life-saving science. You are also going to have a great experience:

JOIN A MILLION WALKERS

Nothing unites a team like doing good together! Participating in the Heart Walk is about coming together, getting hearts pumping, honoring survivors, raising lifesaving funds - and having fun along the way.

CONNECT EASILY

Our mobile app and Heart Walk HQ make it easy to connect with friends and family with our easy-to-use tools that help you share information and raise lifesaving finds





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 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!





LATEST **NEWS**



Health / is wealth

PPSTA Medical Plan change effective July 1, 2023

The PPSTA Benefit Trust has voted on the following change:

Fitness/Wellness

Maximum Benefit Per Individual Membership \$400

Maximum Benefit Per Spouse Membership NO CHANGE

The rate of membership Medical premium obligation (for the 23-24 school year) will drop from

10% to 1.75%

How Does the End of the Health Emergency Impact Your Health Care?

UPDATE Covid-19 Health Emergency Ends May 11, 2023, therefore the Federal requirement are lifted.

The PPSTA Benefit Trust has voted to proceed as follows:

- 1. Covid-19 Vaccines- over Advisory Committee of Immunization Practices (ACIP) recommended, and Centers for Disease Control and Prevention (CDC) adopted COVID-19 vaccine and booster serum and administration as part of preventive benefits at zero-dollar cost share, when in network
- 2. Over the Counter (OTC) tests: COVID-19 over the counter at-home test kits Preferred Pharmacy option - Medical paid at \$12.00 per test effective 1/15/22 to a maximum of 8 tests per covered member per month.
- 3. Surveillance testing: COVID-19 tests are excluded if done for work or school requirements, travel or surveillance. (These would be the employers responsibility.)
- 4. Covid 19 Lab Based Testing: Office visit, urgent care center, emergency department, outpatient setting, telehealth and telemedicine vendor is covered at 100% of allowable; deductibles and co-pays waived; for in network ONLY
- Covid 19 Treatment: Coverage for U.S. Federal Food and Drug Administration (FDA) approved or authorized COVID-19 treatments, including Paxlovid and molnupiravir (Lagevrio), in accordance with standard plan benefits.
- Telehealth: Includes Behavioral Health/Telehealth: In network 100% no ded, \$15 copay: out of network 70% after deductible.
- 7. Teladoc: 100%, no deductible or copay.



PPSTA BENEFIT TRUST

Notice to all PPSTA/UMR Plan members:

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

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!!

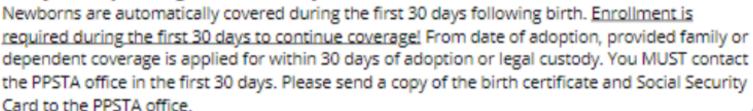
GYM REIMBURSEMENT:

Find this form on the PPSTA website under Benefits page...



phone information. You will also need to notify the PCSD Business Office.

Are you expecting a new family member?



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 this summer?

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 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 deductable (\$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 Eligibilty:

Once you and/or your spouse are no longer activley 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 staus, 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!



Benefit Trust Coordinator: Debbie Kardas

benefittrust@ppsta.org

Office hours: 10:30-1:30 Tuesday, Wednesday & Thursday 845-471-3376

<u>www.ppsta.org</u>

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/

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

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.