

THE OFFICIAL NEWSLETTER OF THE POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION OCTOBER 2024



President Popken and other local leaders participated in a roundtable discussion with NYSUT President, Melinda Person and Congressman Pat Ryan. PPSTA was also invited to meet with the Governor and leaders regarding support for Poughkeepsie. Topics discussed include the need for additional funding & resources, getting rid of high stakes testing, the impact of teacher shortages & loan forgiveness.

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



**New Member Committee
Virtual Meeting
November 7 @ 3:30pm
Topics: APPR & Parent Teacher
Conferences
Jump onto meet link sent to your
email for ideas & support!**



THE OFFICIAL NEWSLETTER OF THE
**POUGHKEEPSIE PUBLIC SCHOOL
TEACHERS' ASSOCIATION**
OCTOBER 2023

VOTE RATIFIED!

Thank you!

STRONGEST TOGETHER.

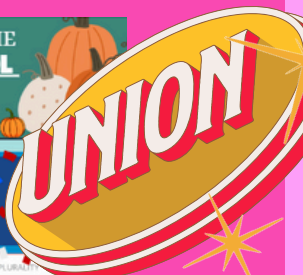
Approval of MOA

Yes- I vote in favor of the MOA
No- I do not vote in favor of the MOA

Yes- I vote in favor of the MOA wins with 96.44% of the vote.
337 votes tallied

The PPSTA membership has voted overwhelmingly to ratify the MOA. We thank the PPSTA Executive Board, the Negotiations Team, the Crisis Committee, the entire PPSTA membership- including our amazing retirees, and our NYSUT LRS Jeff Benton. We are grateful for the huge amount of support that PPSTA received from our neighboring union brothers and sisters from across the Hudson Valley.

NOTE: When we finalize the MOA implementation process, we will reach out with a meeting date for retirees affected. Do not reach out to TRS at this time as process is still active.



PPSTA is proud to reflect on the ratification of our contract one year ago.



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PPSTA WILL DAY November 12, 2024



**Call the
PPSTA office
to reserve
your spot!**

As a benefit of the PPSTA Access Group Legal Plan, you are entitled to draft of update a simple Will each year. The same holds true for your spouse or domestic partner. This is a service that is provided at no cost to PPSTA members.

On November 12, 2024, a plan attorney will be at the PPSTA Office at 40 Garden Street, Suite 207 beginning at 2:30 p.m. to meet with legal plan participants on an individual basis to assist in drafting a Simple Will. Member, spouse, family members, or domestic partners are invited to attend the session. Please be sure to bring your completed Legal Security Packet to the scheduled appointment. If you need the questionnaire packet, please indicate on the coupon below or call **Olga Mirabilio at 845-471-3376**.

If you would like to take advantage of this service, complete the coupon below and return it to Olga either via inter-office mail, or call the office (471-3376) with the information as soon as possible.

Retirees, if you would like to avail yourself of this opportunity, for a \$55 annual fee you can likewise have these documents prepared (and receive more legal services) by enrolling in the Legal Service Plan at www.nysut.org. You must buy the NYSUT Legal Plan before your appointment.

(Please Print)

YES! Sign me up for Will Day.



Name: _____

Building: _____ Extension # _____

Please send me a questionnaire yes _____ no _____

Home Phone or Cell Phone: _____

Time Preference from 2:30 – 5:00: 1st _____ 2nd _____ 3rd _____

(the schedule may be extended if there is a need to include more people)

Return coupon to Olga Mirabilio at the PPSTA Office via inter-office mail or call.

Response Deadline: November 5, 2024



APPR GUIDANCE & LINKS

Supplemental Memorandum of Agreement for 2017-2021

APPR Plan (2016)

The PPSTA New Member Committee

is here to support you. Easy to Join In~ Grab the Google Meet Link for their Nov.7th meeting at 3:30pm located in your Update #2 email

Join us!



Probationary Teachers	Tenured Teachers
2 formal announced, 2 informal Sequence: formal, two informal, formal	1 formal by L.E. 2 informal by I. E. Sequence: formal, two informal
observation conference form required prior to pre-observation conference for announced/unannounced observations	Last eval "E" or "HE", w/mutual agreement of lead eval, can waive the pre-observation conference
	Observation conference form used by mutual agreement
Post ob conference must be held	Teacher must request post ob conference
Unannounced ob culminates in post-ob conf	Unannounced ob may culminate in post-ob conf if requested
Admin provides written observation report w/in 15 school days after unannounced	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	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.	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/nysutteacherpracticerubric2014.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%5B1%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_differiated_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 BENEFIT TRUST



Calendar Year Information:

Medical: January 1-December 31

Dental: July 1-June 30

Vision: July 1-June 30

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 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/>



LIFE INSURANCE: *Crucial for protecting your loved ones*



Life insurance is a topic many people find confusing, complicated, and uncomfortable to think about. It is undoubtedly one of the most vital types of insurance products you can purchase, though. Whether you're looking into your first policy or to upgrade existing coverage, it's important to determine how much life insurance you need and which type is right for you.

One key fact about life insurance you may not be aware of is premiums are likely to be less expensive if you purchase it earlier in life. For those of you who currently have policies, what you purchased 10 years ago, five years ago, or even last year may not be enough to replace your income and all you provide for your family. And if you are part of the 30% of Americans who don't have any life insurance at all,* you could be putting your family at great financial risk.

There are a variety of options to consider when it comes to life insurance, including:

- 1. Term Life** – this product pays a benefit in the event of the death of the insured during a specific timeframe but offers no cash value.
- 2. Level Term Life** – this insurance is similar to term life but is normally for a set period of time such as 10, 15, or 20 years; it also offers no cash value.
- 3. Universal Life** – this option offers a way to protect your family while building tax-deferred cash value; policyholders can usually access a portion of the balance without impacting the guaranteed death benefit.

* Source: USA Today - <https://www.usatoday.com/money/blueprint/life-insurance/life-insurance-statistics>

NYSUT Member Benefits endorses a number of competitive life insurance programs (those listed to the left and others) available to NYSUT members and their spouse/certified domestic partner. Many of these plans offer reduced rates not available to the general public along with additional convenience and savings opportunities through payroll or pension deduction.

Learn more about Member Benefits-endorsed life insurance programs by scanning the QR code, visiting memberbenefits.nysut.org, or calling 800-626-8101.



**MEMBER
BENEFITS**
nysut
Working to Benefit You
September/October 2024