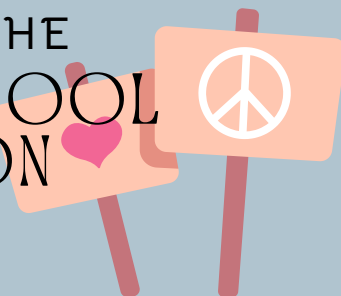




# THE OFFICIAL NEWSLETTER OF THE POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION



FEBRUARY 2025

  
**KEEP  
CALM  
AND BE  
UNION  
STRONG**

## IMPORTANT INFORMATION REGARDING



**RETIREE  
VISION**

**Page 2** 



There is always light, if  
only we're brave enough  
to see it. If only we're  
brave enough to be it.

-Amanda Gorman

*Ways to celebrate Black History Month:*

- Educate yourself on the Black history in your community
- Visit a Black or African-American History Museum
- Read books written by Black authors
- Watch films or videos by Black creators
- Support Black-owned businesses
- Support influential Black-led nonprofits



“Congratulations to the graduates of our NYSUT-A Union of Professionals Leadership Institute! These union leaders spent the whole year in this program to gain the skills, knowledge, and confidence to strengthen the movement.”

-Melinda Person, NYSUT President



New York state is one of the wealthiest regions in the world. Yet far too many of our students trudge along with the invisible backpack of childhood poverty. Now is the time to address the root causes of childhood poverty.

Join our fight: [1in5ny.org/take-action](https://1in5ny.org/take-action)



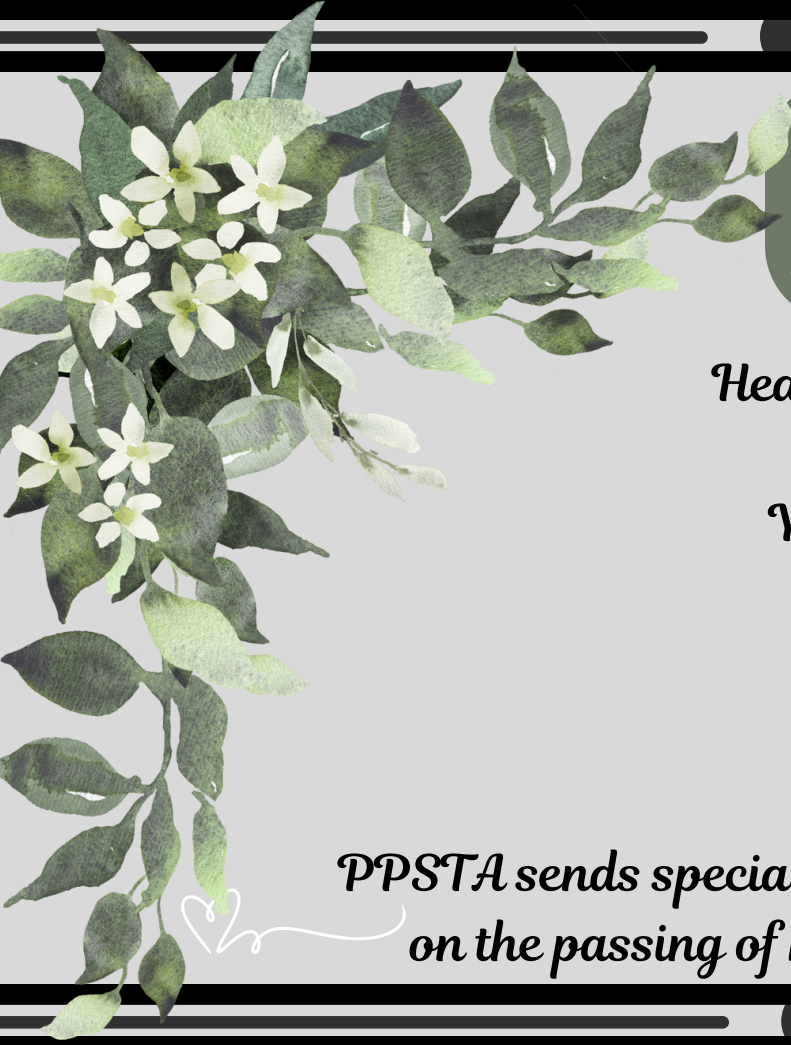
please  
*Visit...*

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PPSTA Condolences & News  
PPSTA Tax & Contact Info  
APPR Timeline-Info-Support  
Benefit Trust & Will Day Info  
NYSUT Member Benefits FREE







PPSTA would like to express our sincere condolences on the loss of a loved one to you and your family.

*Heather Smith-Douglas  
Jawan Trocino  
Yashema Maitland  
Sean Launder  
Anne Formato  
Cheryl Mongroo*



*PPSTA sends special thoughts to retiree Kathleen Doherty on the passing of her husband, John (Doc) Doherty.*



*Congratulations*  
**NEW MEMBER & MENTOR COMMITTEES**  
  
**For Hosting a Relaxing  
SELF LOVE Opportunity on  
2.12.25**

**CHAKRA HEALING  
BREATHWORK & SALT CAVE  
RELAXATION**



This New Member event took place at:  
HV HEALING CENTER  
51 SPRINGSIDE AVE,  
POUGHKEEPSIE, NY

*Stay  
Tuned*

...for more info on  
upcoming events!

**UPDATE**



**For your financial records,  
please note:**

**Union dues for 2024 were  
\$889.87**

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



**Office Secretary:**  
**Olga Mirabilio**  
[officesecretary@ppsta.org](mailto: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 wants to  
celebrate our members  
and their work!\*\***

***Do you want to highlight  
your classroom or school  
event? Do you have  
awesome pictures of  
union members doing  
great things?***

**If you have:**

**\*Articles**

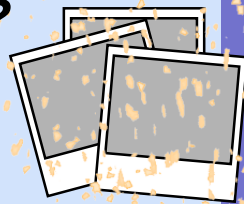
**\*items of interest**

**\*Congratulations**

**\*Pictures**

**\*Condolences**

**Please submit them to  
[bulletin@PPSTA.org](mailto:bulletin@PPSTA.org)\*\***



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





# APPR TIMELINE



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







# APPR GUIDANCE & LINKS



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

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



**New Member Committee**  
is here if you need them  
for support.  
Please email  
[bulletin@ppsta.org](mailto:bulletin@ppsta.org) for  
more information.



**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 <b>required</b> 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 <b>mutual agreement</b>
Post ob conference <b>must</b> be held	Teacher <b>must</b> request post ob conference
Unannounced ob culminates in post-ob conf	Unannounced ob may culminate in post-ob conf <b>if requested</b>
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/nysutteacherpracticerrubric2014.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%5B%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>

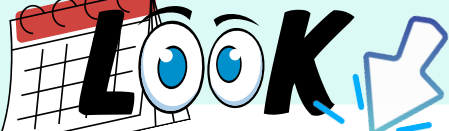
## **NYSUT Differentiated Learning/Student Engagement APPR (p3-5)**

[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>



# 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  
Medical 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!!

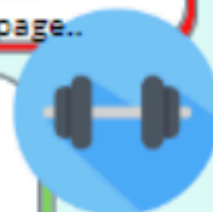
#### GYM REIMBURSEMENT:

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 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 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](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/>**





## LATEST NEWS

## IMPORTANT INFORMATION REGARDING RETIREE VISION!



In the Spring of 2024, the PPSTA Benefit Trust announced that we were leaving GVS. Per the May Bulletin:

*“For retirees, the Benefit Trust has voted that we will pay the premium for the first year for those of you that have been on GVS. We will access in the Spring if this can continue. We may have to set up a system like dental. “*



On January 9, 2025, the PPSTA Benefit Trust met. It was voted by the Trustees that effective July 1, 2025 the Benefit Trust will cover the cost of a single vision plan for retirees. Should retirees wish to have a family plan they will need to pay the difference between the single and family rate to continue Family coverage.



For those choosing to continue as a family plan, information on signing up for ACH payments/check payments will be coming very soon. Please note that anyone who has the family plan and does not make arrangement prior to July 1, 2025 will automatically have dependents dropped. Once dropped, future enrollment will not be available.



# SAVE THE DATE

# WILL

## DAY



## May 28, 2025

As a benefit of the PPSTA Access Group Legal Plan, you are entitled to draft or 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. Member, spouse, family members, or domestic partners are invited to attend the session. Sign-up info will be in the PPSTA March/April bulletins.

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](http://www.nysut.org). You must buy the NYSUT Legal Plan before your appointment.

# Enjoy these benefits

NYSUT Member Benefits strongly believes in the importance of making quality benefits easily accessible to the NYSUT membership. You may be interested in the following options:

## FOR FREE!

### 1. Premium Calm Subscription:

All in-service and retiree members receive unlimited free access to the popular Calm app's full library of sleep, meditation, and relaxation content. Members can add up to five dependents (age 16 or older) to receive their own premium Calm subscription.

### 2. Peer Support Line:

Whether you're facing a specific stressful situation or would just like to speak with a supportive voice, this confidential helpline is free to all NYSUT members and their families. Call toll-free 844-444-0152 to connect with a peer.

### 3. AD&D Insurance Benefit/ Travel Assistance Services:

All in-service and retiree members are automatically provided with a \$5,000 accidental death & dismemberment insurance benefit, along with free travel assistance services from AXA Assistance.

### 4. New Member Life Insurance:

All new members are eligible to receive a free term life insurance policy providing coverage for up to \$25,000 for one year, guaranteed renewable at the end of the year.

## MARK YOUR CALENDARS:

### Member Appreciation Event is back!

NYSUT Member Benefits is excited to announce that Member Appreciation Event will be held this March! This celebration will feature prizes donated by Member Benefits and our endorsed program providers. To be eligible to win, you must be a participant in our MAP Alert email service.

If you're not already a MAP Alert participant, simply scan the QR code, visit [memberbenefits.nysut.org](https://memberbenefits.nysut.org), or call 800-626-8101 to sign up. You'll then receive weekly updates about endorsed benefits, information about new programs, and be able to take part in special prize drawings such as Member Appreciation Event.

SCAN ME



**MEMBER  
BENEFITS**  
*nysut*

Working to Benefit You

January/February 2025

