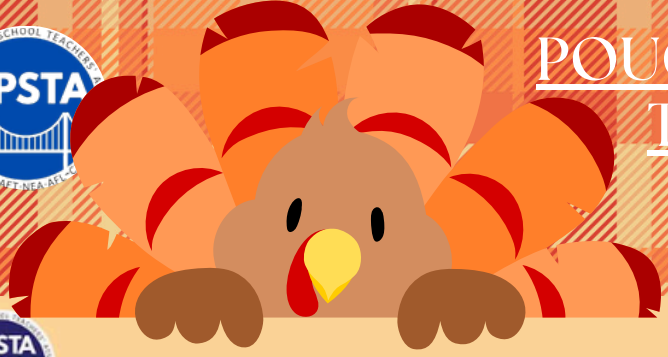
POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION

NOVEMBER 2026



Join us helping community in need!

FOOD DRIVE

Benefitting

PCSD Community Food Pantry

Collection boxes can be found in your schools' office November 6 - 20

Food will be collected and delivered to PCSD Community Food Pantry at the end of the day ~ November 23rd, 2026

FOOD ITEMS: Stuffing, Peanut butter, Jelly, Canned fruit, Canned soups and pastas, Canned meat (tuna, etc.), Canned vegetables, Boxed breakfast cereals, Rice, Boxed dry pastas, Spaghetti sauce, Potatoes (instant), Oatmeal, Baby Food & Formula

Thank You



PCSD STAFF 50/50 RAFFLE!

GUESS THE FIRST SNOW DAY!



FIRST SNOW DAY 2026-27?

CHOOSE YOUR DATE!
Guess the date of the first official snow day)

$5.00 PER GUESS
Multiple entries allowed!

KEY DEADLINE
GUESSES MUST BE IN BY:
NOV 24, 2026

HOW IT WORKS
Winner splits 50% of the total pot;
PCSD keeps 50%

PAYMENT OPTIONS
PAY TO ENTER:
Venmo: @Cat_Bryson (Add date in notes!)
Or send cash/check to Justin Garrett @ PHS (Poughkeepsie High School)

WIN BIG & SUPPORT PCSD!



APPR GUIDANCE & LINKS

Supplemental Memorandum of Agreement for 2017-2021



Help Fill Our Virtual Toy Box

for TOYS FOR TOTS













The perfect toy means the world to a child in need.

Simply select the child's age and toys you would like to give and your donation will be distributed across the country to children who need them the most. As always, we'll take care of the delivery (it's our favorite part).

DONATE NOW







PCSD STAFF 50/50 RAFFLE!

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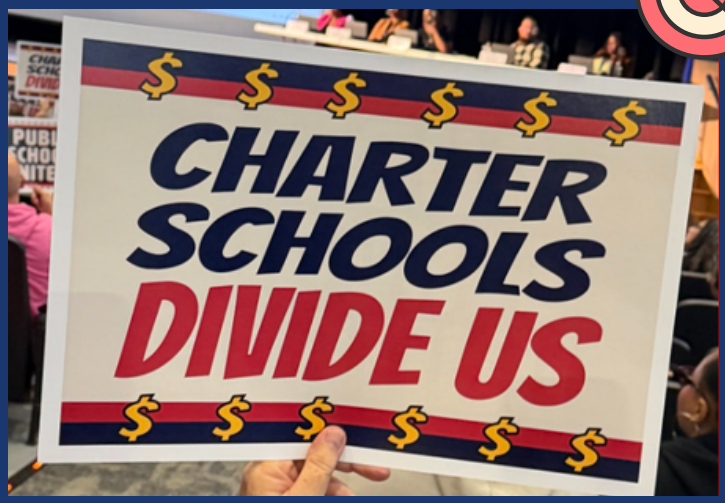
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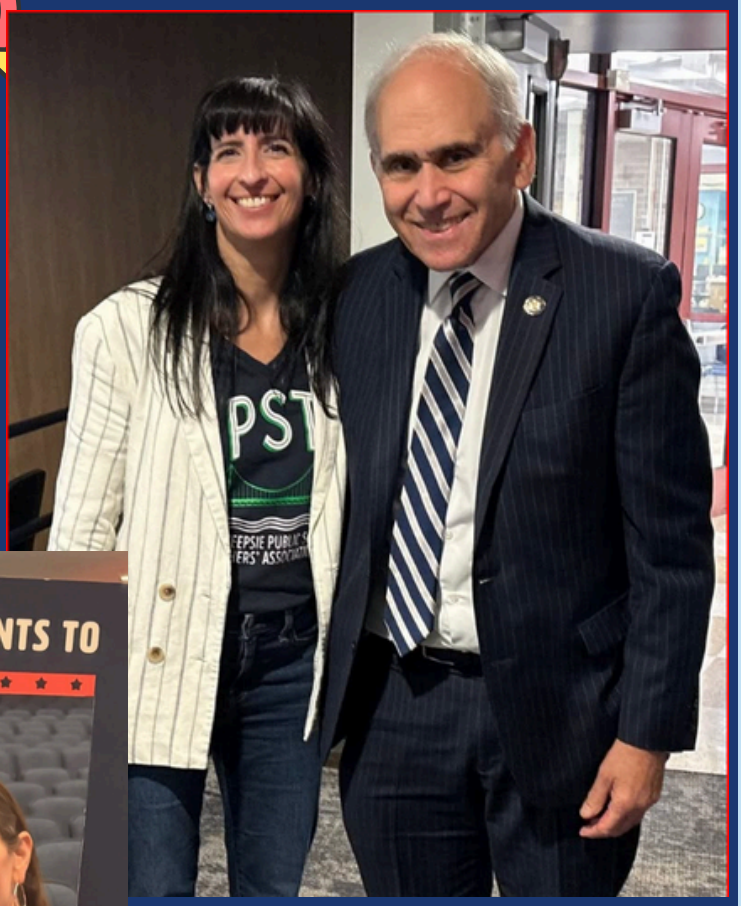
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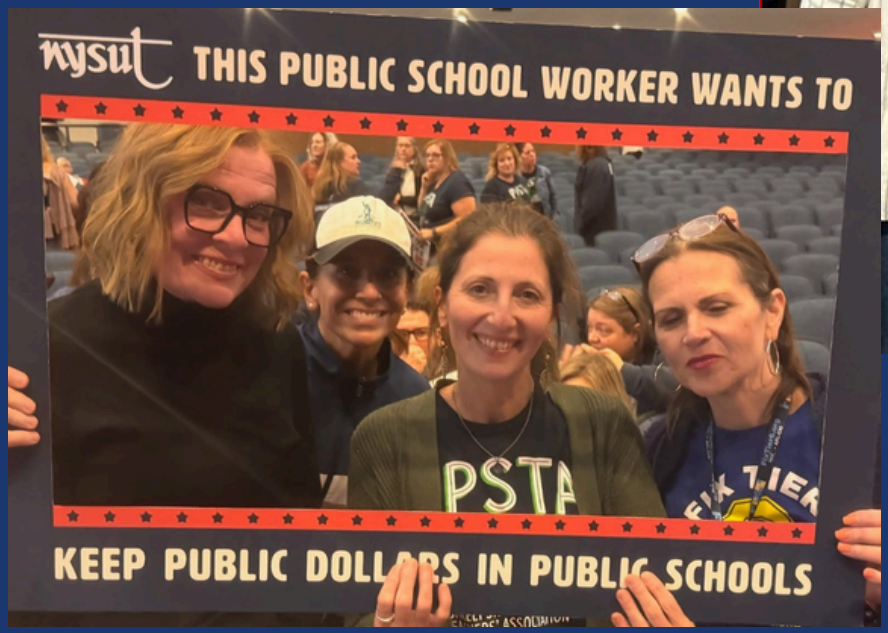
WIN BIG & SUPPORT PCSD!

PCSD

PPSTA on the go!







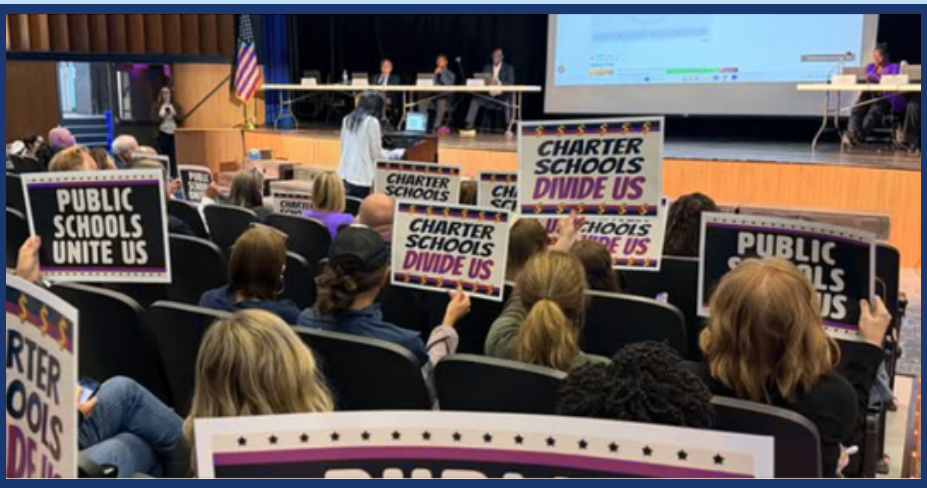
Assemblyman Jonathan Jacobson joined PPSTA in the fight against charter schools that drain tax dollars from public education.



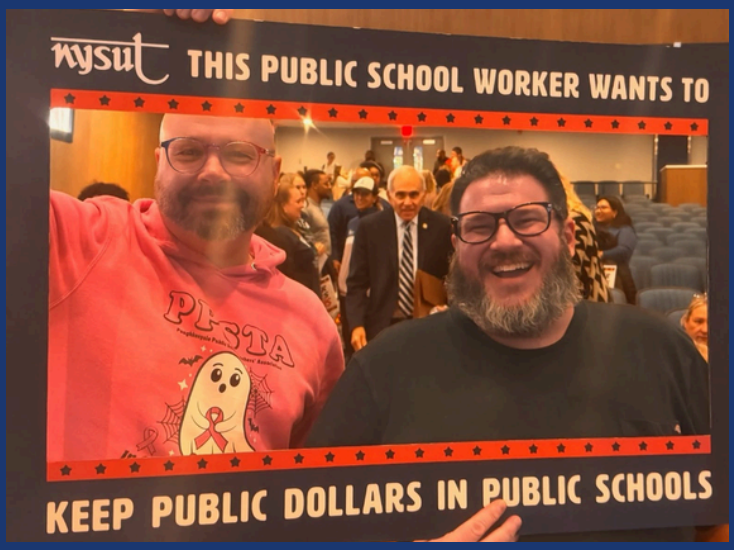
Money taken from the PCSD has more than DOUBLED in 3 years.

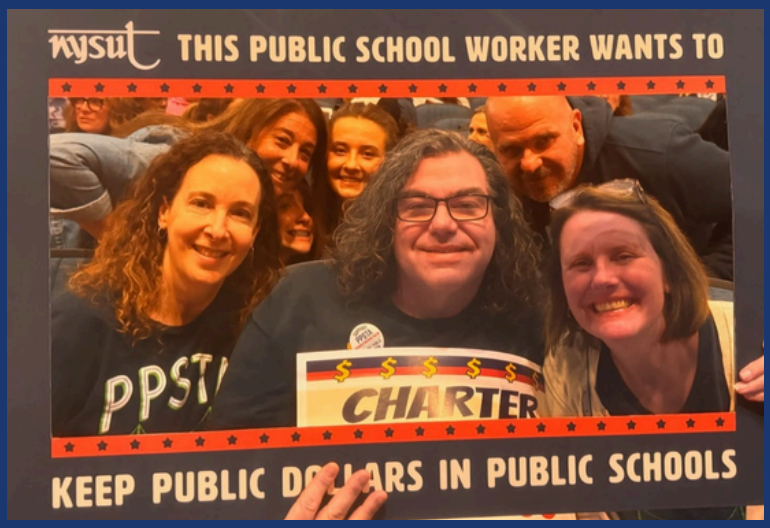


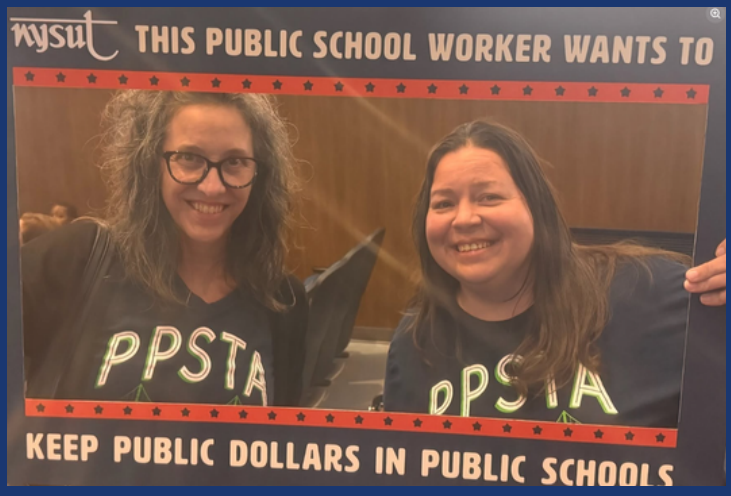
	2023	2024	2025
REVENUES			
Public School District Revenues	1,542,049	2,368,073	3,118,542

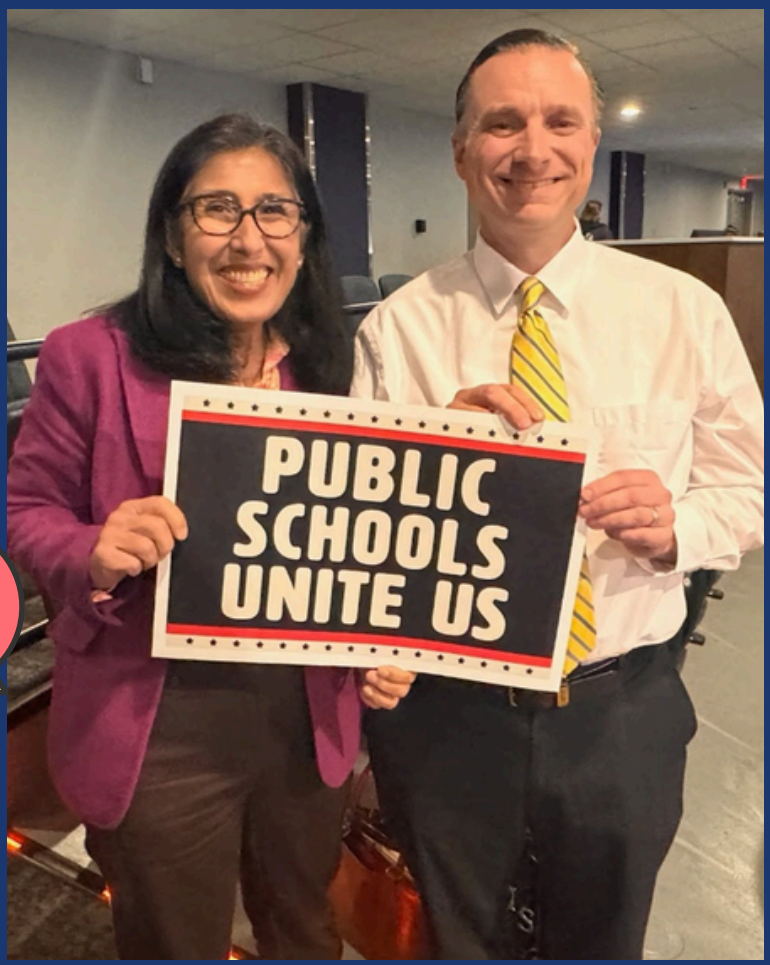


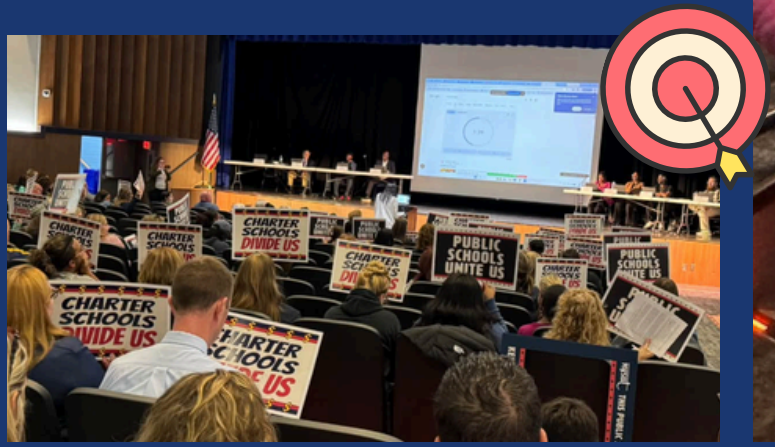
The Safe Schools Coalition is calling on the SUNY Charter Schools Institute and SUNY Trustees not to renew the charter of Little Water Preparatory Charter School beyond its current expiration date of July 31, 2027. PPSTA is proud to stand up for public education.











APPR GUIDANCE & LINKS

New Member Committee is here if you need them for support. Please email bulletin@ppsta.org for more information. Join us!



APPR Plan (2016)

Supplemental Memorandum of Agreement for 2017-2021

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.

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

5 OBSERVATION

Admin. Conducts Classroom Observation within 3 Days of Pre-Ob

6 UNANNOUNCED OBSERVATIONS (2)

Approved Administrator(s) Conducts 2 Unannounced Observations Before Post Conf

7 POST CONFERENCE

Held within 7 Days of Observation

8 SUMMATIVE

All observations completed by June 5. Summative meetings by June 10.

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

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_differentiated_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

Information
BENEFIT TRUST

MEDICAL

Medical

Your medical benefits for the PPSTA Plan are administered by UMR. We have 2 provider networks for in-network claims:
United HealthCare Choice Plus and
POMCO Select

DENTAL

Dental

Your dental benefits are administered by UMR. We have 2 provider networks for in-network claims: Dentemax and POMCO Select
If you have not already signed into UMR.com, please do so. You can see your EOB's (Explanation of Benefits), search for in-network providers and see your benefits!

VISION

VISION

Your vision benefit is administered by UHC not UMR. MyUHCvision.com began utilizing 2 factor authorization April 2025. For those having difficulty setting up the 2 factor authorization call 800.638.3120. This is the number on your card.
If you have not registered, you will need to call this number to get set up. Remember our vision year begins July 1.

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?



It is critical that when your address changes that you notify Olga (officesecretary@ppsta.org) and Debbie (benefittrust@ppsta.org). If we don't have your correct address things like dental and medical reimbursements will go to your old address and they don't always get sent back to UMR!



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.

The PPSTA Benefit Trust has engaged Health Navigator for actives and retirees no matter what their choice of medical plan. Members can use the service for not only their immediate dependents but parents, parent in laws and non-dependent adult children over the age of 26.

FREE

Sun Life

Health Navigator

Health Navigator now has an app: SunLife Health 360
The app can be used to get healthcare support or various wellness workouts.
You can also call 888-352-4969 or go to www.PinnacleCare.com/health-navigator-support

FREE

CLICK HERE

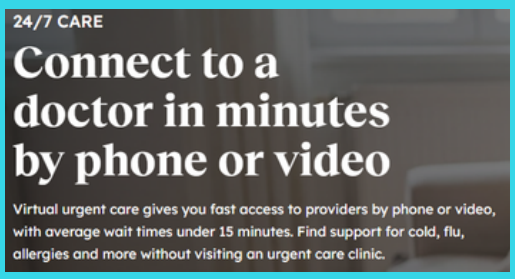
Health Navigator Services

Sun Life Health Navigator Care Advisors provide a high-touch, personalized model of support, offering in-depth medical knowledge of all health conditions.
Once Members engage with a Health Navigator Care Advisor, they continue working with the same trusted person throughout their engagement.

When a Member is facing a complex medical condition such as cancer, our Care Advisors help get access to top experts quickly, confirm diagnoses, and determine appropriate treatment options.

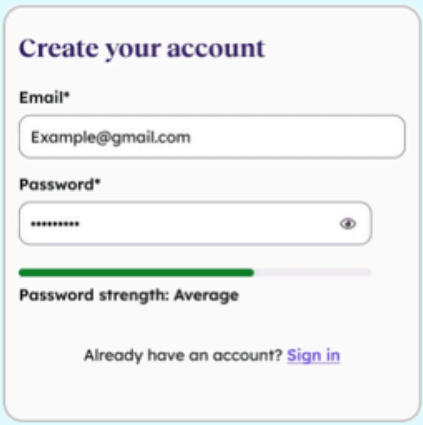
FREE BENEFIT

Teladoc HEALTH



Talk to a provider in minutes

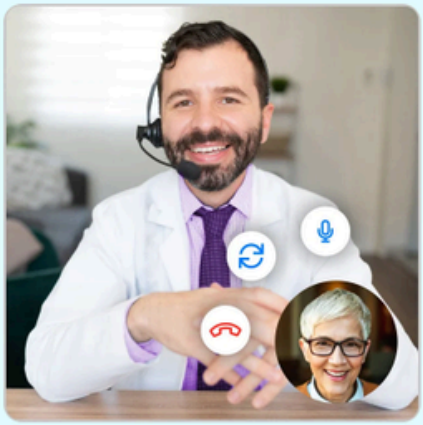
Get help without the hassle—you're only 3 steps away.



Step 1
Sign in or sign up



Step 2
Describe your symptoms



Step 3
Talk to a provider

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!

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/

Protect your independence with exclusive member savings

Your NYSUT membership allows you to preserve your independence with reduced pricing on important personal health and safety programs.

Home Care Plans: Affinity by True Freedom offers non-medical home care through a vast network of licensed and insured home care agencies. This benefit includes exclusive discounts not available to the general public with plans administered by Advisors Insurance Brokers/ New York Long-Term Care Brokers, provider of our endorsed long-term care insurance plan.

Hearing Care Plan: Save thousands on out-of-pocket costs for quality prescription hearing aids from TruHearing, ranging from $499 to $1,799 per device. Access a nationwide network of over 8,850 providers that can perform hearing tests and offer personalized hearing aid solutions. All purchases come with a 60-day no-risk trial period and one-year of follow-up support.

Medical Alert Systems: Enjoy up to a 40% discount on the monthly cost of a medical alert system from Connect America. At-home and on-the-go wearable safety devices are available with comprehensive coverage using landline, cellular, or GPS monitoring. All products include 4G LTE technology using the AT&T and Verizon cellular networks.

Preserve your independence with help from Member Benefits.

Scan the QR code, visit **mb-nysut.org/lifecare**, or call **800-626-8101**.

MEMBER BENEFITS
nysut
Working to Benefit You

