Important Dates

November:
5 – Superintendent’s Conference Day
6 - PPSTA Exec – 3:30 – Garden St
11 - No School
20 - PPSTA Rep Board Mtg – 3:30 – Garden St
27-29 No School

Curriculum Connection

Teacher Registration
Holders of Permanent and Professional certificates must be registered with NYSED. Those with Professional certs must also accrue 100 hours of CTLE hours every five years. Please see www.nysed.gov for details and record keeping forms.

In-Service
Paperwork for new course approval or previously approved courses MUST be received BEFORE the start of the course. Send In-Service requests to Barbara Williams at HR. The In-Service committee meets monthly to review applications. Make sure you provide ALL information required as noted on the form.

***If you would like something included in the Bulletin, including PR articles, congrats, and condolences, please submit them to bulletin@ppsta.org***

The PPSTA is on Facebook!
Find us under
“Poughkeepsie Public School Teachers’ Association”

Contact Us:
PPSTA Office:
40 Garden St.
Suite 207
Poughkeepsie, NY 12601
Phone: 845-471-3376
Fax: 845-471-6793

PPSTA Office Secretary:
Olga Mirabilio
hours: M-F 8:00-12:00
officesecretary@ppsta.org

PPSTA Officers:
Please see our website for contact information:
www.ppsta.org

The PPSTA Bulletin is the official notification for our membership regarding all medical and dental insurance information through UMR.
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
Question: I have been assigned grand jury duty. I will miss days because of this service. Will I be docked pay?

Answer: No. If you are compelled to be absent from duties by any court or official body having the power to legally compel attendance you will not be charged with any form of leave and your salary will be paid in full. (Article XV Section 7)

Question: I have been called to the Principal’s office. Can I bring a union representative?

Answer: It depends on the topic of the meeting. You should always ask the Principal about the topic before the meeting takes place and the Principal should give you the purpose of the meeting. You may always ask for a union representative and the Principal may grant the request. However, unless the meeting is an investigatory interview you are not entitled to a union representative. An investigatory interview is one which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what he/she says the employee has the right to union representation. These rights are called Weingarten Rights and were established by the Supreme Court in 1975. The employee must claim these rights. The supervisor is under no obligation to inform the employee. If you are in an investigatory interview or a meeting becomes investigatory you should state “If this discussion could in any way lead to my being disciplined or discharged, I request that my union representative be present at the meeting. Without representation I choose not to answer any questions.”

The PPSTA would like to congratulate the following members:
- Tammy McLean on her recent marriage
- Danielle Tierney on her recent marriage

Condolences
The PPSTA would like to share its sincerest condolences with:
- Anna Fichera
- Farrah Ward
- Almira Titre-Barnor
- Thomas Bell
- Michael Smith
- Nicole Guerra
- Noelle Willis
- Kelsey Grant
- Shannon Considine
- Colleen Lynch
- Kristin Yanez

on the passing of their family members.

The Importance of Record Keeping
IT IS VERY IMPORTANT THAT YOU MAKE AND KEEP A DIGITAL OR HARDCOPY OF THE FOLLOWING:
- Personal business requests
- Time cards for payment
- In-service credit requests or course approval
- APPR Evaluation & Timeline
- Communications with the District or Administration

Often problems arise and if these forms are lost or misplaced, it makes it much more difficult to retrace steps and for the PPSTA leadership to argue on your behalf. Without copies of all documents, it becomes more complicated to make sure that you are afforded all the rights to which you are entitled. Any confrontations with administration or parents should be documented for yourself in writing. It’s easier to recall conversations right after they have taken place. Put exact quotes in documents. Documenting such encounters and making copy of all documents, allows your union to represent you more effectively.

If you have a question on this or any other matter, contact your building representative.
MAKING STRIDES FOR BREAST CANCER WALK

Thank you to everyone who came out for a great day on October 20. The PPSTA team donation goal was met and exceeded, raising a total of $1,047!

Trunk Or Treat!

Thank you to everyone who helped make the Trunk Or Treat event on October 30 at the ELC a great success, either in person or through donations. The kids had a great time!
PPSTA Benefit Trust Information

Calendar year information:
Medical calendar year: 1.1-12.31  Legal calendar year: 4.1-3.31
Dental calendar year: 7.1-6.30  Opt-out calendar year: 9.1-8.31
Vision calendar year: 9.1-8.31

Notice to all UMR Plan members:
- Members can locate UMR Choice Plus providers by logging onto UMR
- The PPSTA and UMR websites have a wealth of benefit information.
- To access it go to www.ppsta.org. On the top menu, click on “BENEFITS” then click on the “PPSTA Plan”. You can also find the gym reimbursement form on this page.

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 to 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.

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.

*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 and 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.

QUESTIONS about prescription drug related questions, contact OptumRx at 1-877-559-2955.

QUESTIONS regarding available benefits, including preventive and routine services available to you and your dependents, contact UMR at 1-800-826-9781 Monday-Friday from 8am-5pm.

ANY PROBLEMS with the adjudication of claims or with a provider, PLEASE call the PPSTA office!! Debbie Kardas’ hours are Tuesday-Thursday 10:30-1:30. You can also contact her at benefittrust@ppsta.org.

For complete benefit details, see the PPSTA Benefit Trust Group Health and Dental summary plan description, available on UMR.com.