



PPSTA Bulletin Vol. #16 Issue #3 Nov. 3, 2014

PPSTA Office Secretary:

Valerie Carlisle

Monday-Thursday

9AM – 1PM

PPSTA Office address:

40 Garden St., Suite 207

PPSTA office number:

(845) 471-3376

Fax: (845) 471-6793

To contact Debbie Kardas,

PPSTA President:

president@ppsta.org

Norma Ramirez:

1stvp@ppsta.org

Lina Valdes: **2ndvp@ppsta.org**

Claire Kane:

treasurer@ppsta.org

Stephanie Volkland:

secretary@ppsta.org

Mary Ficht: **grievance@ppsta.org**

For PPSTA bulletin, send information to

bulletin@ppsta.org

THE PPSTA BULLETIN IS THE OFFICIAL NOTIFICATION FOR OUR MEMBERSHIP OF ALL MEDICAL AND DENTAL INSURANCE INFORMATION THROUGH POMCO.

Marianne's office hours

Mondays and Wednesdays from 9:00 AM – 11:00 AM

Thursdays from 10:00 AM – 1:00 PM

Call the PPSTA office if you have any questions 471-3376

Or email at **benefittrust@ppsta.org**

Nov. 4	ELECTION DAY! MAKE YOUR VOTE COUNT! Curriculum Comm. Meeting 3:30 PM Admin. Bldg.
Nov. 5	Exec. Bd. Meeting 3:30 PM 40 Garden St. PPSTA Scholarship Meeting PHS 3:30PM Rm 212 BOE Meeting 7PM Admin. Bldg.
Nov. 6	WILL DAY at the PPSTA Office (See flyer in this bulletin) DCUTC PR Comm. Meeting 4:30 PM Hyde Park, NY
Nov. 9-10	NYSTRS Delegate Meeting, Saratoga Springs, NY
Nov. 11	Veteran's Day Observed
Nov. 18	Curriculum Comm. Meeting 3:30 PM Admin. Bldg.
Nov. 19	Rep. Bd. Meeting 3:30 PM 40 Garden St. BOE Meeting 7PM Community Forum Q&A @ ELC
Nov. 26--28	Thanksgiving Recess
Dec. 3	Curriculum Comm. Meeting 3:30 PM Admin. Bldg.
Dec. 4	Exec. Bd. Meeting 3:30 PM 40 Garden St.



Calendar year information:

Medical calendar year: 1.1 - 12.31

Dental calendar year: 7.1 - 6.30

Vision calendar year: 9.1 - 8.31

Legal calendar year: 4.1 - 3.31

**IMPORTANT PPSTA NOTICE TO
MEDICARE PRIMARY MEMBERS**

When Medicare is primary, you essentially have 100% coverage for all medical benefits covered under Medicare. However, you will pay normal PPSTA Benefit Trust/POMCO copays for basic services until you meet your Medicare Part B deductible. For 2013, the deductible is \$147. After meeting the deductible Medicare eligible retirees will not have to pay any copays.

DENTAL CARE

Trick-or-treating for Halloween candy caps off the month of October for most children, but with the sugary holiday comes the potential for something much scarier than plastic lawn ghosts—cavities and dental bills.

Whether your children are consuming large quantities of sugary treats or not, maintaining dental hygiene is an important habit to teach children. The best time to instill good dental habits is when your child is still young.

Begin teeth-cleaning as soon as teeth appear in your infant's mouth; this may include using a soft cloth to wipe your child's gums.

Start brushing when your child's first teeth appear.

Begin using toothpaste around age 2, but check with your doctor for specific recommendations.

Floss for your child starting at age 4.

Teach your child to brush for him- or herself around age 6 or 7, although you will likely need to continue supervising.

Teach your child to floss by age 8.

Why Are Clean Teeth Important?

Sugar from food is left in the mouth and on teeth, fueling the formation of plaque. Plaque is a film of bacteria that covers the teeth and gums and can cause gum disease and tooth decay. Brushing and flossing removes plaque and keeps your teeth strong.

Daily Care

Brush teeth twice a day, making sure the inner, outer and chewing surfaces of the teeth, as well as the tongue, are cleaned.

Use a pea-sized amount of fluoride toothpaste approved by the American Dental Association (ADA). Floss at least daily.



Professional Care Recommendations

The ADA recommends that a child should have his or her first dental visit within six months of the first tooth coming in, but no later than his or her first birthday. Preventing dental problems is always easier than correcting them, and your dentist can also offer suggestions for daily dental care.

After that first visit, dental visits should become a routine part of your child's health care, with a dental visit typically occurring every six months. If you anticipate your child being anxious about the first dental visit, have him or her come along and observe your visit beforehand so he or she knows what to expect.



TURNING 65?

If you are retired, when you turn age 65, you **MUST** enroll in Medicare. When you receive a Medicare card, please make 2 copies of both sides of it and mail one to the PPSTA Office so we can submit it to POMCO. Send the other copy to: Ellen Marble, Poughkeepsie City School District Business Office, 11 College Ave., Poughkeepsie, NY 12603. This will enable you to receive a quarterly reimbursement for your monthly Medicare Part B contribution.

NEWLY MARRIED?

Send copies of marriage certificate and new spouse's social security card to PPSTA Office within 31 days or else you must wait until open enrollment period to add spouse.

LEGALLY SEPARATED / DIVORCED?

A covered spouse loses coverage on the last day of the month due to loss of dependency status (legal separation or divorce). You are required to notify the PPSTA Office immediately, otherwise you are committing fraud.

HAVING A BABY?

Pregnant Enrollees **must enroll in the Prenatal Program within the FIRST TRIMESTER** by calling the Claims Administrator (866-227-9936) and completing an enrollment form. You will lose out on important benefits if you fail to do so. Check on-line for the description of benefits of The Prenatal Program at www.PPSTA.org, click on POMCO in the top menu bar, then click on PPSTA Plan.

NEW BIRTH?

Send copies of birth certificate and social security card to PPSTA Office.

DEPENDENT TURNING 26?

Coverage ends on the last day of the Child's birthday month.

DIABETIC?

You **must enroll in the Diabetic Program** by calling the Claims Administrator (866-227-9936). Check on-line for the description of benefits of the Diabetic Program at www.PPSTA.org, click on POMCO in the top menu bar, then click on PPSTA Plan.

INFERTILITY & WEIGHT LOSS PROGRAMS

Check our plan document on-line for the description of conditions and benefits at www.PPSTA.org, click on POMCO in the top menu bar, then click on PPSTA Plan.

APPR Info to remember:

1. The parties also agree, for the 2012-13 school year only, teachers will receive two (2) weeks notification of the announced formal pre-observation conference as well as the proposed date for the observation. Teachers will submit lesson plans and TED documents to the administrator one week prior to the pre-observation. Within ten (10) days of the observation, a post-observation conference will be conducted. The parties also agree, for the 2012-13 school year, to provide feedback on an unannounced observation(s), which can also be forwarded electronically by the principal or other administrator within 48 hours. All Unannounced observations will be done after the Announced observations.
2. The parties also agree, for the 2012-13 school year only, that the Principal or other administrator will ensure that the goals collaboratively established, as well as the portfolio project proposal are submitted, reviewed and approved by November 15, 2012. The Principal or other administrator, prior to June 1, 2013, for the 2012-13 school year, will complete and post the timeline for reviewing and assessing the completed teacher portfolio and other evidence demonstrating the teacher's progress towards achievement of goals.

While this language speaks to the '2012-13 school year only, due to Triborough the terms and conditions of this language are still in effect. If any part of this language is not followed a unit member should send an email to Debbie Kardas PPSTA President (cc their CBR) who will then advise of the next appropriate step.



NYSUT NEWS!

For teachers seeking National Board Certification: Dec. 31st is the deadline to apply for the Albert Shanker grant.

Save the Date! Defensive Driving Class

PPSTA Office 40 Garden St.

Jan. 8 & 15

5:00 PM-8:00PM

Cost \$30

More information to follow.



Keep current with up- to-date political action information from NYSUT with the Member Action Center App!

FREE!

DOWNLOAD A NEW SMARTPHONE APP DESIGNED FOR THE NYSUT MAC.

PPSTA is on Facebook!

Find us under

“Poughkeepsie Public School Teachers’ Association”

then like us!



PPSTA Scholarship Committee

The PPSTA Scholarship raffle is underway, and though we have received tremendous support from the retirees, we still need your support. If you have not yet done so, please purchase your raffle tickets to support our student scholars at the HS and the moving up ceremonies at the elementary and middle schools.

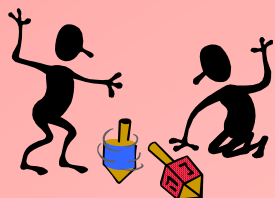
So far, generous donors have supplied the following gift items for raffle prize winners:

Price Chopper: Gift card
Vassar Golf Course: Voucher for free round of golf
Adams Fairacre Farms: Gift card
Four Brothers Pizza: Gift certificate
Debra T's Ice Cream Cafe: Gift card
Country Cut and Style: Gift certificate
Crystal's Closet: Spa package
Millbrook Winery: Tour and Tasting package
Fall Wine Gift basket

If you, or someone you know, is interested in providing a prize for us to include in the raffle, please let me or Shanna Andrawis know. The more prizes there are, the more winners there can be! :)

Thank you all for supporting the PPSTA scholarship raffle. If you would like to be a part of our committee, we meet at 3:30 the first Wednesday of the month in room 212 at PHS.





PPSTA and



TOYS FOR TOTS



ANDY'S PLACE

45 Dutchess Avenue
Poughkeepsie, NY 12601



Friday, December 12, 2014

3:30 p.m. to 5:30 p.m.

Ziti, Meatballs, Salad, and Cash Bar

\$15.00 PPSTA Members

\$20.00 Non-Members

*Please send your RSVP to: Traci Cillis @ Krieger
Jasmine Davidson @ Krieger*

Toys for Tots Holiday Social
RSVP by December 5, 2014

Please bring an unwrapped toy.
Make your checks payable to PPSTA

Name _____
School _____ Retired _____
Number Attending _____ Amount Enclosed \$ _____





November 4, 2014 VOTE! VOTE! VOTE!
FOR NYSUT ENDORSED CANDIDATES!

SEE NYSUT UNITED FOR A COMPLETE LIST OF NYSUT
ENDORSED CANDIDATES, PAGE 7.

**NYSUT and RFK Center launch fourth annual Speak Truth To
Power nationwide video contest.**

The RFK video competition, conducted in partnership with the Tribeca Film Institute, invites students to create a three-minute video examining a human rights issue and profiling the defenders who are fighting to restore justice. The contest builds upon the RFK Center's Speak Truth To Power human rights curriculum, developed with NYSUT.

THE PPSTA POLITICAL ACTION COMMITTEE URGES ALL MEMBERS TO SIGN UP TO ATTEND **ONE** BOARD MEETING THIS YEAR. YOUR ADVISERS WILL BE IN CONTACT WITH YOU WITH MORE INFORMATION ON DATES AND LOCATIONS OF THE MEETINGS!



The NYSUT Relief Fund is an on going effort!

Please help NYSUT help our sisters and brothers. The NYSUT Disaster Relief Fund relies on voluntary donations. You can make an online donation using PayPal at NYSUT.org/disasterrelief.

*NYSUT assumes 100% of administration costs associated with the NYSUT Disaster Relief Fund.





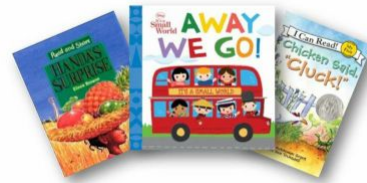
Access to New Books for Children in Need

What's new on the First Book Marketplace?

Now that the bustle of Back to School time is slowing down, we wanted to let you know about a few new additions to [The First Book Marketplace](http://www.fbmarketplace.org). Take a look below at some of the highlights below, then visit www.fbmarketplace.org to check out what else is new this month!

Books for \$2 and less!

Want to get amazing titles and also *really* make your budget stretch? Our new **\$2 and less** section features only titles that are \$2 or under. You can send your kids home with tons of books to keep them reading all year long!



International Day of the Girl Collection

October 11th is International Day of the Girl, dedicated to promoting girls' human rights. In celebration, we've put together a fantastic collection of stories to help spark conversations and inspire your students. This collection features the incredible DVD *Girl Rising*, which tells the story of 9 young girls and how education empowers them. It also includes a free Girl Rising Teacher's Guide and six thought-provoking books.



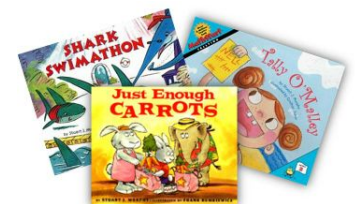
Free copies of The School For Good & Evil!

Do you have 10-15 year old readers who just love fantasy stories? Get them hooked on the best-selling *School for Good & Evil* series with this limited time offer: for every hardcover copy of book two you buy, we'll send you a copy of book one for free! Just use the code **SchoolForGood** when you check out.



New Math Books for grades K-3

We have new books to inspire kids to enjoy math, thanks to the American Fuel & Petrochemical Manufacturers. These engaging picture books make math fun and easy for young readers, helping to create a strong workforce for the future!



50% off Latino Interest Books

It's Hispanic Heritage month! To celebrate, we're offering 50% off all titles from the Latino Interest section. This is all thanks to our friends at Disney, who recognize the importance of making culturally relevant books accessible for all kids. Just enter the code **Leamos50** when you check out! Hurry - this code is available



Protecting your family for the future



It's important that your family members are financially protected throughout their lives. Have you stopped to consider what would happen to your spouse and/or children if you were to suddenly pass away?

Would your loved ones be able to continue to live in their home, pay regular bills and maintain a comfortable lifestyle? What about your final medical, burial or funeral expenses?

And it's not a question of just having a life insurance policy... make sure you have enough coverage to provide for your family. Find a plan that's right for you and your specific financial situation.

Plans designed specifically for NYSUT members

As NYSUT members, it makes prudent sense to look into the Term Life or Level Term Life Insurance Plans endorsed by NYSUT Member Benefits. Both of these plans offer specific terms and rates designed exclusively with NYSUT members and their families in mind.

The **Term Life Plan** is available for NYSUT members and their spouses/domestic partners under age 85. If you are under age 65, you can apply for coverage from \$25,000 up to \$1 million at premiums negotiated specifically for NYSUT members.

Meanwhile, the **Level Term Life Plan** offers terms for 10, 15 or 20-year periods. The premium that you start with is projected to remain the same and the benefit amount will not decrease throughout the term – regardless of your age or health condition.

You can enjoy an **additional savings of 15%** on published rates if your local association has approved automatic deductions from your paycheck or pension check and you sign up for that benefit.

To learn more about the Member Benefits-endorsed Term Life or Level Term Life Insurance Plans, call **800-626-8101** or visit memberbenefits.nysut.org.

Member Appreciation Month is coming!

NYSUT Member Benefits wants to start the New Year off right with a celebration of the entire NYSUT membership.

These offers will continue into February 2015, which has been designated as Member Appreciation Month!

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer approximately 50 endorsed programs & services designed with you in mind.

This special celebration will be kicking off in January 2015 with the arrival of your new membership cards. This mailing will include a variety of special offers only available to NYSUT members.



This will be a month filled with a series of special prize drawings for items donated by our endorsed program providers. To be eligible for these drawings, all you need to do is be a participant in our voluntary MAP Alert email service.

We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

For more details about this exciting event, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



**GET E-MAIL
NOTIFICATION
FOR YOUR PPSTA
BULLETIN!**

The PPSTA would like to send congratulations to:

*Sean Cutting (PMS), on the birth of his
daughter.*

**HELP THE PPSTA
SAVE PAPER, WORK,
TIME, AND MONEY!**



**Thank you to all our
Veterans!**

Nov. 11, 2014

**The PPSTA would like to thank all of our
servicemen and women who protect our nation.
Happy Veteran's Day!**

If you would like to receive notification by email when the bulletin is posted on our website, send an e-mail to:

bulletin@ppsta.org.

In the subject line, write: **MY BULLETIN**. In the body of the e-mail, include your name and building OR indicate if you are a retiree.

Only personal e-mails will be accepted!!



*May you have a blessed, restful holiday
with your family and friends.*

****PLEASE BE AWARE
THAT IF YOUR E-MAIL
CHANGES, YOU ARE
RESPONSIBLE FOR
SENDING AN E-MAIL
UPDATE TO:
bulletin@ppsta.org**



The PPSTA would like to extend sincere condolences to:

PPSTA Retiree, Mary Lofaro, on the passing of her husband, Frank.

PPSTA Retiree, Jerilee Relyea, on the passing of her mother.

The Importance of Record Keeping

Whenever you send or receive a document such as a personal business day request, a time card for payment, a request for in-service credit or course approval, a formal evaluation or any other communication with the District office or administration, it is very important that you make and keep a copy. There are times that these forms are lost or misplaced or some problem arises with them. 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 is more difficult to make sure that you are afforded all the rights to which you are entitled.

If you submit a disciplinary referral, you should keep a copy for your files. If you have any confrontations with either administration or with parents, you should document all such encounters in writing. It is much easier to recall conversations right after they have taken place than after the fact. Always try to put exact quotes in such documents. By documenting any such encounters and making copies of all documents allows your union to represent you more effectively.

Thank you to the PPSTA volunteers on "Make a Difference Day" - Saturday, October 25, 2014.

Warring School: Colleen Lynch, Linda Dean, Antoinette Santoro, and Tasha Benbow.

Clinton School: Suzi Sullivan

Krieger School: Skip Hoover and Chris Fairweather,

PPSTA Retirees: Adele Mauriello, George LaVelle, and Valerie Carlisle



PPSTA

WILL DAY

November 6, 2014

As a benefit of the PPSTA Access Group Legal Service 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.

On 11/7/2013, a plan attorney will be at the PPSTA Office at 40 Garden Street beginning at 2:30 p.m., to meet with legal plan participants on an individual basis to assist in drafting a Simple Will. Member, spouses, 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 **Valerie Carlisle at 845-471-3376**.

If you would like to take advantage of this service, complete the coupon below and return it to Valerie 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- 6:00: 1st _____ 2nd _____ 3rd _____

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

Return coupon to: Valerie Carlisle at the PPSTA Office via inter-office mail or call.

Response Deadline: October 30, 2014

Sick Bank Protocol

To request Sick Bank days:

Go to the **PPSTA.org** website, click on **forms** tab at the top, and print 2 forms:

1. **Request for Withdrawal of Sick Days**
2. **Doctor Certification form for Sick Leave Bank**

Send these forms along with a copy of a doctor's note specifically giving reason and dates to:

Sick Bank Chair: Katie Livermore, PHS,
70 Forbus Street
Poughkeepsie, NY 12603

The doctor's note should also be sent to:

Sheryl Small
Administration Building
11 College Avenue
Poughkeepsie, NY 12603

If possible make your request two weeks before days are needed.

You must use ALL of your allotted sick days first and then apply for Sick Bank for the remainder of the time you need to be out.

If in doubt about the number of sick days you have, contact Sheryl Small at 451-4900 Ext.4970.

If you have questions call or email Katie at 451-4850 Ext. 2218, or klivermo@poughkeepsieschools.org.

The maximum number of days that can be requested is 30 days. If more days are needed then the entire process needs to be repeated.



Contract Corner

Question: I have been assigned grand jury duty. I will miss days because of this service. Is this a personal day?

Question: I have a subpoena to go to court. Is this a personal day?

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 told that in order for me to get paid for credits beyond my Bachelors or my Masters degree that they must be graduate level credits. Is this true?

Answer: No, according to Article XII Section 5.4 there is no stipulation in either section (a) (BA) or section (b) (MA) that the credits must be at a graduate level. All that is mentioned is that there is a maximum of seventy five (75) credit hours for pay beyond a Bachelors degree and sixty (60) credit hours beyond a Masters degree except for in-service coursework which may be accumulated beyond the hours above. Credits are paid at a rate of \$95 per credit during this school year. (Either college credits or in-Service credits)

Question: Can I leave the building during my prep period?

Answer: You may leave the building during your prep period as long as you follow procedure. You must sign out prior to leaving the building and then you must sign in. (Article XXIX Maintenance of Standards pg.40.)