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## PRINCIPLES

We hold as a sacred principle, that professional public school employees shall set a good example as faithful public servants, performing their duties to the public with honor to themselves, to the school system, and to their organization. We hold a liberal education for all people to be a preeminent goal for the common good. To achieve this goal, we have resolved to encourage and to stimulate our members to take an active interest in the civic affairs of their country and the District of Columbia, in order that they can work and vote intelligently and effectively for this goal.

## CSO BENEFITS

CSO Members who need legal help have available free legal services from the Ades Firm. They can be reached for consultation at 202-452-8080.

[CSO Legal Service Plan Booklet](#)

As a Union member, you are entitled to special benefits from our national office, American Federation of School Administrators. You can access their information:

<https://www.theschoolleader.org/member-benefits>

Utilize your Dental and Vision benefits before the year comes to an end. Your deductible starts anew at the beginning of the year!

See the attached brochures for pertinent information.

## SICK LEAVE BANK

The Sick Leave Bank is designed to provide temporary assistance to members in the event of unexpected illnesses. Members may be granted up to 30 days from the Bank per semester, and a maximum of 60 days per school year. [Sick Leave Bank Guidelines](#)

## PROFESSIONAL DEVELOPMENT POLICY

Each full-time employee of DCPS who is a dues-paying member of the CSO has a right to receive

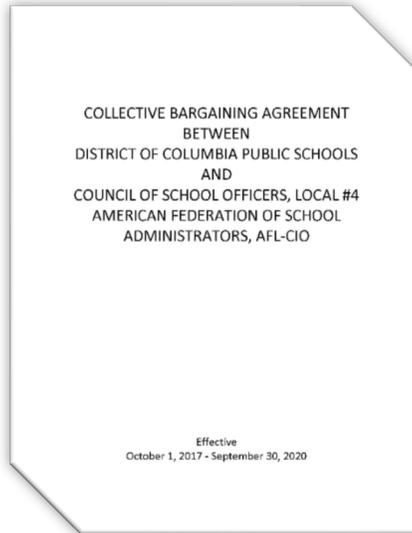
1. Payment or reimbursement for membership fees for a professional organization directly aligned to the specific job for which they are hired in DC Public Schools per academic school year.
2. Reimbursement for registration to a professional conference directly aligned to the specific job for which they are hired in DC Public Schools per academic school year.

Visit the [CSO Website](#) to review the entire Professional Development Policy.

## CONTRACT NEGOTIATIONS

CSO is in the initial stages of contract negotiations. We continue to request dates from DCPS to come to the table. As of this writing, DCPS has not provided a specific date to begin. CSO will utilize all legal remedies to push the negotiations forward. As well, the Negotiations Team and Committee are working to collect information from all members in regards to what is most important to our members.

- ❖ As well, please be mindful that all negotiated salaries will be retroactive to October 2020.



## RETIREES CORNER

We are looking forward to engaging our retired CSO members in more of the upcoming activities of the union. Your expertise and experience will surely be an asset to the overall growth of the union. For further information on the role you can play contact one of the below Retiree Executive Board Members:

**Patricia B Briscoe**  
pbbdciaa@yahoo.com

**Gwendolyn Brown**  
Bronxgal95@gmail.com

**Allen Chin**  
aec10@yahoo.com

## VACCINE UPDATE

CSO Members, in discussions with DCPS regarding compliance with the vaccine mandate, it was shared that an employee is not in compliance until their information is uploaded into PeopleSoft. If you are experiencing challenges in getting your information uploaded, please reach out. Disciplinary notices are being mailed to members who are not in compliance, and CSO wants to ensure that no member is wrongfully impacted.

## PERSONAL DAYS

As we approach the holiday season, please take advantage of the negotiated "Perdy Days" afforded to all CSO members. These two days can be utilized during anytime within the school year with the approval of your supervisor. If there are questions, this benefit is found in Article 35 (A) of your CBA. Remember, these days DO NOT carry forward to a new school year.

If the Mayor closes DC Government the day after Thanksgiving, then you don't have to use leave or a personal day. If the Mayor does not close DC Government the day after Thanksgiving, you are free to use your personal day if desired.

## SAVE THE DATE

December 7, 2021

General Membership Meeting

December 8, 2021

CSO Holiday Party

## UPCOMING EVENTS

AFSA's Triennial Convention that was scheduled for this summer in Puerto Rico has been postponed because of COVID-19. The convention will be rescheduled for the summer of 2022.

The AFL-CIO also has postponed its Constitutional Convention by one year; it now will be held in Philadelphia by the end of June 2022.

## DO YOU KNOW YOUR CONTRACT?

Please review [Article 37 - School Safety](#). This agreement emphasizes that you have a right to a safe working environment. Given the relaxed position of DCPS in regard to student and community accountability, please share with CSO any concerns in this regard!

### ARTICLE 37 – SCHOOL SAFETY

**A.** The parties recognize that a first priority for DCPS is the safety of DCPS students and staff. The parties further recognize that all school officers and administrators have the right to work in a safe and secure environment. To that end, no school officer or administrator will be required, as a part of their job duties, to intervene physically in physical altercations that they reasonably believe place their own safety at risk.

**B.** DCPS recognizes that it is its responsibility to provide adequate security for the safety of all students and staff at DCPS facilities, including addressing violent and potentially violent altercations. As such, DCPS shall provide schools with access to private security officers, as funding and MPD capacity allows. Within forty-five (45) days of ratification, the parties will establish a joint task force to address security force staffing, including deployment and scheduling. The task force will convene twice each school year or as needed to address a member's concern that security allocation is insufficient. The task force will consist of the Chancellor or his/her designee, CSO members, and DCPS management.

**C.** Within ninety (90) days of the ratification of this contract, DCPS shall offer members training on de-escalation techniques and appropriate responses to violent or dangerous situations. Members will not be disciplined for physical intervention which conforms to the training.

**D.** If a Member physically intervenes in a physical altercation involving DCPS students and/or staff for the purposes of self-defense, the defense of others, the protection of the educational environment, or to regain or maintain order, the Member shall not be subject to adverse employment action unless the Member's actions were excessive given the nature of the threat involved and the availability of alternatives to the Member's actions.

**E.** Additionally, in order to support the safe and secure environment for students and staff, Principals reserve the right to have anyone escorted from the local school building, if that person is causing a disruption to the school environment. Due to the immediate nature of the security of students and staff, Principals may request that any such escort from the building be conducted by security officers or MPD if necessary and may immediately request that the escorted individual be barred from the school by DCPS. Furthermore, DCPS will commit to provide an expedited review of barring notice requests.

## MEMBER SURVEY

CSO Members, below is the link to the recently completed member survey. We had 114 respondents who shared very insightful thoughts regarding the upcoming contract negotiations and other pertinent information related to our Union. Please take a moment to review the survey and feel free to share with CSO any additional thoughts or suggestions. Your input is vital!

[CSO Member Survey](#)

## NATIONAL BLUE RIBBON SCHOOL 2021

On behalf of the CSO, we want to congratulate the staff, students, parents and community partners of John Eaton Elementary School for being named a National Blue Ribbon School 2021. During the pandemic, you were able to maintain excellence in education at John Eaton Elementary School. An awesome job indeed. Continue to soar to higher heights.

**Please send the CSO your accolades and awards!**

## EG OFFICER STEP INCREASE PROTOCOL

Step increase protocol for EG Officers:

Steps 1-3: There is a one-year waiting period on each step until an employee moves to the next highest step.

Steps 4-6: There is a two-year waiting period on each step until an employee moves to the next highest step.

Steps 7-10: There is a three-year waiting period on each step until an employee moves to the next highest step.

## ALAS 2021-2022 LEADERSHIP AWARD

CSO Member, Elba Garcia, was awarded Administrator of the Year by the Association of Latino Administrators and Superintendents (ALAS)

ALAS selected 18 outstanding leaders to receive awards for their education advocacy and leadership.

"We're thrilled to recognize these 18 amazing leaders for their achievements and advocacy in helping to advance education and opportunities for Latino and other historically marginalized youth and working to enrich the perspective of our rich and diverse Latino culture," said ALAS Executive Director Dr. Maria Armstrong. "They are truly an inspiration and we look forward to celebrating their accomplishments!"

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SOCIAL





## OPEN ENROLLMENT



Open Enrollment began Monday, November 8th and ends Monday, December 13, 2021. It is your annual opportunity to update your Benefits selections

We strongly encourage you to review your current Dental and Vision elections in PeopleSoft by doing the following:

- Click on "Benefits" from the homepage.
- Then click on "Benefit Events" in the top left corner of the benefits summary page.
- Then select the radio button for "Open Enrollment" to enter the enrollment event.

The cost for both the Dental and Vision plans is still covered by DCPS, with no cost to our members. Members are automatically enrolled in 'Employee Only' coverage at the time of hire. However, should you need to add dependents to your Dental and/or Vision plans, you now can add the dependents yourself, directly in PeopleSoft.

We are happy to help you with any questions you might have. Or contact the DCPS Benefits team at [dcps.benefits@k12.dc.gov](mailto:dcps.benefits@k12.dc.gov).

## MENTORSHIP

The CSO, in partnership with DCPS, is looking for retired DCPS employees to serve as mentors to support DCPS principals and assistant principals. As a small token, CSO will pay \$35.00 an hour with a maximum of 10 hours per pay period for those who are willing to take on this challenge. This will be a non evaluative resource for principals and assistant principals. If you know of anyone who might be interested, have them contact Barbara Childs at [bchilds@csolocal4.org](mailto:bchilds@csolocal4.org) or 202-526-4700.

We urge you to pass on this information to your colleagues. We

## SUBSTITUTES NEEDED

The Council of School Officers is pleased to announce DCPS has made an offer we do not think you can refuse. During this pandemic, many schools are faced with a lack of qualified substitute teachers. To try and alleviate this situation, DCPS is reaching out to former educators to pick of the mantel and support schools by lending your expertise to DCPS students. DCPS will offer a maximum of \$300.00 a day on a long- or short-term temporary basis, to former educators to substitute. We think this would be a great opportunity for you to continue to give your expertise to DCPS. If you are interested, contact Barbara Childs at [bchilds@csolocal4.org](mailto:bchilds@csolocal4.org) or 202-526-4700.

# AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS NEWS

COVID-19 Moves AFSA Convention to Summer 2022 AFSA's Triennial Convention that was scheduled for this summer in Puerto Rico has been postponed because of COVID-19. The convention will be rescheduled for the summer of 2022. "The AFSA General Executive Board waited a long time to make this decision hoping that the COVID-19 situation would change. Delaying this convention was not taken lightly," said AFSA President Ernest Logan. "We looked at many options, but in the end, we understood that convention business is better conducted in person, allowing for the free exchange among delegates—and anything else is a disservice to our membership." According to the board resolution, "travel restrictions and risks caused by the COVID pandemic have made meeting together for AFSA's Triennial Convention this summer impractical and unwise." Board minutes indicate a convention call to all AFSA locals and state councils shall be made on or before March 1, 2022, setting forth the number of delegates and procedures for selecting them, and requesting suggestions and recommendations for the convention. It also states that the terms of the current officers and general vice presidents are hereby extended until the election is completed at the summer 2022 convention. The AFL-CIO also has postponed its Constitutional Convention; it now will be held in Philadelphia by the end of June 2022.

## CSO BACK TO SCHOOL SOCIAL

CSO hosted a Back to School Social October 13, 2021 at Hook Hall. Of course, CSO had swag for the members. We disseminated CSO masks and hard cover lined journals.

## NEW PRINCIPAL'S FELLOWSHIP

On Friday, November 12, the CSO hosted a New Principal's Fellowship under the leadership of Tiffany Johnson, Principal of Whittier Elementary School, at Ivy City Smokehouse. The fellowship, camaraderie and networking were enjoyed by all.

## CSO EXECUTIVE BOARD MEMBERS

### President

Richard Jackson

### Executive Vice President

Barbara Childs

### Treasurer

Arthur Linder, Sr.

### Secretary

Delisa Green

### School Representatives

Soncyree Lee

Alexis Richburg

Jacqueline Anderson

Chunita Pilgrim

Nicole Pitre

Charlette Butler-Strickland

Staci McDuffie

Louise Jones

Kimbria Jackson

Isaiah Lassiter

Tamara Dukes

Elba Garcia

### Retirees

Gwendolyn Brown

Patirica Briscoe

Allen Chin

### Elementary and Non-School Based Field Representative

Renee Jackson

### High and Middle School Field Representative

Robert Saunders

### Exec Board Liaison and Retiree Support

Elaine McCain

### Special Events and Social Media Coordinator

Narida Thorne

### Office Manager

Zanette Childs

# CSO BACK TO SCHOOL SOCIAL OCTOBER 2021



# CSO BACK TO SCHOOL SOCIAL OCTOBER 2021





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202.526.4700**

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**@CSOLOCAL4**