



The **CONNECT**

"Growing our Union"

OCTOBER 2022

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.

ISSUE NUMBER 18



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LETTER FROM THE PRESIDENT

Greetings CSO Members,

As we enter this new school year, it is my distinct pleasure to lead our rapidly growing and improving Union. As we have completed a new contract and begun the process of finding a new permanent home for CSO, I am so proud of the direction and leadership that our members are taking in the Union. In thinking about the many outstanding accomplishments of our members, our new motto is so appropriate. CSO and its members exemplify “Excellence in Leadership.” Through your efforts and collective engagement, we have been able to impact our individual schools and the city at large. Let’s keep up the positive momentum.

In order to continue our growth, I am asking all members to ensure that you reach out to those who have yet to join. Our strength lies in our collective numbers. As well, as the cost of operating the Union increases, we must have as many involved as possible to continue to offer the level of services you have come to expect. As you receive your upcoming pay increases, I will be requesting from our Executive Board the authority to slightly increase the dues payment. These additional funds will be used to defer the increased operational cost, build our legal coffers and continue to grow the Union. Your support and acceptance of this adjustment are and will be appreciated.

In closing, just a special note of thanks to all who have supported and encouraged my leadership. Your positive words and suggestions do not fall on deaf ears. I am here to serve you and your trust in my leadership propels me on your behalf. Thank you and I look forward to continuing to serve you!

In collaboration,

Richard



CSO and DCPS Collective Bargaining Agreement Updates

Mayor Bowser Signs Agreement with the Council of School Officers, 9/14/22



New Contract Implementation Update

The process for the full acceptance and implementation of the newly negotiated CSO contract is steadily moving forward. Currently, the agreement is in the office of Councilwoman Elissa Silverman, who is possibly scheduling a roundtable with her committee to discuss specific aspects of the agreement. The agreement is expected to become final in early November. Once that process is completed the agreement will be forwarded to DCPS Payroll to compute and prepare for distribution the retro pay and current salary scale adjustments. We appreciate your patience during this elongated period of approvals, it would be a reasonable expectation to receive the initial payouts closer to Christmas, than Thanksgiving. If you have questions, please reach out to us.

New Contract Highlights

- 4-year contract from 2020 to 2024 totaling a 12.5% increase.
- Retro pay of 2.5% for SY 20-21; 2.5% for SY 21-22; 3.5% for SY 22-23 and 4% for SY 23-24.
- Availability of Administrative Premium for all CSO members, except Principals and Assistant Principals. \$60 per hour, maximum of 10 hours per week.
- Principals and Assistant Principals eligible for a \$5000 yearly stipend, to be paid in June of each school year.
- Enhanced IMPACT bonus for all CSO members, except Principals and Assistant Principals, totaling \$7500.
- Partial Tuition reimbursement of \$500 per semester for graduate study.
- Additional Personal (Perdy) Days from 2 to 5 days per school year.
- Availability of 50% of salary Paid and Unpaid Educational Leave.
- Enhanced Dental and Vision Benefits, inclusive of Implants and Orthodontics.
- Principal and Assistant Principals with no reversion rights to receive a 10k severance payment.

This list is not a total of the gains in our new contract, we strongly recommend that each member read the agreement when it becomes available. If you have questions, please reach out to us.

WORKPLACE AND SCHOOL SECURITY CONCERNS

CSO continues to receive reports of verbal and physical violence episodes directed at our members. Please feel free to utilize CSO as a support in the event DCPS or others attempt to take any actions. We continue to share with management our concerns regarding the expectation that all members have a safe working environment. In the unfortunate event that you are required to intervene in a violent episode, please use all caution in how you engage. There can be repercussions regarding how you engage and even what you say. We are here for support.

NEW BUILDING COMMITTEE

As your Union continues to grow and improve, we are seeking to purchase a new permanent home for our CSO offices. The Finance Committee, led by Board Treasurer, Arthur Linder, is arduously meeting with realtors to assess the possibility of CSO purchasing a permanent home. We expect that we should find, finance and move into a new permanent office within the next 18-24 months. If you are aware of any possible sites or you would like to serve on the New Building Committee, please reach out to us at 202-526-4700. Thanks in advance for your willingness to serve.

OPEN ENROLLMENT

Open Enrollment will be held from November 14, 2022, until December 12, 2022. Open Enrollment is the perfect time to check your benefit selections in PeopleSoft and ensure your dependents are listed and covered. Benefit selections will be effective the first week of January 2023.



Do you know your Contract?

Article 2 - Definitions

Chancellor

The term “Chancellor” refers to the chief executive officer of the District of Columbia Public Schools as designated pursuant to D.C. Code § 38-174.

District of Columbia Public Schools

The term “District of Columbia Public Schools” or “DCPS” as used in this Agreement refers to the District of Columbia Public Schools and the District of Columbia Public Schools’ subordinate Officers, whichever is deemed appropriate.

Council

The term “Council” as used in this Agreement means the Council of School Officers, Local #4, American Federation of School Administrators, AFL-CIO.

Officer

The term “Officer” as used in this Agreement shall mean all employees who are covered by this Agreement.

Parties

The term “Parties” as used in this Agreement means the District of Columbia Public Schools and the Council as signatories to this Agreement.

Service Computation Date

The term “service computation date” as used in this Agreement shall mean the date derived from an employee’s total creditable length of service as is defined and applied in the Rules of the District of Columbia Public Schools on reduction-in-force.

CSO Member Benefits

PERDY Days: Personal Days

As we approach the holiday season, please take advantage of the negotiated “Perdy Days” afforded to all CSO members. These five days can be utilized 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.

The Day after Thanksgiving

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

Sick Leave Bank

All dues-paying members of the Council of School Officers are eligible to join the Sick Leave Bank. In order to participate in the Bank, you must enroll once and contribute one day of sick leave each year to the bank.

An FMLA form must be completed and approved by DCPS before requesting leave from the sick leave bank. You can be granted leave from the bank when you have exhausted all of your sick leave.

To ensure that you have met all the requirements, the Sick Leave Bank pamphlet can be found on our website <https://www.councilofschoolofficers.org/resources>. We encourage all members to join the Sick Leave Bank.

Membership Dues Increase

As the cost of operating your Union has increased and our legal expenses to defend and negotiate our contract has become more costly, we have no other alternative than to increase our membership dues to meet these rising cost. The Executive Board at our October meeting decided to increase our membership dues from the current \$37.21 per pay period to \$43.21. per pay period. This increase will become effective in January 2023. These additional funds will help to offset the increased operating cost of our office, afford the type of legal and attorney services our members require, and support the increased cost of locating a permanent home. As well, this will allow us to retain the field reps and continue to grow the Union. Your investment in CSO is needed and a central reason we continue to demonstrate Excellence in Leadership. We thank you in advance for your support and faith!

Professional Development

Professional Organization Membership Fees

Each full dues-paying member can receive payment for membership fees for a professional organization directly aligned to the specific job for which they are hired in DC Public Schools.

- Membership fees will be paid or reimbursed up to \$350 per academic school year.
- Each member will be afforded one (1) membership per academic school year.
- In order to be eligible for reimbursement, all documents must be submitted within 45 business days after payment of membership dues.

Professional Conference Registration Reimbursement

Each full dues-paying member can receive reimbursement for registration to a professional conference directly aligned to the specific job for which they are hired in DC Public Schools.

- Registration fee reimbursement will be up to \$300 per academic year.
- In order to request reimbursement, the member must provide proof of registration for the specific conference. A member will be afforded one (1) conference registration reimbursement each academic school year.
- In order to be eligible for reimbursement, all documents must be submitted within 45 business days after conclusion of the conference.

Tuition Reimbursement

Each full dues-paying member can receive tuition reimbursement directly aligned to the specific job function for which they are hired in DC Public Schools.

- Tuition reimbursement will be up to \$500 per semester or \$1000 per academic school year.
- In order to request reimbursement, the member must provide proof of paid registration for the specific class. A member can be afforded one (1) tuition reimbursement each semester (2 each academic school year).
- In order to be eligible for reimbursement, all documents must be submitted within 45 business days after the conclusion of the specific course.

In order to receive reimbursement, the member must submit proof of payment for the specific request for reimbursement, electronically, to the CSO Office to the attention of bchilds@csolocal4.org.

The Council of School Officers will provide, when appropriate, professional development opportunities for any full dues-paying member.

Meet the CSO Executive Board

The governing body of your union, CSO, is our Executive Board. This body oversees the general operations of the union and makes critical operational and financial decisions concerning our organization.



PRESIDENT



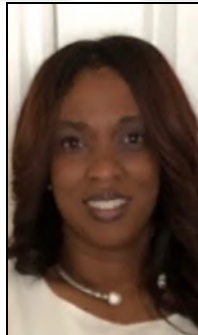
**EXECUTIVE VICE
PRESIDENT**



TREASURER



SECRETARY



Due to retirement and other life decisions, we currently have vacancies. As such, we are asking any member interested in serving the remainder of the vacated positions terms to send an interest email to rjackson@csolocal4.org. I will reach out to you to discuss the specifics of this important responsibility. To all who respond, thanks for your willingness to serve!

Available Positions:

- High School Principal**
- Elementary School Assistant Principal**
- 2 Vacancies - All Other Union Positions except RSP**

NATIONAL PRINCIPALS MONTH POLICY BRIEFING

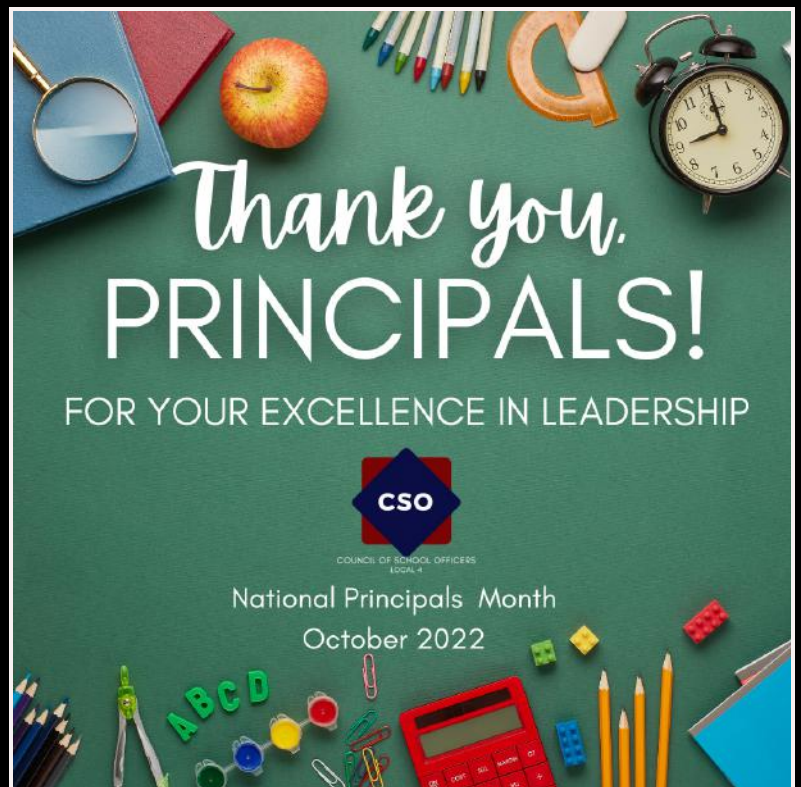
On Wednesday, October 12, Executive Vice President Barbara Childs and Treasurer Arthur Linder, Sr. attended the annual National Principals Month policy briefing at the AFL-CIO building. The event was hosted by AFSA, NAESP and NASSP to recognize the contributions of outstanding school leaders to both policy and practice and to discuss the most pressing issues facing schools today. A special invited panelist was Congressman Jamie Raskin from Maryland 8th Congressional District.



UPCOMING CONVENTIONS

ASCD	March 31 – April 3, 2023 Denver, Colorado
ASHA	November 17 – 19, 2022 New Orleans, Louisiana
CEC	March 1 -4, 2023 Louisville, Kentucky
NABSE	November 30 – December 4, 2022 National Harbor, Maryland
NAESP	July 10 – 12, 2023 National Harbor, Maryland
NASP	February 7 – 10, 2023 Denver, Colorado
NASSP	July 12 – 15, 2023 Denver, Colorado

NATIONAL PRINCIPALS MONTH – OCTOBER 2022





AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS CONVENTION

Members of the Executive Board and elected Delegates represented CSO Local 4 at the American Federation of School Administrators convention in San Juan, Puerto Rico, July 20 - 24. Attending members were President Richard Jackson, Executive Vice-President Barbara Childs, Treasurer Arthur Linder, Retiree Member Gwendolyn Brown, Delegate Delisa Green, Delegate Chunita Pilgrim, Delegate Charlette Butler-Strickland, Delegate Nicole Pitre, and Alternate Delegate Soncyree Lee. Members and Delegates participated in a wide variety of workshops focused on improving membership engagement, creating legislative strategies to improve working conditions, leading initiatives to increase mental health awareness and practices, as well as, leading national efforts to improve school safety for school leaders and staff. Collaboration on a national level with our union brothers and sisters was a phenomenal experience! Attendees also had the supreme pleasure of watching our very own President Richard Jackson's appointment to National Executive Vice-President for AFSA! Congratulations President Jackson! While the serious business of voting on new initiatives and adopting new chapters took up the majority of the working day, Local 4 attendees carved out a bit of time for fun and fellowship too! Attendees ate great food at local restaurants and even participated in the 500th Anniversary of Old San Juan! This was a wonderful opportunity, and all attendees were grateful to represent Local 4!!

COUNCIL OF SCHOOL OFFICERS



CSO Back to School Social

OCTOBER 12, 2022

On a beautiful fall evening, the CSO members gathered at the Metro Bar in NE Washington, DC. CSO members fellowshiped and discussed their goals and excitement for a new and progressive school year. Light fare and beverages were served as well as an option to order from the diverse menu. All in all, everyone had a great time together. We look forward to seeing everyone at the holiday party.





CSO Back to School Social

OCTOBER 12, 2022



Retirees Corner

Retiree Executive Board Members

Patricia Briscoe

Dr. Briscoe retired from the DC Public School System in September of 2018 after 43 years of service. She worked as a teacher at Anacostia, Spingarn and Eastern Senior High Schools. For 22 years, she worked in the Department of Athletics as a Coordinator and Assistant Director of Athletics. In 2013 she accepted the responsibility of a teacher and Athletic Director at Eastern Senior High School. In 2016 she transitioned into the full time Athletic Director position until her retirement in 2018. Although Dr. Briscoe has been a member since 1989, this is her first opportunity to serve the Council.

Gwendolyn Brown

Gwendolyn Brown, a retiree and former Special Education Supervisor with DCPS. In this role, Gwen looked after assisting with identifying the least restrictive educational setting for special education students providing all aspects of school visitations, including observing, providing recommendations and professional development to teachers and para-educators. Gwen is no stranger to special education, having spent 36 years as a special education teacher and a teacher mentor in DCPS and two years a public charter school where she advocated for teachers and students. Gwen also spent more than 5 years as an adjunct professor at Trinity University

Allen Chin

Raised in Washington, DC, Allen E. Chin is a product of the D.C. Public School System. He attended Maury Elementary School, Eliot and Kramer Jr. High Schools and graduated from Anacostia Senior High School. He received his Bachelor of Arts degree in History from The George Washington University.

Becoming the youngest athletic director in the DC Public School System in 1972, he joined Anacostia Sr. High School as head swimming, golf and tennis coach, as well as assistant football coach. While teaching and coaching, he completed graduate degrees in secondary administration from The George Washington University.

On February 29, 2008, Dr. Chin retired his position as the Director of Athletics for D.C. Public Schools. At the end of the NFHS Summer Meeting in Washington, DC, he retired as Executive Director of the DCIAA in July, 2008. Currently, he is the National Sales Executive for Team IP Sports which serves sixteen (16) NFHS state associations and as a sales consultant for SMI Awards. In 2019, he joined the Amateur Athletic Network as the National Sales Consultant.

Retiree Open Enrollment

In November, you will receive your membership renewal package in the mail. This will include the information for Membership Dues, Vision and Legal Plan descriptions.

Your membership renewal package is due to CSO by December 12, 2022.

Retiree Engagement

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

Calling All Retired CSO Members

If you know of any CSO members who have retired from DCPS, please have them contact:

Gwendolyn Brown
bronxgal95@gmail.com
or
Barbara Childs
bchildscsolocal4.org

CSO Contacts

CSO EXECUTIVE BOARD MEMBERS

President

Richard Jackson

Executive Vice President

Barbara Childs

Treasurer

Arthur Linder, Sr.

Secretary

Delisa Green

School Representatives

Soncyree Lee

Chunita Pilgrim

Nicole Pitre

Charlette Butler-Strickland

Staci McDuffie

Kimbria Jackson

Tamara Dukes

Retirees

Gwendolyn Brown

Patricia Briscoe

Allen Chin

CSO FIELD REPRESENTATIVES

Elementary and Non-School Based Field Representative

Renee Jackson

High and Middle School Field Representative

Robert Saunders

CSO STAFF

Exec Board Liaison and Retiree Support

Elaine McCain

Special Events and Social Media Coordinator

Narida Thorne

Office Manager

Zanette Childs

[HTTPS://WWW.COUNCILOFSCHOOLOFFICERS.ORG](https://www.councilofschoolofficers.org)

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A healthier mouth, a healthier you

Your oral health matters more than you think

By having good oral care habits, you can ward off cavities and avoid bad breath. It can help you keep your smile looking beautiful and bright. Studies show that taking good care of your teeth and gums may lead to better overall health. This means what goes on in your mouth can affect the rest of your body. And what goes on in your body can also affect your mouth.

A big role in your overall well-being

Having a healthy mouth and smile can do more than just boost your self-esteem. It can also help you avoid mouth problems, such as gum disease. Gum disease can increase your risk for other serious health problems, too.¹ When you practice good oral care you can:

- Cut your risk for heart disease
- Lower your risk for stroke

¹ Harvard Medical School. Gum disease and heart disease: The common thread. Available at: Health.Harvard.edu/heart-health/gum-disease-and-heart-disease-the-common-thread.

Make time for your mouth health

How you can help protect your mouth:



Limit your sugar intake. Food and drinks containing a lot of sugar can cause tooth decay.



Brush twice a day. Try for at least two minutes each time. This removes plaque, which can lead to damaged teeth, gums and surrounding bone.



Visit your dentist regularly. Schedule dental checkups at least twice a year.



Clean your tongue. Practice cleaning it with a scraper or a soft-bristle toothbrush. Stroke in a back-to-front direction.



Avoid using tobacco. It can cause gum disease or oral cancer.



Floss daily. This removes plaque and food particles from places where a toothbrush can't easily reach.

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