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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

As a member of CSO, each member is entitled to specific benefits. Please utilize these negotiated enhancements. They include personal days of leave, paid basic membership in a professional association, paid registration to a professional conference, and membership in our Sick Leave Bank. In order to enjoy these benefits, you must reach out to CSO.

## SICK LEAVE BANK

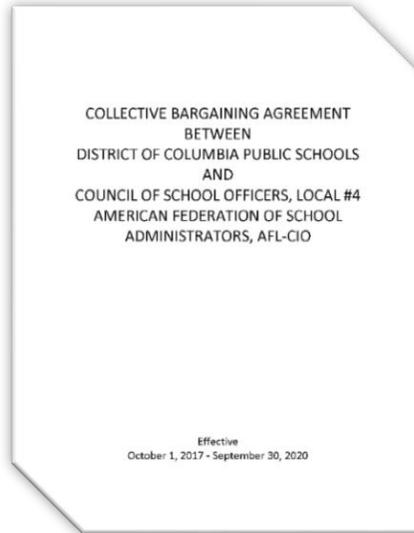
The Sick Leave Bank is designed to provide temporary assistance to members in the event of unexpected illnesses. Members may be granted up to 30 days from the Bank per semester, and a maximum of 60 days per school year.

CLICK THE ICONS  
TO FOLLOW US ON  
SOCIAL



## CONTRACT NEGOTIATIONS

CSO is actively beginning the process of contract negotiations with DC Government and DCPS. We have formulated the negotiations team and have started the process of reviewing our current contract for improvements. In the next several weeks, we will be reaching out to members to ascertain what improvements to working conditions and salary is desired. As well, we will be holding job-specific roundtables to discuss specific areas of concern. Though we are barred from discussing particular negotiated issues, we will periodically provide updates on our progress.



## SCHOOL REOPENING

As schools reopen, please share with CSO any operational or other concerns related to member's health and safety. Our staff is available to discuss specific issues and can assist in ensuring that your contractual rights are not abridged.

## DIANN WOODARD AFSA SCHOLARSHIP

The Diann Woodard AFSA Scholarship Program is open to children of AFSA members in good standing. Each year AFSA provides five outstanding students a one-time \$2,500 award toward college tuition.

This year, Sonia Pilot's son, Luke Pilot, was one of the five recipients. Congratulations to the Pilot family. What a great way to represent CSO, Local 4!

## SCHOLARSHIP BOOK WINNERS 2021

CSO awarded 3 DCPS scholars \$1000 scholarships this past June. The recipients are:

Ana Sharma Chimire  
Columbia Heights EC

Ezinne Anyanwu  
Benjamin Banneker Academic HS

Kendall Spann  
Benjamin Banneker Academic HS

It is the goal of CSO to celebrate our members and the brilliant scholars of DCPS. Good luck to our scholarship recipients and best of luck with your college studies!!

## 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

# DO YOU KNOW YOUR CONTRACT?

## WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative be present at the meeting. Without representation, I choose not to answer any questions." (This is my right under a U.S. Supreme Court Decision called Weingarten.)

The right of unionized employees to have a union representative present during investigatory interviews was announced by the U.S. Supreme Court in a 1975 case. These rights have become known as Weingarten Rights.

Employees have Weingarten Rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her Weingarten Rights; **it is the employee's responsibility to know and request.**

When the employee makes the request for a union representative to be present, management has three options:

1. They can stop questioning until the representative arrives,
2. They can call off the interview or,
3. They can tell the employee that they will call off the interview unless the employee voluntarily gives up his/her rights to a union representative **(an option the employee should always refuse.)**



**MY**  
**WEINGARTEN**  
**RIGHTS**

# CERTIFICATION ANNOUNCEMENTS

The Office of Educator Credentialing and Certification at OSSE has updated in-person protocols and certification deadlines. The most recent updates are listed below. Please click the link for additional information. <https://osse.dc.gov/ed-credentials>

## Cessation of COVID-19 Educator Credential Extensions

Consistent with Mayor's Order 2021-096, at 12:01 a.m. on July 25, 2021, the District of Columbia COVID-19 Public Health Emergency, originally declared by the Mayor in Mayor's Order 2020-046, has ended. Any individual who holds an educator credential (including a teacher, principal, or assistant principal credential) that would have expired during the COVID-19 Public Health Emergency will have 45 days beginning July 25, 2021, to comply with OSSE's educator credential requirements, or their educator credential will expire.

## In-Person Educator Credentialing Support Resumes

Beginning on July 19, 2021, OSSE will provide in-person educator credentialing support to applicants at our office (1050 First St. NE) from 9 a.m. – 12 p.m. and 1 – 5 p.m., Monday through Thursday. All applicants will be asked to sign in upon arrival and must be wearing facemasks. Applicants must come prepared with their laptops and have scanned copies of all required documents to receive proper service during their visit.

## School-based Health Professionals

OSSE recommends that school-based health professionals practicing as audiologists, counselors, social workers, speech-language pathologists, and psychologists who are currently employed at a DC public charter school or private school, contact the applicable professional licensing board within the DC Department of Health for information regarding licensing requirements to operate in those facilities



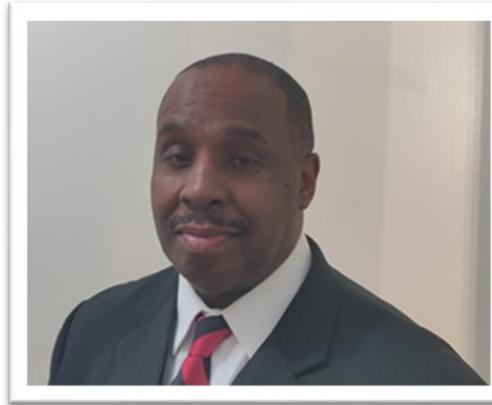
## UPCOMING EVENTS

**CSO Back to School Social** : Date – TBD

**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.

## CSO FIELD REPRESENTATIVES



My name is Robert Saunders, and I am the new High and Middle School Field Representative for the Council of School Officers Local 4. I have been a member of CSO for many years; and excited to be able to contribute to the success of the many educators it represents.

As a veteran educator, I served the children of D.C. Public Schools in many capacities and multiple educational settings, for example, middle, junior high, and high schools, as well as alternative environments. My experience allows me to understand your space and provide you with the first-class support you deserve. Moving forward, please do not hesitate to reach out with anything you may need. I am happy to help. Until we meet, I hope you all stay safe and healthy.

Robert Saunders  
Field Representative (MS/HS)  
Council of School Officers Local 4  
rsaunders@csolocal4.org  
240-583-0416  
@Cso-Local4



My name is Renee Jackson, and I am the new elementary and non-school-based field representative for the Council of School Officers Local 4. I have been working with the CSO on enhancing their membership efforts and I look forward to being of service to you as your field representative.

As a veteran educator, I served the children and broader school communities of D.C. Public Schools in many capacities and multiple educational settings, for example, as an elementary teacher, program officer, and director of school operations. My experiences give me the insight needed in order to provide you with the exceptional support you deserve.

Please do not hesitate to reach out with anything you may need. I am happy to help. Until we meet, I hope you stay safe and healthy.

Best regards,

Renee S. Jackson  
Field Representative Elementary and  
Non-School Based  
Council of School Officers Local 4  
Renee.Jackson@csolocal4.org  
240-804-7281

# NEW CSO EXECUTIVE BOARD MEMBERS

- Middle School Principal  
Charlette Butler-Strickland
- Middle School Assistant Principal  
Staci Mcduffie
- High School Principal  
Louise Jones
- High School Assistant Principal  
Kimbria Jackson
- Positions other than Principal and Assistant Principal  
Isaiah Lassiter  
Tamara Dukes  
Elba Garcia

# JOIN A UNION COMMITTEE

Your Union works best when members are actively involved. Please join any of the many committees within CSO. Committee chairs will be reaching out to membership in the near future.



# CSO EXECUTIVE BOARD MEMBERS

**President**  
Richard Jackson

**Executive Vice President**  
Barbara Childs

**Treasurer**  
Arthur Linder

**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

**Office Manager**  
Zanette Childs



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**@CSOLOCAL4**