



The **CONNECT**

"Growing our Union"

AUGUST 2023

ISSUE NUMBER 19

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.



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LETTER FROM THE PRESIDENT

Greetings CSO Members,

As we stand on the threshold of a new school year, I extend a warm and hearty welcome to both our returning members and those who are joining us for the first time. Your commitment to the Council of School Officers Union and your dedication to the students of the District of Columbia Public Schools are truly commendable.

For those who are new to our Union, I encourage you to explore our website at <https://www.councilofschoolofficers.org> to get a deeper understanding of who we are and the work we do. The upcoming school year brings with it new challenges and opportunities, and I am excited to lead our rapidly growing and evolving Union during this time.

As we kick off this academic year, I am filled with pride as I witness the direction and leadership our members are contributing to the Union. It's important to recognize that we exemplify "Excellence in Leadership," a motto that truly resonates with our collective efforts. The dedication, commitment, and unwavering focus on positive change that each of you brings to the table is what makes CSO stand out.

Our members continue to make outstanding contributions to their respective schools and to our city as a whole. Together, we have the power to impact not only the educational landscape but also the lives of our students in meaningful ways. Let's harness this positive momentum and drive it forward throughout the year.

In order to ensure our Union's growth and influence, I urge each and every one of you to reach out and extend a hand to those who haven't yet joined our ranks. Our collective strength lies in our numbers, and by expanding our membership, we strengthen our voice and impact even further.

Lastly, I want to express my heartfelt gratitude to all who have supported and encouraged my leadership. Your encouragement and valuable suggestions do not go unnoticed. I am here to serve you, and your trust in my leadership serves as a constant motivation to advocate for your needs and concerns.

Thank you for being a part of our vibrant community. Together, let's make this school year a resounding success, filled with positive changes, growth, and achievements.

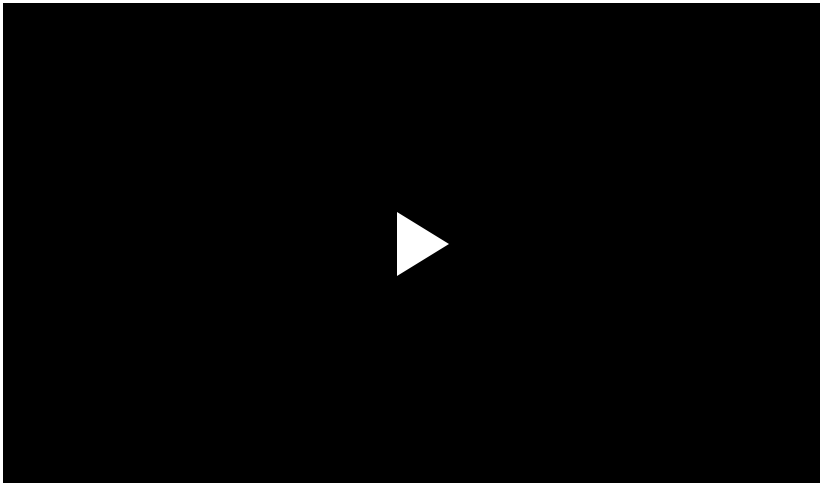
In Collaboration,

Richard



CSO and DCPS Collective Bargaining Agreement

**Cupcakes and Conversation about the CSO
Contract Meeting Recording - May 2, 2023**



Upcoming Contract Negotiations

As we gear up for the exciting journey of negotiating a new agreement, I want to bring your attention to an important milestone: our current contract is set to expire in September 2024. To ensure that our collective voice is well-represented, we are actively seeking your valuable input on what you believe should be included in the upcoming agreement. Your thoughts and perspectives matter greatly, and we'll be reaching out to you with a survey to gather your ideas.

Feel free to directly share your insights and suggestions – your input will play a crucial role in shaping the future of our Union. Additionally, if any of our members have a knack for numbers and data analysis, we need your expertise to ensure that our proposals are sound and well-informed.

Although we have more than a year before the expiration, the groundwork for our new agreement starts now. Your involvement and engagement in this process are integral to our success. Thank you in advance for your invaluable contributions.

Principal And Assistant Principal Yearly Stipend

All current principals and assistant principals who served as such in DCPS schools during the 22-23 school year will receive a \$5000 Extra Duty Supplement sometime in the upcoming fall season. We do not know the exact date but will share any updates we receive.

Administrative Premium For CSO Members

All members who are NOT a principal or assistant principal, per Article 32(c) of the CBA is eligible for hourly administrative premium pay at the rate of \$60 per hour for work performed on weekends or outside of their regular tour of duty. Supervisors must approve this leave PRIOR to it being performed. Please reach out to CSO if you have any questions.

Upcoming 4% Contractual Raise

CSO members please be aware that all members of the Collective Bargaining Unit will receive a 4% pay increase in October 2023. This increase is the last increase for our current contract which expires September 30, 2024.

SUPPORT FOR SCHOOL LEADERS

School Leadership colleagues, please be mindful of your engagement with your building-level union representatives and your local school communities. There seems to be a burgeoning pattern of attempting to undermine the authority of leadership through these organizations. As concerns arise, please engage CSO as a tool to assist in managing and/or ameliorating concerns at the lowest levels possible. We have begun to actively engage upper management and city officials regarding this onerous practice. As divisive members attempt to utilize anonymous avenues to sow discord, please address and thoroughly codify your actions in addressing this behavior. It is our pledge to utilize all legal recourse to hold individuals or organizations accountable. Again, do not hesitate to call on us!

SAFETY AND SECURITY ISSUES

As we embark on a new school year, please be sure to take care in engaging with agitated students, parents, and community members. CSO has shared our concerns with the Chancellor and other city leaders regarding the upswing in violence towards our members. We have pushed the administration to develop transparent policies to address school violence. Please reach out if you need our support.

WTU GRIEVANCES AND MEETINGS

As concerns from WTU and other unions come to leadership, please feel free to access CSO as support through these school-based challenges. If an external field representative from WTU or other unions attends Step 1 grievances, please know that CSO is able to have one of our field representatives attend in support of management. Please reach out as you need us!

INVESTIGATIONS AND YOUR WEINGARTEN RIGHTS

Colleagues, please be aware that you can request Union participation at any meeting that may result in disciplinary action. If you receive a notification from LMER and other investigatory offices, please be sure to invoke your Weingarten rights to have a Union official attend the meeting with you. As well, please do not submit written statements that have the potential to result in disciplinary actions being taken against you. Call us if you have any questions





Expectations for School Visitors

Effective Date: August 4, 2023

Policy Statement and Purpose

The District of Columbia Public Schools (DCPS) envisions a world where every student feels loved, challenged, and prepared to positively influence society and thrive in life. Our mission is to ensure that all schools guarantee students reach their full potential through rigorous and joyful learning experiences provided in a nurturing environment. DCPS is proud to prioritize building relationships with families, community members, and strategic partners to accelerate achievement for all DCPS students as we strive to become a district of both excellence and equity – and a place where every family feels welcome, and every child is given the opportunities and support they need to thrive.

In support of this mission, DCPS works to promote safe and positive school environments for all students and staff. The purpose of this document is to establish conduct expectations for all parents, guardians, volunteers, and other visitors to DCPS schools. These expectations apply to all individuals while on school property and at DCPS events.

Authority and Related Policies¹

- DC Code § 38-174(c)(3)
- [School Visitor Policy](#)
- [School Barring Notice Procedures](#)

General Principles

DCPS expects parents/guardians and visitors to understand and commit to the following:

- DCPS staff and parents/guardians want all children to learn in a safe environment.
- DCPS staff and parents/guardians must work together for the benefit of all students.
- All parents/guardians and visitors, as well as all members of the school community, deserve to be treated with respect.
- Concerns should be addressed with the school first. If a concern cannot be resolved by the school, there are multiple procedures for filing and resolving complaints. (See Dispute Resolution section below).

School staff and administration may not always be immediately available to speak with parents/guardians. Scheduling an appointment in advance is the only way to ensure that a staff member or administrator is available. DCPS staff are expected to return all phone calls and e-mails promptly. Calls and visits will be responded to if someone is not immediately available to speak with you.

¹ Current DCPS policies are available at <https://dcps.dc.gov/page/dcps-policies>.

Expectations for School Visitors

Best Practices and Norms for Resolving Concerns

Clearly state the issue or the problem you are experiencing. Make a list of questions you would like to ask. Identify several possible solutions you think would resolve your concern.

Stay calm. Focus on the facts, not on the person with whom you are discussing the issue. Remain respectful and assume good intent.

Clarify your understanding. If you are not sure about something or what you heard, ask for an explanation or clarification. Try to understand the other person's view of the situation and the solutions they might propose.

Be flexible. Recognize that problems can be solved in more than one way. Be open to alternative solutions.

Keep records. Make notes of meeting dates and times, who you talked to, and what was discussed. Save copies of letters, forms and other material related to your concern.

Prohibited Behaviors

To provide a safe and positive school environment, DCPS prohibits the following behaviors by parents/guardians, visitors, volunteers, and members of the general public:

- Abusive, threatening, profane or harassing communication, either in person, by e-mail, text/voicemail/phone, or other written or verbal communication
- Disruptive behavior that interferes or threatens to interfere with DCPS operations, including the effective operation of a classroom, an employee's office or duty station, a campus lobby, or school grounds, including sporting events, parking lots, and student drop-off/pick-up locations
- Threatening a DCPS employee, visitor, parent/guardian, or student
- Threatening to damage the property of a DCPS employee, visitor, parent/guardian, or student
- Approaching someone else's child to discuss an issue or reprimand them
- Damage or destruction of school property
- Recording or videotaping any students on school grounds except for athletic events and school performances
- Defamatory, offensive, or derogatory comments regarding the school or school staff made publicly to others
- Misuse of social media to bully, harass, or humiliate others or to fuel campaigns and complaints against schools, school staff, and/or other parents/students through social networking and websites²
- Intimidation, harassment, or discrimination against any person on the basis of race, color, national origin, citizenship status, marital status, religion, age, sex, gender identity, sexual orientation, disability, or age
- Entering any portion of the school premises without authorization or remaining in any building or facility after it is normally closed
- Blocking the free movement of any person on DCPS property or at a DCPS event

² This includes any social media medium including, but not limited to, websites, blogs, wikis, and social networking sites such as Facebook, Instagram, TikTok, Snapchat, LinkedIn, Twitter, etc.

Expectations for School Visitors

- Violating traffic laws, parking regulations, or other vehicle restrictions while on school property
- Disrupting school transportation or confronting transportation staff on the bus, the road, in neighborhoods, or on school grounds
- Possessing, consuming, selling, distributing, exchanging or being under the influence of alcohol or controlled substances on school property or at school functions
- Using tobacco on school property or at school functions
- Possessing or using weapons in or on school property or at any school function, except in the case of law enforcement officers
- Refusing to comply with any reasonable request of identifiable DCPS staff performing their duties
- Violating any federal or state law or policy while on school property or while at a school function
- Willfully inciting others to commit any of the prohibited acts listed above

Consequences

Depending upon the severity of the incident, parents/guardians or visitors may be asked to leave the school grounds immediately. Schools may also seek to bar individuals from DCPS campuses and events through process outlined in the [School Barring Notice Procedures](#).

In addition, under the [School Visitor Policy](#) schools can request to temporarily restrict building access for all visitors to a building after a serious incident that compromises the safety and security of students and staff or disrupts school instruction, operation, or activities.

Dispute Resolution Options

The **Office of Integrity (OI)** is a one-stop shop available to support the effective and timely resolution of parent/guardian, visitor, and student complaints, grievances, to better serve DCPS students and families. To contact and learn more about the Office of Integrity:

- Visit <https://dcps.dc.gov/page/office-integrity> (where you can also submit an Online Referral Form),
- Email dcps.cio@k12.dc.gov, or
- Call (202) 939-4913.

The **Comprehensive Alternative Resolution & Equity (CARE) Team** is responsible for receiving and investigating claims of discrimination, sexual harassment, bullying, or any unfair treatment a student, parent/guardian, or visitor encounters at a DCPS school. The CARE team collaborates with school staff to resolve issues in a timely, equitable, and comprehensive manner. To contact and learn more about the CARE Team:

- Visit <https://dcps.dc.gov/page/studentparentvisitor-grievance-process> (where you can also submit an Online Referral Form),
- Email dcps.care@k12.dc.gov
- Call (202) 442-5405.

Acknowledgement Form

For school year (SY) 2023-24 school leaders may use the following optional Acknowledgement Form with their school communities after distributing the Expectations for Visitors. For SY 2024-25 and beyond, this acknowledgement will be included in DCPS' online enrollment materials.

Expectations for School Visitors

Acknowledgement Form
School Visitor Expectations

I acknowledge that I received a copy of the DCPS Expectations for School Visitors.

My relationship to DCPS is: *(please select all that apply)*

- Parent/Guardian
- Volunteer
- Other Visitor

Date: _____

Name (Printed): _____

Signature: _____

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:

THEY

can stop questioning until the representative arrives;

1

THEY

can call off the interview;

2

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.)

3

To receive a printed copy of the contract, email your mailing address to zchilds@csolocal4.org

Wellness

DCPS Employee Assistance Program

The District of Columbia Public Schools (DCPS) offers the Inova Employee Assistance (IEA) benefit for employees and their dependents. IEA is a free and confidential service available 24 hours per day/ 365 days of the year to DCPS employees and their immediate family members age 18 and older.

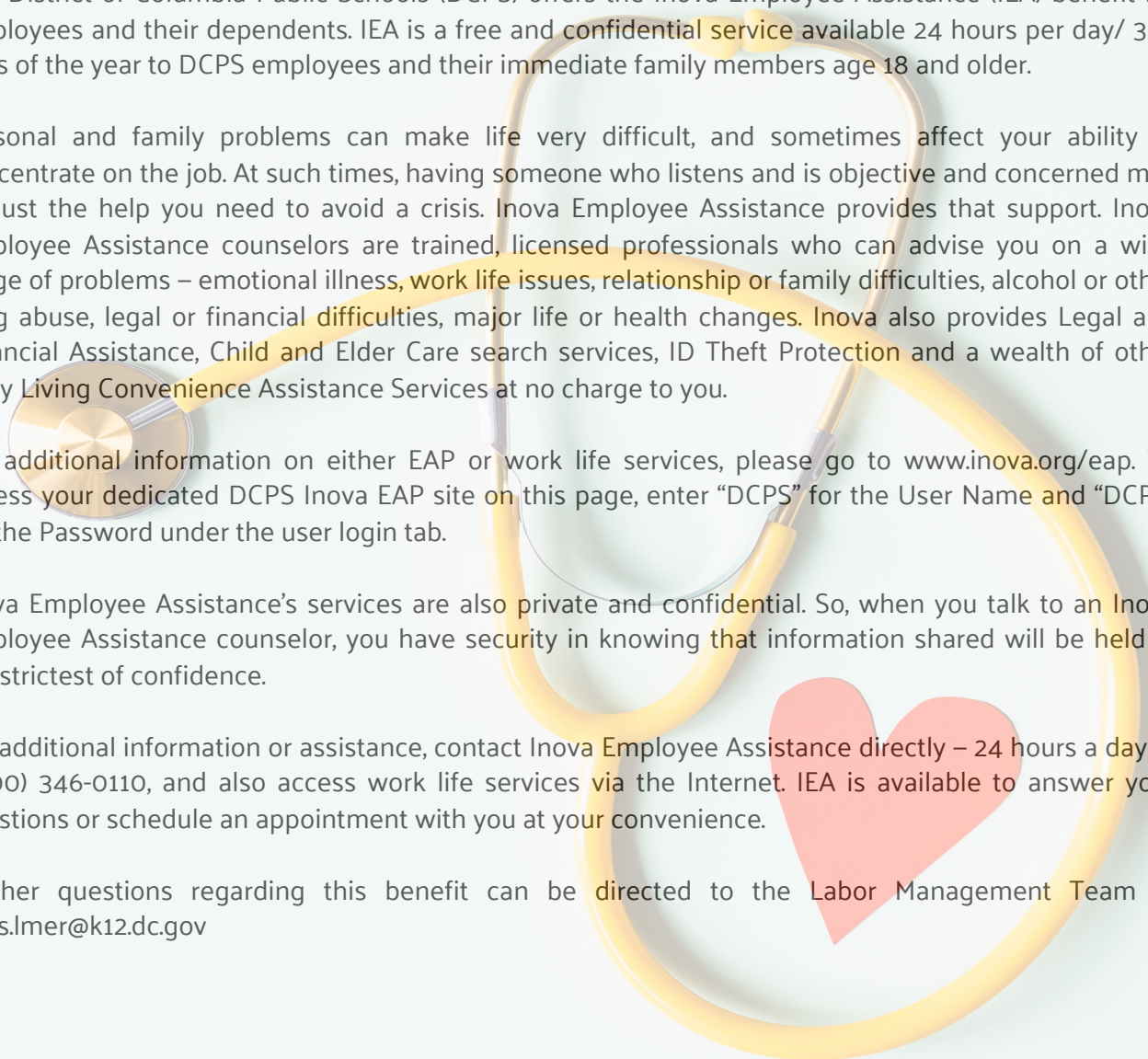
Personal and family problems can make life very difficult, and sometimes affect your ability to concentrate on the job. At such times, having someone who listens and is objective and concerned may be just the help you need to avoid a crisis. Inova Employee Assistance provides that support. Inova Employee Assistance counselors are trained, licensed professionals who can advise you on a wide range of problems – emotional illness, work life issues, relationship or family difficulties, alcohol or other drug abuse, legal or financial difficulties, major life or health changes. Inova also provides Legal and Financial Assistance, Child and Elder Care search services, ID Theft Protection and a wealth of other Daily Living Convenience Assistance Services at no charge to you.

For additional information on either EAP or work life services, please go to www.inova.org/eap. To access your dedicated DCPS Inova EAP site on this page, enter “DCPS” for the User Name and “DCPS” for the Password under the user login tab.

Inova Employee Assistance’s services are also private and confidential. So, when you talk to an Inova Employee Assistance counselor, you have security in knowing that information shared will be held in the strictest of confidence.

For additional information or assistance, contact Inova Employee Assistance directly – 24 hours a day at 1(800) 346-0110, and also access work life services via the Internet. IEA is available to answer your questions or schedule an appointment with you at your convenience.

Further questions regarding this benefit can be directed to the Labor Management Team at dcps.lmer@k12.dc.gov



CSO HEADQUARTERS

We're thrilled to share a major milestone for our union – in June 2023, CSO successfully acquired a new building that will soon become our permanent headquarters. Located at 2007 Bunker Hill Rd NE, WDC, this space will undergo renovations to suit our needs, and we're eagerly looking forward to moving in at the start of the upcoming year.

The acquisition of a permanent building marks a significant leap forward for CSO. This strategic move not only solidifies our presence but also opens up incredible possibilities for enhancing our services. With this new space, we're envisioning hosting a wide range of events and professional development classes right on our own premises. It's a step towards creating an even stronger and more engaged CSO community.

Stay tuned for updates on the renovation progress and the exciting opportunities this permanent home will bring. We can't wait to invite you all to our new space and continue our journey together.



CSO Member Benefits

PERDY Days: Personal Days

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.

Sick Leave Bank

We’re thrilled to inform you about an exclusive opportunity – the Sick Leave Bank. To be part of this beneficial program, you just need to enroll once and contribute one day of sick leave each year to the bank.

Before you can request leave from the Sick Leave Bank, it’s essential to complete and get approval for FMLA from DCPS. The bank can grant you leave when you’ve utilized all your sick leave.

For your convenience, we’ve outlined all the requirements in the Sick Leave Bank Guidelines available on the Council of School Officers website: <https://www.councilofschoolofficers.org/resources>.

We’re highly encouraging all members to consider joining the Sick Leave Bank for added support and peace of mind.

Dental and Vision Usage

Members, please schedule and use the heightened dental and vision benefits. As we begin negotiations on the new CBA, member usage of these benefits is vital to retaining them. This is a great time to do your cleanings and other dental and vision maintenance.

Discover valuable dental resources right at the end of this newsletter! Take a look at the informative dental brochures.



Join the Union

Spread the Word: Unlock the Benefits of CSO Membership!

Calling all colleagues! If you haven’t already joined the Council of School Officers (CSO), now is the perfect time to come on board and enjoy the fantastic perks that membership brings.

We’re excited to announce that schools achieving 100% Union membership will receive a special gift as a token of our appreciation.

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.

CSO BOOK SCHOLARSHIP

The CSO Book Award is presented annually to three students from a DCPS high school. The award is a one-time scholarship for \$1000.00 to be placed in the student's account upon enrolling in college. We are very proud to announce that the recipients of the awards this year are featured below. The essays written by these students were exemplary in content and style. Congratulations to them and high regards to all the students who participated

Chimeremmma Nwokwu
Benjamin Banneker Academic High School

Elvin Pena
Coolidge High School

Sierra Jefferson
Benjamin Banneker Academic High School

UPCOMING CSO EVENTS

CSO BACK TO SCHOOL SOCIAL
September 13, 2023
5pm - 7pm
Urban Roast
916 G St NW
RSVP:
socialcommittee@councilofschoolofficers.org

UPCOMING CONVENTIONS

ASHA
American Speech-Language-Hearing Association
November 16-18, 2023
Boston, Massachusetts

NABSE
National Alliance of Black School Educators
November 29, 2023 - December 3, 2023
New Orleans, Louisiana

NASP
National Association of School Psychologists
February 14-17, 2024
New Orleans, Louisiana

CEC
Council for Exceptional Children
March 13-16, 2024
San Antonio, Texas

ASCD
Association for Supervision and Curriculum Development
March 22-25, 2024
Washington, DC

NAESP
National Association of Elementary School Principals
July 15-17, 2024
Nashville, Tennessee

NASSP
National Association of Secondary School Principals
July 15-17, 2024
Nashville, Tennessee



COUNCIL OF SCHOOL OFFICERS
LOCAL

ANNUAL BACK 2 SCHOOL SOCIAL

SEPTEMBER
13
2023

5PM-7PM

URBAN ROAST
916 G ST NW
WASHINGTON, DC 20001

RSVP BY SEPT 10

SOCIALCOMMITTEE@
COUNCILOFSCHOOLOFFICERS.ORG



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
RICHARD JACKSON**



**EXEC. V PRESIDENT
BARBARA CHILDS**



**TREASURER
ARTHUR LINDER, SR.**



**SECRETARY
DELISA GREEN**



COURTNEY ANDERSON MARCH



CHARLETTE BUTLER-STRICKLAND



TAMARA DUKES



KIMBRIA JACKSON



ZACHARY LARSON



SONCYREE LEE



STACI MCDUFFIE



CHUNITA PILGRIM



NICOLE PITRE



RODNEY WORMSLEY SR.



PATRICIA BRISCOE



GWENDOLYN BROWN



ALLEN CHIN

Meet the CSO Field Representatives



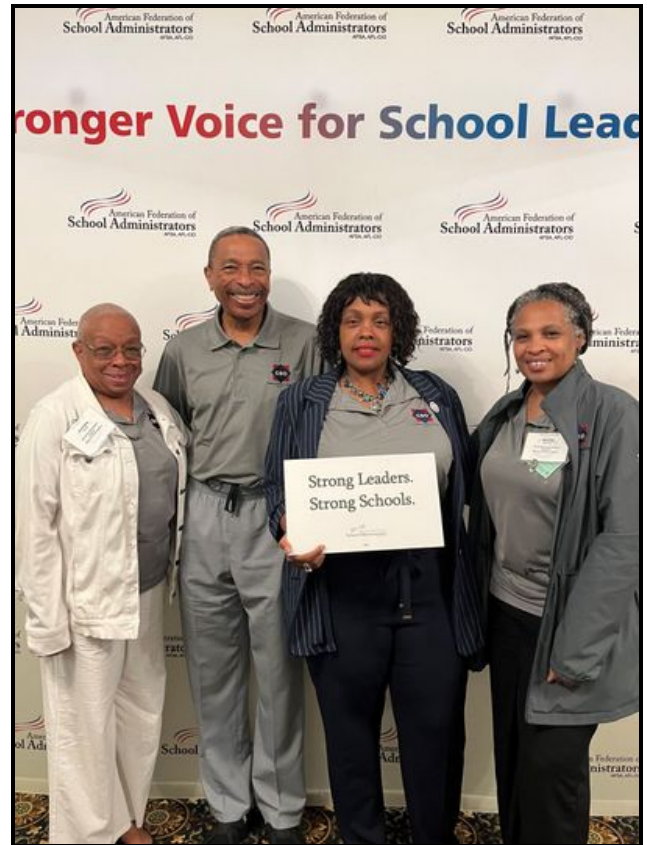
RENEE JACKSON

**Elementary and Non-School Based
Field Representative**



ROBERT SAUNDERS

**High and Middle School
Field Representative**



AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS CONVENTION

The American Federation of School Administrators 2023 Conference was held at the Maritime Conference Center located at 692 Maritime Blvd, in Linthicum Heights, Maryland. This year's 2023 AFSA Conference took place from July 20-July 23, 2023. AFSA members throughout the United States were in attendance. The conference provided a wealth of information and a pleasant environment to network with AFSA members from various locals. All members were engaged during the conference and extremely pleased with the current broad topics. Some of the AFSA Conference workshops included Artificial Intelligence and its Impact on Education, Building Relationships in Labor and your Community, Emotional Wellbeing, Internal Mediation Between Members/Grievances, and Prepping Negotiations and Bargaining Teams.

Welcome to the Principalship and Assistant Principalship Dinner Series

On July 13, 2023, CSO Board Member, Principal Charlette Butler-Strickland, and other experienced school leaders held a [Welcome to the Principalship Dinner](#) with several of the newly appointed school leaders. The purpose of the meeting was to have a candid conversation about the principalship and offer advice and support strategies on navigating the many challenges that may be faced. This dinner series will be held quarterly with the express goal of providing a safe supportive space to our new practitioners! The initial dinner was a smashing success.



On July 19, 2023, CSO Board Member Principal Charlette Butler-Strickland and other assistant principal leaders held a [Welcome to the Assistant Principalship Dinner](#). Like the principal dinner, the express purpose was to welcome our new leaders and share ideas and support regarding how to successfully navigate the assistant principalship. This dinner was well attended and facilitated lively discussion about the expectations for a successful assistant principal experience. It is the hope of CSO to provide a safe space to discuss the many challenges that inevitably arise. We look forward to continuing to provide this support opportunity

CSO End of the Year School Social

On June 15, 2023, during a beautiful spring evening CSO members gathered together for the end of the year social. This event took place in the Royal Sands located in Washington, DC. The end of the year social menu included a lavish array of succulent appetizers such as Nashville hot sliders, mango shrimp tacos, buffalo shrimp, pineapple guacamole, and delicious beverages. Members celebrated the success of the 2022-2023 academic school year. Union members recalled what went well during the school year and the action items that needed to be adjusted. Everyone enjoyed their time together and the ability to fellowship in solidarity.





CSO End of the Year School Social

JUNE 15, 2023



ROYAL SANDS SOCIAL CLUB
26 N ST. SE, WASHINGTON, DC 2



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.

NAEP Is Hiring

The National Assessment of Educational Progress is hiring staff to administer assessments in schools across a variety of grade, subject, and device-specific samples. These assessments will be administered between January 29 and March 8, 2024. If you are interested and would like more information, contact Barbara Childs.

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 or
Barbara Childs

Retirees Corner

CSO RETIREE LUNCHEON

CSO retirees were treated to a wonderful luncheon on May 18, 2023, at Fogo de Chao Brazilian Steakhouse at the National Harbor. Attendees enjoyed the beautiful view of the Woodrow Wilson Bridge, Potomac River and the Harbor Wheel, along with the fabulous ambiance of our private dining room within the restaurant.

Each of our tables was graced with two seafood towers loaded with shrimp, lobster tails, crab claws, oysters and clams, which we happily consumed throughout the luncheon. The service at this restaurant was a little different from most ... In the main restaurant, there was a huge salad station open to the entire restaurant. Guests approached the massive array of “salad fixings”, soup, etc. and you made your own selections, which were served to your plate.

Upon returning to our private room with our salad/soup plates, the gaucho chefs began an ongoing presentation of assorted fire-roasted meats, which were carved and served tableside. There were choices of lamb chops and various cuts of assorted meats presented to us on skewers, dripping juices hot off the grills. The choices kept coming, each one a little better than the one before.

After enjoying this unique, but delicious meal, our President Richard Jackson welcomed the retirees in attendance and made a special presentation to Gwen Brown, announcing she had been selected as “Retiree of the Year”. We were also invited to help ourselves to some CSO memorabilia (tee shirts, hats, etc.).

This end of year luncheon was such an enjoyable afternoon, filled with a new and different dining experience. Kudos to the luncheon coordinators Nicole Pitre and Narida Thorne for their planning efforts and onsite hospitality. Thanks to our President for making this kind of activity possible. Just a quick note: RETIREES, if you receive a CSO invitation, you better RSVP “yes” and make sure you attend. You won’t regret it!!

Lois Hopson Reeder, CSO Retiree



CSO Contacts

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A healthier body starts with dental health

Your mouth matters — more than you may know

A nice smile can brighten your appearance. But good dental health also helps keep your mouth in better shape. That means fewer cavities, stronger teeth and less chance of gum disease.

Research shows that caring for your teeth and gums may be important to your overall health. What goes on in your mouth can affect the rest of your body. At the same time, what goes on in your body can affect your mouth.

Here's what your dental professional looks for during your oral exam:

- ✓ Anything unusual in your mouth tissues
- ✓ Gum disease — early gingivitis and advanced periodontitis
- ✓ Cavities, restorations like crowns or bridges, and other tooth conditions



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The mouth-body connection

We conducted studies with the Columbia University College of Dental Medicine. Our goal? To understand the connection between infections in the mouth and their impact on other parts of the body. We learned how taking care of teeth and gums may be important to overall health.

Sometimes, the first signs of general health problems show up in the mouth.¹ And a dental professional can spot signs of many of them.

For members with both our medical and dental plans, benefits work together for better overall health and value. We reach out to members when research reveals they could benefit from extra dental care. We encourage them to visit a dentist to benefit their overall health.



Tooth tip: Schedule regular oral exams with your dentist.

Sticking to a recommended exam schedule can help spot:

- ✓ Infections
- ✓ Immune disorders
- ✓ Injuries
- ✓ Osteoporosis
- ✓ Eating disorders
- ✓ Malnutrition
- ✓ Some cancers

With good dental care, you can:



Cut your risk of heart disease



Lower your risk of a stroke



Help control your blood sugar



Lower the chance of early delivery during pregnancy



Help lower your risk of rheumatoid arthritis

¹The University of Illinois at Chicago College of Dentistry. What can my dentist tell me about my overall health? February 8, 2018. Available at: [Dentistry.UIC.edu/Patients/Oral-Health-Overall-Health](https://dentistry.uic.edu/Patients/Oral-Health-Overall-Health). Accessed October 2019.

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A healthier mouth can help you have a healthier life

With certain common dental conditions, there could be other issues, too. Your dentist can help spot:

Gum disease

This is an infection of the tissues that hold the teeth in place. It usually begins when bacteria that aren't properly removed during brushing and flossing inflame the gums. Stages include:

- **Gingivitis:** Early gum disease. If left untreated, it can become a serious infection and destroy your gums and tissues surrounding the teeth.
- **Periodontitis:** More advanced gum disease. Infection may lead to the loss of bone around the teeth and to tooth loss. And the damage may not stop in the mouth. Research suggests that periodontitis may be associated with many health problems. The inflammation associated with periodontitis may complicate diseases in other parts of the body. This is especially true if serious gum disease continues without treatment.²

Diabetes

With diabetes, you're more likely to develop mouth and gum conditions than people without diabetes.³ And bad breath or bleeding gums may be the first signs of diabetes. If you have diabetes, you also may develop:

- Dry mouth, which may increase tooth decay
- Receding gums, especially if your diabetes is not well managed⁴

Treating the gums can help make diabetes easier to control.⁵

Heart disease

This is the leading cause of death for Americans. And people with periodontitis may be more likely to have heart attacks or strokes. Bacteria may enter the bloodstream through the mouth and attach to fatty deposits in the blood vessels, which may contribute to heart disease.² Another theory is that the inflammation associated with periodontitis may play a role.²

Seeing your dentist regularly might be one of the best defenses against these illnesses.

Oral cancer

Regular dental checkups also help detect signs of oral cancer early on. If a warning sign is found, a more complete examination is needed. Your dentist may suggest and explain how to conduct a monthly self-exam.

You can find more oral cancer information at:

[Cancer.gov](https://www.cancer.gov)

[ADHA.org](https://www.adha.org)

[CDC.gov/oralhealth/topics/cancer.htm](https://www.cdc.gov/oralhealth/topics/cancer.htm)

Dental issues during pregnancy

Pregnancy causes changes to the body, sometimes in the mouth. These changes may affect your overall health and the health of your unborn baby. During a dental exam, your dentist will look for:

- **Pregnancy gingivitis:** Pregnancy hormones can make your gums red or swollen. They may even bleed. Your dentist can give you a home-care program to help control this condition.
- **Serious gum disease:** Periodontitis may produce a chemical in the body that may cause early labor. Visiting your dentist while pregnant can help spot a problem, and treatment can begin right away.
- **Tooth enamel wear:** If you get frequent morning sickness, stomach acids can wear down your tooth enamel. Your dentist can give you a fluoride mouth rinse to help fight the effects. Morning sickness also may cause appetite loss. This may lead to poor nutrition. A prescription vitamin or supplement can help.

²American Academy of Periodontology. Periodontal disease and systemic health. Available at: [Perio.org/Consumer/Gum-Disease-and-Other-Diseases](https://www.perio.org/Consumer/Gum-Disease-and-Other-Diseases). Accessed October 2019.

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⁴American Academy of Periodontology. Gum disease symptoms. Available at: [Perio.org/Consumer/Gum-Disease-Symptoms.htm](https://www.perio.org/Consumer/Gum-Disease-Symptoms.htm). Accessed October 2019.

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Simple actions for a healthier mouth			
 <p>Tooth tip: Develop a healthier daily routine.</p>	 Brush twice a day.*	 Floss after brushing.	 Rinse twice a day with an antiseptic mouthwash.
	 Eat healthy foods.	 Exercise regularly.	 Stop smoking.

Your good health starts today

Keeping your mouth healthy means keeping you healthy. So be sure to visit your dental professional regularly. If you don't have an appointment, it's easy to schedule one. We can help you find qualified and affordable dentists near you and help you manage your dental benefits.

You can find dentists and helpful tools to manage your dental health and benefits:

- ✓ Online — visit your member website at **Aetna.com** to create an account and log in.
- ✓ Mobile — text "DENTAL" to 90156 for a link to download the Aetna Health™ app (message and data rates apply).**
- ✓ Or call Member Services at the toll-free number on your digital ID card, located on your member website at **Aetna.com**.

**Schedule your dental checkup today
for whole-body health tomorrow**

*Choose a toothpaste that contains fluoride and an antibacterial ingredient. Also make sure the toothpaste carries the American Dental Association Seal of Acceptance.

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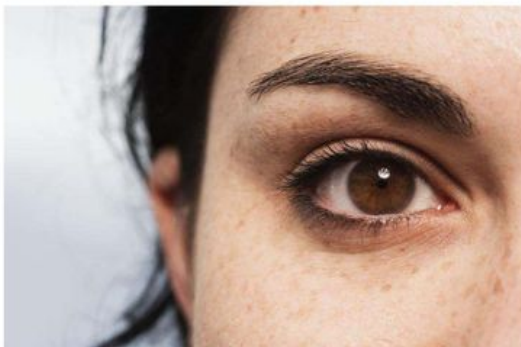
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Book an eye exam before problems start

Regular eye exams are as important as all your other health checkups. Find out how to make the most of your visit with the eye doctor.



This article is part of UnitedHealthcare Vision's Healthy Vision Challenge. Taking care of your eyes is critical to your overall health and wellness. It's smart to be thinking about the quality of your vision all the time, not just when your eyes are bothering you or your experiencing changes. If you can make these behaviors part of your everyday routine, you could have healthier eyes for life.

If you're like many Americans, you probably haven't seen an eye doctor recently. Even 40% of people who are at risk of losing their eyesight put off their eye exams, according to the Centers for Disease Control and Prevention,¹ But taking care of your eyes is as important as taking care of the rest of your body, when it comes to staying healthy.

Here's why: An eye doctor (either an optometrist or an ophthalmologist) checks more than just your eyesight. An eye exam can also uncover the damage done inside your eyes by conditions such as high blood pressure and diabetes, says Angelica Cifuentes, O.D., an optometrist in Miami.

Even if you're healthy and have 20/20 eyesight, an eye exam is an excellent idea. It can establish a baseline so future problems can be spotted earlier, notes Jen Wademan, O.D., an optometrist in Folsom,

California. "An eye exam is a good way to be proactive about your health," she says.

If you haven't had an exam in a while, don't worry — it's never too late to get started. The first step is scheduling your appointment. This guide can show you what to expect, how to prep and when to book the next one.



Why should you choose UnitedHealthcare for your vision coverage?

The plans offer significant cost savings, a broad provider network, and freedom of choice on eyewear.

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[<https://www.uhc.com/dental-vision->

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What takes place during an eye exam

Once you're in the exam room, expect the following:

Questions about your medical and vision history.

This includes your overall health as well as any problems with your eyes, such as infections or dry eyes, says Cifuentes. You'll also get asked about your family's medical history. Certain eye diseases such as glaucoma can run in families.

Visual acuity test. Eye charts are how optometrists check how accurate your eyesight is. The chart is placed 20 feet away and you read the letters aloud as they get smaller. Near vision is also tested while holding a card with letters held at a specific reading distance. If you see everything clearly, you have 20/20 vision.

Refraction exam. This is the part of the eye exam where your doctor will determine your prescription based on your refractive error as well as check your eye focus and how they function together.

Together, these tests can show if you have myopia (nearsightedness) or hyperopia (farsightedness) and/or any other refractive errors — and whether you need glasses or contact lenses or qualify for refractive surgery to correct the problem.

Tests to check how healthy your eyes are. This part of the exam involves a slit lamp machine (a microscope that illuminates and magnifies the front surface and parts of the back of the eye). There are drops to numb and tint your eyes so the optometrist can check eye pressure. Then, you'll get drops to

make your pupils bigger (called dilation), which makes it easier to check the back of your eye (the retina). The drops take about 15 to 20 minutes to take effect, says Cifuentes. You may be tempted to skip this part if you're short on time, but it's not recommended — these tests are important.

- An eye pressure test checks whether there's fluid building up inside the eye. It's the best way to screen for glaucoma. This is a serious silent and progressive eye condition that can cause blindness over time if not treated properly.²
- Looking into the back of the eye lets the doctor see the retina and other tissues. "Through dilation, we have a direct view of someone's veins and arteries," Cifuentes says. That's why an eye doctor can spot a disease such as diabetes or hypertension before you even know you have it, she adds.

Expect an eye exam with dilation to take about 45 minutes, says Cifuentes.

How to prepare for your eye exam

Ask your parents and siblings about any eye issues in their medical history, if you don't already know about them. Write down the answers and bring them to your appointment.

Also bring these items along, recommends Cifuentes:

- Your glasses or contacts, if you wear them
- Your previous prescription for glasses or contacts, if you have one
- Sunglasses to wear home after your pupils are dilated (you'll be very sensitive to sunlight)

When to book your next eye exam

Even if you passed your eye exam with flying colors, think about scheduling the next one. That way, your provider can check how your eye pressure and the backs of your eyes change from year to year, explains Wademan.

How often should you see the eye doctor? The American Academy of Optometry updated their guidelines in March 2023, and it now recommends that all adults ages 18 to 64 get an annual eye exam.³ For adults ages 65 and older, it's also once a year — or possibly more often, depending on risk factors.

Being at risk includes everything from wearing contact lenses to having a chronic health condition such as diabetes. It also includes having a family history of eye disease, such as macular degeneration. Talk to your optometrist about what's right for you.

So now you know. Your stay-healthy plan needs to include a regular checkup of your eyes. Think of it as another way to practice self-care.

Log into your vision plan to view personalized details, including copay and allowance amounts if applicable. Not a UnitedHealthcare Vision member? Visit [whyuhc.com/vision](https://www.whyuhc.com/vision) [<https://www.whyuhc.com/vision>] to learn more about our vision plans.

Sources:

1. **Four in 10 US Adults Are at High Risk for Vision Loss**
[\https://www.cdc.gov/visionhealth/resource

[s/publications/high-risk-vision-loss.html](#)]

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