

ISSUE: 10
APRIL 2020



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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 COVID-19 UPDATES

CSO Members,

As we continue to Shelter-In-Place and practice Social Distancing, I want to share with you the current efforts CSO is undertaking with city and school leadership. As we discuss the impact of the school closure and possible upcoming financial crisis, we are actively attempting to influence and garner clarity on the many issues that are or may impact our members. In this issue includes a brief review of those areas we believe to be of imminent importance.

- IMPACT Evaluations
- Budget Concerns and Hiring Freeze
- School Year Calendar Issues
- CSO Resume Bank
- Essential Personnel

In summation, thanks so much for your leadership and flexibility during this challenging period. Your professionalism and leadership will be vital to ensure our students and communities receive the services they deserve. Please reach out with your questions via email or phone. We can be reached at rjackson@csolocal4.org for Richard and bchilids@csolocal4.org for Barbara. Please be safe! Together we can make this challenging time a success through our collective togetherness. Just know your union is here to serve you!!

CSO ELECTION

Due to COVID-19 the Executive Board has decided to postpone the elections until the fall. If anyone has questions they can reach out to the committee chairs - electionscommittee@csolocal4.org.

IMPACT EVALUATIONS

CSO has strongly recommended to DCPS leadership that School Leader IMPACT and IMPACT in general be suspended for this academic school year. This request includes waiving any negative consequences. We have yet to receive a response to this request.

SCHOOL YEAR CALENDAR ISSUES

With the announcement of schools closing on May 29, 2020, CSO has asked DCPS does this change mean schools will open earlier for next school year? If so, when? As well, contractually, is June 26, 2020 still the official last contractual day and will all members receive pay through that date. We have been tentatively told that all members will be paid through that date, but still await confirmation of this answer from the Mayor's office.

CSO RESUME BANK

In anticipation of the new regulations for who can be hired, we will begin to collect resumes from CSO members to share with anyone who would like to get a jump on what CSO talent is available from within CSO. Further details are forthcoming regarding this program, but we respectfully ask those members who are making hiring decisions to review the resumes we collect and consider your fellow union member for any opening at your schools.

BUDGET CONCERNS AND HIRING FREEZE

As city officials have clearly articulated to CSO and all other labor unions, due to the cost of COVID-19 to the city and the lost revenue from the shutdown, we can reasonably expect that there will be significantly less revenues available for schools and all other city agencies. As such, we anticipate that there will be many budget cuts to next years schools budgets that may impact the staffing of our schools. Currently, only teachers and principals can be hired. It seems that many of the vacancy hires may have to come from internal candidates. Until the freeze is lifted, DCPS is only supplying teacher vacancies to CSO. We will update our members when the freeze is lifted.

ESSENTIAL PERSONNEL

As school leaders, many of our members are required to continue to engage with our communities. CSO would again like to strongly encourage any member who does not want to report to their school due to a concern for their or their families health or safety to confidently utilize the agreement we have negotiated. Simply notify your supervisor of your concerns. CSO has been assured that no punitive actions will be taken against anyone invoking their health or safety rights. CSO is committed to aggressively defend any member who experiences any repercussions. If this happens, please contact us, immediately.

RETIREES CORNER

Due to COVID-19, the Second Annual CSO Retirees Luncheon has been postponed. We truly enjoyed seeing you last year and anticipate your presence again. Your support in our endeavors is appreciated.

Legal Services

Included with your membership dues, CSO is offering a Partially Funded Legal Services Plan. This Plan provides legal advice and representation to retirees and eligible members of their families in the basic areas of the law.

A brochure is available on our website.

A fully prepaid plan is available for an annual fee of \$300.00 to be paid by the individual member. Visit our webpage

<https://www.councilofschoolofficers.org/resources>

Click on the CSO Legal Service Plan Booklet for a description of the benefits, and coverage areas.

Call the office with questions 202.526.4700.

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

Theresa Alexis-Williams

theresaalexiswilliams105@gmail.com

Gwendolyn Brown

Bronxgal95@gmail.com

Allen Chin

aec10@yahoo.com

OSSE LICENSURE

DCPS has issued new guidance as it relates to our members who were having or has had licensure challenges with OSSE. Review the below guidelines and make adjustments accordingly. If you have any questions, reach out to CSO.

Hires for SY 20-21:

- No longer will be required to hold an active OSSE license nor proof of the ability to become licensed by OSSE to qualify to receive an offer letter.
- **Must be licensed by March 1, 2021 or will be terminated effective end of SY 20-21.**

Non-Compliant Current Employees:

- All individuals who received a termination letter for failing to meet the December 20, 2019 compliance deadline will have their termination rescinded, provided their position is still available (e.g., not filled, not exceeded, not subject to any other type of separation).
- If the position of the formerly terminated individual has been filled by another individual, the newly hired individual will continue to occupy that position and their offer letter stands. We know that this will affect a handful of principals. The Resource Strategy Office team members are discussing solutions and will be working with the Instructional Superintendents and LMER on any issues involving affected school leaders.
- Current staff out of compliance will have to be licensed by March 1, 2021 or will be terminated effective end of SY 20-21.

AFSA BENEFITS

As a member of the CSO you are also a member of the American Federation of School Administrators (AFSA). AFSA members receive a wide variety of benefits including money saving discounts. AFSA members are automatically eligible for these no-cost benefits: AFSA Educators Professional Liability, AFSA Accidental Death, AFSA Total Disability, The Diann Woodard AFSA Scholarship, AFSA Legal Action Trust and AFSA Travel Desk. For more information, members may call 1-800-354-AFSA, email afsa@AFSAadmin.org or visit the AFSA website at www.TheSchoolLeader.org.

You also have the opportunity to join Union Plus. You get savings on just about everything related to cars and trucks including buying, insuring, renting, servicing, towing and more. There is also the Union Plus Mortgage program. For more information go to www.unionlus.org. Take advantage of your union membership.

CSO ANNUAL BOOK SCHOLARSHIP

COUNCIL OF SCHOOL OFFICERS

ANNUAL BOOK SCHOLARSHIP AWARD

3- \$1000 SCHOLARSHIPS

QUALIFICATIONS

- MUST BE A DCPS HIGH SCHOOL GRADUATE OR ACHIEVED A CERTIFICATE OF COMPLETION
- GRADE POINT AVERAGE (GPA) OF 2.5 OR HIGHER
- 400-500 WORD ESSAY ON TOPIC (SEE APPLICATION)
- LETTER OF RECOMMENDATION FROM AN ADMINISTRATOR, DEAN, DIRECTOR, COORDINATOR, OR TEACHER
- INVOLVEMENT IN SCHOOL & COMMUNITY ACTIVITIES
- COPY OF STUDENT AID REPORT/FAFSA

KEY FACTS

DEADLINE: MAY 15, 2020 - 5 PM

SUBMIT APPLICATION TO SCHOLARSHIP@CSOLOCAL4.ORG

SCHOLARSHIP FUNDS WILL BE FORWARDED TO THE COLLEGE OF CHOICE

FOR ANY QUESTIONS, CONTACT COUNCIL OF SCHOOL OFFICERS

202-526-4700



COUNCIL OF SCHOOL OFFICERS
LOCAL 4

American Federation of
School Administrators
AFSA, AFL-CIO



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