

ISSUE: 04  
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## SAVE THE DATE

General Membership  
Spring Meeting  
May 31, 2018

5pm

2120 Bladensburg Rd. NE  
Suite 205  
Washington, DC 20018

End of The Year Soiree  
June 6 or 7  
Location: TBD

## PRINCIPLES

We hold as a sacred principle that professional public school employees, above all others, shall set a good example as faithful public servants, performing their duties to the public with honor to themselves, to the school system, and 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 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 ONLINE BENEFIT ENROLLMENT SYSTEM

The Council of School Officers (CSO) is committed to providing our members with the highest quality of personal and professional care. We continue to strive to provide optimal benefit programs.

The list of services for CSO members include a dental plan provided by Aetna and a vision plan provided by United HealthCare. As part of the contract agreement between CSO and DCPS, the payments for these services are paid by DCPS.

This year we are implementing the CSO Benefit Enrollment System. In order to avail yourself of these services, you must enroll via the CSO Benefit Enrollment system during open enrollment. If you are a new officer, you will complete your enrollment via the CSO Benefit Enrollment System which can be accessed via the CSO website: [www.councilofschoolofficers.org](http://www.councilofschoolofficers.org) effective June 1, 2018. We encourage you to verify the information in your profile and make the necessary changes. If you wish to have family coverage, add your spouse and dependent information on both the CSO Benefit Enrollment System and the DCPS PeopleSoft system.

Open enrollment will begin for all active members on November 9, 2018 through December 14, 2018.

It is a requirement that your enrollment be completed by December 14, 2018 in order for your dental and vision benefits to be effective January 1, 2019. It is essential to log into your account to update and review your current dental and vision plan coverage. New CSO members have to enroll within 30 days of hire or during open enrollment. Your PeopleSoft tier designation must match your CSO enrollment.

### ELECTRONIC ENROLLMENT

For your convenience, the enrollment for dental and vision benefits will be processed electronically for the upcoming open enrollment via the CSO website:

[www.councilofschoolofficers.org](http://www.councilofschoolofficers.org).

### DENTAL PLAN OPTIONS

Members will have a choice of two dental plans, the DMO or the PPO. There are no payroll deductions for either plan regardless of single or single with family coverage.

### VISION PLAN OPTIONS

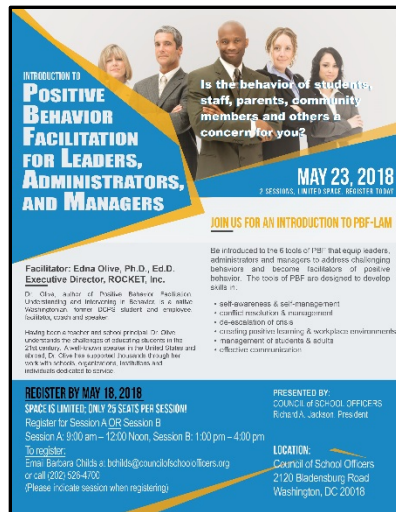
Members have a choice to utilize In-Network or Out-of-Network benefits. Vision benefits are provided once every twelve (12) months. There are no payroll deductions for either plan regardless of single or single with family coverage.

## FULL MEMBERSHIP

Ms. Renee Jackson will or has come to every school to request that all CSO members who are partial members convert to full membership. As we have the many union/management challenges, it is on behalf of everyone. Please complete the forms and submit to CSO. It is currently taking upwards of 2 months to get the dues forms processed by DC government.

## RETIRESS CORNER

There is still time to register for the CSO Vision Plan. This retiree's benefit runs from January 1, 2018 to December 31, 2018. Please reach out to Barbara Childs at [bchilds@councilofschoolofficers.org](mailto:bchilds@councilofschoolofficers.org) for more information. Members, please reach out to your respective executive board members for opportunities to serve and grow our union. The Constitution Committee, led by Barbara Childs, is in need of members willing to serve. Please reach out if you have an interest.



## PROFESSIONAL DEVELOPMENT

Positive Behavior Facilitation (PBF) was rendered to the members of CSO. Dr. Edna Olive is the creator of the educational tool, PBF. The model embraces an approach that shares tools of self-management so that adults can better serve the students encountered. It further offers guideposts along the way as to how to continue the positive reinforcement that students and practitioners alike require in order to thrive in educational settings.

"IS THE BEHAVIOR OF STUDENTS, STAFF, PARENTS, COMMUNITY MEMBERS AND OTHERS A CONCERN FOR YOU?"

## HIGH SCHOOL GRADING CHALLENGE

As many have heard, CSO has been working alongside our HS principal partners to ensure that DCPS does not make our members the scapegoats for their poor management. Please continue to share with our students and families the outstanding work that our high school leaders conduct on a daily basis. We will continue to seek justice and fairness for our members who have gotten caught up in this unjust situation!

## CONTRACT NEGOTIATION

DCPS and CSO has resumed negotiations after a brief break due to the leadership change at central office. We have proposed an accelerated meeting schedule and will make every effort to complete the negotiation process in a timely manner. We appreciate everyone's patience during the past several months and ensure you we are committed to receiving a fair and outstanding agreement.





## CSO GAME NIGHT

CSO hosted Game Night March 5, 2018 at Penn Social. Penn Social had board games, shuffleboard, foosball, Giant Jenga, Connect 4 and many more games. The event was one of many social gatherings to come.



## AFSA CONSTITUTIONAL CONVENTION

National Harbor, MD

July 26-29, 2018



[www.AFSAAdmin.org/2018convention](http://www.AFSAAdmin.org/2018convention)

## NASSP CONVENTION

McCormick Place  
Chicago, IL

July 11-13, 2018



<http://www.principalsconference.org/register/>

## NAESP CONVENTION

Orlando World Center  
Marriott

Orlando, FL

July 9-11, 2018



<http://www.naespconference.org/>

## 12<sup>TH</sup> ANNUAL LABOR NIGHT WITH THE NATIONALS!

Washington Nationals vs  
Atlanta Braves

Friday July 20, 7:05 PM

Contact CSO for  
complimentary tickets!