



IMPORTANT EASMC UPDATE

March 2024

REPRESENTATIVE ASSEMBLY



- The Board of County Commissioners will hold a final public budget hearing on April 23rd, 6:30 p.m. at Great Mills High School. Please plan to join us at this event wearing "Red for Ed." in support of funding for our public schools. Speakers wanted! Food trucks will be present and free to all attendees courtesy of EASMC and SMASA (while supplies last). Trucks will begin serving at 5:00 p.m.
- There are a number of negotiations subcommittees outlined in the new ratified negotiated agreements for which we need volunteers. Please review the ratification slideshow posted on www.easmc.net for more information.
- The EASMC Voice Raiser Incentive program closes on March 31st! Be sure to update your activities list and calculate your points to earn that EASMC swag! Send your completed form to jwaybright@mseanea.org.



EASMC Executive Officers attended the SMC Chamber of Commerce State of the Schools

MESSAGE FROM THE PRESIDENT

Thank you, valued EASMC members, for your continued support and positivity. I am hopeful that things will continue to move forward in a positive direction relative to our newly ratified negotiated agreement, and the funding of the school system budget. Superintendent Smith has not given up. He continues to march forward with rainbows and unicorns!

For those who are able to be off for Spring Break, I hope you enjoy some much deserved rest and relaxation.

In solidarity,
President Sarah Penrod

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PROFESSIONAL DEVELOPMENT

PRAXIS TUTORS

Open to ALL members! Do you need any support with the Praxis? Would you like to have one-on-one support? Well, look no more!

MSEA processes individuals daily and finds tutors to work directly with members. Once your tutoring request is submitted, an email is sent out to the member to collect more information that aids in pairing individuals with the right tutor.

For the PRAXIS tutor request form, email spenrod@mseanea.org.

HARMONY IN ACTION FORUM- EMPOWERING EDUCATION THROUGH POLICY AND PRACTICE

Save the date and join us on Saturday, May 11 for a “Policy Meets Practice” journey. The day will include snapshot training sessions as outlined below. Open to ALL members!

Explore the ins and outs of the new seclusion & restraint regulation (Education Article §7-1101-1103/COMAR 13A.08.04.05) through our De-Escalation Training. Our workshop will offer tailored strategies designed to empower educators like you.

The second session includes a general overview of COMAR 13A.07.06 and 13A.12, which focuses on certification regulations and new Maryland teacher pathways and programs. Dive into certification regulations, expanded teacher pathways, and more in our specialized session tailored just for you.

Date: Saturday, May 11, 2024

Time: 10:00 a.m. – 2:00 p.m. (lunch is included)

Location: MSEA Headquarters, 140 Main Street, Annapolis, MD 21401

Registration: Opens March 14

2024 MSEA ESP CONFERENCE

Just for our valued ESPs!

At ESP Bill of Rights-Breaking Barriers: From Growing Momentum to Empowering Success, you will discuss current topics with colleagues and learn from MSEA members. Topics will include the ESP Bill of Rights Campaign, ESP Employment Rights, Career Advancement, and Racial, Social, and Economic Justice. This conference will take place at the Sheraton Baltimore North Hotel: 903 Dulany Valley Rd, Towson, MD 21204

Date: Saturday, May 4, 2024, 9:00 a.m. – 3:00 p.m. Lunch will be provided.

EASMC has funding for members to attend. For more information on funding and registration, email spenrod@mseanea.org.

2024 MSEA SUMMER LEADERSHIP CONFERENCE

SAVE THE DATES: JULY 23 - 25

One Union, One Voice: We're All in This Together! At SLC 2024, attendees will learn the skills they need to advocate for fairness in their jobs, no matter the title, through our core trainings, role plays and case studies, T(Ed) Talks, electives, and our annual solidarity action. Scholarships and funding are available!



TENURED RESIGNATIONS

If you were tenured as of the beginning of this 2023-2024 school year, then you are obligated to give notice by July 15 that you will not be returning next year. As of July 16, 2024, teachers with tenure (based on the 2023-2024 school year) are officially considered to be under contract for the 2024-2025 school year. If leaving the school system with tenure, then you must disclose that to SMCPSS by **July 15, 2024**. As a tenured teacher, SMCPSS cannot simply give notice that your annual contract is not being renewed; it must pursue a termination with cause, which is an entire process dictated by both the negotiated agreement and COMAR.

NON-TENURED RESIGNATIONS

If you are a teacher who does not plan to return to SMCPSS next year, and you were not tenured as of the beginning of this 2023-2024 school year, then you are obligated to give notice by **May 1, 2024** that you will not be returning next year. As of May 2, 2024, teachers without tenure (based on the beginning of the 2023-2024 school year) are officially considered to be under contract for the 2024-2025 school year. If leaving the school system without tenure, then you should have disclosed that to SMCPSS by May 1. Likewise, if SMCPSS is not renewing your contract, then your principal or an HR designee must disclose that to you in writing before May 1.

10-MINUTE MEETINGS

Building representatives are asked to hold 10-minute Meetings at their sites each month. President Sarah Penrod has asked each building rep. to sign up for a date she can personally attend your 10-minute meeting. If your site doesn't have a building rep. and you are willing to host a meeting in your classroom or other work space, please reach out to spenrod@mseanea.org.



CREDIT SUBMISSION DEADLINE

May 31, 2024 is the deadline to submit all paperwork documenting certificated staff credits earned to move over a range on the current salary scale before the career ladder scale takes effect on July 1, 2024.



WHO CAN HELP?

Tel. (240) 309-4196

Sarah Penrod, EASMC President, spenrod@mseanea.org
Heather Huff, EASMC Vice President, hhuff@mseanea.org



Systemic Issues, Rep. Assembly, Board of Directors, Committees, Public Relations, Policies, Program, Strategic Plan

Liz Purcell Leskinen, MSEA UniServ Director, lleskinen@mseanea.org

Negotiated Agreement, Staff Rights & Responsibilities, Discipline & Performance, Teacher Resignation, Member Advocacy

Jennifer Waybright, EASMC Office Manager, jwaybright@mseanea.org

Dues, Membership, Communications, Web Site, Rosters, Calendar, Resources, Site Rep. Accreditation & Changes

