



IMPORTANT EASMC UPDATE

November 2024

T H A N K F U L



REPRESENTATIVE ASSEMBLY



- Dawn Pipkin (dpipkin@mseane.org) has replaced Liz as our new, full-time MSEA UniServ Director. For questions and concerns regarding working conditions, discipline and performance issues, teacher resignation, and contractual grievances please reach out to Dawn directly.
- We also have a new, part-time UniServ Director that will be working with us and the other two southern counties. Elizabeth Rasmussen comes to us from Florida and is excited to jump feet-first into our Association. You may see her engaging in committees, site visits, and other organizing activities, so be sure to give her a warm St. Mary's welcome!
- Would your site like to learn more about the rights and protections our contracts provide? Schedule a Know Your Rights & Responsibilities workshop today! To book a date and time, email Dawn at dpipkin@mseane.org.
- Planning to retire soon? Ask us about the benefits you retain with lifetime EASMC/MSEA/NEA Retired Membership! Visit the MSEA website for more information <https://marylandeducators.org/about-msea/retirees/>



EASMC Delegates at the
MSEA Convention



We did it!! All 3 of our
Educator Recommended
candidates were elected
to SMCPs Board of
Education!



#FallVibes



KNOW YOUR CONTRACT



STUDENT LEARNING OBJECTIVES

Since SLOs were required to be a significant component in the law of teacher/principal evaluation EASMC added the following protections to our contract.

19.1.9. Student Grades and/or Test Scores- If student grades and/or test scores are used for any purpose in employee evaluation, only data from attributed students shall be used. Attributed students shall be jointly determined by the employee and the appropriate administrator at the outset of each given school year.

19.1.10. Student Growth- In a given year, no employee shall be terminated from employment as a result of an ineffective rating based solely on student growth.

The SLO model jointly created by SMCPS and EASMC requires teachers to meet with their site administrator fully prepared with planned SLOs that support student growth for a jointly determined attributed group of students. The teacher and the site administrator should then work together to reach consensus, discussing the appropriateness of the proposed targets and exchanging ideas based on the data presented by the teacher. Site administrators can and should offer ideas and suggestions, one of which may be identifying SLOs that align with school improvement goals. After giving thoughtful consideration to the site administrator's suggestions and recommendations in light of school and district goals, the teacher should decide if and how to change a draft SLO.

SLOs were never designed to be a "gotcha", and that is reflected in the contract language above. Assessing student learning, using it to inform your instruction, and adjusting your instruction based on what you notice that your students are struggling with are the goals of good teaching. The two SLOs you write are meant to be an example of some key standard, content knowledge, that you have assessed as part of your teaching assignment that year.

RA ATTENDANCE 11.12.24

These sites had representation at our November Representative Assembly. Ask your building rep. for an update!

- BBES
- CPCS
- CHS
- DSS
- JAFCTC
- DES
- EES
- GWCES
- GMHS
- GHES
- LES
- LMS
- MES
- PHES
- PPES
- TCES
- VA
- WMES
- Retirees
- Leonardtown Offices

Thank
You!



UPCOMING EVENTS

- Nov. 20: Board of Education, 6:00 p.m.
- Nov. 27: Thanksgiving Break - No School for Students and 10 & 11 Month Staff.
- Nov. 28 - 29: Happy Thanksgiving! All schools and offices closed.
- Dec. 3: EASMC Board of Directors, 5:00 p.m.
- **Dec. 12: EASMC Holiday Sip & Shop, 6:00 p.m. at Shepherd's Old Field Market.**
- Dec. 20: Two Hour Early Dismissal - Professional Responsibilities (no mandatory meetings).
- Dec. 23 - Jan. 3: Winter Break. No School for Students and 10 & 11 Month Staff.
- Dec. 25: Merry Christmas! All schools and offices closed.
- Jan. 1: Happy New Year! All schools and offices closed.

Happy
Thanksgiving

PRAXIS TUTORS

Do you need any support with the PRAXIS exam? Would you like to have one-on-one support? Well, look no more! Request support using this form:

[PRAXIS Tutoring Request](#)

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

10-MINUTE MEETINGS

Building reps. are asked to hold 10-minute meetings at their sites within one week of the RA, when possible. If your site needs assistance holding a meeting or you would like the president to join you for a visit, reach out to Sarah at spenrod@mseane.org.



WHO CAN HELP?



Sarah Penrod, EASMC President, spenrod@mseane.org

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

Dawn Pipkin, MSEA UniServ Director, dpipkin@mseane.org

Negotiated Agreement Concerns, Staff Rights & Responsibilities, Discipline & Performance, Teacher Resignation, Allegations, Member Advocacy, Support of the Local Program

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

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

JOIN US FOR A PRIVATE AFTER-HOURS SHOPPING EVENT

HOLIDAY *Sip & Shop*

THURSDAY, DECEMBER 12

6:00 - 8:00 PM

SHEPHERD'S OLD FIELD MARKET

22725 DUKE ST., LEONARDTOWN, MD

SCAN TO
RSVP



EASMC members are FREE

Non-member guests \$5 each
(cash only, paid at door)

Children 10 & under are FREE

After 7 pm, must be 21 or older
to enter Brudergarten
(adult bar & karaoke)

Meet The Grinch (6 - 7 pm)

FREE 15-minute sessions with
Reflexology with Ruth (5 - 8 pm)

\$5 OFF coupon for members to
use in the market or
Brudergarten

Enjoy holiday beverages &
hors d'oeuvres

Enter to WIN Amazon
gift cards



MARKET PURCHASES MUST BE MADE BY 8 PM
ALCOHOL MUST STAY IN THE BRUDERGARTEN
OPEN UNTIL 10 PM





HOLIDAY SIP & SHOP

Meet 'N' Greet
& Photo Opportunity
6 - 7 pm

DEC 12
2024

6:00 - 8:00 PM

Shepherd's Old
Field Market
22725 Duke St.
Leonardtown, MD

As a labor union, tips are encouraged
(Brudergarten & Reflexology with Ruth)



Mini Session at
Salt Room SOMD
Reflexology with Ruth
(5 - 8 pm)



- Free to EASMC members
- Specific touch therapy applied to client's choice on the feet, head or hands
- Reserve a 15-min time slot between 5:00 - 8:00 pm by emailing Jen Waybright at jwaybright@mseane.org today!

The GRINCH