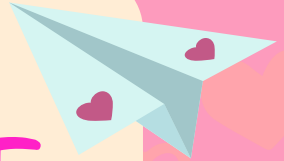




IMPORTANT EASMC UPDATE

February 2025



RAISE YOUR VOICE



LOBBY NIGHTS AND DAYS OF ACTION

EASMC has scheduled multiple opportunities for members to join us in Annapolis to have productive conversations with our state legislators, addressing today's critical issues that affect our students and staff. Thanks to the ESP members who traveled on 2/10 for the MSEA ESP Lobby Event in Annapolis.

This is your chance to make your voices heard!

We encourage all certificated and education support professional members, to join us. Lobby training will be provided to all participants. We will be carpooling from the EASMC office, and dinner will be provided. For those whose duty day is affected by these times, paid association leave will be requested.

February 24
March 24



*EASMC members attended
the MSEA ESP Lobby Night*

UPCOMING EVENTS

- Feb. 15 - MSEA/EASMC Election Voting Ends
- Feb. 17 - President's Day
- Feb. 19 - SMCPs Board of Education, 6:00 p.m.
- Feb. 25 - BOCC Budget Work Session
- March 1 - MSEA Member Organizing Workshop
- March 4 - EASMC Board of Directors
- March 7 - PD Day, No School For Students
- March 11 - EASMC Rep. Assembly
- March 12 - SMCPs Board of Education, 9:00 a.m.
- March 24 - EASMC Lobby Night
- March 29 - MSEA IPD Conference

RA ATTENDANCE 2.11.25

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

CPCS
CHS
DSS
JAFCTC
DES
GWCES

GMHS
GHES
LES
LMS
LMDES
LPES

PPES
TCES
VA
WMES
Retirees
Leonardtown Offices



JOIN US FOR

LOBBY NIGHTS IN ANNAPOLIS



MEET AT EASMC OFFICE

FEBRUARY 24 | 3:00 P.M.

MARCH 24 | 3:00 P.M.

**JOIN YOUR COLLEAGUES IN ANNAPOLIS AND TELL
YOUR STORY ABOUT WORKING CONDITIONS,
EDUCATOR PATHWAYS, PLANNING TIME, AND
LIVABLE WAGES.**

**MEET TO ENGAGE IN TRAINING AND A LIGHT DINNER
EASMC OFFICE: 41680 MISS BESSIE DR., SUITE 201, LEONARDTOWN**

**IF THIS CONFLICTS WITH YOUR DUTY DAY, REACH OUT TO
JWAYBRIGHT@MSEANEA.ORG**

[Click Here to RSVP](#)



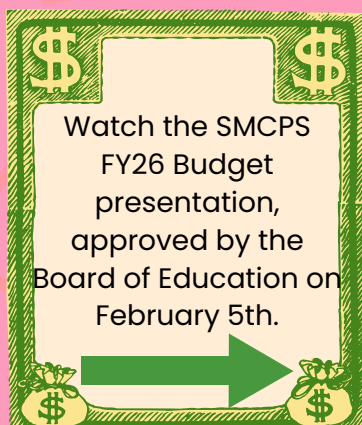
STATE BUDGET UPDATE

The Maryland Legislature is officially one-third of the way through the 90- day legislative session. As discussed in the January newsletter, there are bills and proposals being constructed regarding the Maryland State budget. Unlike the federal government, the Maryland Legislature must construct and pass a balanced budget as part of the work of both the Governor's Office and the Maryland House and Senate. **The Governor's Office and the Legislature have said that "everything is on the table for consideration"** which means education funding could be cut or projected increases associated with the Blueprint could be eliminated or reduced.

In the first draft of the budget education funding adjustments include a pause in the increases in per pupil funding (the foundation formula) that is the basis for 50% of St. Mary's County education funding. Right now, that foundation formula funding is set to increase by \$162.00 a student in FY 26. Local budgets all around the state have been crafted with the idea that the per pupil funding was going to rise minimally next year. If this pause becomes part of the balanced budget plan, it will mean **a reduction in state funding for SMCPs of approximately 2.6 million dollars**. If this passes, districts will be scrambling and looking to local funding agencies to make up for the shortfall from the state or be forced to cut other parts of their local budget.

Another proposal in the budget is to shift half the cost of the pension costs over FY 25 levels back on local government and school systems. **That total for SMCPs is 1.6 million dollars**. A third component of the budget proposal is to decrease the state share for special education students that require an out-of-county placement from 70% to 60%. Any combination of these reductions, cost shifts back to the county, or pauses in funding formulas could mean that SMCPs would have to go back to the drawing board to either seek additional revenue from the County Commissioners or make some significant budget adjustments.

Here is where you come in. EASMC members and community supporters turned out in droves last spring to advocate for a tax rate adjustment that provided additional funding to SMCPs. We need EASMC advocates to go with us to Annapolis and tell our legislators that we cannot balance the state budget by making large cuts to public education. We urge you to join us and tell your story of the needs of your students, and public schools in Maryland. See the flyer in this newsletter and plan to join us in **Annapolis on February 24th**, which is MSEA's day of Action and at EASMC's third lobby night this session on **March 24th**. Sign up by February 19th so that we coordinate a carpool plan.



TENURED RESIGNATIONS

If you were tenured as of the beginning of this 2024-2025 school year, then you are obligated to give notice by **July 15, 2025** that you will not be returning next year. As of July 16, 2025, teachers with tenure (based on the 2024-2025 school year) are officially considered to be under contract for the 2025-2026 school year. As a tenured teacher, SMCPs 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 SMCPs next year, and you were not tenured as of the beginning of this 2024-2025 school year, then you are obligated to give notice by **May 1, 2025** that you will not be returning next year by submitting a letter of resignation to Dr. Dale Farrell, Chief of Staff. As of May 2, 2025, teachers without tenure (based on the beginning of the 2024-2025 school year) are officially considered to be under contract for the 2025-2026 school year. If SMCPs is not renewing your contract, then your principal or an HR designee must disclose that to you in writing before May 1.

TEACHER TRANSFER LISTS

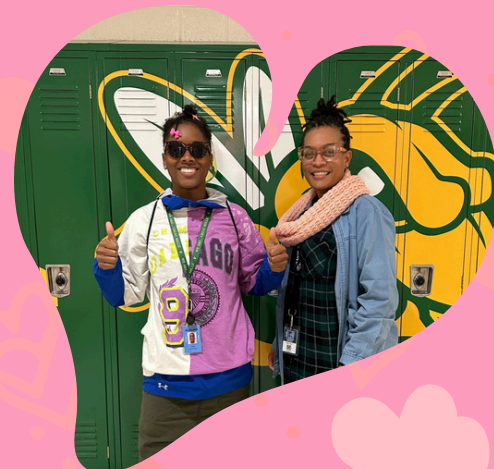
The Certified Teacher Transfer List and IRT Transfer List are now open. Teachers can request up to 5 sites and can choose from all school locations this year. The transfer list will close on **June 1, 2025**.

Certified teachers can request for a transfer using [this link](#).

Instructional Resource Teachers can request for transfer using [this link](#).

COMPRESSED FOUR-DAY SUMMER WORKWEEK

As a result of the most recent SMASA negotiations, beginning with the summer of 2025, St. Mary's County Public Schools will no longer implement a compressed four-day workweek program for 12-month employees. All employees will work their normal schedules Monday through Friday.



PLANS OF ASSISTANCE

If your principal or supervisor recommends you be placed on a Plan of Assistance, you can request that Dawn attend the meeting to assure your plan is fair and appropriate.

(Certificated) Negotiated Agreement Article XXI

(ESP) Negotiated Agreement Article 7.5.h-i

If an employee receives an evaluation that indicates areas of ineffective performance, the site administrator shall meet with the employee to develop a plan of assistance for improvement and to ensure subsequent counseling and assistance. In developing the plan of assistance and timelines, the employee shall have the right to EASMC representation.

The plan of assistance shall include the following:

1. Statement of problem(s) or concern(s) related to areas ineffective performance
2. Desired improvement including specific, measurable criteria
3. Suggestions for improvement
4. Provisions for assisting the employee including responsible parties and associated timelines (such as peer coaching, additional training, assignment of a mentor, opportunities for visitation, and modeling/demonstration)
5. Timeline and criteria for monitoring employee's future performance including an end or reevaluation date for the plan of assistance
6. Signatures of site administrator or supervisor and the employee

WHO CAN HELP?

Tel. (240) 309-4196



Sarah Penrod, EASMC President, spenrod@mseanea.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@mseanea.org

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

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

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

