



EASMC *Today*

August 2025

BACK TO SCHOOL

IN THIS EDITION...

New Teacher Orientation
Professional Development
Upcoming Events
PRAXIS Support
Summer Union Activities
Union Power and
Legislative Progress

New Employee Orientation



**Welcome back! A brand-new school year is here,
and I couldn't be more excited to see our
classrooms buzzing with energy again. Whether
you're a familiar face or a brand-new colleague, you
are an important part of our Education Association
of St. Mary's County family.**

**Here's the thing — the union isn't just something
you join. You ARE the union. Every idea you share,
every conversation you have, every time you stand
up for yourself or a coworker — that's what makes
us strong!**

**This year, we'll face challenges, but we'll face them
together. We'll celebrate wins, big and small. And
we'll keep pushing for what we know our students,
our schools, and our educators deserve.**

**So stay connected. Come to a meeting. Reach out
when you need support. And remember — when we
show up for each other, there's nothing we can't do.**

Let's make this our best year yet!

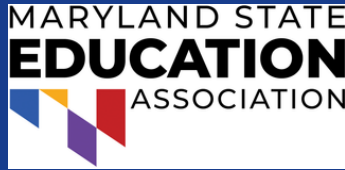
In solidarity and excitement,

Sarah Penrod

**President, Education Association of
St. Mary's County**



PROFESSIONAL DEVELOPMENT



PRAXIS TUTORS

Do you need any support with the Praxis? Would you like to have one-on-one support? Well, look no more! MSEA processes individual requests daily and finds tutors to work directly with members. For registration information, email spenrod@mseanea.org.

NATIONAL BOARD CANDIDATE WORKSHOP

MSEA's Center for Professional Learning invites members to attend a two-day in person workshop for National Board candidates.

Candidates will examine the requirements for Component 2: Differentiation in Instruction and Component 4: Effective and Reflective Practitioner. Candidates will also review standards and discover the three types of writing.

During the general session, a brief overview of Components 1 and 3 will be shared. There will be ample opportunity to collaborate and gather the information needed to pursue certification. We are also hosting MOC support on Saturday from 9:00 a.m. to 1:00 p.m.

Registration closes on September 5, 2025 at 5:00 p.m. Email spenrod@mseanea.org for registration information.

PREPARE FOR SUCCESS: PRAXIS ALL-DAY TRAINING

Fall Praxis Mapping Bootcamp 2025 – MSEA MEMBERS ONLY

Prepare for Success with PRAXIS fall all-day training on Saturday, September 20, 2025 from 9:00 a.m. to 2:00 p.m.

Join us for an intensive, hands-on PRAXIS test prep session designed to sharpen your skills and boost your confidence. Whether you're looking to master reading comprehension, hone your test-taking strategies, or refine your constructive response and writing techniques, this session is for you!

Our expert instructors will guide you through focused drills, effective test strategies, and detailed review sessions, leaving you fully prepared to tackle the PRAXIS with ease. Don't miss this opportunity to advance your teaching career with the skills you need to succeed! Spaces are limited, so reserve your spot today!

Registration deadline: September 5, 2025. Email spenrod@mseanea.org for registration information.

UPCOMING EVENTS

Aug. 27 - Board of Education, 6:00 p.m.

Sep. 2 - EASMC Board of Directors, 4:30 p.m.

Sep. 9 - EASMC Rep. Assembly, 4:30 p.m.

Sep. 10 - Board of Education, 9:00 a.m.



EASMC COMMITTEES

Interested in becoming more involved with EASMC? Reach out to our Committee Chairs for more information:

- Membership Committee
 - Jennifer Knight
- Legislative Committee
 - Tiffany Thompson
- Diversity
 - Katrina Mills
- Professional Development Committee
 - Angelia Rollins
- Budget Committee
 - Cindy Baden
- Bylaws Committee
 - Pat Gronert

WANT TO ATTEND AN NEA OR MSEA TRAINING OR WORKSHOP?

if you are interested in being considered to attend state and/or national conferences and trainings, please email President Sarah Penrod (spenrod@mseanea.org) for information on applying for grant funding.

Examples of opportunities:

NEA Leadership Summit

NEA Racial Social Justice Conference

MSEA Women's Leadership Training

MSEA Minority Leadership Training

MSEA Early Career Educators Conference

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





=SUMMER=



Union Activism



**ONE JOB
SHOULD BE
ENOUGH!**

MSEA

UNION POWER DRIVES PROGRESS

Safety & Solidarity for Maryland Public Employees
NEW Protections for Public School Employees

WHAT YOU CAN DO



Share your concerns and experiences with your local union. Attend the regional meeting in your area to give input and learn.



Track incidences of violence against educators and safety infractions in your school or worksite and the response from your administration.



Spread the word! Be sure your colleagues know about the Davis Martinez Act and that unions made it happen.

The 2025 Maryland General Assembly passed the Davis Martinez Public Employee Safety and Health Act after outrage from public service employees following the death of Davis Martinez, a Maryland probation and parole agent who was tragically murdered during a home visit on May 31, 2024.

For years, employees raised red flags regarding safety issues on the job and in the aftermath of the tragedy, union members from MSEA, AFSCME, AFT, and SEIU demanded that lawmakers respond to:

- All issues of unsafe working conditions and concerns
- Issues of violence against workers, including educators and support staff both onsite and in the field
- Intruder safety and building security
- Air quality concerns, especially in older buildings
- Appropriate gear, equipment, and tools

The new law protects public service workers like education support staff, teachers, social workers, police and firefighters, state highway workers, medical technicians, and parole agents like Martinez with new requirements for more stringent reporting and faster action. Now, dangers of employers doing the “bare minimum” will not be tolerated by law.

How it works On or before October 1, 2026, Maryland must establish minimum standards to protect public sector workers from workplace violence and other unsafe conditions. Before standards are in place, MOSH must seek input from labor unions (in four dedicated meetings) and from the public (in four regional meetings).

Effective October 1, 2025, public employers are subject to real financial penalties when they violate our health and safety laws, like the heat stress standard that went into effect in 2024.

Under the new law, public employers must:

- Create workplace violence prevention programs
- Keep accurate injury records
- Be transparent with their staff about safety incidents

A new Public Employees Safety and Health Unit (part of MOSH) will regulate and enforce public sector health and safety. This Public Employees Safety and Health Unit will:

- Conduct inspections of employee worksites on and offsite
- Issue citations to employers
- Levy penalties to employers
- Develop annual safety reports

**WE'RE
BUILDING
POWER!
Join Our
Movement
Today!**



CONNECT WITH US!



Follow us @marylandeducators

**ONE JOB
SHOULD BE
ENOUGH!**

”We demanded accountability.”

With MSEA's 10-point ESP Bill of Rights, thousands of support staff in every county and job category have their fundamental worker's rights at their fingertips. Union members have put lawmakers on notice by insisting on being seen and heard on wages, health care, a safe and healthy work environment, and more.



“We demanded accountability for safety on the job and now it's law. It's too late for our union brother Davis Martinez, but we can protect current and future workers.”

—IVORYSMITH CUSTODIAN, WORCESTER COUNTY



“I know my colleagues and I will benefit from the new law. With protocols in place for reporting and required notice to staff about safety incidents, I feel more confident that our concerns are heard and addressed.”

—SHERRYMAYNE SECURITY ASSISTANT, CARROLL COUNTY



“After a tragic event, public employees organized and lobbied lawmakers to finally pass a law mandating that workers be protected on the job. The ESP Bill of Rights is putting folks on notice—we hope they take us seriously in the future.”

—IVANSANTIAGO SPECIAL INSTRUCTIONAL ASSISTANT, WASHINGTON COUNTY

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