



# EASMC Today

September 2025

## SMCPS Redistricting

There have been no official decisions made related to redistricting. The system hired a professional consultant to gather information and work with the school system and the community to craft recommendations that will be discussed and decided by the Board of Education next spring. The Board of Education will make any decisions based on the input that is received.

### Forum 1: Guiding Principals

6:00pm - 8:00pm

- 9/25/25 - JFCTC

### Forum 2: (3 options for participation)

6:00pm - 8:00pm

- 11/12/25 - GWCES
- 11/13/25 - CHS
- 11/14/25 - JAFCTC

[Click here for more information.](#)

## IN THIS EDITION...

SMCPS Redistricting  
Forums  
Calendar Committee  
PRAXIS Assistance  
Conference Opportunities  
Community Coalition  
(BEACON)

hello  
FALL

Thank  
you

## Representative Assembly

These sites were represented at the 9/9/25 Rep. Assembly

- |          |           |        |
|----------|-----------|--------|
| • BBES   | • EMS     | • LHS  |
| • CWDES  | • EES     | • LMS  |
| • CPCS   | • GWCES   | • MBMS |
| • CHS    | • GMHS    | • MES  |
| • DSS    | • Central | • SRMS |
| • JAFCTC | • Offices | • TCES |
| • DES    | • LES     | • VA   |



## SMCPS Calendar Committee

The SMCPS Calendar Committee will convene on October 14. EASMC has eight representatives serving on the committee. There will be a calendar survey posted soon. Please be on the lookout for it so that your voice can be heard.

## Upcoming Events

Sep. 23 - EASMC @ EMS & OES  
Sep. 24 - Board of Education, 6:00 p.m.  
Sep. 30 - EASMC @ GMHS & GKES  
Oct. 2 - EASMC @ SRMS & PHES  
Oct. 7 - EASMC Board of Directors, 4:30 p.m.  
Oct. 8 - Board of Education, 9:00 a.m.  
Oct. 14 - EASMC @ LMS & LES  
Oct. 21 - EASMC Rep Assembly, 5:00 p.m.

## Want to attend an NEA conference?

if you are interested in being considered to attend NEA conferences and trainings, please fill out [THIS FORM](#) to apply for grant funding.

### Examples of opportunities:

NEA Leadership Summit  
NEA Minority Leadership Training  
NEA Women's Leadership Training  
NEA ESP Conference



## PRAXIS Tutors

The Center for Education Policy and Practice is excited to announce that our restructured PRAXIS/PARAPRO tutoring sessions will begin the week of September 22, 2025. We have implemented significant program enhancements that will provide improved coverage for our members. These exciting developments represent our commitment to excellence in professional development and student success. Would you like to have one-on-one support with the PRAXIS/PARAPRO? MSEA processes individual requests daily and finds tutors to work directly with members. For registration [CLICK HERE](#).



## WHO CAN HELP?

Tel. (240) 309-4196

**Sarah Penrod, EASMC President, [spenrod@mseanea.org](mailto:spenrod@mseanea.org)**

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

**Dawn Pipkin, MSEA UniServ Director, [dpipkin@mseanea.org](mailto:dpipkin@mseanea.org)**

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

**Jennifer Waybright, EASMC Office Manager, [jwaybright@mseanea.org](mailto:jwaybright@mseanea.org)**

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





# Contract Corner



## Elementary Teacher Planning Time

### 5.1.2.1. Elementary Planning

*The Board will provide all elementary school teachers a minimum of 225 minutes per week within the students' day for planning. In all elementary schools, the minimum time shall be scheduled for each teacher in blocks of not less than 30 minutes (when possible) per day and shall be free from student responsibility within that time during the student day. Effort will be made to provide equitable distribution of this planning time throughout the week in keeping with the desires of the staff of individual schools.*

Key takeaways:

- Planning time must be within the student day (between arrival and dismissal)
- Every effort must be made to provide equitable distribution of planning time throughout the week
- It should be extremely rare for teachers to have planning blocks less than 30 minutes. Every effort should be made to arrange schedules with blocks of 30 minutes or more. If you have a shorter block, reach out to Dawn Pipkin ([dpipkin@mseane.org](mailto:dpipkin@mseane.org))

## Secondary Class Preparation

### 5.1.2.4. Class Preparation

*Secondary principals shall make a good faith effort to assign teachers in a manner that minimizes the number of class preparations to the extent possible. A course that is taught both online (virtually) and in-person shall count as two distinct courses and thus two preparations.*

- *a. Four or More Class Preparations. If a teacher's assignment requires four or more different class preparations, then prior to issuing the assignment, the home site principal will meet with the teacher to (1) explain the factors requiring the rigorous assignment, (2) review the variables impacting workload including class sizes/levels, and (3) discuss reasonable accommodations to mitigate any above average planning and preparation responsibilities. In cases of multiple-site assignments, the principals shall share responsibility for explaining the reasons and providing accommodations. The principal(s) shall summarize the meeting via an email to the employee.*

Key takeaways:

- You can have 4 or more preps - but a discussion about time accommodation must be had.
- Some reasonable accommodations could include reduction of extra duties (lunch, hall, etc.). Extra planning periods are not guaranteed.
- Itinerant employees who work at multiple sites are not responsible for building their own schedules. The principals at both work sites should share that responsibility.

Dear Members,



I hope the school year is off to a great start for you! It's hard to believe we're already well into September—time really flies once the hallways fill with students again. I know the first few weeks can be a whirlwind, but the dedication you bring to your classrooms and schools every day truly sets the tone for a successful year.

While the work inside our buildings is at the heart of what we do, we also know that our schools are deeply connected to the communities around them. That's why our union is taking an exciting step forward this year: we are building a community coalition— **BEACON: Building Educational Access, Community, and Opportunity Network**. EASMC envisions BEACON as a potential coalition of local organizations, leaders, and advocates who are united by a shared vision: strengthening St. Mary's County through high-quality public education and expanded opportunities for all.

This coalition will strengthen our collective voice, bring new resources and partnerships into our schools, and help us address the challenges that our students and educators face. Together, we can make our community stronger, more connected, and better prepared to support every learner's success.

I look forward to sharing more about this work and how you can be involved as the coalition takes shape in the coming months. Thank you for everything you do each day to educate, inspire, and care for our students.

In solidarity,

*Sarah Penrod*

President, Education Association of St. Mary's County

