



# EASMC *Today*

March 2026

## SMCPS BUDGET STATUS

- The SMCPS budget was approved by the Board of Ed and sent to the county commissioners. The Superintendent asked for \$8.4 million over maintenance of effort to fund the negotiated agreements. Unfortunately, this budget still includes several position cuts from both the Certificated and ESP bargaining units, including up to 10 social workers
- As of the March 23rd budget work session, the County Commissioners draft budget includes fully funding the \$8.4M request from the school system. **The Board of County Commissioners will hold a final public budget hearing on April 21st, 6:30 p.m. at Chopticon High School.** Please plan to join us at this event wearing “Red for Ed” in support of this funding for our public schools.

## MAY DAY – LABOR RIGHTS RALLY

On May 1<sup>st</sup>, EASMC will be joined by other local unions to hold a sign waving rally for the May Day movement, or International Workers’ Day. Along with hundreds of unions across the country, including the NEA, we will stand in solidarity together at the corner of route 235/4 near Harris Teeter and Wawa. Watch your email for more information to come!



Spring Break is here—and it couldn’t come at a better time! I hope you each get the chance to rest, recharge, and enjoy some well-deserved time with family and friends. Your hard work and dedication every day truly make a difference, and this break is a chance to take care of yourselves. To those celebrating, I wish you a joyful and peaceful Easter, and a wonderful Passover filled with reflection, tradition, and time with loved ones. Thank you for all that you do—enjoy every moment of your break!

In solidarity,  
Sarah Penrod  
EASMC President



# We're hiring!

## ESP UNION Summer

ONE JOB SHOULD BE ENOUGH!



Join the fight for  
a living wage, fairness,  
and respect!

We want 100% of ESPs to know what the Bill of Rights means for all support staff and how we can use it to win at the bargaining table.

- \$30/hour
- Mileage and meals stipend
- 20 hours/week
- June 22–August 14, 2026
- Deadline for applicants: April 23, 2026
- Interviews: January 2026–April 3, 2026

At MSEA's 2026 Union Summer, ESP member organizers will work together, supported by MSEA organizers, to build union stronger locals by recruiting members and growing the ESP Bill of Rights movement.

## You'll learn how to:

- Sign up new members during one-on-one meetings and in union orientations
- Advocate for, and answer questions about, worker rights and expectations declared in the MSEA ESP Bill of Rights
- Conduct one-on-one organizing conversations with potential ESP members with a focus on membership, building union capacity for strong contract negotiations, and more
- Identify new union leaders and activists
- Develop and implement internal organizing campaigns
- Use and maintain organizing lists

CLICK HERE



**Apply today!** Scan or click this QR to learn more and complete the online application!



## TENURED RESIGNATIONS

If you were tenured as of the beginning of this 2025-2026 school year, then you are obligated to give notice by July 15 that you will not be returning next year. As of July 16, 2026, teachers with tenure (based on the 2025-2026 school year) are officially considered to be under contract for the 2026-2027 school year. If leaving the school system with tenure, then you must disclose that to SMCPs by **July 15, 2026**. 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 2025-2026 school year, then you are obligated to give notice by **May 1, 2026** that you will not be returning next year. As of May 2, 2026, teachers without tenure (based on the beginning of the 2025-2026 school year) are officially considered to be under contract for the 2026-2027 school year. If leaving the school system without tenure, then you should have disclosed that to SMCPs by May 1. Likewise, if SMCPs is not renewing your contract, then your principal or an HR designee must disclose that to you in writing before May 1.



**ESP Lobby Night, Annapolis**



## UPCOMING EVENTS

- March 30 - April 3: Spring Break
- April 7: EASMC Board of Directors
- April 8: SMCPs Board of Education, 9:00am
- April 14: EASMC Rep Assembly
- April 16: BEACON Coalition
- April 21: SMC Commissioners Public Budget Hearing
- April 22: SMCPs Board of Education, 6:00pm
- May 4 - 8: Educator Appreciation Week

## WHO CAN HELP?

Tel. (240) 309-4196

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

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

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

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

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

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

