

ESPBC Election Spring 2025
Board of Directors / Officers
Personal Statement

Office Professional (3-yr. term, 2025-2028)

Name: Kaye Leonard **School:** Catonsville HS **Role:** Guidance Secretary

Background Information: ESPBC: Secretary, ESPBC Board of Director, ESPBC Building Representative, Chair – Communication & Publicity, Member-Budget Committee, Member-Elections Committee, Member-Negotiation Committee, Member-Audit Committee, Member-ESPBC Sick Leave Bank, Facilitator-ESPBC/BCPS Professional Development, Attendee – Legislative Breakfast, ESPBC Member, ESPBC Trainings and Workshops. MSEA: MSEA Delegate. NEA: NEA ESP Conference Attendee. BCPS: Superintendent Search Focus Group, BCPS Employee – Office Professional, BCPS Schoology Trainings and BCPS workshops. Other Experiences: Understanding being a single mom, working several jobs and multitasking.

Personal Statement: I will bring a strong, energetic, and leadership style that aligns with ESPBC values. With a sincere commitment to two-way communication, we will work together as a united team, ensuring that every voice is heard and valued.

I pledge ALL SUPPORT PROFESSIONALS’ concerns, needs, and responses. Whether advocating for fair wages or celebrating achievements, I will be there to listen and take action!

Let me be your cheerful VOICE within ESPBC.

Name: Monica Altamura **Office:** Office of Risk Management **Role:** Workers’ Compensation Rep

Background Information: ESPBC: Member and Building Representative, ESPBC Delegate to MSEA RA, Sparks Participant, Chair of Recognition & Retirement Committee. MSEA: Summer Leadership Institute (SLI) Participant, Ethnic Minority Caucus (EMC) & American Indian/Alaskan Native (AI/AN) Caucus Member. NEA: National Council of Educational Support Professionals (NCESP), Black Caucus Member. Education History: B.A. – English, B.S. – Para-Legal Studies, Currently as MS Candidate- Human Resources.

Personal Statement: “I am Monica Altamura, a Worker’s Compensation Representative, recognized trainer, team-builder, and well versed in employee benefits, policies, and procedures. I am seeking your votes to elect me to the ESPBC Board of Directors and as a delegate to the 2025 MSEA and NEA Representative Assemblies.

The Education Support Professional (ESP) Bill of Rights needs to be more than a soundbite. It must become actionable because ESPs deserve more than lip service. Vote Monica Altamura!”

Name: Pandora Jones **School:** Nottingham MS **Role:** Counseling Secretary & Registrar

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Background Information: ESPBC: Mentors Matters Program Mentor, GRAS Committee, and Building Rep. MSEA: Lobby Night in Annapolis, Office Professional Organizing Committee, and Bill of Rights.

Personal Statement: I am Pandora Jones and I am running for ESPBC Board of Directors Office Professional. With 15-years of experience in education and community service, I aim to enhance educational opportunities and promote community engagement. Together we can build a stronger community. Your Support Matters!

Thank you,
Pandora Jones

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Paraeducator (3-yr. term, 2025-2028)

Name: Devon Chapman **School:** Deep Creek MS **Role:** Paraeducator

Background Information: BCPS: Building Representative, Superintendent School Based Advisory Committee, Equity Liaison. MSEA: Minority Affairs Committee Member, ESPBC Summer Organizer, Racial Social Justice. NEA: Speak Up Speak Out Candidate, Sexual Orientation & Gender Identity (SOGI) Member.

Personal Statement: My name is Devon Chapman. I am a graduate of Cecil County Public Schools. I am currently pursuing my Bachelor's degree in history so that I can teach. I have served in education for 10 years. My goal is to educate our scholars with professionalism and fidelity preparing them for tomorrow. It is my goal to serve my members with the same integrity as I do my scholars.

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At-Large (3-yr. term, 2025-2028)

Name: James R. Henderson, III **Office:** Department of Technology **Role:** IT Technician

Background Information: ESPBC: Board of Directors, Building Rep, Logo and Website Designer, Communications & Publicity Committee Member and Co-Chair, Membership, and Bylaws & Policies Committees, Delegate to MSEA RA, NEA RA and Trainings. MESA: Board of Director, Board Liaison to Resolutions, Membership and Bylaws & Rules Committee, Emerging Leaders Graduate, Trainer in the Women’s Leadership Training Cadre, Delegate to MSEA RA, NEA RA and Trainings. NEA: Chair of the Resolutions Internal Editing Committee (IEC), Resolutions Chair, NCESP Member and NCESP Conference Trainer, Delegate (from MSEA and ESPBC) to NEA RA & Trainings.

Personal Statement: “I, James Henderson, am seeking re-election to the ESPBC Board of Directors. As a countywide IT Technician, I see first-hand how Education Support Professionals (ESPs) do their best to service, support, and enhance student achievement.

One job should be enough! When did ESPs become the enemy?

Allow me to continue to be one of your strongest advocates at the local, state, and national levels by re-electing me to the ESPBC Board. Vote James Henderson!!!”

Name: Anthony Janey **School:** Campfield Early Learning Center **Role:** Educator, Special Education

Background Information: ESPBC: Sparks Committee Director, Racial Social Justice Committee, Building Association Representative, ESPBC/TABCO Government Relations Committee “GRAS”, ESPBC Year-Round Organizing/YRO, ESPBC Professional Development, ESPBC Superintendent School-Based Advisory Group, ESPBC Employee 12-Month Pay Advisory Committee, Attended EPBC Rallies at the Board of Education, Attended Board of Education Meetings, Labor Management Meetings at Campfield. MSEA: Convention Delegate, MSEA Summer Leadership Training, Attended MSEA ESP Professional Development Day, MSEA Rallies in Annapolis. NEA: Convention Delegate.

Personal Statement: “As a dedicated advocate for equity and empowerment, I am passionate about fostering opportunities that uplift our community. With experience in leadership roles and a commitment to collaboration, I aim to support the Educational Support Professionals of Baltimore County in achieving their mission. I bring a vision of inclusivity, strategic planning, and teamwork to ensure our members are valued and equipped to thrive, ultimately benefitting the students and families we serve.”

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MSEA / NEA Delegates

Name: Jean A. Milstein **School:** Parkville HS **Role:** Paraeducator
MSEA RA / NEA RA

Background Information: Association rep for ESPBC for 5 years. ESPBC Professional Development Committee, Sparks Committee, Government Relations and Solidarity Committee Co-Chair, Special Education Working Group, ESPBC Board Member, BCPS Joint Student Discipline Committee, MSEA Alternate to NEA Resolutions

Personal Statement: Jennie Milstein is a paraeducator who serves on ESPBC’s Board, Government Relations Committee, and Special Education Working Group, and as an alternate to the NEA Resolutions Committee. Her passion is advocating for education, support professionals and special education rights. She firmly believes that the “union” is not an organization separate from its members. It is a collective of which we all are a part. We are the agents of change.

Name: James R. Henderson, III **Office:** Department of Technology **Role:** IT Technician
MSEA RA / NEA RA

Background Information: ESPBC: Board of Directors, Building Rep, Logo and Website Designer, Communications & Publicity Committee Member and Co-Chair, Membership, and Bylaws & Policies Committees, Delegate to MSEA RA, NEA RA and Trainings. MESA: Board of Director, Board Liaison to Resolutions, Membership and Bylaws & Rules Committee, Emerging Leaders Graduate, Trainer in the Women’s Leadership Training Cadre, Delegate to MSEA RA, NEA RA and Trainings. NEA: Chair of the Resolutions Internal Editing Committee (IEC), Resolutions Chair, NCESP Member and NCESP Conference Trainer, Delegate (from MSEA and ESPBC) to NEA RA & Trainings.

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Allow me to continue to be one of your strongest advocates at the local, state, and national levels by re-electing me to the ESPBC Board. Vote James Henderson!!!”

Name: Candace G. Pallett **Location:** Office of Facilities Operations & Logistics
Role: Administrative Secretary III
MSEA RA / NEA RA

Background Information: MSEA Delegate, NEA Delegate, Board of Directors At-Large, Scholarship Committee, Benefits Committee, Building Rep, Retirement & Recognition Committee

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Personal Statement: Candace G. Pallett, Board of Director and dedicated ESPBC member since 2009 (with a three-year break), excels in organizational leadership as an Administrative Secretary III for Facilities Operations and Logistics. She has served as a Delegate for NEA (7X) and MSEA (11X) between 2010-2024, championing members' rights and supporting policy improvements.

Passionate about enhancing educational standards, **re-elect Candace** as **NEA/MSEA Delegate** to continue her impactful work and support for our ESPBC community. **Your vote MATTERS!**

Name: Lisa Diegel **School:** Chesapeake HS **Role:** Guidance Secretary
MSEA RA / NE RA

Background Information: National Education Association (NEA): ESP National Conference (2024 & 2025), ESP Leadership Institute Cohort (2023-2025). Maryland State Education Association (MSEA): NEA RA Delegate (2024), ESP Conference (2024), Minority & Women's Leadership Training Program, 2024 Cohort Graduate, and Mentor. Baltimore County Public Schools (BCPS): NEA RA Delegate (2023), MSEA RA Delegate (Fall 2023, Spring 2024, Fall 2024), ESPBC Building Rep (2022-present), ESPBC Board Member (2023-2026), Chesapeake Hight School Attendance Committee (2022-present)

Personal Statement: As a current ESPBC building representative, board member, and office professional with over 10 years' experience, I am seeking election as an ESPBC delegate for the MSEA and NEA Representative Assembly. My extensive knowledge of our roles equips me to contribute multiple perspectives to our discussions. I am committed to bringing valuable information back to our members from the conferences, ensuring that your voices are heard and represented.

Thank you for considering my candidacy.

Name: Susie McNeill **School:** Catonsville Ctr. For Alt. Studies **Role:** Care Liaison
MSEA RA / NEA RA

Background Information: Delegate for NEA-ESPBC, Delegate for MSEA-ESPBC

Personal Statement: I am an active member of ESPBC, and I know the importance of attending the NEA and MSEA to have your voice heard. As a delegate, I listen to both the needs of TABCO and ESPBC and would like to make sure our needs as well as the needs of our children, parents, employees, and stakeholders are always met.

Name: Anthony Janey **School:** Campfield Early Learning Center **Role:** Para, Special Ed.
MSEA RA

Background Information: ESPBC: Sparks Committee Director, Racial Social Justice Committee, Building Association Representative, ESPBC/TABCO Government Relations Committee "GRAS", ESPBC Year-Round Organizing/YRO, ESPBC Professional Development,

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ESPBC Superintendent School-Based Advisory Group, ESPBC Employee 12-Month Pay Advisory Committee, Attended EPBC Rallies at the Board of Education, Attended Board of Education Meetings, Labor Management Meetings at Campfield. MSEA: Convention Delegate, MSEA Summer Leadership Training, Attended MSEA ESP Professional Development Day, MSEA Rallies in Annapolis. NEA: Convention Delegate.

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Name: Bessie Frink **Office:** Transportation Department **Role:** Clerk II
MSEA RA

Personal Statement: Hi, my name is Bessie Frink, and I am submitting this statement to be considered as a Representative Assembly Delegate at the MSEA Convention in Ocean City. I have been a member of ESPBC for several years and this would allow me the opportunity to become more involved. As a Delegate, I would be able to see how ESPBC functions firsthand. I would consider it an honor to represent ESPBC at the MSEA Convention.

Name: Joseph Coughlin **Location:** Kenwood Admin Building **Role:** Lead Computer Technician
MSEA RA / NEA RA

Background Information: ESPBC Building Rep, Board Member, Vice-President, and President. ESPBC committees: Budget, Membership, Communication, and Scholarship. MSEA: Board of Directors and Treasurer, ESP Concerns Committee

Personal Statement: I strongly believe in the strength that comes from unity and collaboration. My dedication lies in fostering a cohesive and support education community by working closely with all members of our association and partners outside of ESPBC. Together, we can cultivate an equitable and unified environment that ultimately benefits the students we serve. I would be honored to be considered to represent you at the MSEA and NEA Representative Assemblies. Thank you for your support.

Name: Jamie Vilcarino **School:** Villa Cresta ES **Role:** Office Secretary
MSEA RA / NEA RA

Background Information: MSEA Delegate (2018-2019, 2021-2024) Guest (2016-2017), NEA Delegate (2019, 2021-2024), ESPBC Sick Leave Bank (2019-2024)

Personal Statement: My name is Jamie Vilcarino and I would like to represent the ESPs as a delegate for the 2025 NEA and MSEA Representative Assemblies. As an Office Secretary, I can bring an outside-the-classroom perspective to situations.

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Please support me to represent you as a delegate for NEA & MSEA. Thank you.

Name: Veronica Henderson **Office:** Department of Transportation **Role:** Office Professional
MSEA RA / NEA RA

Background Information: ESPBC: Current and Former Board of Director, Former Vice-President and Secretary, First Editor of the newsletter and website initiator, Building Rep and PAC Captain, Served on and chaired various committees including, but not limited to, Publicity, Negotiations, Membership, & Instructional and Professional Development (IPD), ESPBC Delegate to both MSEA and NEA RAs. MSEA: Current and Former Board Director, Chair of the Minority Caucus, Recipient of the MSEA Minority Caucus Award for Excellent Service, and the **2017-2018 MSEA Minority Recognition Award**, Served on various committees including, but not limited to, Minority Affairs, Resolutions, ESP Concerns, Emerging Leaders, & Instructional and Professional Development (IPD), State Cadre Trainer for: I Can Do It, IMS, MAC, WLTP, Yes You Can, and a Trainer of Trainers, MSEA Delegate to both MSEA and NEA RAs. NEA: Former Board Director (termed out), Resolutions Committee (termed out), National Council of Education Support Professionals – Mid-Atlantic Regional Director, WLTP Cadre Trainer & LFT Program Graduate, NEA Delegate to NEA RA, **2007 NEA National Education Support Professional of the Year** (Maryland's First). Education and Professional Experience: MS +30 in Adult Education, Adjunct Professor, CEOE – Certified via NAEOP, Recognized local, state, and national trainer, Served as a two-term Gubernatorial Commission, Founder of Dreamcatchers, LLC (professional development company).

Personal Statement: “As your current ESPBC Secretary, I am asking you to elect me, **Veronica Henderson**, to once again serve as a delegate to **both** the 2025 NEA and MSEA Representative Assemblies. My track record as an education advocate for our members, our profession, and most importantly for the students we all serve well-documented. I have served on the local (ESPBC), state (MSEA), and national BODs and trained/presented at all three levels. **Vote Veronica Henderson.**”

Name: Cortly D. Witherspoon, Sr. **School:** Winfield ES **Role:** Care Liaison
MSEA RA

Background Information: ESPBC: Racial, Social, Economic Justice Organizing Group, Co-Chair Minority Affairs Committee and Sparks. MSEA: ESP Summer Organizer, Minority Leadership Training Cohort, Summer Leadership Conference, Emerging Leadership Academy. I was also featured in the October 2024 Edition of Action Line Magazine for my efforts.

Personal Statement: I humbly ask for your vote to serve as YOUR delegate to the MSEA Representative Assembly.

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I am running for this position because I believe that “service is the rent we pay to live in the world,” and that YOU deserve hardworking, dedicated, committed representation with a **servant’s heart**.

I have served as a Minister, Legislative Aide, Community Organizer and Unionist. Now I wish to make my experience to the Representative Assembly to serve YOU.

Name: Monica Altamura **Office:** Office of Risk Management **Role:** Workers’ Compensation Rep
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Name: Joy Marie Garvey **Office:** Department of Transportation **Role:** Clerk III
MSEA RA

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Personal Statement: After working decades, BCPS is the first organization for which I have the backing of a good union with ESPBC. My name is Joy Garvey and, as a six-year member, I would like to be one of your delegates to the MSEA Representative Assembly. I will work hard to ensure that we adhere to our mission and our initiatives support our membership so everyone in the union feels this way. Thank you.