

VOTE TO ELECT Candace G. Pallett

Candidate for ESPBC Treasurer

"Professional Rigor. Total Transparency. Zero Errors."



WHAT IS FIDUCIARY RESPONSIBILITY?

To act with loyalty, good faith, and honesty; to manage assets with care, maintain meticulous records, and ensure all financial activities meet established professional and legal criteria.

My name is Candace G. Pallett, and I am a candidate for the position of ESPBC Treasurer. Our organization was incorporated in 1977, and while internal reviews have their place, I believe every healthy organization periodically requires a comprehensive outside audit to ensure total accountability to its members.

As a 17-year BCPS veteran, I bring a 'zero-error' standard to our union. I possess the professional expertise required to manage multi-million dollar and Title I grant budgets. As Treasurer, I will restore fiscal accountability, ensure 100% tax compliance, and guarantee total transparency. I have the technical skills to meet every deadline and ensure our dues are never again wasted on avoidable IRS penalties.

VOTE FOR FISCAL RESPONSIBILITY. VOTE CANDACE G. PALLETT

ASSOCIATION POSITIONS HELD:

Local - ESPBC

(Education Support Professionals of Baltimore County)

- Board Director & Building Representative
- ESPBC Delegate to MSEA & NEA RA
- Scholarship Committee
- Member Benefits Committee
- Retirement & Recognition Committee

State – MSEA

(Maryland State Education Association)

- Summer Leadership Institute(SLI)
- Convention Committee
- Delegate to the MSEA RA
- Women's Leadership Training
- Minority Leadership Training

National - NEA

(National Education Association)

- NCESP Member
- NEA Racial & Social Justice
- NEA Conference
- Delegate to the NEA RA

PLEASE ELECT

ANTHONY JANEY FOR ESPBC PARAEDUCATOR

*Anthony Janey, as an ESPBC member is a dedicated advocate for education professionals, committed to ensuring that every ESPBC member has a strong voice in the decisions that impact their careers and communities. Running for the **ESPBC Paraeducator** position, I will bring years of experience, leadership, and a passion for supporting education support professionals. I am focused on advocating for fair wages, professional development opportunities, and improved working conditions to create a more equitable and thriving work environment. With a deep understanding of the challenges facing ESPs, I am ready to work tirelessly to represent your interests and strengthen our collective power. **Vote for Anthony Janey—your voice, your advocate, your champion! Please allow me to represent you by voting for Anthony Janey!***

VOTE FOR

ANTHONY JANEY

EDUCATION SUPPORT PROFESSIONALS OF BALTIMORE COUNTY (ESPBC)

- ESPBC: SPARKS COMMITTEE CHAIR
- ESPBC: BUILDING REPRESENTATIVE
- ESPBC/TABCO: GOVERNMENT RELATIONS
- ESPBC SUPERINTENDENT - SCHOOL-BASED ADVISORY GROUP FOR ESPBC EMPLOYEE (12 MONTHS)
- ESPBC: ATTENDED ESPBC RALLIES AT THE BOARD OF EDUCATION
- ESPBC: ATTENDED BOARD OF EDUCATION MEETINGS, LABOR MANAGEMENT MEETINGS AT CAMPFIELD
- RSEJ COMMITTEE
- BYLAWS COMMITTEE
- SICK LEAVE BANK COMMITTEE
- ESPBC MEMBER

MARYLAND STATE EDUCATION ASSOCIATION (MSEA)

- MSEA: ATTENDED MSEA CONVENTION AS A DELEGATE
- MSEA: LEADERSHIP TRAINING
- MSEA: ESP PROFESSIONAL DEVELOPMENT DAY
- MSEA: ATTENDED MSEA RALLIES IN ANNAPOLIS
- MSEA: BILL OF RIGHTS CAMPAIGN

NATIONAL EDUCATION ASSOCIATION (NEA)

- NEA DELEGATE FOR RA CONVENTION

- BCPS: PARTICIPATED IN BCPS TRAININGS
- BCPS/ESPBC: PARTICIPATED IN ESPBC PD DAY

As a dedicated member of ESPBC, I am fully committed to advocating for the rights and well-being of our members.

I pledge to be a strong and unwavering voice for the voiceless, ensuring that every member is heard, valued, and treated with fairness and respect.

Together, we will stand in solidarity to secure better working conditions, fair wages, and the professional recognition we deserve. I will work tirelessly to promote equity, justice, and positive change within our community, empowering each member to thrive in a supportive and inclusive environment.

Our strength lies in our unity, and I am proud to stand with my fellow ESPBC members in this important fight for our rights and our future.

Thank you for your support!

WE ARE BETTER TOGETHER!

VOTE

Jamie Vilcarino

ESPBC Board Member at Large

Representing you with:

- Fiscal Accountability
- Protecting your Dues Dollars
- Common Sense Leadership
- Transparency

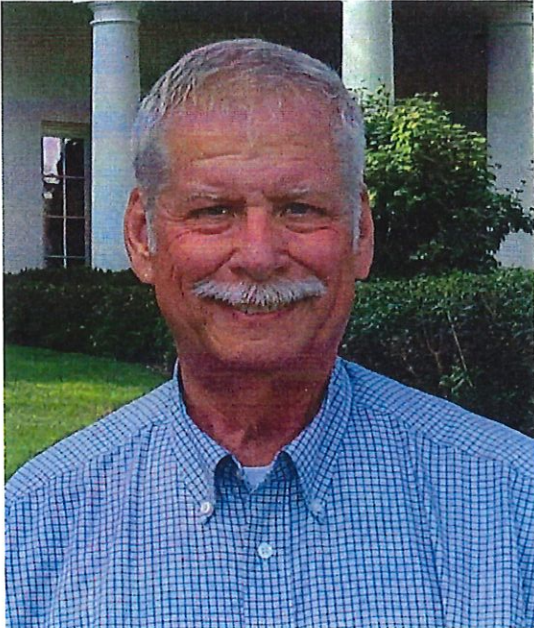
Vote for Jamie!

Vote March 2 thru March 6

Contact me at

jvilcarinoesp@yahoo.com





Re-Elect Joe Coughlin for Vice President

Leadership that delivers. Experience you can trust.

As a dedicated **union activist**, I am committed to strengthening public education and advancing the voices of Education Support Professionals.

Leadership Experience

Education Support Professionals of Baltimore County

- President
- Vice President (Current)
- Board of Directors
- Building Representative
- Budget Committee
- Negotiations Committee
- Communications & Publicity Committee
- Government Relations Committee
- State Delegate to **MSEA & NEA**

Maryland State Education Association

- Treasurer
- Board of Directors
- Budget Committee
- Crisis Fund Committee
- Negotiations Committee
- Summer Leadership Committee
- State Contacts Committee
- **NEA Delegate**

National Education Association

- NEA Director
- ESP Leaders for Tomorrow (Graduate)
- ESP Committee
- Leaders for Tomorrow Selection Committee

I take my Vice-Presidential responsibilities seriously and will continue to:

- Advocate strongly for **ESPBC's strategic priorities**
- Help **build and sustain a strong local union**
- Maintain a **culture of organizing and member engagement**
- Lead and elevate the **ESP profession**

Electing me ensures that ESPBC's leadership continues to grow and that **your voice is heard** through strong advocacy and organizing around the issues that matter most to our members.

I respectfully ask for your support and the opportunity to **continue representing you** as your **ESPBC Vice President**.

**Together, we can
continue building a
stronger ESPBC.
I ask for your support
and your vote.**



ELECT

VERONICA HENDERSON, CEOE, M.S.

***as a delegate to both the
2026 NEA and MSEA
Representative Assemblies***

***CEOE – Certified Educational Office Employee
M.S. – Master of Science in Adult Education***

Dear ESPBC Members,

*When I ran the last time for the position of ESPBC Secretary and asked you to embrace change, you did so by electing me to that position. **Once again, I thank you.** As a result, Building Reps and members are now receiving hard copies of RA minutes in advance of the meetings to help build confidence in the Association and provide a level of transparency and accountability.*

*My voice is not silent when it comes to advocating for members rights, and for protecting and defending our jobs. **I have had to defend and protect my own job at various times!!!** I ask that you please take the time to review my qualifications, and know that in me, you have a strong **Education Support Professional** representing and advocating for you at the 2026 MSEA and NEA Representative Assemblies. Please place a check by my name on the ESPBC ballot and vote by the election's deadline of **03-06-26**. Thank you!*

Sampling of Current & Past Association Positions Held:

Local – ESPBC (Education Support Professionals of Baltimore County)

- Current Secretary
- Former Vice President, Secretary, & Board Director
- First Editor of the newsletter and website initiator
- Building Rep and PAC Captain
- Served on and chaired numerous and various committees

National – NEA (National Education Association)

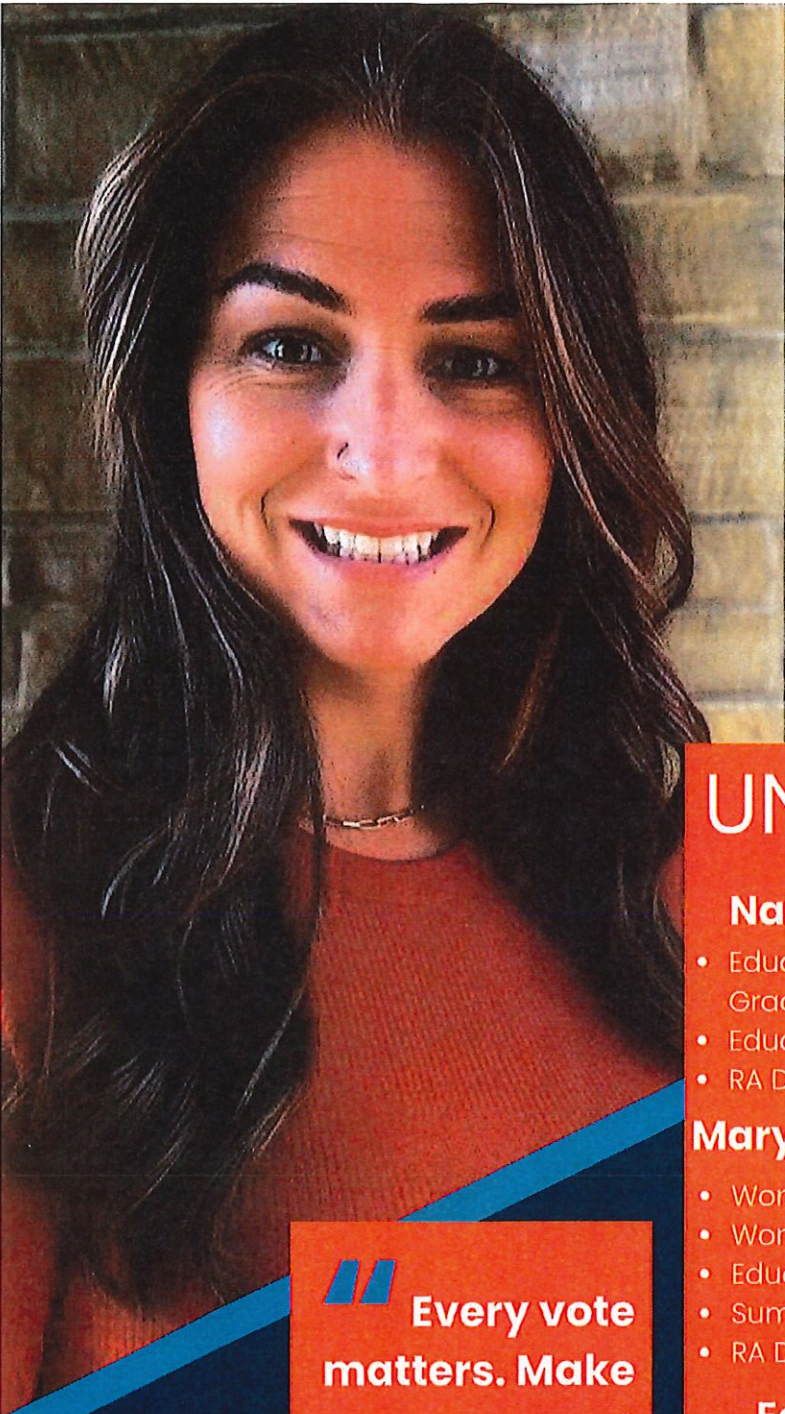
- Former Board Director - (termed out)
- Resolutions Committee - (termed out)
- National Council of Education Support Professionals –
Mid-Atlantic Regional Director
- WLTP Cadre Trainer & LFT Program Graduate
- **2007 NEA National Education Support
Professional of the Year - (Maryland's First)**

State – MSEA (Maryland State Education Association)

- Former Board Director for several terms
- Chair of the MSEA Ethnic Minority Caucus
- Chair of the MSEA American Indian/Alaskan Native Caucus
- Recipient of both the MSEA Minority Caucus Award For
Excellent Service, *and the 2017-2018 MSEA
Minority Recognition Award*
- Served on numerous committees, including Minority Affairs,
Resolutions, ESP Concerns, Emerging Leaders, and IPD
- State Cadre Trainer for: I Can Do It, IMS, MAC, WLTP,
Yes I Can, and a Trainer of Trainers

Education and Professional Experience

- M.S.+30 in Adult Education
- Adjunct Professor
- CEOE – Certified via NAEOP
- Recognized local, state, and national trainer
- Served a two-term Gubernatorial Commission
- Founder of the Dreamcatcher, LLC
(professional development company)



Lisa Diegel

*Empowering the People –
Accountability Equals Change:
Transparency Moves Us Forward.*

UNION EXPERIENCE

National Education Association

- Education Support Professional Leadership Institute Graduate (ESPLI) Class of 2025
- Education Support Professional Conference Attendee
- RA Delegate

Maryland State Education Association

- Womens Leadership Training Graduate Class of 2024
- Women & Minority Leadership Training Mentor
- Education Support Professional Conference Attendee
- Summer Leadership Conference Attendee
- RA Delegate

Education Support Professionals of Baltimore County

- Membership Blitz Participant
- Legislative Breakfast Attendee
- Professional Development Attendee
- Building Representative
- Board of Director 2023-2026

Baltimore County Public Schools

- Counseling Secretary
- Office Secretary
- Fiscal Assistant
- Records Secretary
- Administrative Secretary III

“ Every vote
matters. Make
yours count



3.2.26 – 3.6.26

**Re-Elect Lisa Diegel to the
ESPBC Board of Director
Office Professional
and NEA & MSEA Delegate**



VOTE FOR

Millie Hamann



**EDUCATION SUPPORT PROFESSIONALS OF
BALTIMORE COUNTY(ESPBC)**

**RE-ELECT FOR THE
TREASURER OF FOR ESPBC**

Experience • Integrity • Accountability

I am seeking re-election as your Treasurer for **ESPBC, MSEA RA Delegate, and NEA RA Delegate**. I have served the **ESPBC** organization with professionalism, transparency, and a strong commitment to fiscal responsibility. I understand the importance of safeguarding union resources and ensuring that every financial decision reflects the best interests of our membership.

My goal is to protect **ESPBC's** financial future while strengthening our ability to serve, support, and advocate for our members.

Millie's Vision for ESPBC

My vision is to manage **ESPBC's** finances with integrity, transparency, and accountability, ensuring responsible stewardship of union funds while supporting programs and initiatives that serve and strengthen our members.



ESPBC

- ESPBC-Treasurer
- ESPBC-Member
- ESPBC-Building Representative
- ESPBC- Minority Affairs Committee
- ESPBC-Chair for Communication and Publicity
- ESPBC-Chair for Budget Committee
- ESPBC participated in trainings
- ESPBC - Member of PD Committee

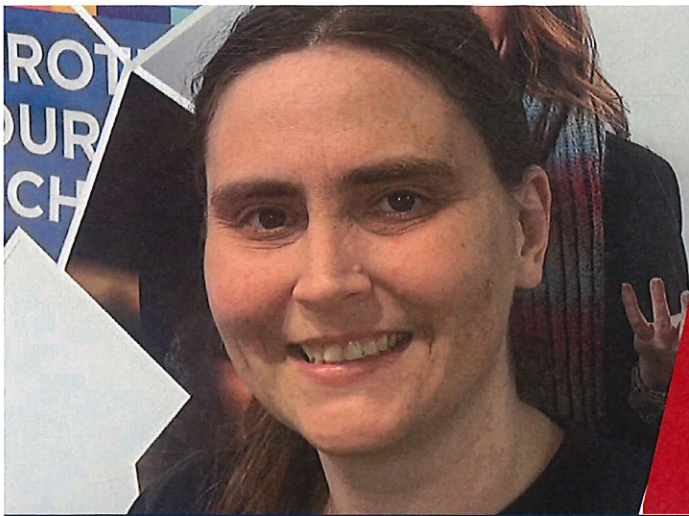
MSEA

- MSEA Member
- MSEA Delegate
- MSEA -Minority Affairs Committee
- MSEA - Participated in trainings
- MSEA - Election Committee
- MSEA-LOA trainings

NEA

- NEA - Member
- NEA - NEA RA Delegate





RE-ELECT DR. JEAN (JENNIE) MILSTEIN

TO THE ESPBC BOARD OF DIRECTORS AND AS AN MSEA & NEA DELEGATE

DR. JEAN (JENNIE) MILSTEIN

A PROVEN VOICE FOR EDUCATION SUPPORT PROFESSIONALS

WHY I'M RUNNING

I AM RUNNING BECAUSE I BELIEVE DEEPLY IN THE POWER OF **COLLECTIVE ACTION** AND IN THE DIGNITY, EXPERTISE, AND VALUE OF **EDUCATION SUPPORT PROFESSIONALS**.

FOR EIGHT YEARS, I HAVE WORKED AS A **PARAEDUCATOR IN BCPS**. BEFORE THAT, I WORKED AS AN **ADDITIONAL ADULT ASSISTANT WITHOUT UNION PROTECTIONS**, WHICH SHOWED ME FIRSTHAND HOW ESSENTIAL STRONG UNION REPRESENTATION TRULY IS.

MY BACKGROUND ALSO INCLUDES SERVING AS AN **ADJUNCT PROFESSOR OF PSYCHOLOGY** AND A **POST-DOCTORAL RESEARCH FELLOW**, GIVING ME A RARE PERSPECTIVE ON EDUCATION FROM **MULTIPLE VANTAGE POINTS**: CLASSROOM, RESEARCH, POLICY, AND LABOR.

UNION EXPERIENCE THAT DELIVERS RESULTS

I DON'T JUST BELIEVE IN ADVOCACY, I DO THE WORK.

- ✓ **ASSOCIATION REPRESENTATIVE** SINCE 2019
- ✓ **CO-CHAIR, ESPBC GOVERNMENT RELATIONS COMMITTEE**
- ✓ **ORGANIZER OF A 400-PERSON CAR RALLY** WITH THE GOVERNMENT RELATIONS COMMITTEE
- ✓ **FREQUENT ADVOCATE AT ALL LEVELS: BCPS BOARD OF EDUCATION, ANNAPOLIS, AND WASHINGTON, D.C.**
- ✓ **NEA DIRECTOR - ESP AT-LARGE**
- ✓ **EXPERIENCED IN MEDIA ADVOCACY, LEADERSHIP TRAINING, AND PARLIAMENTARY PROCEDURE**

WHAT I STAND FOR

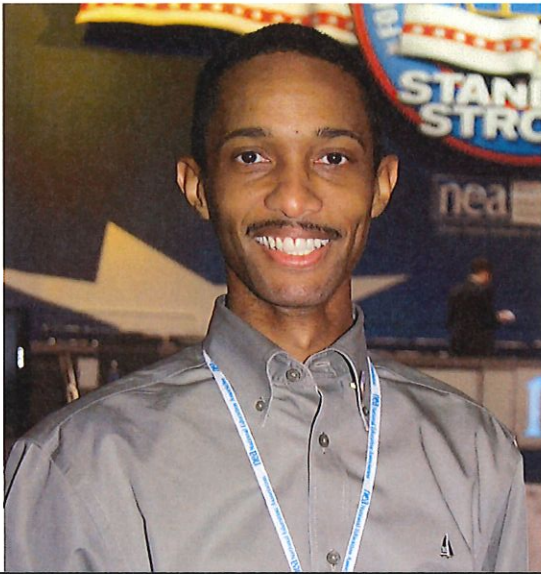
- ✓ **RESPECT, FAIR WAGES, AND SAFE WORKING CONDITIONS** FOR EDUCATION SUPPORT PROFESSIONALS
- ✓ **STRONG OPPOSITION TO PRIVATIZATION AND SUBCONTRACTING** THAT UNDERMINES OUR PROFESSION
- ✓ **PROFESSIONAL RECOGNITION** FOR SKILLED ROLES LIKE PARAEDUCATORS AND ADDITIONAL ADULT ASSISTANTS
- ✓ **FULLY FUNDED SPECIAL EDUCATION** AND REAL INCLUSION—NOT BUZZWORDS
- ✓ **ENSURING UNIONS ARE LEGALLY, FINANCIALLY, AND ORGANIZATIONALLY STRONG** SO DETRACTORS CAN'T EXPLOIT WEAKNESSES



VOTE FOR DR. JEAN (JENNIE) MILSTEIN

MARCH 2ND - MARCH 6TH

**Please Post & Share With
Your Fellow Members**



*“This is **James Henderson** asking you to once again allow me to represent you as a **delegate** to both the 2026 NEA and MSEA Representative Assemblies to serve as a committed advocate!*

*I am so committed to ESPBC that I have purchased, with the Board’s approval, the SWAG our members and Building Reps have received for the past four (4) years **out-of-pocket!***

*ESPBC still owes me more than **\$8K** for the last two years, and I know I will be reimbursed, but this is the level of commitment I have made to this Association because I have worked too long and too hard to see it not succeed for our members.*

*Not only have I served on the local (ESPBC) and state (MSEA) Boards of Directors, but since this is my last year to Chair the NEA Resolutions Committee, I have declared my candidacy for the position of **NEA ESP Director At-Large – 3-year term** to ensure that I remain in a position to act upon my commitment to the Association and to **YOU the members** at all three levels.*

Vote James Henderson, III as a delegate to the 2026 NEA & MSEA Conventions

DEADLINE FOR ESPBC ELECTION – 03-06-2026

RE-ELECT

JAMES HENDERSON, III

as a Delegate to the

2026 NEA & MSEA

Representative Assemblies

“I Have Proven Commitment to ESPBC!”

Sample of Association Positions Held:

Local – ESPBC (Education Support Professionals of Baltimore County)

- ESPBC Board Director and Building Rep
- ESPBC Logo and Website Designer
- ESPBC Communications & Publicity Committee Member and Co-Chair
- ESPBC Membership, and Bylaws & Policies Committees
- ESPBC Delegate to MSEA RA & NEA RA & Trainings

State – MSEA (Maryland State Education Association)

- MSEA Board Director
- MSEA Board Liaison to Resolutions
- MSEA Membership and Bylaws & Rules Committees
- MSEA Emerging Leaders Graduate
- MSEA Trainer in the Women’s Leadership Training Cadre
- MSEA Delegate to MSEA & NEA RA & Trainings

National – NEA (National Education Association)

- NEA Chair of the Resolutions Internal Editing Committee (IEC)
- NEA Resolutions Chair
- NCESP Member and NCESP Conference Trainer
- NEA Delegate (from both MSEA & ESPBC) to NEA RA & Trainings

Sample of Education & Professional Experience

- Matriculating towards B.S.
- Microsoft Certified Professional
- BCPS’ Aspiring Leaders Program Graduate

JAMES HENDERSON, III

Always someone you can count on!

*Paid for by the Committee to Re-elect James Henderson, III
[The Dreamcatcher, LLC]*

ELECT **MONICA ALTAMURA**



for

MSEA & NEA Delegate

Leadership Rooted in Experience

Commitment Driven by Purpose

ESPBC deserves leadership that **listens, learns, and leads with purpose**. I am ready to bring my extensive experience, dedication, and passion to the role of ESPBC Vice President, and to work tirelessly on behalf of every Education Support Professional in Baltimore County.

PLACE A CHECK BY MY NAME ON THE BALLOT

My experience has given me deep insight into policy analysis, conflict resolution, and effective advocacy for employee rights. This work has reinforced my belief that our strength lies in our collective voice—and in leaders who approach every issue with professionalism, integrity, and a commitment to equity.

I am running as a delegate to the MSEA and NEA conventions because I believe our members deserve a powerful advocate at the state and national levels—someone who will ensure that Education Support Professionals are heard, valued, and supported. I am committed to working for stronger contract protections, fair working conditions, and the respect our members earn every day.

I would be honored to continue representing you and standing strong for the issues that matter most. Please vote for me for MSEA and NEA delegate. Thank you.

Local – ESPBC (Education Support Professionals of Baltimore County)

- Board Director & Building Representative
- ESPBC Delegate to MSEA RA
- Chair of the Recognition & Retirement Committee
- ESPBC Delegate to MSEA & NEA RA

B.A. – English

Sample of Association Positions Held:

State – MSEA (Maryland State Education Association)

- Summer Leadership Institute (SLI) Participant
- Ethnic Minority Caucus (EMC) & American Indian/Alaskan Native (AI/AN) Caucus Member
- Delegate to MSEA RA

Education History:

B.S. – Para-Legal Studies

National - NEA (National Education Association)

- National Council of Education Support Professionals (NCESP)
- Black Caucus Member
- Delegate to NEA RA

Currently an M.S. Candidate – Human Resources