

2025 MCEA Advocate



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Between January 27 and February 14, 2025, MCEA members will have the opportunity to determine which path we, as a union, will take in the future by electing five of your colleagues to serve on the MCEA Board of Directors. The election will be conducted electronically. You will be sent a secure link via email and must vote by 5:00 p.m. on February 14, 2025.

For five vacant MCEA Director positions, members can vote for two of five candidates for Elementary School Director, one of two candidates for Middle School Director, and two of five candidates for At-Large Director.

On the following pages, please find (if provided by the candidate) the bios and photographs for each candidate. All bios were provided by the candidates and are presented here unaltered.

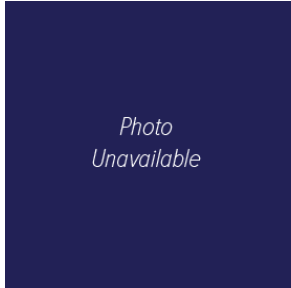
Those elected will serve from July 1, 2025 - June 30, 2028. During their term, the winners of this internal MCEA election will oversee a contract negotiation. They will also guide our union through public elections for board of education, county council, county executive, governor, state legislators, and members of Congress.

All dues-paying members may vote in all races. If you do not receive an online ballot, contact Jackie Thompson at jthompson@mceanea.org before the close of business on February 12, 2025. Remember – the deadline to vote is 5:00 p.m. February 14, 2025.



MCEA Board of Directors Elementary School Representative Candidates

Vote for two candidates for ES Representative



Carrie Conley, *Washington Grove ES*



Teri Kanu, *Takoma Park ES*

I am originally from Tennessee, where I was earning \$41,000 a year with a Masters Degree. In August 2020, despite there being no COVID vaccines, teachers were forced to return to work in person or lose their licensure. Teachers who engaged in civic action over the summer, on their own time, were threatened with disciplinary action when they returned for preservice. The union was toothless and I

experienced firsthand what life can be like with a toothless union. That's why, after coming up for the Women's March in October 2020, I decided that it was time for me to make a change. It was time to make a new home somewhere I could facilitate a better quality of life for my family; somewhere my efforts would be more impactful. I started in MCPS on January 4, 2021.

As a special education teacher, I work with MCEA members in every position within the school to ensure that students' IEPs are implemented. As such, I hear the struggles that educators face in their respective roles. If I am elected, I promise to be a voice for all educators. I will make a special point to reach out to those who don't have a large team or counterpart in the schools, such as content-area specialists, specials (art, music, P.E., media, STEM) teachers, ELD teachers, special education teachers, counselors, pre-k teachers, and speech language pathologists and other related service providers. [Watch candidate's speech here.](#)

Elementary School Representative Candidates continued on next page

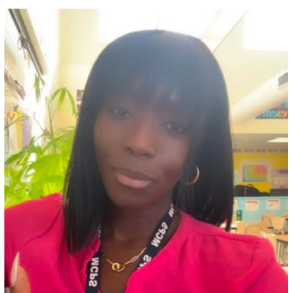
MCEA Board of Directors

Elementary School Representative Candidates



Karen McKiernan, Arcola ES

Greetings Members! I am one of the current Elementary Directors. I am a proud 5th grade teacher at Arcola Elementary School. Over the past 28 years I have served MCEA in many ways. I have been a building rep and Elected Faculty Representative. I have served on impact negotiation teams, as well as the past two contract bargaining teams. I have served on the MCPS calendar committee, the MCPS technology committee, and the MCPS yearbook stipend workgroup. I am currently the chair of the MCEA Constitution and By-Laws committee. I have participated in the evaluation process for Apple Ballot endorsements. Finally, I am also an NBCT course facilitator. I look forward to continuing serving our members if elected. [Watch candidate's speech here.](#)



Shirley Ross, Arcola ES

Shirley Ross has dedicated 17 impactful years to Maryland public education, with the most recent 7 years spent in Montgomery County Public Schools (MCPS). A true advocate for quality education and empowerment, Shirley has served one term as an Elementary School Director. During this term, she has been an active board member, participating in several committees and workgroups to further drive MCEA's mission while expanding her advocacy and leadership abilities.

As a teacher, Shirley has taught a diverse array of subjects in both elementary and secondary Title I schools, embodying her commitment to educational equity and excellence.

Currently, she is pursuing National Board Certification and is inspired to obtain a degree in educational policy and leadership. Shirley strives to reshape educational policies that will transform the entire public education community. [Watch candidate's speech here.](#)

Elementary School Representative Candidates continued on next page

MCEA Board of Directors

Elementary School Representative Candidates



Emmett Tesler, *Roscoe R. Nix ES*

Hello, my name is Emmett Tesler. My pronouns are he/they. I've taught at Roscoe R. Nix for 5 years as a first grade teacher. I stand here hoping to be your voice as one of your next MCEA Elementary Board of Directors. My previous experience with MCEA I have served as EFR for 2 years, Building Rep for 2 years, as a member of the expanded bargaining team in 2023, as a member of the current contract reopener team, and as a dedicated member of the PALs committee. Within the committee, I spoke with BOE and County Council and gave public testimony related to the previous budget. I passed out ballots during the primary and general election. I served as a site coordinator during early voting. I canvassed for political candidates on our ballot. All of this to say, I have been very busy with MCEA. I want to stay more busy serving as a MCEA Elementary School Director. If elected, I promise to give you my time, my youth, and my passion. Please listen to my speech to hear more about my plans if elected! John Dewey found that we learn by doing. I want to make education my career. I want to make this UNION my career. Teaching is what I love. Our UNION is what I love. Allow me the honor to show you and vote Emmett Tesler as a MCEA Elementary Director. [Watch candidate's speech here.](#)

Vote for two candidates for ES Representative

MCEA Board of Directors

Middle School Representative Candidates

Vote for one candidate for MS Representative



Dr. Anthony Rosado, *Newport Mill MS*

Dr. Anthony Rosado is a passionate educator with over a decade of experience in special education, dedicated to meeting the needs of diverse student populations. His expertise lies in creating individualized instructional strategies that ensure students with disabilities receive the support they need while adhering to state-mandated guidelines.

Dr. Rosado began his career at Dr. Horan Middle School in New York, where he served as the lead teacher for a self-contained classroom. He developed Individual Education Programs (IEPs), facilitated IEP meetings, and managed transitions, laying the foundation for his student-centered approach. In 2018, he moved to North Carolina, becoming a middle school lead Resource Instructor. He collaborated with English and math departments, co-teaching and supporting high school students in grades 9-12.

From 2019 to 2022, Rosado served as the Associate Director of Exceptional Children, developing instructional plans, updating IEPs, and delivering professional development for his department. His work included adapting teaching methods to meet diverse learning needs and maintaining accurate diagnostic assessments.

Rosado holds an Ed.D. in Organizational Leadership from Franklin University, a Master of Science in Teaching with a secondary certification in Adolescent Special Education from Pace University, New York, and a Bachelor of Science in Psychology from Boricua College. Bilingual in Spanish and a confident public speaker, he is known for his leadership and ability to create environments where all students can thrive.

Kathryn Spivey, *Benjamin Banneker MS*

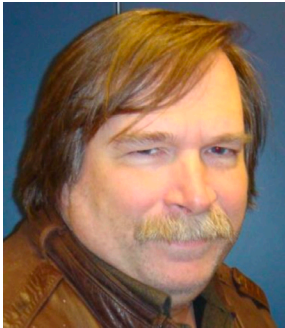
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I have been teaching for 40 years in 3 different districts in Maryland with my last 18 years being in Montgomery County. I have seen the pendulum swing back and forth over the last 40 years and want to help educators and the governing bodies prepare for the constant changes in education. I have served as EFR in building as we are making positive changes for the education of our students.

MCEA Board of Directors

At-Large Candidates

Vote for two candidates for At-Large Representative



Jeffrey Benya, *T.S. Wootton HS*

It was said when I earned my Master at John Hopkins some 20 years ago, that those who volunteer and give of their time are those that have received much and need to give back. I'm paraphrasing of course. However, I have received much from this profession and from MCEA our Union. I wish to give back through my time and belief in us as an organization. I'm not a barnstormer or shouter, I'm the guy sitting in your performance evaluation / observation who speaks for you. I've attended OAT classes, Skillful Teacher, have an administration certification also from J. Hopkins. I've been at the MSEA convention as a delegate for 16 years, and I've handed out apple ballots as often as I've been able too. This fall I've served as a newbie in our Contract Re-opener Negotiation Team. I worked at several other professions before I became a teacher but I love this job and I want to contribute. [Watch candidate's speech here.](#)



Rainer Kulenkampff, *Walter Johnson HS*

15 years experience in education in roles as an Elected Faculty Representative, Building Rep., Assistant Athletic Director, Assistant Principal, Coach, MUN and SGA sponsor, Chairman of the Credentials and Elections MCEA Committee, Co-Chair of MCEA student cell phone policy committee, etc. Will work with MCPS and MCEA as a team to improve schools for students and teachers.

At-Large Candidates continued on next page

MCEA Board of Directors

At-Large Representative Candidates



Anika Lovelace, *Northwest HS*

I would love to serve as the At-Large Director on the MCEA Board of Directors. I am an African American female, 28-year career educator. I teach science (26 years) and serve as EFR (5 years) at Northwest High School. I currently serve as a Co-chair for High School Council for Teaching and Learning (2 years) after being a CTL representative for 3 years. I also have served on several MCEA/MCPS committees, such as Grading and Reporting, Recovery Communications Work Group. As a career goal, I strive to gain access to decision-making tables so that the voices that I hear “on the ground, in the trenches” can be acknowledged and supported while strategies and policies are established. MCEA continues to protect, provide for and organize our membership despite the county, state and national atrocities that distract us from and discredit our work. As a result, I would appreciate the opportunity to stand along side MCEA directors and officers to strengthen our association. We commit to, in good faith, negotiate with MCPS leadership and other stakeholders to provide the accountability and rigor our students need to rise to the challenge of their post-secondary endeavors. [Watch candidate’s speech here.](#)



Latechia Mitchell, *Dr. Martin Luther King, Jr. MS*

Latechia Mitchell is an educator that has been employed with MCPS for fifteen years, as a first-grade teacher, second-grade teacher, fourth-grade teacher, middle school science teacher, staff development teacher, and behavior management/restorative justice coach. She currently serves on the MCEA Board of Directors as an at-large Director. Latechia has participated in the MSDE SPARKS program and serves as the co-chair of the MCEA/MCPS Operations and Contract Administration Labor Management Committee. Latechia has participated in the past two Contract Bargaining Teams, acting as a member of the coordinating committee in the most recent bargaining cycle. Presently, she is a member of the MCPS/Community Members Anti-Racist/Anti-Bias Steering Committee. Latechia believes that her current leadership and past experiences and has given her a foundation to advocate for all educators with central leadership. She requests your vote so that she can continue the work that she has already begun as a member of the Board of Directors. [Watch candidate’s speech here.](#)

At-Large Candidates continued on next page

MCEA Board of Directors

At-Large Candidates



Henrique Vissotto, Argyle MS

Hello! I am Henrique Vissotto, an educator with over 20 years of experience dedicated to transformative teaching. My journey spans various roles. Along this path, I've earned awards like Health School Champion and Foreign Language Teacher of the Year, reflecting my commitment to excellence and innovation in education. Vision for Education As I seek the role of At-Large Director, my vision is inclusive

and transformative, addressing the needs of all educators. My goal is to empower teachers and enhance our educational practices, ensuring success for our students and professional growth for educators.

Key Pillars of My Platform

1-Embracing Artificial Intelligence: I aim to train educators in using AI to streamline workloads and enhance learning. By integrating AI tools, we can focus more on student engagement and support. Workshops will equip teachers with skills to effectively use these technologies, improving educational outcomes.

2- Expanding Teacher Discounts: I am committed to expanding discounts across sectors, alleviating financial pressures on educators. By partnering with local businesses, we can provide exclusive, enhancing quality of life and recognizing educators' contributions.

3- Establishing Endowments: I propose creating endowments for sustainable educational funding, reducing reliance on public money. Collaborating with businesses and community members, these funds will support essential programs, ensuring vibrant learning environments.

I believe in a collaborative educational environment. As At-Large Director, I will foster strong relationships among educators and community members, creating open communication and collaboration.

Vote for two candidates for At-Large Representative

2025 MCEA Advocate

Scan the QR code for
more information on
MSEA & NEA Elections

