

EASMC President/Vice President Slates



Sarah Penrod

Position: CERT – EASMC President

I'm running for re-election because I believe in the power of our collective work and the progress we've already achieved together. Over the past six years, I've led with a steady hand, a clear vision, and a deep commitment to the educators and support professionals who make our schools strong. When the COVID-19 pandemic hit, I made it my priority to protect both our people and our students. I worked to secure a safe return to in-person learning, including extended COVID leave and a stipend for optional vaccination – recognizing both the importance of public health and the safe return of our staff and students. It was a challenging moment for all of us, but we moved through it together—with care, transparency, and a focus on safety. I'm proud to say that under my leadership as president and as a member of the negotiations team, EASMC successfully negotiated pay raises for every employee from 2020 through 2028, including a starting teacher salary of \$60,000, multiple range shifts for ESPs, and a substantial increase in lifetime earnings for all staff. Securing nearly a decade of salary improvements required careful planning, persistent advocacy, and an unwavering belief that the people who keep our schools running deserve stability, respect, and fair compensation. A cornerstone of my leadership has been building a strong working relationship between our union and the school system. We may not always agree, but we've developed an honest, collaborative partnership rooted in mutual respect and a shared commitment to serving students and staff. This trust has allowed us to negotiate effectively, solve problems proactively, and model what strong labor-management relationships can look like. Collectively, we have worked to build something bigger than any single bargaining table: a community coalition of families, educators, local leaders, and stakeholders united by shared values and a commitment to funding public education. Through organizing, outreach, and member mobilization, we convinced the county commissioners to raise taxes to support our schools—an achievement that will benefit students, staff, and our entire community for years to come. As I ask for your support for another term, I'm not asking to continue the status quo—I'm asking you to join me in continuing to build our collective power. To keep strengthening our partnerships and our community coalition. To keep fighting for the resources our students need and the working conditions our staff deserves. To keep pushing for a future where public education is valued, protected, and fully funded. Together, we've proven what's possible. With your vote, we'll keep that momentum going.



Heather Huff

Position: ESP - Department of Fiscal Services

I will continue to be a great asset to the EASMC Board as your Vice President. I have served on the board in several positions, including Vice President, Secretary and Member-at-Large. I have a good understanding of what is needed to be a good representative for our ESP/Certificated Staff. I bring a lot of knowledge from the Finance and HR departments for our employees. I

am involved with several different aspects of the system for employees, including employee/retiree benefits, student accidents and Workers' Compensation. I will be able to use this knowledge to help employees when certain situations arise and how to navigate through times where more help or just an ear to listen is needed. I will continue to advocate for our members and employees to the best of my ability and to make sure our voices are heard.



Sean Sayers

Position: CERT – Spring Ridge MS

We will restore representation by bringing back the retiree seat on the Board of Directors because experience should never be silenced. We will rebuild our committees and empower them to lead because real progress happens when members drive the work. We will reconnect with the community, strengthening

the partnerships that support members and remind this county what we stand for. Once we bring back what has been proven to work, our focus will turn to workload because EASMC members have made it clear that the workload and heavy demands placed on educators have reached unsustainable levels. Together, we will confront the growing pressures that take time away from teaching and learning. We will be present in our schools, not just during election season but every day after. We will meet with members, listen to their stories, and make sure every member's voice helps shape the direction of our Association. At the heart of this effort is a simple belief that unity and trust are built through action. When every member feels heard, respected, and supported, our Association grows stronger. And together, with integrity, transparency, and purpose, we will build an Association where your goals truly are our goals. To learn more, visit www.VoteSayers.com.



Dwayne Hancock

Position: ESP – Division of Supporting Services

Dwayne Hancock, current EASMC Vice President and experienced Educational Support Professional who understands the important role we all play in educating students in St. Mary's County. I believe it is essential that our staff members are represented with the respect and integrity that they deserve. Our Association stands at a turning point. It is time to bring back the retiree seat on the Board of Directors because experience should always have a voice at the table. We will rebuild our committees and empower them to do meaningful work. When members are engaged and active, progress follows. We will renew our connection to the community and strengthen the partnerships that remind this county of who we are and what we stand for. After we restore what has worked, our attention will turn to workload. EASMC members have spoken clearly about the heavy demands that make this work harder than it should be. Together, we will confront the pressures that prevent members from focusing on what matters most to them. We will show up in our schools, listen to our members, and make sure every voice is part of the conversation. At the core of this effort is trust built through action. When members are respected, supported, and heard, our organization grows stronger. With integrity, transparency, and purpose, we will continue to build an Association that reflects the values and goals of every member.
