



AMERICAN ARBITRATION ASSOCIATION®

Department of Elections
Certification of Results

Seattle Education Association

Pursuant to a letter of agreement with the Seattle Education Association, hereinafter referred to as “SEA”, the American Arbitration Association, hereinafter referred to as the “Administrator”, agreed to conduct Ratification Vote via online voting.

Voting instructions and Personal Identification Numbers were emailed to eligible voters on Thursday, June 26, 2025. SEA provided the Administrator with a list of eligible voters. Online voting occurred beginning on Thursday, June 26, 2025 during the meeting, and concluded on Thursday, June 26, 2025 at 9:00 PM PT.

Results were downloaded by the Administrator after the closing of the polls. There were Five Thousand Five Hundred Forty (5,540) eligible voters, of which One Thousand Eight Hundred Eighty-Seven (1,887) cast a ballot, representing 34.06% of the eligible voters.

- Certificated: 1,460 Votes Received (37.10% of Eligible Voters)
- Paraprofessional: 346 Votes Received (26.03% of Eligible Voters)
- SAEOP: 81 Votes Received (29.35% of Eligible Voters)

The secrecy of the results was maintained at all times. The results are certified to be as follows:

Per the SEA Bylaws, members of each bargaining unit ratify their own collective bargaining agreement (CBA). SAEOP members ratify their SAEOP CBA, Paras ratify their Para CBA, and Certs ratify their Cert CBA.

| <u>CERTIFICATED</u> | |
|---|------|
| I vote to approve the Tentative 2025-2026 Collective Bargaining Agreement for my bargaining unit. | |
| YES, I approve | 1368 |
| NO, I do not approve | 78 |
| BLANKS | 14 |

| <u>PARAPROFESSIONAL</u> | |
|---|-----|
| I vote to approve the Tentative 2025-2026 Collective Bargaining Agreement for my bargaining unit. | |
| YES, I approve | 315 |
| NO, I do not approve | 26 |
| BLANKS | 5 |



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| <u>SAEOP</u> | |
|---|----|
| I vote to approve the Tentative 2025-2026 Collective Bargaining Agreement for my bargaining unit. | |
| YES, I approve | 79 |
| NO, I do not approve | 2 |
| BLANKS | 0 |

A handwritten signature in black ink, appearing to read "Maggie Zhang", written over a horizontal line.

Maggie Zhang
Director of Elections
Dated: June 27, 2025