



TA Vote FAQ

Updated 6/18/2025

What is a TA?

A TA stands for a "Tentative Agreement." It comprises language which both SEA and the District bargaining teams agreed to, and it is sent to the SEA members and the District Board for ratification before it can take effect.

Who can attend the General Membership Meeting? Who can vote on the TA?

All active members can attend and vote to ratify the contract. A ratification vote is a simple majority vote of each bargaining unit for or against the TA. All nonmembers who are not in our system as members as of June 1, 2025 will be required to fill out a membership card to vote.

How do we get there? Will SEA pay for parking?

Seattle Convention Center is easily accessible by bus and light rail and we encourage members to arrive by transit. SEA has also arranged free buses from Chief Sealth HS, Rainier Beach HS, Ballard HS, Nathan Hale HS, or Washington MS. [Bus sign up is in the pre-registration form](#). SEA will not pay for parking.

When will the meeting end? Can I come late?

The meeting will end once the body has completed business for the day. While you will not be barred from entering the meeting late, the body must reach quorum before we can begin business so it's critical that everyone arrive on time.

Will the meeting be accessible?

The space is ADA accessible. ASL interpretation will be available. Gender neutral bathrooms will be available. If you have additional accessibility needs, please email SEA@washingtonea.org

Can we vote remotely or by proxy?

SEA bylaws do not allow for proxy or remote voting when we meet in person. You must be in the room, in person, to vote on the TA.

What happens if we ratify the TA? When would we see our raise?

If we ratify the TA and the school board also ratifies it, it becomes our contract. The new language will be integrated into our contract and our current contract will be extended by one year. Our raises and the changes to our contract will take effect on September 1st.

What happens if we don't ratify the TA?

If we don't ratify the TA, the General Assembly will determine the next steps, that could include sending the bargaining team back to the table or authorizing a strike. The TA reflects the hard work of the bargaining team to address our members' concerns, and we recommend a yes vote. If members vote the TA down, members are committing to taking actions so that the bargaining team is bringing more strength to the table.