



Seattle Education Association - 2026 Election Timeline & Guidelines

February 10 - Nominations OPEN at 7 p.m. at RA
March 10 - Nominations CLOSE at 7 p.m. at RA
March 17 - Deadline for candidate acceptance of nomination to Nominations and Elections Committee (NEC)
March 20 - Deadline for Coordinated Campaign Literature to NEC
March 26 - Coordinated Campaign Literature and candidate statements posted on SEA website
April 21 - Candidate Forum for SEA Officer positions
April 21 - Voting OPENS at 7 p.m.
May 1 - Voting CLOSES at 7 p.m.
May 4 - Election results posted to SEA website and office window; challenge period begins
May 6 - Challenge period ends
May 7 or May 8 - SEA Board of Directors certifies election results

RUNOFF election if needed:

May 12 - Candidate Forum for SEA Officer positions
May 12 - Voting OPENS at 7 p.m.
May 22 - Voting CLOSES at 7 p.m.
May 26 - Runoff election results posted to SEA website and office window; challenge period begins
May 28 - Challenge period ends
June 2 - SEA Board of Directors certifies runoff election results

CANDIDATE STATEMENTS:

Each candidate may submit a statement to be distributed with the ballot. Candidate statements will be posted on the SEA website. Candidate statements are due at the time of nomination acceptance. **All candidates, whether self-nominated or nominated by others, must respond to the Nomination and Elections Committee co-chair's candidate acceptance email in order to be listed on the ballot.**

Maximum Length for Candidate Statements

Position	# of words	Position	# of words
SEA President	250	Department President	200
SEA Vice President, SEA Treasurer, CRSJ Director	200	Department Vice President	150
Board of Directors	150	Other Department Positions	100

*The Chairperson(s) reserve the right to eliminate words over these limits.

COORDINATED CAMPAIGN LITERATURE POSTING:

SEA provides an opportunity for publicity of one piece of campaign material per candidate that will be posted on the SEA website. The campaign flier must:

- Be no larger than a single 8 ½ x 11 page
- Be a Word or PDF document
- Include the name(s) of candidate(s) and/or member(s) responsible for the content
- **Indicate that "SEA is not responsible for this content"**
- Be submitted electronically to SEAelectionscommittee@gmail.com
- Be received by **7 p.m. on March 20, 2026**

Voting will be done through a third-party firm with extensive experience working with clients in the non-profit and union sectors.



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WEA-PAC REQUIREMENT: Please note that all individuals seeking candidacy must be a current WEA-PAC member in addition to holding SEA membership.

Distribution of Campaign Literature

USE OF DISTRICT RESOURCES IS PROHIBITED: Candidates may not use District resources (e.g., copiers, computers, Teams accounts, or supplies) for production or distribution of any candidate materials or for campaign activities.

USE OF UNION RESOURCES IS PROHIBITED: Candidates may not use the SEA building, equipment, or other resources for any campaign related duplication, meeting, or work party.

SEA will honor any reasonable request by a candidate to distribute campaign literature to members at the candidate's expense. Requests will be honored in the order received. Campaign literature must be provided to the Election Committee in sealed, stamped envelopes which are ready for mailing. Each candidate should check with postal officials to determine the proper postage.

Candidates must pay the processing costs (up to \$500 for a mailing to the entire membership) for each mailing to cover the cost of address labels and processing. Candidates should contact Election Co-Chairs Morgan Leming and Andrew Brown at SEAElectionscommittee@gmail.com to arrange a mailing.

The cost of duplication/distribution of materials is the responsibility of the candidate(s).

Campaigning in buildings does not preclude the use of U.S. Mail or hand-delivered materials to the building at a candidate's own expense

Campaign materials shall bear the name of candidates and members responsible for the content and **clearly indicate that "SEA is not responsible for this content"**.

CAMPAIGNING IN BUILDINGS: All campaigning for candidates, or by candidates, that takes place at worksites may only occur before or after the contractual day or during duty-free breaks/lunches. Both the campaigner and the receiver of materials must be on duty-free time. Candidates or their designees are permitted to post campaign materials at worksites in places designated for Association communications.

Candidates are prohibited from using district email for campaigning.

REP ASSEMBLY (RA): Candidates **may not** distribute or post any campaign materials on the floor of the RA.

SANCTIONS: If any SEA member is alleged by the Chairperson(s) to be violating campaign rules or timelines, they may be disqualified by the Board of Directors from the election process. A special session of the Board of Directors can be called to rule on any alleged violation. Review of complaints regarding campaign materials will be presented to the Board at the election certification.

This document will be available on seattlewea.org and upon request.

Questions? Please contact the Nominations and Elections Committee (NEC) at SEAElectionscommittee@gmail.com

SEA - 5501 4th Ave S, Seattle, WA 98108