CALIFORNIA TEACHERS ASSOCIATION

CTA ELECTIONS MANUAL

2025 - 2026

NATIONAL EDUCATION ASSOCIATION



David B. Goldberg, President

Leslie S. Littman, Vice President
Erika L. Jones, Secretary-Treasurer
Jeff Good, Executive Director

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California Teachers Association
CTA Elections Manual

CTA Standing Rule 4-7

1. Publication and Scope.
The Board of Directors shall regularly publish a CTA Elections Manual containing rules, regulations, and procedures for the following: *[Amended May 1991, September 2011]*

a. Elections by the State Council of Education for officers and directors.
b. Elections conducted within electoral districts for representation on the State Council of Education.
c. Elections conducted within electoral districts for representation to the NEA Representative Assembly.
d. Elections conducted by local affiliates of CTA.
[Adopted November 2004, Amended September 2011]

Pertinent sections of the Bylaws and Standing Rules related to elections are located at the end of the Elections Manual. [See Appendix S and Appendix T]

2. Elections and Credentials Committee Review.
The Elections and Credentials Committee shall continuously screen current election procedures for conformance to Association Bylaws, State Council policies, and other generally accepted standards for the conduct of elections, so as to provide the Board of Directors with recommended revisions to update the Elections Manual as needed.
[Amended May 1991]

3. Incorporation into Standing Rules.
The Elections Manual shall have the same force and effect as this Standing Rule and is hereby incorporated into this Rule by reference thereto.

4. Distribution.
The Elections Manual will be electronically published through the CTA website. Additionally, it will be posted to the Attendee Hub in the Cvent app during the State Council of Education meetings. *[Amended June 2023]*

5. Limitations on Changes.
Pursuant to State Council policy, changes in the Elections Manual after September 1 of each year shall only be made after authorization by the State Council of Education.

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Election Credo

The right and responsibility of electing leadership and representation are the very cornerstone of a democratic society. Elections processes must be conducted in such a manner that voters and candidates alike can be assured that reasonable rules of ethical conduct and procedures have been adopted, and are followed both in spirit and in practice.

Election guidelines are necessary for fair campaign and election practices. Although no set of guidelines can anticipate every situation or serve perfectly in every crisis, both voters and candidates have serious responsibilities to make the democratic process work.

Each voter has the responsibility to become informed about candidates' experience, goals, and stands on issues, as well as exercise wisdom in voting for the best-qualified candidate.

The election procedures and processes addressed in this manual are presented with the intent to meet the highest standards for fair campaign and election practices within the California Teachers Association/NEA. *[Revised 9/00]*

Definitions of Election Terms You Need to Know

Total Ballots Cast – The total number of all ballots cast in an election.

Unused Ballots – Ballots which have not been cast. If there are any extra unused ballots, these should be kept separate from the voted ballots and not counted.

Blank Ballot – When no vote is marked for an office on a ballot that has been cast. Each office on a ballot is considered to be a separate election and the votes cast for each office are counted separately. If a voter does not vote for an office on a ballot containing multiple offices, it is considered a blank ballot for that office only. *See Figure 1 for an example of a blank ballot.*

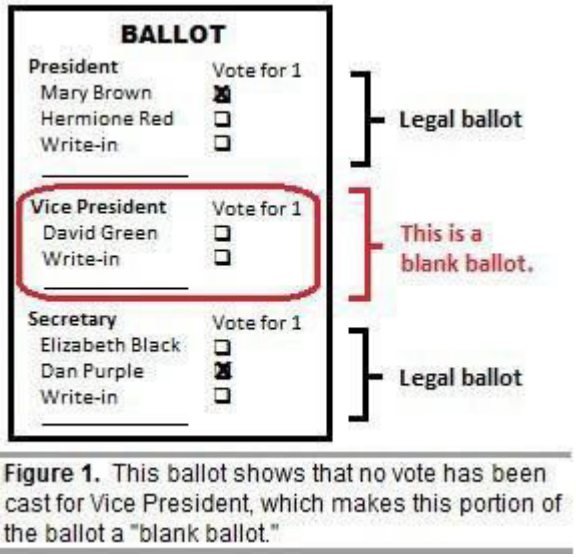


Figure 1. This ballot shows that no vote has been cast for Vice President, which makes this portion of the ballot a "blank ballot."

Illegal Ballots – Ballots or votes not counted due to a violation of an election rule/requirement. Violations include: 1) More ballots than signatures; 2) Ballot(s) submitted after deadline; 3) Voting envelopes without a signature; 4) Voter's intent unclear; 5) Votes cast for more than number allowed; 6) Votes cast for an ineligible candidate; 7) Votes cast for a fictional character.

Legal Ballots Cast – The total number of all ballots cast minus any blank and/or illegal ballots.

Write-in Vote – A vote cast clearly indicating the voter's choice of an eligible candidate whose name has been handwritten on the ballot along with a corresponding mark ("X", "✓", etc.) in the place provided for such votes.

Majority – "More than half."

Majority Vote – More than half of the votes cast by person legally entitled to vote, excluding blank or illegal ballots. For example:

- If 19 votes are cast, a majority (more than 9 ½) is 10.
- If 20 votes are cast, a majority (more than 10) is 11.
- If 21 votes are cast, a majority (more than 10 ½) is 11.

Plurality Vote – The greatest number of votes cast by persons legally entitled to vote, excluding blank or illegal ballots.

Run-off Election – A run-off election is conducted when no candidate achieves the required majority vote. A run-off election is conducted among the candidates receiving the highest number of votes. The names on the run-off ballot will be one more than the number of vacancies to be filled. There shall be no provisions for write- in candidates on a run-off ballot. A majority vote is required to win a run-off election.

Active members – Active membership shall be open to any person engaged in, or who is on a limited leave of absence from, non-administrative, non-evaluative, public education employment. All Active members shall be entitled to the privileges of membership as set forth within the Bylaws. A member who retires during a membership year but who has paid full active dues for that year shall have "Active" status until the end of that membership year. Members who simultaneously maintain Retired and Active status may only vote or run in Active member elections. *[Revised 8/25]*

Calendar Days – Any day on the calendar, Sunday through Saturday.

Ex Officio Voting Members – CTA Executive Officers, members of the CTA Board of Directors and members of the NEA Board of Directors.

Open Nomination – Whereby every eligible CTA member shall have the opportunity to nominate any CTA member who meets the qualifications for office.

Roster – List of eligible voters.

School Days – Any day, Monday through Friday, when students are in attendance at school.

Secret Ballot – The opportunity to vote in privacy.

Sign-in Sheet – List of eligible voters which includes a place for a signature. *[Revised 7/02, 6/06, 6/12, 6/13]*

I. General Election Procedures for CTA Offices

I-1. CTA Offices

1. Statewide Offices
   The CTA statewide offices include CTA President, CTA Vice President, CTA Secretary-Treasurer, CTA Directors At-Large, CTA/ABC Committee Members At-Large, CTA/NEA Coordinating Director, NEA Directors, and NEA Alternate Directors.
2. Geographical District Offices
   The CTA geographical district offices include CTA Board Member and CTA/ABC Committee Member.

I-2. Time Schedule for Announcements of Vacancies, Speeches, and Elections for CTA Office

1. The Chairperson of the Elections and Credentials Committee will announce at the appropriate State Council meeting the time schedule for elections for the following offices in the year when the term expires:

	State Council Meeting Announcement of Speeches		
Office	**Vacancy**	**Candidates**	**& Election***
CTA President	1st	2nd	3rd
CTA Vice President	1st	2nd	3rd
CTA Secretary-Treasurer	1st	2nd	3rd
CTA Board Member	2nd	3rd	4th
CTA Directors At-Large	2nd	3rd	4th
NEA Directors	1st	2nd	3rd
NEA Alternate Directors	2nd	3rd	4th
CTA/NEA Coordinating Director	2nd	3rd	4th
CTA/ABC Committee Member	2nd	3rd	4th
CTA/ABC Comm. Members At-Large	2nd	3rd	4th

* Including run-off, when necessary

2. The Chairperson of the Elections and Credentials Committee will announce at the appropriate State Council meeting the names of the candidates, the polling location, the date of the election, and the requirement of majority vote to win.

I-3. Terms of Office for CTA Offices

Office	**Term**	**Beginning Date**
CTA President	2 – 3 yr. Terms	June 26th
CTA Vice President	2 – 3 yr. Terms	June 26th
CTA Secretary-Treasurer	2 – 3 yr. Terms	June 26th
CTA Board Member	3 – 3 yr. Terms	June 26th
CTA Directors At-Large	3 – 3 yr. Terms	June 26th
NEA Directors	2 – 3 yr. Terms	September 1st
NEA Alternate Directors	2 – 3 yr. Terms	September 1st
CTA/NEA Coordinating Director	Coincides with NEA Director term	June 26th * *[Revised 6/04]*
CTA/ABC Committee Member	3 – 3 yr. Terms	June 26th
CTA/ABC Comm. Members At-Large	3 – 3 yr. Terms	June 26th

* Effective date September 1, 2005

I-4. Qualifications for CTA Offices

1. For CTA and NEA Offices
   a. A candidate for CTA President, CTA Vice President, or CTA Secretary-Treasurer must be an active member of CTA, NEA, and a chapter, if available.
   b. A candidate for CTA Board of Director or CTA/ABC Committee Member must be an active member of CTA, NEA, and a chapter, if available. The candidate's place of educational service must be within the boundaries of the directorial district.
   c. A candidate for CTA Directors At-Large or CTA/ABC Committee Members At-Large must be an Active member of CTA, NEA, and chapter, if available, and must be committed to promoting issues of racial diversity for the Association.
      i. These seats are open to all eligible Association members. Active members who self-identify as racial or ethnic minorities and/or Black, Indigenous, and People of Color (BIPOC) are strongly encouraged to be candidates for the At-Large Director seats. The seats are intended to promote issues of racial diversity for the Association. *[Revised 6/04, 6/25]*
   d. A candidate for CTA/NEA Coordinating Director must be an elected NEA Director for California.
      i. The term will commence on June 26th through June 25th of the year coinciding with the end of the NEA Director's term on the NEA Board of Director. The effective date of this provision is September 1, 2005. *[Revised 6/04]*
   e. A candidate for NEA Director or NEA Alternate Director must be an Active member of CTA and a chapter, if available, and an active member of NEA for the past two years and be employed in the area to be represented. *[Revised 6/18]*

I-5. Nominations for CTA Offices

1. Open Nominations
   a. Nominations for CTA offices shall be conducted according to the Open Nomination procedure. This procedure holds that every eligible CTA member shall have the opportunity to nominate any CTA member who meets the qualifications for office.
   b. In the event that there are no declaration of candidacy forms received for a position, the election shall be held with a write-in provision on the ballot for that position. *[Revised 6/14]*
2. Filing Procedure for CTA Offices *[Revised 6/23]*
   a. For CTA President, CTA Vice President, and CTA Secretary-Treasurer, the filing deadline will be December 15 following the announcement of vacancy.
   b. A member shall file an electronic declaration of candidacy with the Governance Support Department no later than fifteen (15) calendar days prior to the meeting at which names of candidates are announced to the State Council. *[Revised 6/22]*
      i. For CTA/NEA Coordinating Director, any CTA member may nominate any person serving as a NEA Director for California. *[Revised 6/18]*

I-6. Nomination Procedures for CTA Offices

1. Statewide Offices *[Revised 6/23]*
   a. Nominations for CTA President, Vice President and CTA Secretary-Treasurer will close on December 15.
   b. Nominations for other CTA Statewide Offices will close fifteen (15) calendar days prior to the meeting at which names of candidates are announced to the State Council.
   c. The Chairperson of the Elections and Credentials Committee shall announce the names of all candidates who have filed declarations of candidacy to the State Council.
   d. In the event that only one nominee is presented for an office, the question of waiving the ballot shall be immediately placed before the State Council on a non-debatable basis.
   e. A two-thirds (2/3) vote shall be required to waive the ballot. *[Revised 6/22]*
2. Geographical District Offices
   a. Nominations for CTA Geographical District Offices will close fifteen (15) calendar days prior to the meeting at which names of candidates are announced to the State Council. *Revised 6/23]*
   b. For **uncontested** vacancies, the candidates will be declared the caucus nominee and the Chairperson of the Elections and Credentials Committee shall announce the names of all candidates who have

filed declarations of candidacy to the State Council. *[Revised 6/22]*

i. In the event that only one nominee is presented for an office, the question of waiving the ballot shall be immediately placed before the State Council on a non-debatable basis.
ii. A two-thirds (2/3) vote shall be required to waive the ballot.

c. For **contested** vacancies, a member of the CTA Elections and Credentials Committee shall chair the Directorial Caucus voting process.
   i. The chairperson shall announce the names of the candidates.
   ii. Candidates or their designee shall have up to five (5) minutes to give a speech, including an introduction, to the Directorial Caucus.
   iii. Speeches will be given in order of the CTA alphabet and the candidate's last name.
   iv. After all speeches, there will be a question-and-answer period of no more than ten (10) minutes. Candidates will have thirty (30) seconds to respond to each question.
   v. All candidates will answer all questions beginning in the order of the CTA alphabet and rotating one position for each question.
   vi. Ballots with names of candidates will be preprinted with an appropriate heading.
      - In caucuses where CTA Board of Director and CTA/ABC Committee Member are both vacant, the CTA Board of Director nomination shall be conducted first.
   vii. The chairperson shall give ballots to only State Council members (or alternates) whose names are on the official list and any ex-officio voting members (Executive Officers, CTA Board of Directors, and NEA Board of Directors) employed in the district.
      - Voting members shall sign to receive a ballot. *[Revised 6/23]*
      - Caucus members shall vote in an area specified by the chairperson.
      - Voted ballots shall be returned to the chairperson.
   viii. A majority vote shall be required.
   ix. The chairperson shall count and announce the results by reading the teller's report. *[Revised 6/22]*

d. Run-off Election
   i. If a candidate does not receive a majority vote, a run-off election shall be conducted between the candidates receiving the highest number of votes.
   ii. The names on the ballot will be one (1) more than the number of vacancies to be filled.
      - There shall be no provision for a write-in.
      - The chairperson shall give ballots to only State Council members (or alternates) whose names are on the official list and any ex-officio voting members (Executive Officers, CTA Board of Directors, and NEA Board of Directors) employed in the district.
      - Voting members shall sign to receive a ballot. *[Revised 6/23]*
      - Caucus members shall vote in an area specified by the chairperson.
      - Voted ballots shall be returned to the chairperson.
   iii. A majority vote shall be required to win on the first ballot.
   iv. The chairperson shall count and announce the results by reading the teller's report.
   v. If the result is a tie vote, the names of the candidates in the run-off election shall be presented to the Council.

e. On Sunday, the Elections and Credentials Committee Chairperson will announce to State Council the name of the caucus nominee, and any declare candidates. *[Revised 6/23]*
   i. In the event that only one nominee is presented for an office, the question of waiving the ballot shall be immediately placed before the State Council on a non-debatable basis.
   ii. A two-thirds (2/3) vote shall be required to waive the ballot. *[Revised 6/22]*

f. Withdrawal of Nomination

In order for their name not to appear on the ballot, a candidate withdrawing from candidacy may do so only by written request to the Chairperson of the Elections and Credentials Committee at State Council or c/o the Governance Support Department outside of State Council prior to the Elections and Credentials Committee report to Council. *[Revised 6/22, 6/23]*

g. Caucus Voting Eligibility

i. Challenges to the caucus nomination procedures must be made at or before the time of caucus voting and filed with the Elections and Credentials Committee within thirty (30) minutes after the close of the caucus.

ii. The Elections and Credentials Committee shall keep the ballot of any challenged voter(s) separate and sealed until a determination is made as to whether or not such ballot(s) could affect the outcome.

iii. If such ballot(s) could affect the outcome of the election, the Elections and Credentials Committee shall conduct such fact finding as is possible and report the circumstances to the State Council, whose decision as to acceptance of such ballot(s) shall be final.

iv. Challenges to caucus nominations are not in order after the State Council has voted to elect a Board of Director and/or CTA/ABC Committee Member.

I-7. Campaigning for CTA Offices

1. Candidates for CTA President, CTA Vice President, and CTA Secretary-Treasurer may begin campaigning following the close of the last California Caucus meeting at the NEA RA.
2. Candidates for all other CTA offices may begin campaigning **after** the vacancy has been announced at the State Council meeting.
3. All candidates will receive, within three (3) business days, upon CTA Elections verifying the submission of a properly filed electronic declaration of candidacy form and a signed Candidate Non-Disclosure Agreement: *[Revised 6/23]*
   a. A list of eligible State Council voters and ex-officio members, with the last known address, telephone numbers, personal (non-school, non-association) email addresses, chapter, and Service Center Council as of the date that the vacancy is announced.
   b. A list of Service Center Council meeting dates, names, office addresses, telephone numbers, and personal (non-school, non-association) email address of the Service Center Council Chairpersons.
   c. A copy of the latest edition of the CTA Elections Manual.
   d. A Financial Disclosure Report form.
   e. A list of CTA-recognized caucuses.
   f. Campaign 101 Brochure and virtual training. *[Revised 6/24]*
4. Candidates, all State Council members, and/or those involved in a campaign must follow the Rules of Ethical Conduct in Campaigning. (*See Appendix M*)
5. Campaign Posters, Tables, and Receptions
   a. Candidates may request a campaign table with easel for the purpose of campaigning, and a suite on the hotel property at State Council. *[Revised 6/24]*
      i. The request for a table with easel for campaigning and a suite at a State Council meeting, may be made by making a written request to the Governance Logistics Committee by emailing GovLog@cta.org no later than seven (7) calendar days before the next regular CTA Board meeting (preceding the State Council meeting at which the table with easel and/or suite are being requested.) *[Revised 6/24]*
      ii. Easel signage sizing is up to 30 x 40 inches. *[Revised 6/24]*
      iii. Candidates may hold events off hotel property.
      iv. Candidates are responsible for all reception/event details.
      v. Candidates are responsible for paying any amount above the posted CTA reimbursement for a suite used to hold a reception.

      Complimentary Executive Officer suites are for CTA official business only.
   b. Candidates for CTA President, CTA Vice President, and CTA Secretary-Treasurer may have a table at all CTA-sponsored events, including statewide conferences, except the Summer Institute, at which they can display two campaign posters.

c. Candidates may request to display one (1) campaign poster on the provided easel at statewide conferences (CTA LGBTQ+ Issues, Equity and Human Rights, Good Teaching (North and South) and the Summer Institute). *[Revised 6/24]*
   i. The placement of poster is determined by the respective conference planning committee. *[Revised 6/24]*
   ii. Posters requests shall be submitted in writing to the Governance Logistics Committee by emailing GovLog@cta.org no later than seven (7) calendar days before the regular board meeting immediately preceding the event. *[Revised 6/24]*
   iii. Easel signage sizing is up to 30 x 40 inches. *[Revised 6/24]*
   iv. If the candidate(s) are unopposed and they wish to relinquish their table and/or easel, the candidate can notify the Governance Logistics Committee at GovLog@cta.org. *[Revised 6/24]*

d. Candidates may hold receptions at statewide conferences.
   i. Candidates are responsible for the cost of the reception including the cost of the suite/room.
   ii. Laguna suite may only be used for Officer elections (CTA President, Vice President, and Secretary/Treasurer). *[Revised 8/25]*
   iii. Tower suite may be used for all other CTA offices (CTA Board of Director and NEA Director) *[Revised 8/25]*

e. Candidates may request to have a table with easel display for all regional, SCC, and local conferences by contacting the appropriate conference planning committee no later than the conference registration deadline. *[Revised 6/24]*
   i. The placement of posters and tables will be determined by the respective conference planning committee.
   ii. The conference planning committee shall treat all candidates the same. *[Revised 6/22]*

I-8. Campaign Materials for CTA Offices

1. Content of Materials

a. Candidates may print campaign materials.

b. All campaign materials must be free of **any** association logo.
   i. Association or affiliate names may be used on an endorsement list.

c. All electronic or printed campaign material, larger than a credit card, must have the following disclaimer stated verbatim: **"*The views and opinions expressed are those of the candidate and not necessarily those of CTA and NEA.*"**
   i. The disclaimer must be added to all pages and electronic files. *[Revised 8/25]*

2. Electronic Packet

a. Candidates may provide CTA with one singled-sided electronic flyer, 8.5 x 11 or smaller (pdf, doc, etc.) to be included in the electronic State Council Virtual Hub.
   i. Candidates are responsible for making sure the flyer is received by ctaelections@cta.org no later than 5pm on the tenth (10th) calendar day after the State Council meeting in which the names of the candidates were announced.

3. Distribution of Campaign Materials

a. Candidates may distribute campaign material at SCC meetings.

b. Candidates not attending the SCC meeting may contact the SCC chair to make arrangements to have materials mailed to the meeting location for distribution.
   i. SCC Chairs will make the materials available to attendees.

c. Candidates may distribute campaign material electronically using personal accounts only.

d. Candidates may distribute campaign material at State Council from their campaign table only.

4. Articles in Official Publication of CTA

a. Candidates for the Office of CTA President, CTA Vice President, and CTA Secretary- Treasurer may submit an article for publication in the official publication of CTA.
   i. The article will appear between the second and third State Council meetings.
   ii. The article may be no more than 400 words.
   iii. The article is to be typewritten, double spaced, signed and submitted in an electronic read only format to ctaelections@cta.org. *[Revised 6/22]*

I-9. Campaign Limitations

1. Endorsements
   a. A candidate may only seek endorsements from a CTA recognized caucus.
      i. No caucus will provide endorsement of a candidate unless they have been properly recognized in accordance with CTA procedures *Standing Rule 3-8: State Council Caucuses.*
   b. Candidates may seek endorsements from CTA Chapters.
      i. CTA Chapters choosing to endorse may publicize the endorsement to their members in a manner that is compliant with campaign material rules. *[Revised 6/17]*
2. Technology
   a. Candidates cannot campaign on any affiliated chapter/service center social media sites created for association/leadership members to communicate with each other.
3. Virtual Meetings [Revised 6/24]
   a. During campaign speeches, the chat portion of the virtual meeting should be disabled. At no time during the meeting should any campaign materials be posted in the chat, including any statements, announcements, flyers, links, etc. This is considered campaigning on the floor.
   b. During the 10-minute question and answer period, the chat can be reopened for posting of questions only.

I-10. Campaign Violations

1. Campaign violations witnessed by an Elections and Credentials Committee Member at State Council shall be reported to the Chairperson of the Elections and Credentials Committee.
   a. The Chairperson will report the violation to the candidate.
   b. The Candidate is responsible for correcting the violation immediately.
2. All other alleged campaign violations are subject to the challenge procedure.
3. Unauthorized use of CTA 360 could result in a Re-Run of the election. *[Revised 6/22, 8/25]*

I-11. Financial Limitations and Disclosure for CTA Offices

1. Income
   a. Campaign income is defined as financial contributions and goods and/or in-kind services (contributions of goods other than cash grants) made available to the candidate.
   b. Candidates may accept contributions from CTA members only.
   c. Candidates may contribute to their own campaigns.
2. Campaign Expenses
   a. Campaign expense categories include:
      i. Travel: A trip having as its major purpose campaigning to seek political support;
      ii. Telephone: Toll call charges related to campaigning;
      iii. Postage: Cost to mail material directly related to campaigning;
      iv. Receptions: Social occasions given for the purpose of campaigning;
      v. Campaign Materials: Printing, paper, photography, posters, flyers, buttons (but not limited to items listed);
      vi. Substitute's Pay: Cost of providing a substitute when the candidate takes release time to campaign;
      vii. Other: Any item related to the campaign not fitting the above categories.
   b. Campaign expenses include:
      i. Costs connected with printing material that directly advances the position of the candidate;
      ii. Mailing of campaign material;
      iii. Operation of hospitality suites during the campaign year whether such suites are funded by the candidate or by supporters;
      iv. Other entertainment designed to advance the candidate's campaign;
      v. Expenditures of the official campaign committee, including travel, lodging and meals;
      vi. Giveaways (e.g., buttons, pencils, etc.);
      vii. Items used to solicit voluntary contributions;
      viii. Monies spent to purchase any item(s) for raffle, lottery, or similar activity.

c. Expenditure Cap. There shall be no cap on the amounts that may be spent by a candidate in campaigning for a statewide office.

d. Financial Disclosure Report. (See Appendix B)

i. Each candidate for office shall submit a financial disclosure report listing all income and expenses. The Financial Disclosure Report must be submitted to the Chairperson of the Elections and Credentials Committee c/o the Governance Support Department no later than thirty (30) calendar days after the election. Candidates who fail to submit this report will be listed on the final financial disclosure report under "NO REPORT SUBMITTED".

e. Financial Summary

i. The Chairperson of the Elections and Credentials Committee shall prepare a summary (totals for each category on the Final Financial Disclosure Report) of campaign income and expenses for each candidate for all statewide offices to be included in the appropriate State Council electronic packet and to be available upon request. *[Revised 6/22]*

I-12. Speeches by Candidates for CTA Offices

1. Service Center Councils
   a. In an election year, each Service Center Council will provide time for campaign speeches on each meeting agenda. It is the responsibility of the candidate to confirm the date, time and location of the Service Center Council meetings. It is the candidate's responsibility to identify a designee to read their speech if the candidate cannot attend. *[Revised 6/17, 6/19]]*
   b. The candidate or the candidate's designee is required to notify the Service Center Council Chairperson in writing prior to the day of the meeting if they plan on attending. *[Revised 6/17]*
   c. The order of the campaign speeches shall be determined by using the CTA alphabet and the candidates' last names within each office. *[Revised 6/14]*
   d. The Service Center Council will provide time for campaign speeches for all CTA offices of five (5) minutes, with a question-and-answer period after all speeches, not to exceed ten (10) minutes. *[Revised 8/25]*
   e. A candidate visiting a Service Center Council for the purpose of campaigning shall report any campaign expense incurred for said visit. *[Revised 6/18]*

Office	Minutes
All CTA Offices	5

[Revised 8/25]

2. State Council
   a. The order of the campaign speeches shall be determined by using the CTA alphabet and the candidates' last names within each office. *[Revised 6/18*
   b. The length of time for combined campaign speeches, which includes the introduction and candidate's speech, shall not be more than the following:

Office	Minutes
CTA President	10
CTA Vice President	5
CTA Secretary-Treasurer	5
CTA Board Member	5
CTA Directors At-Large	5
NEA Directors & Alternate Directors	5
CTA/NEA Coordinating Director	5
CTA/ABC Committee Member	5
CTA/ABC Committee Member At-Large	5

   c. The Chairperson of the Elections and Credentials Committee will appoint a timekeeper from among members of the Committee.
   d. The timekeeper shall give each speaker a one-minute and a *30 SECOND* warning before the time has elapsed.

e. When the time limit is up, the timekeeper will call "time". *[Revised 6/17]*
f. A candidate for office who has an opportunity to speak to the State Council in a general session shall not be permitted to appear at a directorial district caucus other than their own; however, in the event of a run-off election, each candidate shall be provided an opportunity to speak up to one minute at each directorial district caucus.

I-13. Voting Procedures for CTA Offices

1. Polling Time
   a. The polling date, hours and location shall be announced by the Chairperson of the Elections and Credentials Committee at the opening session of the State Council meeting at which an election will be held.
   b. The polls shall be open for at least one hour after the adjournment of the General Session. *[Revised 7/97, 6/23, 6/24]*
2. Ballots *[Revised 6/23]*
   a. The names of candidates on the ballot shall be listed according to the CTA alphabet for the year. *(See Appendix C)*
   b. CTA shall be responsible for creating all ballots on which State Council members shall vote.
   c. Ballots will be created for each election.
   d. Ballots and/or instruction sheets for officer and director elections shall be prepared with the names of candidates listed.
   e. A candidate shall have their name listed on the ballot and/or instruction sheet as indicated on the declaration of candidacy form.
   f. When a candidate's last name is hyphenated, the name before the hyphen shall be used for placement on the ballot and/or instruction sheet.
   g. Candidates' names on the ballot and/or instruction sheet shall be limited to the following characters: letters of the alphabet and hyphens. *[Revised 6/17]*
   h. Space shall be provided for write-ins if there are not enough declared candidates. *[Revised 8/25]*
3. Eligibility of Voters *(See Appendix F) [Revised 7/97]*
   a. Members of the State Council who have been elected by a direct vote of the membership shall be eligible to vote in State Council elections. A list of duly certified voting State Council members and duly certified Alternates shall be prepared.
   b. State Council Representatives and Alternates must register with the CTA Registration desk no later than 11 a.m. of the First General Session. *[Revised 6/23, 6/24]*
   c. All State Council Representatives from electoral districts qualify to vote for candidates for the NEA Board of Directors.
   d. CTA Board of Directors who retain their State Council seat are considered to still be elected by the active members and eligible to vote for candidates of the NEA Board of Directors.
4. Observers
   a. Each candidate may designate one representative to observe the voting process.
   b. The name of the observer shall be submitted in writing to the Chairperson of the Elections and Credentials Committee prior to the opening of the polls.
   c. The observer shall not interfere with the work of the Elections and Credentials Committee and must remain in the Election room until the results are published. *[Revised 6/23]*
   d. Electronic devices of any kind (cell phone, computer, tablet, etc.) are not allowed in the counting area. *[Revised 6/13]*
5. Voting by Paper Ballot (When paper ballots are used instead of electronic voting the following section applies). *[Revised 6/23]*
   a. Each voter must wear the State Council badge issued for the meeting at which the election is held.
   b. No campaign materials, clothing, or jewelry will be permitted in the polling place. *[Revised 6/05]*

c. No campaigning shall occur in or around the polling place, or with individuals in line to vote.
d. No food or drink will be permitted in the polling place while voting is in progress.
e. Each voter must sign the voter roster after their name before receiving a ballot from the Elections and Credentials Committee. *[Revised 7/97]*
f. Alternates must sign their name on the designated alternate voter roster. *[Revised 6/17]*
g. A ballot marked in error shall be returned to the Chairperson of the Elections and Credentials Committee who shall mark it "Void" and sign the ballot before issuing a replacement ballot.
h. Every effort shall be made to ensure that the voter is able to mark their ballot in secrecy.
i. The voter shall place their marked ballot into the ballot box.

6. Vote Requirements
   a. A majority vote of the ballots cast shall be required to win the election for all CTA Offices. A majority vote shall be more than half of the votes cast by persons legally entitled to vote, excluding blank or illegal ballots, for each office.
   b. In the event that no candidate receives a majority vote on the first ballot, a run-off election shall be held.
   c. The candidates in the run-off election shall be the candidates receiving the two (2) highest numbers of votes on the first ballot.
   d. There shall be no provisions for write-in candidates in run-off elections. A majority vote is required to win a run-off election. *[Revised 6/13]*
7. Counting of Ballots *[Revised 6/23]*
   a. The Elections and Credentials Committee shall count the ballots in the designated Election room.
      i. In the event there are more ballots than signatures and the difference would not change the outcome of the election, the results will stand.
   b. The Chairperson of the Elections and Credentials Committee shall prepare the Official CTA State Council Teller's Report which shall be signed by the members of the Elections and Credentials Committee.
   c. Immediately following the completion of the Teller's Report, the results of the balloting shall be given to the President or designee to announce.
   d. The voter roster and results shall be posted in CTA's Cvent/Attendee Hub.
   e. The President or designee shall announce the results of the election to the State Council as soon as possible.

I-14. Run-off Procedures for Elections by State Council for Statewide Office *[Revised 7/03, 6/23]*

If a candidate does not receive a majority vote, a run-off election shall be conducted between the candidates receiving the highest number of votes. The names on the ballot will be one (1) more than the number of vacancies to be filled. There shall be no provisions for write-in candidates in run-off elections.

1. Names of the candidates shall be listed in the order of the CTA alphabet.
2. The Elections and Credentials Committee shall issue ballots in the same manner as prescribed for the first election.
3. The Elections and Credentials Committee shall count the ballots.
4. The Chairperson of the Elections and Credentials Committee shall prepare the Official CTA State Council Teller's Report, which shall be signed by the members of the Elections and Credentials Committee.
5. Immediately following the completion of the Teller's Report, the results of the balloting shall be given to the President to announce.
6. The voting roster and results shall be posted in CTA's Cvent/Attendee Hub.

7. The President or designee shall announce the results of the election to the State Council as soon as possible.
8. If the run-off election results in a tie vote, the election procedure for a run-off election shall be repeated immediately.

I-15. Custody of Ballots for CTA Offices

1. The Chairperson of the Elections and Credentials Committee has custodial responsibility of all ballots, which will be retained in the Governance Support Department. *[Revised 7/97]*
2. After the tallying and recording of ballots have been completed, all voted and unused ballots shall be returned by the Chairperson of the Elections and Credentials Committee to the staff consultant who shall arrange to have the ballots retained for at least one (1) year.

I-16. Procedures for State Council Election Completion By Mail Ballot

In the event that the required number of elections, including run-offs, at any State Council meeting exceeds the amount of time available in which to complete them, the final ballot shall be submitted to mail ballot for handling, within the following general guidelines:

1. These procedures shall be handled by the Elections and Credentials Committee.
2. Only those representatives registered at the State Council meeting during which the election was held shall be eligible to vote.
3. The Elections and Credentials Committee shall prepare ballots as well as two return envelopes and mail them to the last known home address of the representatives.
   a. The outside envelope shall contain prepaid postage, along with the name and address of the representative and a place for verification signature of the representative.
   b. The inside envelope shall contain no markings.
4. In the letter of instructions to those who are to vote in the election, the Elections and Credentials Committee shall specify the final date for receipt of the ballot by the CTA Elections and Credentials Committee.
5. The Elections and Credentials Committee shall make provisions for a representative to request and receive a replacement ballot if that representative does not receive their original ballot by a specific date.
6. The ballots shall be returned to a special post office box selected for the election.
7. At an announced time, subsequent to the time designated for final receipt of the ballots, the Elections and Credentials Committee will conduct the vote count.
   a. The Elections and Credentials Committee will determine validity by checking each outer envelope against the official list of representatives eligible to vote.
   b. Once eligibility has been verified, the Elections and Credentials Committee will open each outer envelope and remove its inner envelope and mix all inner envelopes.
   c. The Elections and Credentials Committee will then open all inner envelopes and count the ballots.
   d. Following the count, the Elections and Credentials Committee shall transmit the final results to the CTA President. The Elections and Credentials Committee shall retain the ballots for one (1) year in the Governance Support Department.
8. Any candidate in the election may appoint an observer to be present at steps 3 and 7 of the procedure. *[Revised 7/96]*

I-17. Challenge Procedures for CTA Office Elections

Any State Council member or candidate for CTA office who observes any irregularity must report in writing through the CTA challenge forms to the Chairperson of the Elections and Credentials Committee according to the following: *[Revised 6/98, 8/24]*

1. Eligibility of Voters
   a. Challenges to the eligibility of voters in CTA elections must be filed in writing using the CTA challenge forms with the Chairperson of the Elections and Credentials Committee no later than one-half (1/2) hour before the printed time of the convening of the general session of the State Council that immediately precedes the election. *[Revised 8/24]*

b. The Elections and Credentials Committee shall conduct such fact-finding as is possible and report the circumstances to the CTA Board of Directors, whose decision as to acceptance of such challenge shall be final, prior to the holding of the election. *[Revised 8/24]*

2. Voting Procedures
   a. Challenges to the voting procedure, counting, and tallying must be filed in writing with the Chairperson of the Elections and Credentials Committee within one (1) hour after the results are published. *[Revised 6/23]*
   b. The Chairperson of the Elections and Credentials Committee shall inform the CTA President of the filing of the challenge.
   c. The CTA President may request the Elections and Credentials Committee to conduct an investigation and to report back to the President within one (1) hour.
   d. The President shall report to the CTA Board of Directors on the day of the election. *[Revised 8/24]*
   e. The CTA Board of Directors may either void the election and order another one or may confirm the election results. *[Revised 8/24]*
3. CTA Elections Manual Regulations
   a. Any alleged violation of the *CTA Elections Manual* regulations must be reported to the Chairperson of the Elections and Credentials Committee no later than ten (10) calendar days after the results are published. *[Revised 7/96, 6/23]*
   b. The report/challenge must be supported by *prima facie* evidence of a violation, i.e., evidence which is sufficient on its face to support the fact until it is contradicted and overcome by other evidence.
   c. Names and addresses of parties who can give evidence shall be included with the report.
   d. Upon receipt of a challenge, the Elections and Credentials Committee shall determine whether:
      1. The challenge alleges a violation of a CTA election requirement; and
      2. The challenge is supported by appropriate documentation.
   e. The Elections and Credentials Committee will give immediate notice to the CTA Board of Directors of its intent to conduct an investigation. *[Revised 8/24]*
   f. The Elections and Credentials Committee shall take such steps as it deems appropriate in order to prepare for the State Council a written report of the relevant facts regarding the challenge, and whether the violation(s) may have affected the outcome of the election, and a recommendation as to its disposition.
   g. In the case where the majority of the CTA Board of Directors is unable to act on the challenge the decision shall move to State Council. *[Revised 8/24]*
   h. In the event the State Council is not in session, the Elections and Credentials Committee will give its report to the Board of Directors within forty-five (45) calendar days of receipt of the challenge.

I-18. Counting a Standing Vote of the State Council

1. When the President calls for the counting of a standing vote of the State Council, the Elections and Credentials Committee shall count the votes of only those State Council members who are wearing badges and who are standing in front of chairs designated for State Council members.
2. In the event that the Elections and Credentials Committee is not available to count standing votes, the President shall appoint members of the CTA Board of Directors to serve.

I-19. Vacancies in CTA Offices Elected by State Council *[Revised 6/23]*

1. In the event a vacancy should occur in a CTA office elected by the State Council, the Chairperson of the Elections and Credentials Committee shall announce that a special election shall be held at the next regular State Council meeting to fill the vacancy.
2. If there are at least five (5) weeks before the next regular State Council meeting, the announcement may be made by email.

3. The regular procedure shall be followed, except as follows:
   a. At the next State Council meeting, nominations and acceptance speeches shall be given.
   b. The election shall be held at the same meeting.
   c. The run-off election, if necessary, shall be held at the same meeting.
4. The financial limitations will be the same as those listed for the position that has the vacancy.
5. The qualifications are the same as those listed for the position which has the vacancy.
6. The length of speeches are the same as that listed for the position which has the vacancy.
7. Since nominations and voting are completed at the same meeting, the Association shall not print or distribute campaign material.

I-20. CTA/NEA Coordinating Director, Vacancy/Term

Whenever a vacancy occurs in the separate office of NEA Director serving on the CTA Board of Directors, a special election shall be held. The State Council shall elect one of the California NEA State Directors to be seated as a regular voting member of the CTA Board of Directors for the remainder of their current elected term as NEA State Director.

I-21. Other

The most recent edition of *Robert's Rules of Order, Revised,* shall govern election procedures, except as specified in their *CTA Elections Manual.*

II. CTA/ABC Committee Internal Elections

1. The election of CTA/ABC Committee Chairperson, Vice Chairperson, and Recording Secretary shall be held at the 4th State Council meeting.
2. The term of office for newly elected CTA/ABC Officers will commence on June 26. *[Revised 6/99*
3. Only the current Members from each geographical district and At-Large Members shall be eligible to be candidates and to vote. *[Revised 7/97]*
4. A member of the CTA Elections and Credentials Committee shall chair the election portion of the meeting of the CTA/ABC Committee.
5. The Elections and Credentials Committee member shall appoint a timekeeper and two (2) members from among CTA/ABC Committee Members to assist in the counting of ballots.
6. The Elections and Credentials Committee member shall call for nominations for Chairperson of the CTA/ABC Committee.
7. Any CTA/ABC Committee member may nominate a CTA/ABC Committee member, including himself/herself. Advance declarations of candidacy are not necessary.
8. In the event that only one (1) nominee is presented for an office, the question of waiving the ballot shall be immediately placed before the Committee on a non-debatable basis. A two-thirds (2/3) vote shall be required to waive the ballot. *[Revised 6/99]*
9. Combined nomination (optional) and acceptance speeches shall be no more than five (5) minutes.
10. After all nomination and acceptance speeches have been made, the Elections and Credentials Committee member shall distribute ballots with a preprinted heading to each CTA/ABC Committee Member.
11. Voted ballots shall be returned to the Elections and Credentials Committee member.
12. The Elections and Credentials Committee member and assistants shall count the ballots.
13. A majority vote shall be required to win on the first ballot.
14. If no candidate receives a majority vote on the first ballot, a run-off election shall be held.
15. The candidates in the run-off election shall be those receiving the two highest numbers of votes on the first ballot.
16. The Elections and Credentials Committee member shall distribute run-off ballots with a preprinted heading to CTA/ABC Committee members.
17. Voted ballots shall be returned to the Elections and Credentials Committee member.
18. The Elections and Credentials Committee member and assistants shall count the ballots.
19. The Elections and Credentials Committee member shall announce the results.
20. If the result is a tie vote, the Members shall continue to vote until one candidate receives a majority of the votes cast.
21. The same procedure shall then be followed for the election of Vice Chairperson and Recording Secretary.

III. General Election Procedures for State Council of Education Representatives and Alternates

III-1. Electoral District Responsibilities

1. Chapter presidents must provide members an opportunity to vote in all elections for State Council Representatives.
2. Chapter presidents do not have the option of deciding that such election shall not be held.
3. When an electoral district is composed of one chapter, the chapter elections committee shall be responsible for conducting the election.
4. When an electoral district is composed of two or more chapters, the Service Center Council elections committee shall be responsible for conducting the election.
5. Elections shall be conducted by a chapter or Service Center Council after receipt of an official notification from the CTA Elections and Credentials Committee. *[Revised 6/14, 6/17]*

III-2. Terms of Office for State Council Representatives and Alternates *[Revised 6/23]*

1. The term of the State Council Representative and/or Alternate is three (3) years.
2. No person may serve more than three (3) consecutive three-year terms without a break in service of at least one full term year as a State Council Representative.
3. No person may serve more than eleven (11) consecutive years, including completed and/or extended terms.
4. No person will be eligible for election for any term which would provide total service greater than eleven (11) consecutive years.
5. Service as an Alternate does not count towards the eleven (11) years allowed as a regular State Council Representative.

III-3. Qualifications for State Council Representatives and Alternates

A candidate for State Council Representative and/or Alternate must be an Active member of CTA, NEA and a chapter, if available.

III-4. Vote Requirements for State Council Representatives and Alternates

1. **State Council Representatives**
   a. State Council Representatives shall be elected by a majority vote.
   b. The ballot may be waived if the number of candidates is equal to or less than the number of positions to be filled. *[Revised 8/25]*
2. **State Council Alternates**
   a. State Council Alternates must be elected.
      1. Runners-up become Alternate(s).
      2. In the event the number of alternatives is low, the CTA Board of Directors may call for a special alternate election. *[Revised 6/23]*
   b. Elections shall be by plurality vote.
   c. An Alternate does not automatically become a Representative when a State Council position becomes vacant.
   d. An Alternate serves as Alternate for an electoral district, not for a State Council Representative. *[Revised 6/14, 6/15]*

III-5. Numbered Seat System

Chapters may choose to use the numbered seat system to conduct elections in accordance with the following procedures: *[Revised 6/23]*

1. The numbered seat system requires each State Council seat to be numbered.*(See Appendix K)*
2. Before nominations are opened, single chapters must decide and then announce whether or not the numbered seat system shall be used. Otherwise, the single list system will be used. *[Revised.6/23]*
3. Once the election system has been determined, it cannot be changed until the election has been concluded, the results have been published, and until any and all challenges have been resolved. *[Revised 6/04, 6/23]*
4. A candidate must declare for which number seat s/he is running.
5. Voters can vote for one candidate in each numbered seat.
6. A majority will constitute more than half of the votes cast by persons legally entitled to vote, excluding

blank or illegal ballots.

7. The candidate receiving the majority vote is elected. Otherwise, the two candidates receiving the highest number of votes shall participate in a run-off. **There shall be no provisions for write-in candidates in run-off elections.**
8. An Alternate serves as an alternate for an electoral district, not for a specific numbered seat. *[Adopted 6/00]*

III-6. Filing a Declaration of Candidacy for State Council Representatives and Alternates

1. **Open Nominations**
   a. Nominations for State Council Representative and Alternates shall be conducted according to the Open Nomination procedure. This procedure holds that every eligible CTA member shall have the opportunity to nominate any CTA member who meets the qualifications for office.
   b. In the event that there are no declaration of candidacy forms received for a position, the election shall be held with a write-in provision on the ballot for that position. *[Revised 6/14]*
2. **Filing Procedure**
   a. Member must file using an official CTA Declaration of Candidacy for State Council. Representative and/or Alternate form. The candidate statement must be cut at 250 characters, not words, excluding references to BIPOC identification. *[Revised 6/11, 6/14, 6/22, 6/23, 6/24]*
   Declaration of candidacy forms must be filed online by the date and time stated in the announcement. **IT IS THE RESPONSIBILITY OF THE CANDIDATE TO ENSURE THAT THIS DOCUMENT IS RECEIVED BY THE DUE DATE AND TIME.** *[Revised 6/14, 8/24]*
3. **Withdrawal of Candidacy**
   In order for their name not to appear on the ballot, any person withdrawing from candidacy must do so prior to the creation of the ballots in accordance to the elections announcement/timeline. *[Revised 6/23, 8/25]*

III-7. Campaigning for State Council Representatives and Alternates

1. **Site List**
   Each candidate shall have the right to a list of the names and addresses of work sites and the number of Active members at each site for the purposes of campaigning. *[Revised 6/14]*
2. **Chapter Publications.**
   A chapter may not endorse a candidate for State Council Representative or Alternate. *[Revised 6/12]*
3. **Campaign Contribution**
   a. Monies received by a chapter by ways of dues, assessment or similar levy must not be applied to promote a candidate.
   b. Candidates may not accept direct contributions from a chapter's treasury or indirect contributions in the form of use of a chapter's assets, facilities, staff, equipment, mailings, good will and credit
4. **Logo.**
   The use of all Association logos shall not be allowed on campaign materials.
5. **Campaign Flyers/Materials.**
   All campaign flyers/materials must include the following disclaimer, which must be stated verbatim: "The views and opinions expressed are those of the candidate and not necessarily those of CTA and NEA." *[Revised 6/04, 6/14]*
6. **District Email Addresses.**
   District email addresses and/or electronic systems shall not be used for campaigning. *[Revised 6/12, 6/14, 6/23]*
7. Access to CTA 360 is frozen during the election period. *[Revised 6/23]*

III-8. Campaign Materials for State Council Representatives and Alternates

1. A chapter or Service Center Council will honor all reasonable requests to distribute campaign literature to all members whether the distribution is by mail or other means, at the expense of the candidate.
2. All privileges, including distribution of campaign material without charge, extended to one candidate must be extended to all. Refusing to honor any and all reasonable requests for distribution of campaign material at the candidate's expense is not permitted. *[Revised 6/14]*

III-9. Election Procedures and Timelines for State Council Representatives and Alternates

1. Single Chapter Electoral Districts

a. **Step 1.** Following a State Council Representative's resignation, an election cannot be held until the CTA Board of Directors has declared the seat vacant. Any elections conducted prior to a seat being declared vacant will be invalid and the elected candidate(s) will not be seated.

Below are the steps that must be followed to declare a State Council Representative seat vacant:

1. Once a State Council Representative has resigned, the local unit or the Representative must notify CTA Elections by submitting the Representative's written resignation to the CTA President by emailing ctaelections@cta.org.
2. The resignation will be presented to the CTA Board of Directors at its next meeting to declare the seat vacant.
3. Once the seat has been declared vacant by the CTA Board of Directors, the local unit will be notified by the CTA Elections and Credentials Committee that an election is to be held for that State Council seat. Only then may a State Council Representative election be held for the vacant seat. *[Revised 8/25]*

b. **Step 2.** The Chapter Elections Committee (Chapter EC), appointed in accordance with the *Elections Procedures and Requirements for Chapters and SCCs*, shall meet to discuss the following procedures:

1. Decide on a single list or numbered seat system.
2. Decide on uniform method of distribution of ballots and voter roster/sign-in sheets, i.e., by mail, pick up at a meeting, or other.
3. Decide the process for candidates to request the list of the names and addresses of work sites and the number of Active members at each site for the purposes of campaigning.
4. Alternates are to be elected in accordance with Section III-4.2(b) and determine which Declaration of Candidacy form *(Appendix G(a) or G(b))* will be used accordingly. *[Revised 6/15]*
5. Decide on number of Alternates to be elected, which must be included on the ballot.

b. **Step 3.** The Chapter EC will determine and publish the following timeline, which shall be long enough to allow for voting by mail where there are year-round schools, and shall include dates for run-offs and possible challenges:

1. Dates to announce vacancy(ies);
   a) Inform members that names on ballot must be listed in order of the current CTA alphabet;
   b) Allow at least fifteen (15) calendar days between the announcement of the vacancy(ies) and the date voting begins;
2. Deadline date for return of declaration of candidacy forms;
3. Deadline date for submission of biographical material;
4. Date that each candidate shall receive an acknowledgement of the filing (inform the candidates that each candidate may designate one observer, who may be the candidate);
5. Deadline for candidates to request the list of the names and addresses of work sites and the number of Active members at each site for the purposes of campaigning;
6. Dates for preparation of candidate statements/biographical material, ballots, voter roster/sign-in sheets;
7. Dates that ballots will be distributed.
8. Dates that voting will take place (no less than five (5) and no more than fifteen (15) calendar days for voting);
9. Deadline date for return of ballots and voter roster/sign-in sheet from schools to unit elections committee;
10. Date, time and place where ballots will be counted. Counting shall be immediately after the deadline for return of ballots;
11. Date that announcement of results will be sent to candidates and CTA;
12. Dates and timelines for run-off election, if necessary; and
13. Deadline date for filing of challenges to initial election and run-off, if necessary (date received, not date postmarked). Challenge timeline must follow the procedures outlined in Section

III- 17.

c. **Step 4.** Chapter EC convenes a meeting with Association Representatives (AR's) to review election requirements, timelines, guidelines and voting procedures.

d. **Step 5.** The Chapter EC consisting of at least three (3) persons who are not candidates will verify that ballots and voter roster/sign-in sheets have been returned. The Chapter EC shall count the ballots and report to the chapter president.

e. **Step 6.** The chapter president announces results to chapter members and makes appropriate arrangements for posting of results not later than five (5) calendar days at each school/work site.

f. **Step 7.** Chapter EC prepares the official CTA Teller's Report and official Report of Results of Election forms and sends them to CTA with a copy of the ballot and timeline.

g. A minimum of two (2) signatures are required on both forms. *(See Appendix I, I(a), J, J(a)). [Revised 7/03, 6/11, 6/13, 6/14]*

2. **Multiple Chapter Electoral Districts.**

a. **Step 1.** The CTA Elections and Credentials Committee shall conduct the election for the Multiple Chapter Electoral State Council Representatives and Alternates.

b. **Step 2.** The CTA Elections and Credentials Committee, appointed in accordance with the *CTA Organizational Handbook*, shall meet to determine the following procedures:

1. Decide the process for candidates to request the list of the names and addresses of work sites and the number of Active members at each site for the purposes of campaigning.
2. Alternates are to be elected in accordance with Section III-4.2(c). *[Revised 6/15]*
3. Runners-up shall become the Alternate.

c. **Step 3.** The CTA Elections and Credentials Committee publishes the timeline and shall include dates for run-offs and possible challenges:

1. Information to be disclosed on the Announcement:
   a) Inform members that names on the ballot must be listed in order of the current CTA alphabet;
   b) Allow at least fifteen (15) calendar days between the announcement of the vacancy(ies) and the date voting begins;
2. Deadline date for online filing of declaration of candidacy forms;
3. Deadline date for submission of biographical material;
4. Date that each candidate shall receive an automatic acknowledgement of the filing.*[Revised 8/25]*
5. Candidates may request the list of names and addresses of work sites and the number of Active members at each site for the purposes of campaigning; *[Revised 8/25]*
6. Candidate statements/biographical materials shall not be printed on the ballot.
7. Dates that voting will take place (no less than five (5) and no more than fifteen (15) calendar days for voting);
8. Date when ballots will be counted.
9. Date that announcement of results will be sent to unit presidents, candidates, and SCC's (no later than five (5) calendar days from the date ballots are counted);
10. Dates and timelines for run-off election, if necessary.
11. Deadline date for filing of challenges to initial election and run-off, if necessary (date received, not date postmarked). Challenge timeline must follow the procedures outlined in Section III-17.

d. **Step 4.** The CTA Elections and Credentials Committee shall email to the Multiple Electoral Chapters and Service Center Councils the link to the Announcement and Timeline on CTA.org. *[Revised 9/21]*

e. **Step 5.**

1. Declarations of Candidacy are to be filed on CTA.org (link will be provided on the Announcement). *[Revised 9/21]*
2. The CTA Elections and Credentials Committee sends an acknowledgement email and the written summary of election rules to each candidate. *[Revised 8/24]*

f. **Step 6.** Voting will be conducted via an electronic voting platform.

1. The CTA Elections and Credentials Committee shall prepare a Teller's Report and emails the results to the candidates, chapter presidents and SCC's, not later than five (5) calendar days from the date ballots are counted.
2. The CTA Elections and Credentials Committee shall retain the election results, the

Teller's Reports, and other materials related to the election for one (1) year.

3. The SCCs shall assist in forwarding the election results to their respective chapter presidents and members.
4. The CTA Elections and Credentials Committee shall provide a timeline for a run-off election if necessary. *[Revised 6/11, 6/12, 6/13, 6/14, 9/21]*

III-10. Voting Methods

Elections for State Council Representatives and Alternates conducted by single chapter electoral districts shall be conducted using methods outlined in Section XI, Voting Methods found in the *Elections Procedures & Requirements for Chapters and Service Center Councils*. *[Revised 6/13, 6/14, 9/21]*

III-11. Run-off Elections for State Council Representatives and Alternates

1. **State Council Representatives.** *[Revised 6/23]*

If a candidate does not receive a majority vote, a run-off election shall be conducted between the candidates receiving the highest number of votes. The names on the ballot will be one (1) more than the number of vacancies to be filled. There shall be **no** provisions for write-in candidates in run-off elections.

a. In the event there is only one candidate to place on the ballot for a run-off election, the Elections & Credentials Committee Chair may waive the run-off ballot.

2. **State Council Alternates** *[Revised 6/11, 6/14]*

When there is a tie in a plurality election, the following procedure shall be followed:

a. When there is a tie, the ballots shall be recounted.
b. If the result is still a tie, the elections committee chairperson shall:
   i. Call the candidates (according to the CTA alphabet) and inform them of the tie and that a coin toss shall be used to determine the winner.
   ii. If the first candidate called wishes to remain in the race, the chairperson shall ask that candidate to choose "heads" or "tails" in the coin toss.
   iii. The elections committee chairperson shall designate the time and place for the coin toss and inform the candidates who may have an observer present. The observer may be the candidate.
   iv. The elections committee shall note the coin toss on the CTA State Council Official Teller's Report. *[Revised 6/12]*
   v. The elections committee shall follow the established procedure in notifying the candidates of the results.

3. The Official State Council Teller's Report from the election that caused the run-off must be submitted with the run-off election documents.

III-12. Certification, Designation, and Registration of State Council Representatives and Alternates

1. **Certification of Election**

a. The current CTA Official State Council Teller's Report– Representative Election, CTA Report of Results of Elections – State Council Representative(s), CTA Official State Council Teller's Report– Alternate Election (if alternates were elected) and Report of Results of Elections – State Council Alternate(s) (if alternates were elected), copy of the timeline, ballot , and the certified electronic voting results must be completed and returned through the CTA Elections Hub in order for the election to be certified by the Chairperson of the CTA Elections and Credentials Committee. A minimum of two (2) signatures shall be required to validate the Teller's Report and Report of Results of Elections forms. *(See Appendix I, I(a), J, J(a))* *[Revised 6/11, 6/13, 8/25]*

Required Certification Documents	Manual Location
CTA Official State Council Teller's Report	Representatives: Appendix H Alternates: Appendix H(a)
CTA Report of Results of Elections	Representatives: Appendix H Alternates: Appendix H(a)
Copy of the Election Timeline	
Certified Electronic Voting Results	
Copy of the Election ballot	

Updated Elections Committee roster in Falcon/360	
Copy of the Election Ballot	
Numbered Seat Report (If using)	Appendix J
Numbered Seat Report (If using)	Appendix J

[Revised 8/25]

b. The results, on a CTA Official State Council Representative/Alternate Election Teller's Report shall be accepted from: *[Revised 6/13]*
   1. A chapter president and the elections chair and committee member.

2. **Designation of Alternates**

In the event an elected representative is unable to attend a meeting of the State Council of Education, an elected alternate shall be designated using the following process: *[Revised 10/78, 10/95]*

a. **Single Chapter**

In an electoral district comprised of a single chapter, an elected representative who is unable to attend such a meeting shall notify the president of the chapter, who shall designate an alternate on the basis of seniority as an alternate and using a rotation method for each meeting that an alternate is needed. If seniority is equal among alternates, then the CTA alphabet will be used to determine which senior alternate will be contacted and notified to attend. The rotation will become effective with the first State Council meeting. If an alternate is unable to attend a meeting, the alternate shall retain their place in the rotation order, unless otherwise stated in the Chapter's bylaws. *[Revised 6/14, 6/15]*

b. **Multiple Chapters**

In an electoral district comprised of two (2) or more chapters, an elected representative who is unable to attend such a meeting shall immediately notify the CTA President through the Governance Support Department. In an electoral district comprised of two or more chapters, alternates in multiple electoral districts shall be selected on the basis of seniority and using a rotation method for each meeting that an alternate is needed. If seniority is equal among alternates, then the CTA alphabet will be used to determine which senior alternate will be contacted and notified to attend. The rotation would become effective with the first State Council meeting. If an alternate is unable to attend a meeting, the alternate shall retain their place in the rotation order. *[Revised 3/91, 6/92, 10/95]*

c. In the event a representative in a multiple electoral district is absent from State Council for more than one meeting, due to a leave of absence approved by the CTA Board, the same alternate who has been selected on the basis of seniority shall attend for the representative in their absence. If seniority is equal among alternates, then the CTA alphabet will be used to determine which senior alternate will be contacted and notified to attend. Once the representative returns to State Council, the alternate who attended for the absent representative shall move back into the rotation process. *[Revised 10/95]*

d. Only those alternates who have been officially certified by the CTA Elections and Credentials Committee prior to the opening of the first session of State Council shall be seated and permitted to vote. *[Adopted 3/72, Revised 10/95]*

3. **Registration at State Council Meetings**

a. Representatives certified as prescribed above shall be permitted to register at State Council meetings not later than 11 a.m. on the first State Council day.

b. Such registration shall include issuance of a State Council badge and materials at the CTA registration desk.

c. Whenever possible, the Chairperson of the Elections and Credentials Committee shall be available to assist the CTA registration desk staff with certification of Representatives and Alternates whose names have not been previously submitted.

d. When this is not possible, an Alternate, or Representative with a special problem, shall be directed to the Elections and Credentials Committee for assistance.

e. An Alternate certified under the above provisions must register by 11 a.m. on the first State Council day and sign a statement that they are serving for a designated Representative. *[Revised 7/03]*

f. Once the Alternate has registered, that seat is filled for the duration of that State Council meeting.

g. An Alternate badge shall be issued which will include the name of the Alternate and the absent Representative.
h. The practice of seating unelected alternates is not allowed. *[Revised 6/13]*

III-13. Over-Represented Single and Multiple Chapters

Whenever an electoral district loses membership and is otherwise thereafter over-represented by one or more excess representatives, the following shall apply within the year following the decrease in membership:

1. If there are sufficient terms expiring that an open election can be held for the newly established decreased allocation, an election shall be held for the appropriate number of open seats.
2. If sufficient terms expire which would eliminate the excess representation and no incumbent otherwise eligible to seek reelection is thereby deprived of doing so, no further action shall be required, and all elections to fill expiring terms thereafter shall be held as regularly scheduled.
3. If sufficient terms do not expire, which would eliminate the excess representation, all terms shall expire, and an open election shall be held to fill the allocated seats.
4. Those incumbents who are reelected shall be assigned to the same term previously held.

III-14. Election of At-Large Representatives and At-Large Alternates to State Council

1. The Board of Directors, upon recommendation of the Representation Committee, shall recommend the allocation of At-Large State Council members to Service Center Councils.
2. If an election is necessary, the CTA Elections and Credentials Committee shall conduct the election. *[Revised 9/21]*
3. The election for At-Large State Council Representatives may be conducted at the same time as the other elections.
4. The procedures for an all-member vote, including ESP members, shall be followed.
5. Voting procedures set forth in Section III-9.2 for Multiple Chapter Electoral Districts. *[Revised 6/13]*
6. These seats are open to all eligible Association members. Active members who self identify as racial or ethnic minorities and/or Black, Indigenous, and People of Color (BIPOC) are strongly encouraged to be candidates for these seats. The seats are intended to promote issues of racial diversity for the Association. *[Revised 6/25]*
7. The winner(s) shall be determined by *majority* vote. *[Revised 7/24]*
8. If there is a tie, the procedures set forth in Section III-11.2 shall be followed.
9. The term shall be for three (3) years and will follow the same term limitations as set forth in Section III-2. [Revised 6/24]
10. Alternates shall be ranked in the order of votes received.
11. If the At-Large State Council Representative seat is vacated, the Alternate shall fill the vacant seat for the remainder of the term. *[Revised 11/20]*
12. In the event no Alternate has been elected or is available, a special election will be held. *[Revised 11/20]*
13. ESP members are eligible to run for State Council Members At-Large positions provided they meet the requirements set forth in Section III-14.6 of this *CTA Elections Manual*. *[Revised 6/11]*

III-15. Election of State Council Retired Representatives *[Revised 6/23]*

1. CTA/NEA-Retired shall elect two (2) State Council Representative from each of the four (4) CTA Geographical regions. *[Revised 9/21, 6/24]*
2. CTA/NEA-Retired shall have open nominations and a secret ballot for all State Council representatives.
3. A candidate must be a member of CTA-Retired and of NEA-Retired, and must reside in the retired electoral district s/he is elected to represent.
4. Voting timelines and procedures for the election of Retired Representatives shall be published.
5. A declaration of candidacy form for Retired Representatives shall be published. [Revised 6/24]
6. The ballot will be by electronic voting. [Revised 6/24]
7. The ballot will indicate the region each candidate is eligible to represent. [Revised 6/24]
8. Each CTA/NEA-Retired member shall be eligible to cast a vote for up to two (2) Retired Representative candidate in each Retired region on the ballot. [Revised 6/24]
9. The winner(s) shall be determined by *majority* vote. [Revised 6/24]
10. The term of Retired Representative shall be three (3) years.
11. A Retired Representative shall be eligible for reelection, but no person may serve more than three (3) consecutive three-year terms or serve more than eleven (11) consecutive years, including completed unexpired terms, without a break of service of at least one (1) year. [Revised 6/24]

12. Service as a Retired Representative and service as an active Representative elected from an electoral district shall be calculated separately for the purposes of the eleven (11)-year limitation. [Revised 6/24]
13. Two (2) alternates in each electoral district shall be elected and ranked in the order of votes received in the alternate election. When an alternate is needed, the first alternate is called to serve. The second alternate is only called when both the CTA/NEA-Retired State Council Representative and the first alternate are unable to attend State Council. [Revised 6/24]
14. If the position of a Retired Representative becomes vacant before the end of that Retired Representative's elected term, the first Alternate shall serve as Retired Representative through June 25 of the year in which the position becomes vacant.
15. If one (1) or more years of the vacated term will then remain, an election will be held for the Retired Representative to serve the unexpired term. [Revised 6/24]
16. Members who simultaneously maintain Retired and Active status may only vote or run in Active member elections. *[Revised 8/25]*

III-16. Election of State Council CTA Aspiring Educators Representatives [Revised 6/24]

1. CTA rules governing election of CTA State Council Representatives shall prevail.
2. The CTA Board of Directors, upon recommendation of the Representation Committee, shall recommend the allocation of CTA Aspiring Educators (CTA AE) State Council Representatives determined by CTA AE membership totals.
3. The CTA Board of Directors, through the CTA Elections and Credentials Committee, shall notify the CTA Aspiring Educators President when an election is necessary.
4. The CTA AE Elections Committee shall be responsible for ensuring that all timelines, rules and regulations of CTA are followed.
5. An all-member vote shall be conducted by mail to determine CTA AE State Council Representatives and Alternates.
6. A candidate must be a member of CTA Aspiring Educators and Student NEA and must be an active student at the time elected.
7. The winner(s) shall be determined by majority vote.
8. The term of CTA AE Representatives and Alternates shall be one (1) year.
9. Alternates shall be ranked in order of votes received.
10. The results of the election shall be published. *[Revised 6/23]*
11. If a seat of a CTA AE Representative becomes vacant before the end of that Representative's elected term, the first Alternate shall serve as CTA AE Representative through June 25 of the year in which the position becomes vacant.
12. Candidate statements must be cut at 250 characters, not words. Self-identified BIPOC members will receive 275 characters. *[Adopted 7/02, 6/23, 6/24, 8/25]*
13. The use of bullet points in a campaign statement is not permitted. If bullet points are included, only the first line of the statement will be accepted; all additional bullets will be disregarded. *[Revised 8/25]*

III-17. Challenge Procedures for State Council Representative Elections

A challenge may be made regarding eligibility requirements or election requirements.

1. **Eligibility Requirements**

   Representatives shall not be seated in the following circumstances:

   a. If an individual is not an active member of CTA/NEA and a chapter (if such membership is available).
   b. If the election results have not been submitted to and certified by the Chairperson of the CTA Elections and Credentials Committee c/o the Governance Support Department. *[Revised 6/14]*

2. **Election Requirements**

   a. All elections shall be conducted using open nomination (eligibility of any member to run) and secret ballot.
   b. All members in an electoral district shall be given an opportunity to vote.
   c. Elections shall be determined by majority vote or plurality vote where permitted.
   d. Voted ballots and voter roster/sign-in sheets must be returned to the election committee who shall retain them for one year.
   e. Preparation and distribution of campaign material must comply with Section I-11 of this

CTA Elections Manual. *[Revised 7/97]*

3. **Challenge Procedure**

a. The announcement of election results shall be made no later than five (5) days after the ballots are counted. *[Revised 6/15]*

b. A challenging party(ies) must notify the chapter elections committee chairperson (single chapter electoral district) and CTA Elections Committee Chair of a challenge in writing using the official Original Election Challenge Form *(See Appendix Q)* within ten (10) calendar days after the results are published, including any run-offs if necessary, of the election. The report/challenge must be supported by *prima facie* evidence of a violation (e.g., evidence which is sufficient on its face to support the fact until it is contradicted and overcome by other evidence). *[Revised 6/04, 6/13, 6/15, 6/17, 6/24]*

c. The chapter elections committee CTA elections committee shall have ten (10) calendar days, commencing on the day the challenge was received and in accordance with chapter bylaws and standing rules or CTA election procedures, to conduct an investigation of the challenged election for the purpose of determining the facts; to attempt to reach local resolution; and to issue a written report to the chapter executive board/ CTA board of directors regarding the validity of the challenge based on whether the alleged violation may have affected the outcome of the election. [Revised 6/24]

d. The chapter executive board/ CTA board of directors must render a decision on the challenge and send a copy of that decision to the challenging party, all candidates on the ballot, and the elections committee chair within ten (10) calendar days following receipt of the report. *[Revised 6/13, 6/24]*

e. Any member of the chapter executive board/ CTA board of directors who was a candidate in the race that has been challenged, was named in the challenge, signed an individual witness documentation form, or whose immediate family member was a candidate in the race that has been challenged, shall recuse themselves from discussion of and voting on the challenge. *[Revised 6/14, 6/24]*

f. If in the case where the majority of the chapter executive board is unable to act on the challenge, the decision shall move to the Representative Council. In the absence of a Representative Council, the chapter shall contact the CTA Elections and Credentials Chairperson through the Governance Support Department to determine the next step. *[Revised 6/11, 6/24]*

g. The challenging party or any candidate affected by the decision of the chapter executive board/ may file an appeal on the official CTA Appeal Form to the CTA President at ctaelections@cta.org within ten (10) calendar days from the date of the decision. The appeal shall include the information requested on the official CTA Appeal Form located in Appendix R of this manual. The appeal and all required documentation shall be received by the CTA President at ctaelections@cta.org no later than 5:00 p.m. on or before the tenth (10th) day. *[Revised 6/04, 6/11, 7/12, 6/13, 6/17, 6/24]*

h. If the chapter executive board fails to act within twenty (20) calendar days of the original challenge, the challenging party(ies) may file an appeal on the official CTA Appeal Form to the CTA President at ctaelections@cta.org. The appeal and all required documentation, as requested on the official CTA Appeal Form located in Appendix R of this manual, shall be received by the CTA President at ctaelections@cta.org no later than 5:00 p.m. on or before the tenth (10th) day. *[Revised 6/11, 6/13, 6/17, 6/24]*

i. The CTA President shall refer the matter to the Chairperson of the CTA Elections and Credentials Committee.

j. Upon receipt of the appeal, the CTA Elections and Credentials committee shall take jurisdiction of the challenge. The Elections and Credentials Committee Challenge Subcommittee consisting of the Chairperson of Elections and Credentials Committee, the Board Liaison to the Elections and Credentials Committee and two (2) Elections and Credentials Committee members shall conduct an investigation and determine whether:

1. The challenge alleges a violation of a CTA election requirement.
2. The challenge is supported by appropriate documentation.
3. More information is needed, in which case, the information will be obtained via the most feasible method.
4. The alleged violation may have affected the outcome of the election.
5. A hearing should be conducted.

k. If it is determined that no basis for challenge exists:
   1. The Chairperson of the Elections and Credentials Committee shall submit a report including issues and recommendations to the CTA President and CTA Board of Directors.
   2. The CTA Board of Directors shall act on the report at its first opportunity, and the actions shall be emailed to the person(s) filing the challenge and to the chapter president. *[Revised 6/23, 6/24]*
   3. When an election is overturned, the seat is vacant until the new election is completed.

l. If it is determined that a hearing should be conducted:
   1. The Chairperson of the Elections and Credentials Committee shall appoint a panel of members from the Committee within seven (7) calendar days of the determination.
   2. The hearing will be held at a CTA office in the area of the electoral district, if at all feasible.
   3. The hearing will be held on a date that gives members sufficient notice and at a time that would allow maximum attendance.
   4. The notification will give the date, time and place of the hearing and the nature of the challenge.
   5. The notification will be sent to the person(s) filing the challenge, the other candidates and others designated by the Chairperson of the CTA Elections and Credentials Committee. [Revised 6/24]
   6. The notification shall indicate that other members may attend.
   7. Each person will be encouraged to present, prior to the hearing, a statement and evidence in writing to the Chairperson of the Elections and Credentials Committee c/o the Governance Support Department. *[Revised 7/97, 6/14]*
   8. At the conclusion of the hearing, the panel will prepare a written report to be sent to the CTA Board of Directors.
   9. The CTA Board of Directors, at its earliest opportunity, shall act on the recommendations.
   10. The CTA Board approved recommendations of the CTA Elections and Credentials Committee shall be sent to the members who provided information and the challenging party(ies). *[Revised 6/10, 6/12, 6/24]*

III-18. Vacancies in State Council Representative and Alternate Positions.

1. When a State Council Representative resigns, a new election must be held within the fiscal year (September 1 to August 31).*[Revised 7/94, 6/23]*
   a. State Council vacancies must be included in annual chapter elections.
   b. If a seat becomes vacant before the end of that representative's elected term, the first Alternate shall serve as representative through June 25 of the year in which the position becomes vacant.
   c. If the election is not held within the fiscal year the seat remains vacant and unfilled.
2. If an Alternate resigns in the middle of a term, the new Alternate shall complete the term of the resigned Alternate.
3. When an electoral district does not have a regularly elected Alternate, the CTA Elections and Credentials Committee hold an election for an Alternate. *[Revised 6/00, 9/21]*
4. A vacancy shall not be declared if a representative/alternate receiving a lay-off notice is rehired by the district prior to the start of the following school year. *[Revised 11/08]*
5. The steps by which a State Council seat is declared vacant following the resignation of a State Council Representative are described in Appendix L - Following a State Council Representative's resignation, an election *cannot* be held until the CTA Board of Directors has declared the seat vacant. Any elections conducted prior to a seat being declared vacant will be considered invalid. *[Revised 6/12, 6/24]*
6. An alternate may not attend more than two (2) times for the same elected State Council Representative unless Section III-18.1. above has been initiated. [Revised 6/24]

IV. Educational Support Professionals

IV-1. ESP Representation at State Council Meetings

1. Educational Support Professionals (ESP) members shall be allocated representation through single

unit electoral districts or multiple unit electoral districts on the State Council of Education on the same ratio as that of CTA local chapters.

2. The electoral districts will be in a separate section of the Representation Book.
3. State Council Representatives from ESP electoral districts shall have all of the voting privileges other State Council Representatives have.
4. State Council Representatives from ESP electoral districts will be paid expenses on the same basis as Representatives from CTA local chapter electoral districts.

IV-2. Election Responsibility for ESP [Revised 6/24]

1. When an ESP electoral district is composed of one unit, the CTA Elections Committee shall be responsible for conducting the election.
2. When an ESP electoral district is composed of more than one unit, the CTA Elections Committee which has the most ESP members shall be responsible for conducting the election.

IV-3. Election Procedures for ESP

The election procedures for ESP Representatives to State Council shall be the same as that of Representatives from CTA local chapters. *(See Section III "General Election Procedures for State Council of Education Representatives and Alternates")*

IV-4. At-Large Representative and At-Large Alternate State Council Elections

ESP members are eligible to run for State Council Members At-Large positions provided they meet the requirements set forth in Section III-14.6 of this *CTA Elections Manual*. *[Revised 6/11]*

V. Recommendation/Endorsement Procedures for Candidates for NEA Office

V-1. Allocation of Local Delegates to the NEA RA

1. The NEA Constitution provides for the allocation of Delegate credentials to local affiliates as follows:
   a. Single locals with 76 or more members; and
   b. Combined locals each with fewer than 76 members.
2. Allocations are based on membership records as of January 15 of the calendar year in which the Representative Assembly convenes.
3. Locals with 76 or more members will be allocated Delegates in the ratio of one Delegate for each 150 NEA Active and Educational Support members or major fractions thereof.
4. A local with more than 75, but fewer than 226 members will be entitled to one (1) Delegate.
5. A local with more than 225 and fewer than 376 members shall be entitled to two (2) Delegates.
6. Locals with more than 75 members may not cluster with other locals.
7. Locals with fewer than 76 members may join together to form membership units for the purpose of representation.
8. Each local in a cluster of two (2) or more must have fewer than 76 members.
9. Allocation of credentials for such clustered locals shall be based on the ratio of 1:150 NEA Active and Educational Support members or major fraction thereof.
10. Terms for Local Delegates may range from one to three years.
11. There is no limit on the number of terms. The terms may be staggered.
12. Funding for Local Delegates shall be determined by the local.
13. Members who simultaneously maintain Retired and Active status may only vote or run in Active member elections. *[Revised 8/25]*

V-2. Recommendation of In-State Candidates

1. Each candidate seeking consideration for CTA endorsement shall notify the CTA President by the last State Council meeting two (2) years prior to the year the candidate runs for office.
2. Where a previously endorsed candidate is standing for reelection to the same office and is deemed to be a friendly incumbent, the Interview Team may waive the requirement for another interview.
3. The candidate must show evidence of endorsement from at least three locals.
4. The President shall notify the chairperson of the CTA/NEA Interview Team of such announcements.
5. The chairperson of the CTA/NEA Interview Team shall notify each in-state candidate and give him/her the opportunity to be interviewed no later than the third State Council meeting following the notification.
6. Each in-state candidate will be allowed up to fifteen (15) minutes for a presentation to the CTA/NEA

Interview Team, after which the Interview Team may ask questions to determine the candidate's views on NEA issues and advocacy of California positions.

7. The CTA/NEA Interview Team will report to the CTA Board of Directors.
8. The CTA Board of Directors shall vote on a recommendation to present to the State Council.
9. Each recommended candidate will be given an opportunity to address the State Council.
10. Other candidates may also address the State Council.
11. The State Council will vote by secret ballot on the CTA Board of Director's recommendation at the same meeting at which the recommendation is made.
12. Candidates receiving a sixty percent (60%) vote of the State Council shall be recommended for endorsement to the California Caucus at the NEA Representative Assembly.
13. As a courtesy, once an in-state candidate has been recommended for endorsement by the State Council for an NEA office, out-of-state candidates for the same office shall be notified of the recommendation by the CTA President.
14. Candidates may request a campaign table and easel for the purpose of campaigning and fundraising at State Council. *[Revised 6/99,7/26]*

V-3. Recommendation of Out-of-State Candidates

The responsibilities for the endorsement procedure shall be as follows:

1. **Candidate**
   a. Each out-of-state candidate for NEA office seeking consideration for California endorsement shall contact the CTA President.
   b. Any candidate who cannot attend the interview meeting may provide the CTA/NEA Interview Team with a five (5) to ten- (10) minute tape detailing their views on NEA issues.
   c. The candidate shall also have an opportunity to have a spokesperson represent him/her.
   d. Any NEA candidate in attendance at a State Council meeting shall be allowed up to three (3) minutes for a presentation at a general session and shall also have the opportunity to speak up to one (1) minute at each directorial district caucus.
   e. Candidates may request a campaign table and easel for the purpose of campaigning and fundraising at State Council. *[Revised 6/99,7/26]*
2. **CTA President**
   a. The CTA President shall notify the chairperson of the CTA/NEA Interview Team of request(s) for endorsement.
   b. The CTA President shall assign each out-of-state candidate to a California NEA Director who shall serve as that candidate's official contact until CTA endorses a candidate for office.
   c. The CTA President will inform the candidate(s) of the CTA Board of Directors' recommendation and will also inform the California members on the NEA Board of Directors.
3. **California NEA Directors**
   a. The CTA contact shall inform the candidate of the state's endorsement process, including the date of the State Council meeting when the recommendation is to take place and shall provide information about California's concerns and problems as they affect the office being sought.
   b. The CTA contact shall receive any free material provided by the candidate to be made available to State Council meetings and/or the California Caucus at the convention site.
4. **CTA/NEA Interview Team**
   a. Where a previously endorsed candidate is standing for reelection to the same office and is deemed to be a friendly incumbent, the Interview Team may waive the requirement for another interview.
   b. The chairperson of the CTA/NEA Interview Team shall notify each out-of-state candidate and inform them of the opportunity to be interviewed.
   c. Each candidate will be allowed up to fifteen (15) minutes for a presentation to the CTA/NEA Interview Team, after which the Interview Team may ask questions to determine the candidate's views on NEA issues and advocacy of California positions.
   d. The CTA/NEA Interview Team will vote on recommendations for endorsement and may recommend as many candidates as there are openings.
5. **CTA Board of Directors**

   The CTA Board of Directors will vote on the recommendation(s) of the CTA/NEA Interview Committee for endorsement of candidates for recommendation to the State Council.
6. **Voting Procedure**
   a. The State Council will vote by secret ballot on the CTA Board of

Director's recommendation at the same meeting at which the recommendation is made.

b. Only the name(s) of the CTA Board of Director's recommended candidate(s) shall be listed on the ballot. *[Revised 6/14]*
c. Should the Board choose not to make a recommendation, all candidates will be listed on the ballot.
d. Candidates receiving a sixty percent (60%) vote of the votes cast shall be recommended to the California delegation at the NEA Representative Assembly for final endorsement.

V-4. Recommendation of NEA Board At-Large Candidates at the NEA Representative Assembly

1. Notify the CTA President by the close of the first California Caucus.
2. Interviews will occur in the morning and on the day following the first and second California Caucus meetings.
3. The CTA/NEA Interview Team will make a recommendation to the CTA Board of Directors.
4. The CTA Board of Directors' recommendation(s) will be presented to the California Caucus at the third California Caucus meeting.
5. Candidates must have a sixty percent (60%) vote of the Caucus in order to be recommended. *[Adopted 6/13]*

V-5. California Caucus

1. The California Caucus, at the NEA Representative Assembly, shall consider endorsements at a meeting designated by the Chairperson of the California Caucus.
2. The ballot shall list the names of all candidates according to the CTA alphabet.
3. Candidates who have received State Council endorsement will be so designated.
4. Any State Council recommended candidate receiving a majority of the secret ballot vote will be an officially endorsed candidate of California.
5. A candidate not endorsed by State Council must have a sixty percent (60%) vote of the Caucus to be endorsed.
6. In the event a run-off election occurs at the NEA Representative Assembly, the California Caucus may consider non-endorsed candidates at whichever caucus meeting is appropriate for the final voting.
7. Any candidate receiving a majority vote of the secret ballot vote will be an officially endorsed candidate of the Caucus.

VI. Delegates to NEA Representative Assembly

VI-1. Allocation of Local Delegates to the NEA RA

1. The NEA Constitution provides for the allocation of Delegate credentials to local affiliates as follows:
   a. Single locals with 76 or more members; and
   b. Combined locals each with fewer than 76 members.
2. Allocations are based on membership records as of January 15 of the calendar year in which the Representative Assembly convenes.
3. Locals with 76 or more members will be allocated Delegates in the ratio of one Delegate for each 150 NEA Active and Educational Support members or major fractions thereof.
4. A local with more than 75, but fewer than 226 members will be entitled to one (1) Delegate.
5. A local with more than 225 and fewer than 376 members shall be entitled to two (2) Delegates.
6. Locals with more than 75 members may not cluster with other locals.
7. Locals with fewer than 76 members may join together to form membership units for the purpose of representation.
8. Each local in a cluster of two (2) or more must have fewer than 76 members.
9. Allocation of credentials for such clustered locals shall be based on the ratio of 1:150 NEA Active and Educational Support members or major fraction thereof.
10. Terms for Local Delegates may range from one to three years.
11. There is no limit on the number of terms. The terms may be staggered.
12. Members who simultaneously maintain Retired and Active status may only vote or run in Active member elections. *[Revised 8/25]*
13. Funding for Local Delegates shall be determined by the local.

VI-2. Election Requirements and Procedures for NEA RA Local Delegate Positions

Chapter presidents must provide members an opportunity to vote in **all** NEA Representative Assembly elections and must ensure that an election is held for the chapter's full allocation of NEA RA delegates.

Whether the local is funding or not funding delegates, the election for NEA RA delegates must be held in accordance with Article VII-1.

a. Prior to the election, the local will determine the number of delegates that will receive funding.
   i. This number may be equal to or less than the number allocated.
   ii. The amount of funding they will provide for delegate elected to the NEA RA based on the number determined above.
   iii. The amount of funding for each delegate must be equal.
   iv. This information must be in the announcement of the election.

b. Funding will be based on the election results. For example, if four (4) delegates are elected but funding will only be provided for two (2) delegates, funding will go to the top two (2) with the most votes.

c. If the number of declared candidates exceeds the number of delegates receiving funding, an election must be held.

d. In the event there are more funded spaces than candidates, the amount of funding per delegate will remain the same as announced.

2. It is NEA policy that each state affiliate shall have a legally permissible plan designed to achieve a total state and local delegation to NEA RA that reflects the ethnic-minority proportions within the state. Appendix C of this Elections Manual indicates the current proportion of the population of California that is identifiable as a racial or ethnic minority and/or Black, Indigenous, and People of Color (BIPOC). *(See Appendix C) [Revised 6/25]*

3. It is CTA policy that the Association is committed to promoting issues of racial diversity in the California delegation. *[Revised 6/25]*

4. A chapter and a cluster of chapters must follow the same requirements, as follows:

a. There must be open nominations. All NEA members are eligible to nominate or be nominated for office.

b. Declaration of Candidacy forms shall be readily available to members, stating requirements as to time and place of filing. **IT IS THE RESPONSIBILITY OF THE CANDIDATE TO ENSURE THAT THIS DOCUMENT IS RECEIVED BY THE DUE DATE AND TIME AT THE PROPER LOCATION.** *[Revised 6/14]*

c. No less than fifteen (15) calendar days prior to an election, the local chapter shall notify members of the election.

d. Candidates must not use any portion of dues money of the local, Service Center Council, state or national level to promote the candidacy.

e. District email addresses and/or systems shall not be used for campaigning. *[Revised 6/12]*

f. All NEA members within the chapter or cluster of chapters shall be eligible to vote.

g. The time and place of the election must be designated.

h. Candidates may run as both State and Local Delegates, but must decide which position to accept and notify the Service Center Council and local no later than the deadline stated on the NEA State and Local Delegate Elections Timelines approved by the CTA Board of Directors. The candidate shall relinquish all claims to the released position in writing. *[Revised 10/99, 6/12]*

i. Elections shall be by secret ballot.

j. The election shall be by plurality vote.

k. When there is a tie in a plurality election, the following procedure shall be followed: *[Revised 6/14]*
   1. When there is a tie, the ballots shall be recounted.
   2. If the result is still a tie, then the elections committee chairperson shall:
      (a) Call the candidates (according to the CTA alphabet) and inform them of the tie and that a coin toss shall be used to determine the winner.
      (b) If the first candidate called wishes to remain in the race, the chairperson shall ask that candidate to choose "heads" or "tails" in the coin toss.
      (c) The elections committee chairperson shall designate the time and place for the coin toss and inform the candidates who may have an observer present. The observer may be the candidate.
      (d) The elections committee shall note the coin toss on the CTA Official Teller's Report.
      (e) The elections committee shall follow the established procedure in notifying the candidates of the results. *[Revised 6/11]*

l. If there is a tie among three or more candidates, contact the CTA Elections & Credentials Chairperson through the Governance Support Department. *[Revised 6/12]*
m. All candidates shall be ranked in the order of votes received. *[Renumbered 6/12]*

5. A chapter or a cluster of chapters may waive the requirement for secret ballot election for NEA RA local delegates and candidate(s) declared elected only if the following conditions have been met prior to the election being held:
   a. The chapter or cluster of chapters has adopted a governing provision or election policy allowing the practice for waiving the NEA RA local delegates' elections secret ballot when the number of candidates is equal to or less than the number of delegate positions to be filled.
   b. The period for open nominations shall be no less than fifteen (15) calendar days.
   c. This election practice will not generate successor delegates unless the nomination process requires candidates for both regular and successor delegate positions.
6. The announcement of election results shall be made the next day after the votes are counted. *[Revised 6/10]*
7. The local shall retain all ballots and election records until the expiration of the term to which the delegate was elected. *[Revised 7/02, 7/03]*

VI-3. Time Schedule for Elections for NEA RA Local Delegates

Whenever possible the local CTA chapters are encouraged to follow the same timeline as the state so that elections can be consolidated. Consideration must be given for vacations and year-round school calendars.

1. The specific timelines for elections for NEA Local Delegates shall be determined by each chapter or cluster of chapters, provided that names of Delegates are reported to the state by the required deadline.
2. The timeline shall include dates for:
   a. Deadline for receiving Declaration of Candidacy forms by members;
   b. Preparation of ballots: the ballot shall state the name of the office, the term, and the name of the candidate(s) who have filed declarations of candidacy within the timeline. *[Revised 6/04, 8/25]*
   c. Election in chapter;
   d. Counting of ballots by chapter elections committee;
   e. Deadline for receipt of Local Delegate election results to CTA Elections and Credentials Committee, c/o Governance Support Department, P.O. Box 921, Burlingame, CA 94011- 0921;
   f. Delegates who have been elected to both Local and State Delegate positions to notify the chapter and Service Center Council of the position accepted (Delegates may not hold both positions);
   g. Chapter president to notify CTA of names of Successor Local Delegates if an elected Local Delegate chooses to go as a State Delegate; *[Revised 6/13]*
   h. Deadline for filing a challenge to the election (date received, not date postmarked, three (3) calendar days after the announcement of election results, including any run-offs if necessary);
   i. June 1 deadline for filing an appeal of the state's decision on a challenge with the NEA Credentials Committee. *[Revised 6/10, 6/13, 6/14]*

VI-4. Successor Delegate Procedures for NEA RA Local Delegate Positions

1. A successor delegate is the candidate with the next highest votes after the winners have been declared. The successor delegate will automatically be declared a Delegate when a vacancy occurs.
2. Only those members who are certified are eligible to serve as Successor Delegates.
3. All candidates shall be ranked in order of votes received.

VI-5. Challenge Procedure – NEA RA Local Delegate Elections

1. The challenging party may file a challenge on the official CTA Challenge Form (see Appendix Q of this manual) to the CTA President within four (4) calendar days after the date the ballots are counted. The challenge and all of the requested documentation must be received by the CTA President no later than 5:00 p.m. on or before the fourth (4^{th}) day. The report/challenge must be supported by *prima facie* evidence of a violation (e.g., evidence which is sufficient on its face to support the fact until it is contradicted and overcome by other evidence). [Revised 6/24]
2. The CTA President shall refer the matter to the Chairperson of the Election and Credentials Committee.
3. Upon receipt of the challenge, the CTA Elections and Credentials Committee shall take jurisdiction of the challenge.

4. The Chairperson of the Elections and Credentials Committee and Board Liaison of the Elections and Credentials Committee shall conduct an investigation and determine whether:
   a. The challenge alleges a violation of a CTA election requirement;
   b. The challenge is supported by appropriate documentation;
   c. More information is needed, in which case, the information will be obtained via the most feasible method;
   d. The alleged violation may have affected the outcome of the election;
5. If it is determined that no basis for a challenge exists:
   a. The Chairperson of the Elections and Credentials Committee shall submit a written copy of the findings and recommendation(s) of the investigation team to the CTA President and CTA Board of Directors. *[Revised 7/97]*
   b. The CTA Board of Directors shall act on the report, and the approved actions shall be sent to the person(s) filing the challenge and to the chapter president. *[Revised 6/14]*
   c. June 1 is the deadline for filing an appeal of the CTA Board of Directors decision on a challenge with the NEA Credentials Committee. *[Renumbered and revised 6/14, 6/15]*

VI-6. Allocation of State Delegates to the NEA RA

1. Delegates shall be allocated to state affiliates in the ratio of one delegate for each 1,000 NEA Active and Educational Support members.
2. The term for State Delegate and Successor Delegate shall be one (1) year.
3. It is NEA policy that each state affiliate shall have a legally permissible plan designed to achieve a total state and local delegation to NEA RA that reflects the ethnic-minority proportions within the state. Appendix C of this Elections Manual indicates the current proportion of the state population that is identifiable as a racial or ethnic minority and/or Black, Indigenous, and People of Color (BIPOC). *(See Appendix C) [Revised 6/25]*
4. It is CTA policy that the Association is committed to promoting issues of racial diversity in all areas, including BIPOC representation in the California delegation. *[Revised 6/25]*

VI-7. Election Requirements for NEA RA State Delegate Positions [Revised 6/24]

State Delegates are required to attend all sessions of the California Caucus, NEA Representative Assembly, and take into consideration CTA policy when voting on NEA proposals.

1. Representation shall be determined on the basis of proportional representation by educational position in NEA Category 1, which includes NEA Active and Educational Support members who are not supervisors. *[Revised 6/12]*
2. Open nominations (any NEA member is eligible to nominate and be nominated for office). In the event that there are no declaration of candidacy forms received for a position, the SCC's allocated delegate(s) will be reallocated to another SCC by the CTA Governance Support Department in accordance with CTA's allocation formula. *[Revised 6/14]*
3. All NEA members within a Service Center Council area shall be eligible to vote in their chapters for the number of delegates allocated to the Service Center Council by electronic ballot.
4. Elections must be by secret ballot.
5. An election by secret ballot may be waived and the candidate(s) declared elected if, following a period of open nominations, the number of candidates is equal to or less than the number of delegate positions to be filled. An affiliate utilizing this provision must have adopted a governing provision or election policy allowing such a practice. This election practice will not generate successor delegates unless the nomination process requires candidates for both regular and successor delegate positions.
6. Each ballot shall list names of candidates in the current CTA alphabetical order.
7. Candidates may run as both State and Local Delegates, but must decide which position to accept and notify the Service Center Council and local in accordance with the NEA state and local delegate elections timelines. The candidate shall relinquish all claims to the released position in writing. *[Revised 10/99, 6/07]*
8. The election shall be by plurality vote. *[Revised 6/12]*
9. When there is a tie in a plurality election, the following procedure shall be followed:
   a. When there is a tie, the ballots shall be recounted.
   b. If the result is still a tie, then the elections committee chairperson shall:

(1) Call the candidates (according to the CTA alphabet) and inform them of the tie and that a coin toss shall be used to determine the winner.
(2) If the first candidate called wishes to remain in the race, the chairperson shall ask that candidate to choose "heads" or "tails" in a coin toss.
(3) The elections committee chairperson shall designate the time and place for the coin toss and inform the candidates who may have an observer present. The observer may be the candidate.
(4) The elections committee shall note the coin toss on the Teller's Report.
(5) The elections committee shall follow the established procedure in notifying the candidates of the results.

c. If there is a tie among three or more candidates, contact the CTA Elections & Credentials Chairperson c/o the Governance Support Department. *[Revised 6/14]*

10. All candidates shall be ranked in the order of votes received.
11. CTA Elections shall make the results of the election known to the members as appropriate through any procedure which allows the members to obtain the information without unusual effort.
12. Each Service Center Council will inform CTA Elections of their decision to tier in writing. The provided form must be received no later than the second Monday of January each year. In the event the form is not received from the Service Center, the default will be no tiering for that year. *[Revised and renumbered 6/12, 6/14, 6/24]*

VI-8. Procedures and Guidelines for NEA RA State Delegate Elections

1. Election procedures for conducting the election for State Delegates are the responsibility of the CTA Elections and Credentials Committee Chairperson.
2. Each candidate who has electronically filed a declaration of candidacy shall receive an acknowledgment of the filing.
3. Candidates must not use any portion of dues money of the local chapter, state, or national level to promote their candidacy.
5. District email addresses and/or systems shall not be used for campaigning. *[Revised 6/12]*
6. The election for At-Large State Council Representatives may be conducted at the same time as the election for NEA State Delegates.
7. If a Service Center chooses to tier, the following process will be adhered to based on receiving the required tiering form by a specified deadline: *[Revised 8/24]*
    a) Delegates will be allotted to the tiers in the ratio of one delegate for each 1,000 NEA Active and Educational Support members.
    b) The tiers will be allocated using the following percentages:
        i. 20% of the seats will be allocated to the small chapter tier
        ii. 30% of the seats will be allocated to the medium chapter tier
        iii. 50% of the seats will be allocated to the large chapter tier
    c) For any remaining unallocated seat(s) within a Service Center, the seat(s) will be allocated to the tier with the greatest number of members remaining over the 1:1000 ratio.
    d) Each member of a Service Center will be given the opportunity to vote for the number of seats allocated for each tier.
    e) Any unfilled allocated delegate seats will be reallocated to another Service Center Council by the CTA Governance Support Department in accordance with CTA's allocation formula.
8. A seat is considered unfilled if: *[Revised 8/25]*
    a) There are no candidates, or the number of candidates throughout the state is less than the allocated number of seats.
    b) Both the declared winner and runner up decline.
9. Unfilled seats are then distributed to remaining declared candidates throughout the state prioritizing self-identified BIPOC Representatives as part of our 3-1G plan. *[Revised 8/25]*
    a) Process:
        i. 1st Round: Pick top successor of each SCC
        ii. 2nd Round: Focusing on BIPOC groups being equally represented while making sure there is local representation as well.

VI-9. Time Schedule for Elections for NEA RA State Delegate Elections

1. The specific timelines for elections for NEA State Delegates shall be sent from the CTA Elections and Credentials Committee, concurrent with the publication of the declaration of candidacy in the CTA official publication.
2. The timeline shall include dates and information for the following:
   a. CTA to send State Delegate election procedures to the local chapters;
   b. CTA to send allocation of State Delegates to Service Center Councils;
   c. Declaration of Candidacy forms are to be filed on the CTA website (link will be provided on Announcement). *[Revised 9/21]*
   d. Deadline for CTA Elections to receive Declaration of Candidacy forms;
   e. Preparation of the electronic-voting ballot: The ballot shall state the name of the office, the term, and the name of the candidate(s) who have filed declarations of candidacy within the timeline. *[Revised 6/04, 8/25]*
   f. CTA Elections tabulates the ballots and emails the Tellers Report to the general membership of each Service Center with a copy to the appropriate NEA and CTA board members representing that service center. *[Revised 6/12, 9/21, 6/24]*
   g. Deadline for Delegates who have been elected to both Local and State Delegate positions must notify the chapter and CTA Elections (email ctaelections@cta.org) of the position accepted (**delegates may not hold both positions**);
   h. Deadline for local chapters to notify CTA of names of Successor State Delegates if an elected State Delegate chooses to go as a Local Delegate; *[Revised 9/21]*
   i. Deadline for filing a challenge to the election (date received, not date postmarked) is four (4) calendar days after the ballots are counted, including any run-offs if necessary; *[Revised 6/13, 6/14, 6/15]*
   j. A copy of the challenge must be also filed with the CTA Elections and Credentials Committee;
   k. June 1 is the deadline for filing an appeal of the state's decision on a challenge with the NEA Credentials Committee. *[Revised 7/96]*

VI-10. Student NEA Members

1. Election procedure for Student NEA Delegates must conform to CTA and NEA guidelines.
2. Delegates are allocated in the ratio of one Delegate for the first fifty (50) student members; two (2) Delegates for 750 members and an additional seat for each five hundred (500) student members thereafter.
3. Membership is based on student membership figures as of March 15 of the calendar year in which the Representative Assembly convenes.
4. A declaration of candidacy form, with instructions for filing of the form, shall be published in the official publication of CTA.
5. The statewide ballot shall be conducted by electronic voting. [Revised 6/24]
6. Only student members may nominate, vote for, or serve as student delegates.
7. Student groups shall comply with NEA Bylaw 3-1(g), which requires state affiliates to have a legally permissible plan designed to achieve a total state and local delegation to NEA RA that reflects the ethnic-minority proportions within the state. *[Revised 6/25]*
8. The CTA Aspiring Educators President is responsible for election procedures.

VI-11. NEA Retired Members

1. CTA/NEA-Retired shall have open nominations and a secret ballot for all NEA Representative Assembly delegates.
2. Delegates will be allocated in the ratio of one (1) Delegate for the first fifty (50) retired members and an additional Delegate for each 1,000 NEA-Retired members thereafter.
3. Membership figures are based on NEA-Retired membership as of January 15 of the calendar year in which the Representative Assembly convenes.
4. A declaration of candidacy form, with instructions for filing the form, shall be published in the official publication of CTA.
5. Only NEA-Retired and NEA Retired Life members who also hold CTA/NEA Retired membership can vote for, or serve as, NEA-Retired delegates.

6. State NEA-Retired shall comply with NEA Bylaw 3-1(g), which requires state affiliates to have a legally permissible plan designed to achieve a total state and local delegation to NEA RA that reflects the ethnic-minority proportions within the state. *[Revised and renumbered 6/04, 6/25]*

VI-12. Successor Delegate Procedure for NEA RA State Delegate Positions

1. A successor delegate is the candidate with the next highest votes after the winners have been declared. The successor delegate will automatically be declared a Delegate when a vacancy occurs.
2. Only those members who are so certified are eligible to serve as Successor Delegates.
3. All candidates shall be ranked in order of votes received.
4. Unfilled State Delegate seats from SCC elections will be allocated by the CTA Elections Committee as best as possible on the basis of the following criteria: regional geographic area; and chapter size (chapter size determined by the NEA rule); NEA Bylaw 3-1(g), which requires state affiliates to have a legally permissible plan designed to achieve a total state and local delegation to NEA RA that reflects the ethnic-minority proportions within the state; and CTA's commitment to promoting issues of racial diversity. SCCs that did not run elections will not receive additional seats. *[Revised 6/24,6/25]*

VI-13. Challenge Procedure – NEA RA State Delegate Elections

1. The announcement of election results shall be made the next day after the votes are counted.
2. A challenging party(ies) must notify the CTA President at ctaelections@cta.org of a challenge in writing using the official Original Election Challenge Form *(See Appendix Q)* within four (4) calendar days after the ballots are counted, including any run-offs if necessary, of the election. *[Revised 6/13, 6/15, 6/17]*
3. The CTA President shall refer the matter to the Chairperson of the Election and Credentials Committee.
4. Upon receipt of the appeal, the CTA Elections and Credentials Committee shall take jurisdiction of the challenge.
5. Within three (3) calendar days of receipt of the appeal, the Chairperson of the Elections and Credentials Committee and Board Liaison of the Elections and Credentials Committee shall conduct an investigation and determine whether:
   a. The challenge alleges a violation of a CTA election requirement;
   b. The challenge is supported by appropriate documentation;
   c. More information is needed, in which case, the information will be obtained via the most feasible method;
   d. The alleged violation may have affected the outcome of the election;
6. If it is determined that no basis for a challenge exists:
   a. The Chairperson of the Elections and Credentials Committee shall submit a written copy of the findings and recommendation(s) of the investigation team to the CTA President and CTA Board of Directors. *[Revised 7/97]*
   b. The CTA Board of Directors shall act on the report at its first opportunity, and the approved actions shall be sent to the person(s) filing the challenge and to the Service Center Council Chairperson.
   c. June 1 is the deadline for filing an appeal of the CTA Board of Directors decision on a challenge with the NEA Credentials Committee. *[Revised 6/10, 6/12, 6/13, 6/14]*

VI-14. NEA Resolutions Committee Elections [Revised 7/24]

1. The CTA Elections Committee will run the NEA Resolutions Committee Election for the California delegation at the NEA RA.
2. Electronic voting will be utilized by the California delegation at the NEA RA for all candidates in all seats.
3. Vote is by plurality using the NEA Election rules and guidelines.
4. Run-off will be conducted by coin-toss (see page 34, VI-7 Number 9 a-c of this elections manual).
5. Questions and/or challenges will be handled by the CTA Elections Committee via email to ctaelections@cta.org.

VII. Recall Procedures

VII-1. Recall Petition

1. Any person or group within an electoral district desiring to recall its State Council Representative shall file a copy of a petition with the Chairperson of the CTA Elections and Credentials Committee c/o the Governance Support Department before it can be circulated. *[Revised 6/14]*
2. A petition cannot be filed until a Representative has served for at least six (6) months.
3. The petition must include the following information:
   a. Name of individual who is the subject of the recall;
   b. Electoral district;
   c. Date of petition;
   d. Name(s) of person(s) filing petition;
   e. Notation that "Each signature must be in ink";
   f. Space must be provided for the printed name, signature, chapter affiliation, and date of signing for each name on the petition.
4. Within fourteen (14) working days after receipt of the recall petition, the Chairperson of the Elections and Credentials Committee shall determine whether the petition contains the necessary information and inform the CTA President.
   a. If the petition contains the necessary information, the Chairperson of the Elections and Credentials Committee shall so notify the following:
      1. Petitioners;
      2. Individual who is the subject of the recall;
      3. President(s) of the electoral district, and;
      4. Other appropriate leadership.
   b. A copy of the petition shall be enclosed.
   c. If the petition does not contain the necessary information, the Chairperson of the Elections and Credentials Committee shall so notify the petitioner.

VII-2. Recall Rules, Procedures and Timeline

If the petition contains the necessary information, the Chairperson of the Elections and Credentials Committee shall inform the petitioner and the individual who is the subject of the recall of the rules, procedures and timeline (beginning date and deadline date for gathering of signatures), and the need for protection of due process rights of the parties.

1. Monies received by a CTA chapter by way of dues, assessment or similar levy, a chapter's assets, facilities, staff, equipment, mailings, good will and credit, or in-kind services must not be used in the recall process.
2. No chapter may state or indicate its preference in the chapter's newspaper, newsletter, or communications to its members.
3. The timeline for gathering of signatures will commence the day after the Chairperson of the Elections and Credentials Committee notifies the petition circulator(s) and the individual who is the subject of the recall that the petition contains the necessary information.
4. A maximum of ninety (90) calendar days shall be permitted to obtain the signatures of at least twenty percent (20%) of CTA members from a single chapter electoral district or twenty-five percent (25%) or more of the CTA members from a multiple chapter electoral district on the petition. *[Revised 7/02]*
5. The signed petitions must be received by the CTA Elections and Credentials Committee by the specified deadline date. Postmarked date is not accepted. *[Revised 10/99]*
6. The CTA Elections and Credentials Committee shall have fifteen (15) working days after receipt of the petition to verify the CTA membership of the signers.
7. If there are insufficient signatures, the Chairperson shall notify the petition circulator(s) via email of the number of signatures needed to qualify the petition. *[Revised 6/23]*
8. The petition circulator(s) shall have an additional fifteen (15) calendar days from the date of the notification to gather and submit the necessary signatures. *[Revised 7/02]*
9. The Elections and Credentials Committee shall have ten (10) calendar days after receipt of the additional signatures to verify the CTA membership of the signers. *[Revised 7/02]*
10. Within five (5) working days of verification of CTA membership, the Chairperson of the Elections and Credentials Committee shall notify, by next day mail, the chapter president of a single chapter electoral district, or the Service Center Council Chairperson of a multiple chapter electoral district, to submit the question of the recall of the Representative to the presidents of the chapters and to the State Council Representative(s) of the electoral district.

11. The notification shall indicate whether, if the recall election should result in the recall of the incumbent State Council Representative, to conduct an election for a new Representative to complete the term should be held at the same time as the recall election, or to conduct a separate election after the recall election has been completed.
12. The local president or Service Center Council Chairperson shall arrange to have the recall election initiated, including distribution of ballots, within fifteen (15) calendar days of receipt of the notification from the Chairperson of the Elections and Credentials Committee. *[Revised 7/02]*
13. The election must be concluded within fifteen (15) calendar days of distribution of the ballots. *[Revised 7/02]*
14. The election must be conducted in a democratic manner to include the following:
    a. Provisions for a secret ballot;
    b. Voter roster/sign-in sheets;
    c. Provisions for a post office box where ballots can be sent;
    d. Provision for vote requirement of at least two-thirds of votes cast by persons legally entitled to votes, excluding blanks and/or illegal ballots; and
    e. Provision for observers.
15. The president or Service Center Council Chairperson shall notify the Elections and Credentials Committee c/o the Governance Support Department of the result of the election within five (5) calendar days after the counting of the ballots. *[Revised 6/14]*
16. The Chairperson of the Elections and Credentials Committee shall certify the election and send a notification of such to the following:
    a. Local president;
    b. Petitioners;
    c. Individual who is the subject of the recall;
    d. Other appropriate leadership, and;
    e. Incumbent State Council Representative and candidates if an election for the new Representative is held at the same time.

VIII. CTA Statewide Issues and Bylaw Amendments

VIII-1. CTA Statewide Issues

A majority vote of the ballots cast shall be required to approve an issue.

VIII-2. CTA Bylaw Amendments

ARTICLE XVI, AMENDMENTS, Section 3, Adoption of Amendments to Bylaws, pages 63-64, of the CTA Organizational Handbook states: Any amendment to these Bylaws may be adopted by any of the following processes: *[Revised 1/98]*

1. Approval by at least a two-thirds (2/3) vote of the Active and life members participating in a valid initiative or referendum election.
2. The affirmative vote by written ballot of at least two-thirds of the votes cast at the meeting of the State Council of Education at which such amendment is submitted for action, provided that at least a majority of the voting members of the Council, as defined in of Article V, State Council of Education, Section 2, Composition, page 51, of the CTA Organizational Handbook, vote affirmatively for the amendment regardless of the number registered for the meeting.
3. Prior to the written ballot, amendments shall be considered during a business session of the Council and may be modified by majority vote of the Council in any manner which does not increase their scope or impact.
4. The final written vote on the adoption of amendments at a meeting of the State Council shall be at polling places under regularly adopted elections procedures designed to ensure that every voting Council member present at the meeting has a reasonable opportunity to cast a vote. *[Revised 3/73, 10/73]*

Appendix A - CTA Candidate Financial Disclosure Report

CTA Candidate Financial Disclosure Report

Candidate _____

Office _____

Individuals:	_____	Travel:	_____
		Telephone	_____
Candidate:	_____	Postage	_____
		Receptions	_____
In-Kind Goods or Services:	_____	Campaign Materials	_____
		Substitute's Pay:	_____
Other:	_____	Other	_____
Total Income: *	_____	Total Expenses: *	_____

* Total income must equal total expenses.

Date: _____

Signed: _____

PLEASE RETURN THIS FORM TO:
CTA Elections and Credentials Committee
P.O. Box 921, Burlingame, CA 94011-0921
Email: ctaelections@cta.org

Appendix B – CTA Alphabetical Order

The CTA alphabetical order for 2025-2026 shall be:

P V Q K H C N Y W E M B R Z O X F S L U G D J T I A

In the event that the last name of more than one candidate begins with the same letter or more than one candidate has the same last name, the CTA alphabetical order shall continue to be applied throughout the name, including the first name. *[Revised 6/05, 6/06]*

Appendix C – BIPOC Percentage

The percentage of the population of California that is identifiable as a racial or ethnic minority and/or Black, Indigenous, and People of Color (BIPOC) for 2025-2026 is 65%.

Appendix D – Summary of Campaign Publications

OFFICE	CA EDUCATOR ARTICLE	ELECTRONIC FLYER FOR STATE COUNCIL NOTICE AND ELECTRONIC PACKET
CTA President CTA Vice President CTA Secretary-Treasurer	DUE: In accordance with CA Educator deadline 400 words in length	DUE: 10 calendar days after 2nd State Council meeting One 8 ½ " x 11" page, one side only
CTA Board Member CTA/ABC Committee Member	N/A	DUE: 10 calendar days after 3rd State Council meeting One 8 ½ " x 11" page, one side only
CTA Director, At-Large CTA/ABC Committee Member, At-Large	N/A	DUE: 10 calendar days after 3rd State Council meeting One 8 ½ " x 11" page, one side only
CTA/NEA Coordinating Director	N/A	DUE: 10 calendar days after 3rd State Council meeting One 8-1/2" x 11" page, one side only
NEA Director	N/A	DUE: 10 calendar days after 2nd State Council meeting One 8-1/2" x 11" page, one side only
NEA Director, Alternate	N/A	DUE: 10 calendar days after 3rd State Council meeting One 8-1/2" x 11" page, one side only

[Revised 6/13]

Appendix E – Summary of Election Procedures for Officers and Directors

Office	CTA President, Vice President, Secretary-Treasurer	NEA Director	NEA Alternate Director	CTA/NEA Coordinating Director	CTA Board Member and CTA/ABC Committee Member	CTA Director At-Large, CTA/ABC Committee Member At-Large (Permanent)
Announcement of Vacancy	1st State Council meeting in even numbered years	1st State Council meeting	2nd State Council meeting	2nd State Council meeting	2nd State Council meeting	2nd State Council meeting
Announcement of Candidates Names and Final Nominations	2nd State Council meeting	2nd State Council meeting	3rd State Council meeting	3rd State Council meeting	3rd State Council meeting	3rd State Council meeting
Qualifications	Member of CTA, NEA, and a Chapter.	Member of CTA and NEA for past 2 years	Member of CTA and NEA for past 2 years	NEA Director from California	Member of CTA, NEA and a Chapter	Member of CTA, NEA, and a chapter; demonstrated ability to promote racial diversity and equity.
Date Due for Declaration of Candidacy	15 calendar days before 2nd meeting	15 calendar days before 2nd meeting	15 calendar days before 3rd meeting	15 calendar days before 3rd meeting	15 calendar days before 3rd meeting	15 calendar days before 3rd meeting
Length of Combined Campaign Speeches	President: 10 minutes Vice President: 5 minutes Sec/Treasurer: 5 minutes at 3rd meeting	5 minutes at 3rd meeting	5 minutes at 4th meeting	5 minutes at 4th meeting	5 minutes at 4th meeting	5 minutes at 4th meeting
Election Procedures for Caucus Nominee **Who May Vote**					State Council members and alternates employed in Dir. District, Ex-officio members (exclude affiliates)	
Length of Combined Campaign Speeches					Caucus campaign speech: 5 min; Questions and Answers: 10 min. at 3rd meeting	
Date of Election for Nominee					3rd State Council meeting in Caucus	
Vote Required to Win on the 1st Ballot					Majority	
Vote Required to Win Run-off					Majority – Two candidates receiving highest number of votes on first ballot	
Election Procedures by State Council **Who May Vote**	State Council members and alternates registered at 3rd meeting, except Ex-officio non - voting members	State Council members and alternates from Elec. District, and At-Large Reps.	State Council members and alternates from Elec. District, and At-Large Reps.	State Council members and alternates registered at 4th meeting, except Ex-officio non - voting members	State Council members and alternates registered at 4th meeting, except Ex-officio non - voting members	State Council members and alternates registered at 4th meeting, except Ex-officio non - voting members
Date of Election	3rd State Council meeting or by waiving the ballot at the 2nd State Council meeting	3rd State Council meeting or by waiving the ballot at the 2nd State Council meeting	4th State Council meeting or by waiving the ballot at the 3rd State Council meeting	4th State Council meeting or by waiving the ballot at the 3rd State Council meeting	4th State Council meeting or by waiving the ballot at the 3rd State Council meeting	4th State Council meeting or by waiving the ballot at the 3rd State Council meeting
Vote Required	Majority	Majority	Majority	Majority	Majority	Majority
Vote Required to Win Run-off	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot

[Revised 7/02,8/24,6/25]

Appendix F(a) – Declaration of Candidacy for State Council Representative and Alternate

Election for Representative only, runner-up will become Alternate. At-Large seats are open to all eligible Association members. Active members who self-identify as racial or ethnic minorities and/or Black, Indigenous, and People of Color (BIPOC) are encouraged to be candidates. The seats are intended to promote issues of racial diversity for the Association.

This form can be found on the CTA Elections Hub

Declarations for Multiple Electoral State Council REP/ALT seats are to be filed online at CTA.org

[Revised 07/02, 07/03, 01/06, 6/07, 6/10, 6/14, 6/15, 6/24, 8/25]

Appendix F(b) – Declaration of Candidacy for State Council Representative and/or Alternate

Separate Election is being conducted for Representative and/or Alternate. At-Large seats are open to all eligible Association members. Active members who self-identify as racial or ethnic minorities and/or Black, Indigenous, and People of Color (BIPOC) are encouraged to be candidates. The seats are intended to promote issues of racial diversity for the Association.

This form can be found on the CTA Elections Hub

Declarations for Multiple Electoral and At-Large State Council REP/ALT seats are to be filed online at CTA.org

[Revised 07/02, 07/03, 01/06, 6/07, 6/10, 6/14, 6/15, 6/24 6/25, 8/25]

Appendix G – Signature and Ballot Verification Sheet

Signature and Voted Ballot Verification

Please attach to voter rosters and ballots from each voting site. Copy if needed.

Signatures on the roster: _____

Number of **Voted** Ballots Received: _____

Verified by:_____

[Adopted 6/12]

Appendix H – Official State Council Teller's Report – Representative Election

CTA OFFICIAL STATE COUNCIL TELLER'S REPORT REPRESENTATIVE ELECTION

* Submit the Official State Council Teller's Report (H), the Report of Results (H(a)), a copy of the timeline, and ballot to and certified electronic voting results to www.cta.org/electionshub/erc.

This form must be filled out completely.

☐ We are using the numbered seat system

CHAPTER NAME (PLEASE DO NOT ABBREVIATE): _____

VOTING BEGAN: VOTING ENDED:

Is this a run-off election? ☐ No ☐ Yes

If yes, please attach the Official State Council Teller's Report from the election that caused the run-off.

Representatives, including At-Large, must be elected by a majority vote (more than half of the legal votes cast)

	State Council Representative Term of office: _____ Number of seats for this term: _____		**State Council Representative** Term of office: _____ Number of seats for this term: _____	
Total Ballots Cast				
*Blank Ballots				
Illegal Ballots				
Legal Ballots Cast				
Votes needed to win	Majority		Majority	
List All Candidates on Ballot	**Candidate Name**	**Votes Received**	**Candidate Name**	**Votes Received**
List Write-Ins (if any)				

*A **blank ballot** is defined as not having a vote marked for a position on a ballot that has been cast.

List Reason(s) for Illegal Ballots: _____

PLEASE PRINT CLEARLY - MINIMUM TWO (2) SIGNATURES REQUIRED

Elections Committee Chair Name

Elections Committee Chair Signature Date

Email Address: _____

Phone Numbers

Home: _____

Cell: _____

Chapter Office: _____

Elections Committee Member Name

Elections Committee Member Signature Date

Elections Committee Member Name

Elections Committee Member Signature Date

Appendix H(a) – Report of Results of Elections – State Council Representative(s)

REPORT OF RESULTS OF ELECTIONS OF STATE COUNCIL REPRESENTATIVE(S)

Chapter/Multiple Group: _____

BEFORE PROCEEDING: Representatives reported here must have accepted to serve in this position.

Representative's name: _____ Member # _____

Gender: _____ Ethnicity (Optional): _____

Mailing Address: _____

City: _____ Zip Code: _____

Daytime Telephone: _____ Evening Telephone: _____

Cell Phone Number: _____ Personal Email Address: _____

Representative's Chapter: _____

Term begins: (*Check one*) ◯ From the date of the election **OR** ◯ From June 26, _____

Term ends: June 25, _____

Representative's name: _____ Member # _____

Gender: _____ Ethnicity (Optional): _____

Mailing Address: _____

City: _____ Zip Code: _____

Daytime Telephone: _____ Evening Telephone: _____

Cell Phone Number: _____ Personal Email Address: _____

Representative's Chapter: _____

Term begins: (*Check one*) ◯ From the date of the election **OR** ◯ From June 26, _____

Term ends: June 25, _____

* Submit the Official State Council Teller's Report (H), the Report of Results (H(a)), a copy of the timeline, and ballot to and certified electronic voting results to www.cta.org/electionshub/erc.

PLEASE PRINT CLEARLY - MINIMUM TWO (2) SIGNATURES REQUIRED

_____
Elections Committee Chair Name

_____
Elections Committee Chair Signature Date

Email Address: _____

Phone Numbers

Home: _____

Cell: _____

Chapter Office: _____

_____
Elections Committee Member Name

_____
Elections Committee Member Signature Date

_____
Elections Committee Member Name

_____
Elections Committee Member Signature Date

Appendix I – Official State Council Teller's Report – Alternate Election CTA

OFFICIAL STATE COUNCIL TELLER'S REPORT
ALTERNATE ELECTION

* Submit the Official State Council Teller's Report (I), the Report of Results (I(a)), a copy of the timeline, and ballot to and certified electronic voting results to www.cta.org/electionshub/erc.

This form must be filled out completely.

☐ We are using the numbered seat system

CHAPTER NAME (PLEASE DO NOT ABBREVIATE): _____

VOTING BEGAN: _____ VOTING ENDED: _____

Is this a run-off election? ◯ No ◯ Yes

If yes, please attach the Official State Council Teller's Report from the election that caused the run-off.

Alternates must be elected by a plurality vote

	3. **State Council Alternate** Term of office: _____ Number of seats for this term: _____		4. **State Council Alternate** Term of office: _____ Number of seats for this term: _____	
Total Ballots Cast				
*Blank Ballots				
Illegal Ballots				
Legal Ballots Cast				
List all candidates on ballot if: *(please check)* ☐ Separate election was conducted List all runners- up from Representative election if: *(please check)* ☐ Runners-up become Alternate(s)	**Candidate Name**	**Votes Received**	**Candidate Name**	**Votes Received**
List Write-Ins (if any)				

*A **blank ballot** is defined as not having a vote marked for a position on a ballot that has been cast.

List Reason(s) for Illegal Ballots: _____

PLEASE PRINT CLEARLY - MINIMUM TWO (2) SIGNATURES REQUIRED

Elections Committee Chair Name

Elections Committee Chair Signature Date

Email Address: _____

Phone Numbers

Home: _____

Cell: _____

Elections Committee Member Name

Elections Committee Member Signature Date

Elections Committee Member Name

[Revised 6/05, 6/06, 6/10, 6/12, 6/13, 6/22, 9/23 8/25]

Chapter Office: _____ Elections Committee Member Signature Date

Appendix I(a) – Report of Results of Elections – State Council Alternate(s)

REPORT OF RESULTS OF ELECTIONS OF STATE COUNCIL ALTERNATE(S)

Chapter/Multiple Group: _____

Service Center Council: _____

BEFORE PROCEEDING: Alternates reported here must have accepted to serve in this position.

Alternate's name: _____ Member # _____

Gender: _____ Ethnicity (Optional): _____

Mailing Address: _____

City: _____ Zip Code: _____

Daytime Telephone: _____ Evening Telephone: _____

Cell Phone Number: _____ Personal Email Address: _____

Alternate's Chapter: _____

Term begins: (*Check one*) ◯ From the date of the election **OR** ◯ From June 26, _____

Term ends: June 25, _____

Alternate's name: _____ Member # _____

Gender: _____ Ethnicity (Optional): _____

Mailing Address: _____

City: _____ Zip Code: _____

Daytime Telephone: _____ Evening Telephone: _____

Cell Phone Number: _____ Personal Email Address: _____

Alternate's Chapter: _____

Term begins: (*Check one*) ◯ From the date of the election **OR** ◯ From June 26, _____

Term ends: June 25, _____

* Submit the Official State Council Teller's Report (I), the Report of Results (I(a)), a copy of the timeline, and ballot to and certified electronic voting results to www.cta.org/electionshub/erc.

PLEASE PRINT CLEARLY - MINIMUM TWO (2) SIGNATURES REQUIRED

_____
Elections Committee Chair Name

_____
Elections Committee Chair Signature Date

Email Address: _____

Phone Numbers

Home: _____

Cell: _____

Chapter Office: _____

_____
Elections Committee Member Name

_____
Elections Committee Member Signature Date

_____
Elections Committee Member Name

_____
Elections Committee Member Signature Date

Appendix J – Numbered Seat System Report

CALIFORNIA TEACHERS ASSOCIATION
State Council Representative/Alternate Election
Numbered Seat Report

IF YOU ARE USING THE NUMBERED SEAT SYSTEM

This Report Must Be Completed and Submitted After Every Election

Seat #	**Representative**	Term Number (1st, 2nd, 3rd)	Term Begins	Term Expires
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				

Alternate	Term Number (1st, 2nd, 3rd)	Term Begins	Term Expires

Appendix K – Process to Declare a State Council Seat Vacant

Following a State Council Representative's resignation, an election *cannot* be held until the CTA Board of Directors has declared the seat vacant. Any elections conducted prior to a seat being declared vacant will be invalid and the elected candidate(s) will not be seated.

Below are the steps that must be followed to declare a State Council Representative seat vacant:

1. Once a State Council Representative has resigned, the local unit or the Representative must notify CTA Elections by submitting the Representative's written resignation to the CTA President by emailing ctaelections@cta.org.

2. The resignation will be presented to the CTA Board of Directors at its next meeting to declare the seat vacant.

3. Once the seat has been declared vacant by the CTA Board of Directors, the local unit will be notified by the CTA Elections and Credentials Committee that an election is to be held for that State Council seat. Only then may a State Council Representative election be held for the vacant seat.

[Revised [6/24,8/24]

Appendix L – Campaign Violations

1. Campaign violations witnessed by an Elections and Credentials Committee Member at State Council shall be reported to the Chairperson of the Elections and Credentials Committee.
   a. The Chairperson shall report the violation to the candidate.
   b. The candidate is responsible for correcting the violation immediately.
2. All other alleged campaign violations shall be subject to the challenge procedure.
3. Unauthorized use of CTA 360 could result in a Re-Run of the election.

[Revised 6/22, 8/25]

Appendix M – CTA Rules and Ethical Conduct in Campaigning

To be meaningful, an election must be free and decided by informed voters.

Every person in the electorate should have a keen sense of ethical conduct. Each candidate, supporter, or voter has a serious responsibility to make the democratic process work. Self-discipline is needed in establishing and maintaining a sense of conduct, and, while difficult, discipline is preferable to detailed rules.

Though lacking in specific rules, ethical conduct need not be a loose or vague concept. Clear, honest, conscientious answers to relevant questions should define ethical conduct in a wide variety of political situations.

Rules and ethical conduct are particularly important to the State Council of Education. It has been entrusted with the formulation of policy leading ultimately to making teaching the pre-eminent profession. Its members, whether working on matters of public or self-interest, must work together. In order to perform its functions, the State Council must be made up of members who differ in points of view, rise above personal differences, and strive collectively to achieve the goals of the profession. Since overzealous campaigning is likely to strain or damage these good relations, every person in the State Council or in a campaign should follow the dictates of ethical conduct and the rules for election campaigning.

Approved by CTA Board of Directors, December 1975 Adopted by State Council, January 1976
Amended by CTA Board of Directors, June 1991 Amended by
CTA Board of Directors, June 2008

Appendix N – CTA Recall Petition

Pursuant to the provisions of Article IV, Section 3 of the California Teachers Association Bylaws, the undersigned members of the California Teachers Association submit this petition signed by 25% of the voting members of the State Council of Education and respectfully seek the recall and removal of _____from the office of _____.

Reason for recall:

_____

_____

_____

_____

_____

_____

Names(s) and chapter affiliate(s) of person(s) filing petition.

Name	***Chapter Affiliate***

Registered, prior to circulation, with the Secretary of the California Teachers Association on _____and filed with the Secretary on _____within 30 days of the end of circulation.

Each signature must be in ink.

Print Name	***Signature***	***Chapter Affiliation***	***Date***
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			

[Revised 6/15]

Appendix O - CTA Challenge Procedures – Local/Service Center Council Elections

Challenges for election of State Council Representatives and Alternates and state and local delegates to NEA RA follow procedures in the *CTA Elections Manual*.

Local/Service Center Council Level
Challenge filed at local level following local procedures provided in local governance documents no later than 10 calendar days after the counting of the ballots.

Local Elections Committee
The local elections committee has 10 calendar days after the challenge deadline to investigate and report their recommendations to the chapter's governance body based on the results of the investigation.

Local Governance Body
The local governance body has 10 calendar days to render a decision and to issue that decision in writing to the challenging parties, all candidates on the ballot, and the elections committee chair.

CTA Level
If the governance body fails to act within the 10 calendar days, the challenging party(ies) may file an appeal on the Official CTA Appeal Form to the CTA President at ctaelections@cta.org who shall refer the challenge to the Chairperson of CTA Elections and Credentials Committee.
The challenging party or candidate for the office/position being challenged affected by the written decision of the chapter's governance body may file an appeal on the official CTA Appeal Form within 10 calendar days from the date of the decision of the chapter's governance body to the CTA President at ctaelections@cta.org who shall refer the challenge to the Chairperson of CTA Elections and Credentials Committee. Such appeal shall include the information requested on the official CTA Appeal Form.
The challenge appeal and all required documentation shall be received by the CTA President at ctaelections@cta.org no later than 5 pm on or before the 10th day.

CTA Elections Committee Level
The CTA Elections and Credentials Committee investigates the challenge and determines actions to be recommended to the President**.** At the direction of the CTA President, the CTA Elections and Credentials Committee initiates appropriate action and submits a report of findings and recommendations to the CTA President and the CTA Board.

CTA Board of Directors Level
CTA Board shall send approved directives to the Local President/Service Center Council Chairperson and to the appealing party(ies). The CTA Elections and Credentials Committee report to the Board and documents obtained in regard to the challenge are confidential.

Monitoring
CTA Elections and Credentials Committee will provide follow-up contact with the local chapter as necessary concerning progress of directives.

CTA Geographic Director Level
If a chapter does not respond to the directives in a timely manner, the Board Liaison of the CTA Elections and Credentials Committee will contact the Geographic Director.

Follow-Up Contacts
When the CTA Geographic Director makes follow-up contact with the local, notification will be made to the CTA President.

CTA President and CTA Board of Directors
Whenever the Board Liaison and the Geographic Director have been unsuccessful in working with the chapter to implement directives, the CTA President and Board of Directors will be notified for action.

Appendix P – Original Election Challenge Form

Please remember that a challenge to a local chapter/unit must first go to the local elections committee chairperson and local president. If the findings of the Local Elections Committee did not satisfy the challenger(s), within 10 days of those findings, then the exact same challenge may be appealed to the CTA President at ctaelections@cta.org, along with the official CTA Appeal Form located in Appendix K. (Note: Rules governing state council elections are located in the white manual section of the *CTA Elections Manual*.)

***Please note that challenges to any state NEA RA Delegate elections must be filed directly with the CTA President at ctaelections@cta.org. Please use the form located in Appendix K.**

In order to file a challenge to a unit election, the challenger(s) shall complete the following items and attach copies of all documents required to support the challenge:

The challenge as represented in this form, with attachments, shall first be submitted to the Unit's Election Committee Chairperson within the timelines as specified in CTA's *Requirements for Chapter Election Procedures*.

I/we wish to file a challenge to an election as follows:

Challenger 1 Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
Personal Email Address:	Original Challenge Filing Date:

Challenger 2 Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
Personal Email Address:	Original Challenge Filing Date:

If there are additional chapter/unit members challenging the election, please include their information on a separate page & attach.

Type of Election/Officer position(s) being challenged (check only those that are being challenged):

- ☐ President
- ☐ Vice President
- ☐ Secretary and/or Treasurer
- ☐ Director(s)
- ☐ State Council Representative
- ☐ State Council Alternate
- ☐ Local NEA RA Delegate
- ☐ Other _____

Election Dates: _____ _____

Date(s) Election Held

Date Ballots Counted
(Including any run-offs if necessary)

Witnesses: Individuals who can serve as witnesses, what they can attest to, and contact information for each:

Witness 1 Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
Personal Email Address:	Fax #:

Witness 2 Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
Personal Email Address:	Fax #:

If there are more witnesses, please include their information on a separate page and attach.

Chapter Information:

Chapter Name:	Office #:
Chapter Email:	Fax #:

Chapter President Name:	President's Phone #:
President's Email Address:	

Chapter Elections Committee Chair Name:	Elections Chair Phone #:
Elections Chair's Email Address:	

Attach the following:

1. Cite the local bylaws, standing rules, and/or *CTA Elections Manual* section(s) and then summarize how and when they were violated.
2. Copies of election materials, for example: timelines, instructions, chapter literature related to the election, campaign flyers, etc.
3. Local unit bylaws and standing rules.
4. Individual Witness Documentation form(s) if any witnesses are reported above.

Individual Witness Documentation

Witness 1 Name (please print) ______________________________

Do you believe you witnessed an election violation? ☐Yes ☐No

If yes, please briefly describe the election violation:

____
____
____
____
____
____
____

Witness
Signature: ______________________________ Date: ______________

☐- -

Individual Witness Documentation

Witness 2 Name (please print) ______________________________

Do you believe you witnessed an election violation? ☐Yes ☐No

If yes, please briefly describe the election violation:

____
____
____
____
____
____
____

Witness
Signature: ______________________________ Date: ______________

[Adopted 6/14]

Appendix Q – Official CTA Appeal Form

TO: CTA President (email this form to ctaelections@cta.org)

I/we wish to file an appeal to the decision of my unit's governance body in response to an election challenge.

Please check:
- ◯ I am the original challenger. Please include your original challenge form and the local chapter executive board's written decision.
- ◯ I am not the original challenger, but I am a candidate affected by the decision of my unit's governance body in response to an election challenge.

Appealer Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
Personal Email Address:	CTA Appeal Filing Date:

Chapter Information:

Chapter Name:	Office phone & email:
Chapter President:	President phone & email:
Chapter Elections Committee Chair:	Elections Committee Chair phone & email:

Type of Election/Officer position(s) being challenged (check only those that are being challenged):

◯ President ◯ Director(s)
◯ Vice President ◯ State Council Representative ◯ Other _____
◯ Secretary and/or Treasurer ◯ State Council Alternate

Election Dates: _____ (Date(s) Election Held) _____ (Date Ballots Counted (including any run-offs if necessary))

Challenge Dates: _____ (Date Original Challenge Filed with Local) _____ (Date Local Decision was Made)

Result of Local Decision: ◯ Challenge denied ◯ Challenge upheld
(Check all that applies) ☐ Election results upheld ☐ Election to be re-run
☐ Other: (please specify)

Attach the following:

- If you are the original challenger, attach your original challenge form. If you are not the original challenger, you may submit this form by itself.
- Copies of election materials, for example: timelines, instructions, chapter literature related to the election, campaign flyers, etc.

[Adopted 6/13, Revised 6/15, 6/17, 9/23]

Appendix R - Sections of CTA Bylaws Pertaining to CTA Elections

Pertinent sections of the CTA Bylaws that are related to elections are included in the *Elections Manual*, which is a Standing Rule.

NOTE: Appendices R and S merely copy sections of CTA Bylaws and Standing Rules pertaining to CTA elections. These should be updated when the Bylaws are updated.

ARTICLE IV — INITIATIVE, REFERENDUM, AND RECALL

SECTION 3. Recall. The State Council of Education shall have the authority to recall from office any person or persons holding office by virtue of having been elected by the State Council of Education. *(Amended January 1998)*

a. **Registration and Circulation of Recall Petitions**. Recall petitions must be registered with the Secretary- Treasurer prior to their circulation and shall use the form prescribed in the Standing Rules. These petitions shall be valid for a period of ninety (90) days. In the event that the proposed recall is for the person holding the office of Secretary-Treasurer, the request to register the petition shall be made to the President who shall, with the advice and consent of the Board of Directors, appoint an acting Secretary to handle the official acts required by the Secretary-Treasurer in connection with recall, as described in this Article. *(Amended January 1998)*

b. **Signature Requirements.** Only signatures obtained within the registration period shall be considered valid. Petitions must be signed by 25 percent (25%) or more of the voting members of the State Council of Education. *(Amended January 1998)*

c. **Filing and Verification of Recall Petitions**. Completed petitions must be filed with the Secretary- Treasurer within thirty (30) days of the end of the circulation period specified at the time of their circulation. The Secretary-Treasurer shall complete an appropriate verification process to determine the validity and sufficiency of the signatures within an additional thirty (30) day period. i *(Amended January 1998)*

d. **Report to the Board of Directors.** The Secretary-Treasurer shall report to the Board of Directors at the time of registration of a recall petition and again at the Board meeting following the close of the verification period. *(Amended January 1998)*

e. **Call of Election**. When it has been determined that a recall petition is valid, the Board of Directors shall publicize such request in the official publication of the Association within sixty (60) days. The question of recall shall be submitted to a vote of the State Council of Education at the first meeting following publication. *(Amended January 1998)*

f. **Action by State Council of Education**. If two-thirds of the members of the State Council of Education present vote to recall, the office shall immediately be declared vacant. *(Amended January 1998)*

g. **Supplementary Rules.** Supplementary rules governing recall may be adopted and published in the official publication and by the same manner as are prescribed for other elections within the Association.
(Amended April 1960, June 1971, March 1973, March 1977, May 1977, June 1988, January 1998)

ARTICLE V — STATE COUNCIL OF EDUCATION

SECTION 2. Composition. The State Council of Education shall be composed of elected voting representatives together with ex officio voting and non-voting members as prescribed below. Elected voting representatives shall include those elected from electoral districts and those elected to meet racial/BIPOC guarantees. *(Amended January 1990, January 1998)*

a. **Electoral District Representatives**. Except for electoral districts established to provide representation for members of CTA/NEA-Retired, an electoral district shall consist of one or more chapters of Active or Student members.

(1) Chapters of Active K-12 members, Active higher education members, and Student members shall not be combined into the same electoral district. *(Amended January 1998)*

(2) The boundaries of electoral districts shall be established by the State Council periodically following a review not less often than every three years. (*Amended January 1998*)

(3) Chapters shall be grouped to ensure that all chapters are in an electoral district large enough to be entitled to elect at least one representative. *(Amended January 1998)*

(4) The representation ratio for State Council shall be adjusted each year by a percentage amount, not to exceed the statewide percentage change in Association membership from the previous fiscal year. The ratio shall be a part of the Representation Report adopted by the State Council. *(Amended January 1998)*

(5) The number of representatives shall be established in such a manner that the final voting representation on the Council shall meet the test that 50.1 percent of the State Council representatives shall represent at least 45.1 percent of the Association members. *(Amended June 1991, January 1993, January 1998)*

b. **Electoral District Retired Representatives**. Four (4) electoral districts shall be established to provide State Council representation for members of CTA-Retired. The Board of Directors shall define the boundaries of the electoral districts for Retired representatives. *(Adopted June 1991)*

c. **Racial and BIPOC Guarantees**. An annual BIPOC census of the electoral district voting representatives shall be made to establish the proportion of such persons who are members of racial/BIPOC in the categories of Black, Indigenous and People of Color. This proportion shall be compared with the proportion of all California public school teachers who are members of these minority groups. A determination shall be made of the number of additional representatives required to bring the proportion of minority voting representatives of the State Council so as to equal the proportion of those teaching in the California public schools. This number shall constitute the number of vacancies to be allocated on a one-person, one-vote basis among the geographical boundaries of the Service Center Councils for election. When an At-Large racial/BIPOC seat is established, it shall exist for nine years. *(Amended February 1981, January 1991, March 1991, January 1998)*

d. **Ex Officio Voting Members**. *(Renumbered January 1990)*
   (1) The members of the Board of Directors of the Association.
   (2) The members of the Board of Directors of the National Education Association from California.

e. **Ex Officio Non-voting Members**. One representative from each statewide non-governance (professional organization) affiliate. *(Amended October 1978 to be effective July 1, 1979)*

SECTION 3. Qualifications. The following qualifications must be met in order to be elected or continue as a voting representative to the State Council of Education within the appropriate category of membership: *(Amended January 1998)*

a. Must be an Active, Student member of the Association, or a CTA/NEA-Retired member. *(Amended June 1991, January 1998)*

b. Must be an Active, Student, or a NEA-Retired member. *(Amended June 1991, January 1992, January 1998)*

c. Must be an Active or Student member of a chapter of the Association where such membership is available, provided that membership in no more than one such chapter shall be required. *(Amended October 1978 to be effective July 1, 1979)*

d. For eligibility to serve as a Retired representative, s/he must have held Active CTA membership at the time s/he retired and must reside in the Retired Electoral District s/he is elected to represent. *(Adopted June 1991)*

SECTION 4. Election and Term of Office of Voting Representatives. The provisions of this Section shall apply to representatives elected from electoral districts and to those elected for purposes of racial/BIPOC guarantees. *(Amended January 1990, January 1998)*

a. **Election.** All elections of voting representatives shall be conducted by an open nomination and secret ballot process. *(Amended January 1998)*
   (1) Representatives from electoral districts shall be chosen by and from an election among all Association members contained within the electoral district. The chapter governance bodies for single-chapter electoral districts shall conduct and certify their own elections. The geographical Service Center Council containing the largest share of members shall conduct and certify the election for a given multi-chapter electoral district. Each electoral district shall guarantee racial/BIPOC representation among its total delegation which is at least proportional to its racial/BIPOC membership.
   (2) Representatives to meet racial and BIPOC guarantees shall be chosen by and from an election among all the Active members contained within the Service Center Council boundaries to which the vacancies are allocated. The Service Center Council shall conduct and certify the election.

b. **Term of Office**. The term of office of elected representatives, with the exception of representatives elected by the Student California Teachers Association, shall be three years and shall expire June 25 of the year ending the term. When a new office is initiated creating two or more offices in an electoral district, such districts may elect representatives initially for less than the full three-year term to effect staggered terms. Representatives shall be eligible for reelection, but no person may serve more than three consecutive three- year terms. No person may serve more than eleven consecutive years, including completed and/or extended terms, without a break in service of at least one year. No person will be eligible for election for any term which would provide total service greater than eleven consecutive years. *(Amended February 1981, October 1981, January 1984, October 1987, January 1998)*
   (1) The term of office of a racial and BIPOC representative shall end on the June 25 immediately following the completion of three years from the date of election. (Amended October 1987, January 1990, January 1998)
   (2) Whenever an electoral district gains substantially in membership so as to be entitled to one or more additional representatives based on the full ratio of members per allocated representatives, the Council may establish such additional allocation(s), following completion of prescribed procedures for study, verification, and report/recommendation to the Council. *(Adopted October 1981; Amended January 1998)*

(3) Whenever an electoral district loses membership and is over-represented by one or more excess representatives, the following shall apply within the year following the decrease in membership: *(Amended January 1998)*

(a) If there are sufficient terms expiring that an open election can be held for the newly established decreased allocation, an election shall be held for the appropriate number of open seats.

(b) If sufficient terms expire which would eliminate the excess representation and no incumbent otherwise eligible to seek reelection is thereby deprived of doing so, no further action shall be required, and all elections to fill expiring terms thereafter shall be held as regularly scheduled.

(c) If sufficient terms do not expire which would eliminate the excess representation, all terms shall expire, and an open election shall be held to fill the allocated seats. Those incumbents who are reelected shall be assigned to the same term previously held. *(Adopted October 1981, Amended March 1985)*

(d) If a midterm vacancy occurs, that seat shall be eliminated reducing the overrepresentation by one seat. *(Adopted February 2013)*

(4) Bylaws of the Student California Teachers Association may provide for terms of less than three years duration. *(Adopted January 1984, Amended January 1998)*

c. **Recall.** The electorate which chooses an elected representative shall have the power of removal by a two- thirds vote in a recall election held pursuant to the election procedures. *(Amended January 1998)*

d. **Vacancies.** Vacancies in the office of elected representatives shall be deemed to exist in the event of resignation, death, recall, or inability to serve, or the elected representative is no longer employed to perform professional educational work within the electoral district from which s/he was elected. *(Amended January 1992, January 1998)*

(1) Elections shall be held to fill vacancies as soon as practicable. The term of office of the new representative shall be from the date of the elections until the completion date of the term filled. *(Amended January 1998)*

(2) The question of inability to serve shall be deemed to arise in the event of absence from two meetings during any single membership year or any two consecutive meetings. The Board of Directors shall notify the representative after the first absence. Prior to declaring a seat vacant, the Board of Directors may consider any extenuating circumstances, including but not limited to, official leaves of absence from teaching, illness, and/or other personal emergency. The Board shall also take into consideration whether or not an elected alternate was available and notified to attend in the place of the regular delegate. Actions by the Board of Directors to declare a vacancy may be appealed to the next regular meeting of the State Council. Actions on the appeal by the Council shall be deemed to be final. *(Amended March 1983, June 1988, June 1992)*

(3) The Board of Directors may grant leaves of absences on a case-by-case basis.

e. **Temporary Loss of Representation Delinquency in Dues Transmittals**. Payment and transmittal of dues on a timely basis is a prerequisite for representation on the State Council of Education. The Council may adopt policies setting forth standards for determination that a condition of delinquency exists. Such policies shall include provisions for formal notice of delinquency by the Board of Directors; a right to a due process hearing on the facts; the right to a timely appeal to the Council of any adverse decision contemplated as a result of the hearing prior to loss of representation or other rights; and the procedure for curing the delinquency. In cases where a representative is elected from a multi-chapter district, provisions shall be made for safeguarding the representation rights for those chapters which are in current dues status. *(Adopted October 1981, Amended October 1978 to be effective July 1, 1979)*

SECTION 5. Alternates. In the event an elected Representative is unable to attend a meeting of the State Council of Education, an elected Alternate shall be designated using the following process: *(Amended October 1978, October 1995)*

a. **Single Chapter.** In an electoral district comprised of a single chapter, an elected Representative who is unable to attend such a meeting shall notify the president of the chapter, who shall designate an Alternate in a method set forth in the bylaws or standing rules of the chapter. *(Amended July 1999)*

b. **Multiple Chapter.** In an electoral district comprised of two or more chapters, an elective Representative who is unable to attend such a meeting shall immediately notify the CTA President through the Governance Support Department. In an electoral district comprised of two or more chapters, Alternates in multiple electoral districts shall be selected on the basis of seniority and the use of a rotation method for each meeting that an Alternate is needed. If seniority is equal among Alternates, then the CTA alphabet will be used to determine which senior Alternate will be contacted by the Governance Support Department and notified to attend. The rotation would become effective with the first State Council meeting. If an alternate is unable to attend a meeting, the Alternate shall retain their place in the rotation order. *(Amended March 1991, June 1992, October 1995, January 1998, July 1999)*

c. In the event a Representative in a multiple electoral district is absent from Council for more than one meeting, due to a leave of absence approved by the CTA Board of Directors, the same Alternate who has been selected on the basis of seniority shall attend for the Representative in their absence. If seniority is equal among Alternates, then the CTA alphabet will be used to determine which senior Alternate will be contacted and notified to attend. Once the Representative returns to Council, the Alternate who attended for the absent Representative shall move back into the rotation process. (Amended October 1995, July 1999)

d. Only those Alternates who have been officially certified by the CTA Elections and Credentials Committee prior to the opening of the first session of State Council shall be seated and permitted to vote. (Adopted March 1972, Amended October 1995, July 1999)

SECTION 8. Voting Rights. Each voting member of the State Council of Education, as defined in Section 2 above, shall be entitled to one vote. Only members who are registered at the meeting of the Council shall be entitled to vote at that meeting. (Amended April 1968, April 1969, April 1970, October 1973, renumbered October 1979, January 1998)

SECTION 9. Quorum. The presence at any meeting of a majority of the voting members of the State Council of Education, as defined in Section 2 above, shall constitute a quorum for the transaction of business. (Amended April 1968, October 1973)

ARTICLE VI — BOARD OF DIRECTORS

SECTION 1. Composition and Number. The Board of Directors shall consist of: (Amended January 1998)

a. The President, ex officio;

b. The Vice President, ex officio; (Adopted May 1975)

c. The Secretary-Treasurer, ex officio; (Adopted January 1978; Amended October 1980)

d. Between 17 and 26 Directors, both numbers inclusive, selected from within directorial districts as defined in Section 3 below; (Amended May 1979 [to be effective July 1980]; January 1998)

e. Additional Directors who are members of racial and BIPOC as defined in Section 3.b. below; and (Amended January 1998, March 2000)

f. An elected NEA State Director from California as defined in Section 3.c. below. (Adopted May 1974; Amended May 1975, January 1978, May 1979, October 1980, January 1990, January 1998, March 2000)

SECTION 2. Qualifications. The following qualifications must be met to serve on the Board of Directors: (Amended January 1998)

a. Must be an Active member of the Association.

b. Must be an Active member of the National Education Association. (Amended January 1998)

c. Must be an Active member of a chapter of the Association where membership is available, provided that membership in no more than one chapter shall be required. (Added June 1988; Amended January 1998)

d. Must be employed in the district which s/he represents. (Added June 1992)

SECTION 3. Nomination and Election.

a. **Directors from Directorial Districts.**

(1) **Election.** Directors from directorial districts shall be elected by the State Council of Education at its Annual Meeting, or, when a vacancy occurs between Annual Meetings, at the next regular meeting. (Amended January 1998)

(2) **Establishment of Directorial Districts.** The boundaries of directorial districts shall be established by action of the State Council of Education. Such boundaries shall take into consideration the population and geographical distribution of Association membership and other criteria as the State Council of Education may from time to time adopt, and be in compliance with the one-person, one-vote standard: (Amended January 1998)

(a) The total number of Active Association members shall be divided by the total number of geographical Directors to arrive at a base figure of members per geographical Director.

(b) A similar computation shall be obtained for each directorial district. (Amended January 1998)

(c) The figure for each directorial district shall be compared with the base figure to establish the percentage of deviation.

(d) The average percentage of deviation per geographical Director shall not exceed ten percent. (Amended May 1979 to be effective July 1980)

(3) **Nominating Caucus**. All voting Council members whose place of educational service is within the boundaries of each directorial district, shall be eligible to participate in the nomination of Directors. Each district shall consider all nominees in caucus preceding election by the Council at times and places to be established within regularly adopted election procedures. An alternate shall vote in the same directorial district as that of the representative for whom they is an alternate. Names of eligible Association members may be proposed for caucus consideration by any Association member with the consent of the nominee. The caucus shall choose one or more nominees for presentation to the State Council of

Education. Additional nominations of Active members of the Association employed within the boundaries of the directorial district may be made on the Council floor with the consent of the nominee prior to the election by the Council. Elections shall be by written ballot. *(Amended May 1976, October 1978, October 1981, January 1998)*

(4) **Deferral of Election**. By a two-thirds vote of declaration of emergency conditions at the time an election is pending, the State Council may defer an election of a Director from a given directorial district for a period of time up to one year. Such deferral may be vacated by a majority vote of the State Council at any time thereafter.

b. **Racial and BIPOC Directors.** There shall be two At-Large members of the Board of Directors in the category of racial and BIPOC director as defined in Article V, Section 2.c. Additionally, there shall be at least the same proportion of members of the Board of Directors who are members of those racial and BIPOC as the proportion required for the State Council of Education. If for any reason this minimum proportion of Directors is not either elected to or currently serving on the Board of Directors, the State Council of Education shall hold a special election at its next regular meeting to elect At-Large the additional number of Directors necessary to meet this requirement. *(Amended January 1998)*

c. **NEA Director Representation.** There shall be a representative from among the elected NEA State Directors from California. Whenever a vacancy occurs in the separate office of NEA Director serving on the CTA Board, a special election shall be held in which the State Council of Education shall choose one of the elected California NEA State Directors to be seated as a regular voting member of the Board of Directors. The term of office shall begin on June 26 following the election and shall run concurrently through June 25 for the remainder of their current elected term as NEA State Director, provided that such person is not prohibited from serving as set forth in Section 4.c. below. *(Adopted May 1974; Amended May 1976, October 1978, March 1979, May 1979, January 1990, January 1998, March 2000, June 2004)*

SECTION 4. Term of Office.

a. **Directors from Directorial Districts.**

(1) Each Director shall be elected for a three-year term, beginning on June 26th following the election. Those elected to fill unexpired terms shall take office upon election and serve the unexpired portion of the term. If an election is deferred, the expiration date of term shall be the same. *(Amended October 1987, January 1998)*

(2) Directors shall be eligible for reelection, but no person shall serve more than three full three-year terms. *(Amended October 1978, May 1979, January 1998, November 2010)*

b. **Racial and BIPOC Directors-at Large.** These Directors shall be elected for a three-year term beginning on June 26 following the election. At-Large Directors shall be eligible for reelection or for election as a Director from a directorial district. Those elected to fill unexpired terms shall take office upon election and serve the unexpired portion of term. *(Adopted May 1974; Amended May 1975, November 1977, October 1978, May 1979, January 1998, March 2000, November 2010)*

c. **All Directors.** Directors who have been elected to three three-year terms shall not be eligible for reelection to the Board. *(Adopted March 2000, Amended November 2010)*

SECTION 5. Vacancies. A vacancy as Director shall exist in case of the death, resignation, recall, or inability to serve. If any Director ceases to be a member of the Association or is absent from a meeting of the Board without proper excuse more than three times during any one term of office, a vacancy shall be declared. The Board shall determine whether a particular absence is excused. An appeal of any adverse Board action may be made to the State Council of Education. When a Director, who is elected from within a directorial district, ceases to be employed in active educational service within the boundaries of that directorial district, a vacancy shall be declared. Periods of sabbatical and other temporary leaves of absence or loss of employment due to holding elected office in the Association shall not be deemed to be a lapse of such employment. Any declaration of vacancy on the Board of Directors may be appealed to the State Council of Education.
(Adopted May 1974; Amended May 1975, October 1978, January 1998)

ARTICLE VII — OFFICERS

SECTION 1. General. The officers of the Association shall be the Executive Officers and all Directors. The Executive Officers shall be President, Vice President, and Secretary-Treasurer. *(Amended October 1980, January 1998)*

SECTION 2. Qualifications. To be elected or continue to serve as an Executive Officer a person must be an Active member of the California Teachers Association, the National Education Association, and a chapter of the Association where such membership is available. *(Adopted June 1988; Amended January 1998)*

SECTION 3. Election and Term of Office. The election and the terms of Executive Officers shall be as follows: The President, Vice President, and Secretary-Treasurer shall be elected by the State Council of Education at the meeting preceding the Annual Meeting of the Council in odd-numbered years for a two-year term beginning on June 26. A person may be re-elected to the same office for a subsequent two-year term after which at least one year must elapse before becoming eligible for reelection. *(Amended January 1976, May 1977, March 1979, October 1980, October 1981, October 1987, January 1998)*

SECTION 4. Subordinate Officers. The Board of Directors may appoint other officers as the business of the Association may require, each of whom shall hold office for a specified period, have authority, and perform duties as are provided in these Bylaws, in the Standing Rules, or as the Board of Directors may determine. *(Amended January 1998)*

SECTION 5. Resignation. An officer may resign at any time by giving written notice to the Board of Directors, the President, or the Secretary-Treasurer. Any resignation shall take effect at the date of the receipt of the notice or at any later time specified. *(Amended June 1971, January 1998)*

SECTION 6. Vacancies. A vacancy shall exist in case of the death, resignation, or inability to serve of the officer. In the case

of a vacancy in the office of President, the Vice President shall become President for the remainder of the unexpired term, provided that the Vice President shall have been elected to the office of Vice President by the State Council of Education. In the event that the Vice President is an interim replacement appointed by the Board, s/he shall hold the office of President only until a special election of a new President can be held by the Council. In the event of a vacancy in the office of Vice President or Secretary-Treasurer, the Board of Directors shall appoint a temporary replacement to serve until the State Council of Education shall elect a permanent replacement to complete the unexpired portion of the term. Special elections shall take place at the next regular or special meeting of the Council which occurs not less than thirty days following the existence of the vacancy. *(Amended June 1971, May 1977, January 1978, October 1980, March 1985, January 1998)*

ARTICLE IX – AFFILIATES

SECTION 5. State Directors of NEA. State Council of Education members elected by direct vote of the membership shall elect the California State Directors for the National Education Association: *(Amended May 1979, January 1998)*

a. **Qualifications.** Any member of the Association who meets the following qualifications may be nominated for the office of State Director. *(Amended June 1971, June 1972, October 1973, May 1979, January 1998)*
   (1) Active or Life member of the National Education Association. *(Amended January 1998)*
   (2) A member in good standing of the chapter of the Association where chapter membership is available. *(Amended January 1998)*
   (3) Is employed in the area to be represented. *(Amended January 1998)*

b. **Vacancies.** If during their term of office any State Director dies, resigns, or becomes unable to serve their full term, or if they ceases to be employed in the area which they represents, their office shall be deemed vacant. Their successor shall be selected to fill the remainder of the term as set forth in the Standing Rules of the Association. *(Amended November 1969, October 1973, January 1998)*

c. **Alternate Directors.** There shall be three alternate NEA Directors elected at large for terms of three years each, with one term expiring each year. Elections to fill vacancies shall be held during the Annual Meeting of the State Council of Education. Criteria for the election and eligibility for service shall be prescribed in Section 5.a.(1)(2). The positions shall be designated as first, second, and third alternate according to the cumulative length of continuous service as Alternate NEA Director, except that rankings shall be established by the drawing of lots in the case of Alternate NEA Directors who have an equal amount of such service. Vacancies occurring in the office of Alternate NEA Director need not be filled between Annual Meetings unless all three offices become vacant. Alternate NEA Directors shall serve in the absence of a regular Director from any NEA Board meeting. An Alternate shall also be recommended to the NEA Board of Directors or Executive Committee to serve as Interim Director to fill a permanent vacancy until an election for regular replacement is held and certified. *(Adopted October 1980, renumbered October 1980, Amended June 1987, January 1992, January 1998)*

ARTICLE X – CHAPTERS (LOCALS)

SECTION 4. Rights of Active Members in Chapters (Locals). Each chapter (local) shall guarantee its Active members an open nomination procedure and a secret ballot. No chapter (local) shall discriminate against its Active members in their right to vote, seek office, or otherwise participate in the affairs of the chapter (local), the Association, or the NEA. Chapters with members in multi-track, year-round schools shall develop specific provisions to ensure that all members are afforded the right to participate in chapter (local), Association, and NEA activities. *(Adopted January 1976, Amended January 1991, January 1998)*

Appendix S – Sections of CTA Standing Rules Pertaining to CTA Elections

NOTE: Appendices R and S merely copy sections of CTA Bylaws and Standing Rules pertaining to CTA elections. These should be updated when the Bylaws are updated.

RULE 3-1: State Council Registration and Attendance Procedures

1. **Certification of Election**. The current Official CTA State Council Representative/Alternate Tally Sheet must be completed and returned to the CTA Governance Support Department in order for the election to be certified by the Chairperson of the CTA Elections and Credentials Committee. The names of elected Representatives and/or Alternates shall be certified by the Chairperson of the Elections and Credentials Committee upon receipt of the CTA Official State Council Representative/Alternate Election Tally Sheet which states that the election has been held in compliance with rules established in the CTA Elections Manual. The results, on a CTA Official State Council Representative/Alternate Election Tally Sheet, shall be accepted from: *(Amended June 1999)*
   a. A chapter president or designee of a single chapter electoral district. *(Amended September 1997)*
   b. Service Center Council Chairperson or designee of a multiple chapter electoral district. *(Amended September 1997)*
   c. UniServ chairperson or designee when a multiple chapter electoral district is the same as the UniServ Unit. *(Amended September 1997, June 1999)*
   d. The president of an affiliated organization.
2. **Registration at State Council Meetings.** Representatives certified as prescribed above shall be permitted to register at State Council meetings not later than 11 a.m on the first Council day. Such registration shall include issuance of a State Council badge and materials at the CTA registration desk. Whenever possible, the Chairperson of the Elections and Credentials Committee shall be available to assist the CTA registration desk staff with certification of Representatives and Alternates whose names have not been previously submitted. When this is not possible, an Alternate or Representative with a special problem shall be directed to the Elections and Credentials Committee for assistance. *(Amended September 1997, June 1999, July 2009)*
   a. An Alternate certified under the above provisions must register by 11 a.m on the first Council day and sign a statement that they is serving for a designated Representative. Once the Alternate has registered, that seat is filled for the duration of that State Council meeting. An Alternate badge shall be issued which will include the name of the Alternate and the absent Representative.*(Amended June 1999)*

RULE 8-8: Elections and Credentials Committee

1. **Composition.** The Elections and Credentials Committee shall consist of eleven (11) members. All members shall be chosen either from among those who have served at least three years on the State Council of Education but who are not in such positions at the time of appointment or during the time of service on the Committee. *(Amended December 1978, September 1979, September 1987, June 2005, June 2009)*
2. **Charge to Committee.** The functions of the Committee shall be as follows:
   a. To develop and recommend to the Board of Directors for adoption the material to be contained in the Elections Manual as prescribed elsewhere in these Standing Rules.
   b. To count and certify the votes on elections and/or issues decided by the State Council and such additional matters as may be prescribed by the Board of Directors.
   c. To hold such hearings in connection with its duties as may be prescribed by the Board of Directors.
   d. To be responsible for the supervision of the accreditation of members and alternates at the meetings of the State Council of Education, including giving assistance in settling any dispute over the seating of a delegate within the following procedures:
      (1) An opportunity shall be given for interested parties to present their positions to the Committee, after which the Committee shall consider the evidence and submit its recommendations to the Board of Directors for action.
      (2) The decision of the State Council of Education shall be final.
   e. To verify the documentation of members elected to fill unexpired terms.
   f. To verify the documentation of alternates.
3. **Quorum.** The presence at any meeting of five members shall constitute a quorum for the transaction of business. A lesser number of members than that required for a quorum may discuss and take action on any item of business subject to ratification by a quorum at a subsequent meeting. The Committee shall regularly be available for meetings concurrent with meetings of the State Council of Education, and additionally as deemed necessary upon call of the chairperson in accordance with procedures adopted by the Board of Directors.

4. **Prohibition.** As a condition of being retained on the Committee:
   a. Members shall refrain from being involved in actively promoting any campaign for elected office, or issue, in the Association, whether such activity is identified as promotion or opposition to such candidate, or issue. This prohibition shall apply whenever the Committee has, or has the potential of being assigned, jurisdiction over an election or its appeals process in any way. This shall not operate to preclude activities within the chapter to which a member of the Elections and Credentials Committee belongs, except that when an issue arising from such a chapter becomes the property or is placed under the jurisdiction of the Committee, the member of the Committee belonging to that chapter shall not discuss or vote on the issue as a committee member. *(Adopted November 1978; Amended July 1979, June 2009)*
   b. Members shall abstain from participating in the Committee activities related to balloting during the specific meeting(s) in which their immediate family member is a candidate. *(Amended February 1990; Renumbered June 1994, Renumbered June 2009)*

RULE 9-1: CTA/ABC Committee

1. **CTA/ABC Committee Members.**
   a. **Powers, Duties and Functions.** The general management of the business and affairs of the CTA/ABC Committee shall be under the control, supervision and direction of the CTA/ABC Committee members within the requirements of law, the CTA Bylaws, policies adopted by the CTA State Council of Education, and guidelines established within such policies by the CTA Board of Directors.
   b. **Composition.** The CTA/ABC Committee shall reflect the number of geographical districts of the CTA Board of Directors as determined in Rule 2-1.1. Additionally, the same racial/BIPOC guarantees shall exist for the Committee as are prescribed for the CTA Board of Directors. *(Amended January 1999, November 2013)*
   c. **Election of Members.** Election of the CTA/ABC Committee members shall take place in the same manner as that prescribed for CTA Directors.
   d. **Eligibility for Service.** Any member of CTA shall be eligible for service as CTA/ABC Committee member.
   e. **Term of Service.** Term of service and limitations upon the number of terms of service as CTA/ABC Committee member shall be the same as prescribed for CTA Director. Each term shall expire June 25 of the year ending the term. *(Amended January 1990)*
   f. **Vacancies.** Vacancies in the office of CTA/ABC Committee member shall be deemed to exist in the event of excessive absence, inability to serve, resignation or failure to adhere to the policies of the CTA State Council of Education as implemented by guidelines adopted by the CTA Board of Directors. Declaration of vacancy shall be by action of the CTA Board of Directors, taking into account any extenuating circumstances which may be set forth by action of the Committee. An appeal may be taken from the declaration of vacancy to the CTA State Council. Vacancies shall be filled at the next meeting of the CTA State Council of Education in the same manner as if a regular election were being held except that, in the case of a vacancy created by inability to serve or resignation, the President may designate, subject to Board of Directors approval, an interim CTA/ABC Committee member to serve until an election is held, the selection of an interim Committee member to be made from a list of nominees submitted by the CTA Board of Directors member(s) for that directorial district following consultation with the Service Center Chair(s) in that directorial district.
   g. **Meetings.** The Committee shall meet at least quarterly, or as needed.
2. **Committee Leadership.** The CTA Executive Officers shall be charged with working on a daily basis with the CTA/ABC Committee and its leadership for the proper performance and safeguarding of the funds of CTA/ABC. Additional specific duties of designated CTA/ABC Committee leaders shall be as contained in this paragraph. *(Amended February 1989)*
   a. **Committee Chairperson**. The CTA/ABC Committee Chairperson shall be elected by and from the current members from each geographical district and At-Large members of CTA/ABC Committee, using procedures contained within the CTA Elections Manual. The Chairperson shall serve a period of one year beginning on June 26, or until the end of the period of service as a member of the Committee. The Chairperson shall preside over meetings of the CTA/ABC Committee and shall serve as the official spokesperson for the Committee within the internal structure of CTA. In the event of a vacancy during a term in the office of CTA/ABC Committee Chairperson the CTA/ABC Committee Vice Chairperson shall become the CTA/ABC Committee Chairperson. *(Amended June 1999, and June 2005).*

b. **CTA/ABC Committee Vice Chairperson.** The CTA/ABC Committee Vice Chairperson shall be elected by and from the current members from each geographical district and At-Large members of the CTA/ABC Committee at the same time and in the same manner as prescribed for CTA/ABC Committee Chairperson. In the event of a vacancy, the election shall be held at a CTA/ABC Committee meeting as soon as feasible. The CTA/ABC Committee Vice Chairperson shall serve for a period of one year beginning June 26 or until the end of the period of service as CTA/ABC Committee member. The CTA/ABC Committee Vice Chairperson shall serve as an assistant to the Chairperson. *(Amended June 1999, June 2005)*

c. **Recording Secretary.** The CTA/ABC Committee Recording Secretary shall be elected by and from the current members from each geographical district and At-Large members of the CTA/ABC Committee at the same time and in the same manner as prescribed for CTA/ABC Committee Chairperson and Vice Chairperson. The CTA/ABC Committee Recording Secretary shall serve for a period of one year beginning June 26 or until the end of the period of service as CTA/ABC Committee member. The CTA/ABC Committee Recording Secretary shall: *(Amended June 1999, June 2005)*

(1) Keep an accurate record of all action items taken during the ABC meeting.
(2) Review the monitoring report and the financial reports to ensure categories and accounts are accurate and adaptable to the needs of the committee.
(3) Review policy and working materials essential to the ABC to ensure they are accurate. *(Amended January 1999)*
(4) Review special reports as deemed necessary and requested by the ABC, e.g., the minority participation report and the report and materials from the long day meeting.
(5) Participate with the other Officers of ABC in the development of the ABC internal working annual budget.

d. **CTA/ABC Committee Treasurer**

The CTA Treasurer shall function ex officio as Treasurer for the CTA/ABC Committee for purposes of fund control responsibility, rendering such internal and external reports as may be required by the CTA governance structure and/or by the CTA/ABC Committee members.

Appendix T – Timeline Cycles

OCTOBER	NOVEMBER	DECEMBER
NEA-RA SCC Chair of Chairs – Presentation of Tiering and CTA Manual Updates Budget Committee Election Voting for Vice-Chair Elections Committee Hearing	NEA-RA Elections Process for State & Local Delegates Announcement	
JANUARY	**FEBRUARY**	**MARCH**
NEA-RA Declaration of Candidacy Deadline SCC Chair of Chairs - Tiering Decision and paperwork deadline Elections Committee Hearing		NEA-RA
APRIL	**MAY**	**JUNE**
NEA-RA SCC Chair of Chairs - Results Update State Council Multiple Elections Announcement and CTA At-Large Elections Announcement	State Council REP Elections Voting and CTA At-Large Elections Voting	SCC Chair of Chairs & CTA/ABC Committee Election Voting for Chair, Vice-Chair and Recording Secretary
JULY	**AUGUST**	**SEPTEMBER**
	Catch-All State Council Multiple & SCC At-Large Rep/Alt Elections Announcement + Voting	

[Revised 2/24, 11/24,2/258/25]

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