



# Pittsburg Education Association

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## **PEA ELECTED OFFICIALS ENDORSEMENT POLICY**

- A. The President of the Association shall appoint a Chair for the Political Action Committee (PAC).
- B. PEA'S Executive Board, upon consensus agreement, may choose to solicit a candidate or candidates for any locally elected position.
- C. PEA's Executive Board will decide on the specific election(s) in which the PEA will be officially involved during the current election's cycle. Under no circumstances shall the Committee recommend more candidates than there are available seats.
- D. No funds will be allocated out of the PEA PAC fund for any candidate who does not receive official PEA recommendation.
- E. No officer of the Association will support any candidate not officially recommended by the Association in their capacity as officer of PEA.
- F. For choosing candidates to endorse during an election cycle:
  - 1. The candidate(s) who have met the application deadlines in the specific elections in which PEA chooses to be involved, as determined by the Executive Board, will be notified by PEA, with five (5) working days of the County's official closing date for applications, with a communications packet including: a letter of congratulations and an interview invitation. The packet, which will be the same for all candidates in particular election, will be sent by email to each properly qualified candidate. The PAC Chair will contact the candidates for interview times.
  - 2. PEA may choose to solicit candidates and endorse early before the County's official opening date for applications, voiding the need to interview other candidates.
- G. This is the pathway followed:
  - 1. The PEA President will select an Endorsement Committee.
  - 2. The team will consist of only PEA members.
  - 3. The team will represent a broad spectrum of PEA including different grade levels and specialties.
  - 4. The team will consist of between five (5) to nine (9) members, including the PEA President.
  - 5. The established interview process will follow CTA Policy Guidelines.
  - 6. All candidates will be emailed by the PAC Chair (or designee) to establish interview dates and times. The PAC chair (or designee) will continue to make follow-up emails until each candidate chooses an interview time or chooses not to participate in the PEA interview process.
  - 7. Upon verbal determination, a confirmation letter will be sent to all candidates regarding interview decisions. The letter will be sent by email.
  - 8. All active PEA members are invited to attend the interview process. They are encouraged to leave their comments and recommendations on a form provided, but are not allowed to participate verbally as the candidates are being interviewed.
  - 9. After all interviews have been completed, and the members of the audience have left, the interview team will discuss their recommendations. Comments from those who attended

- the interview will be read and considered by the interview team before final decisions are made.
10. The Committee shall operate on a consensus basis. Only candidates that receive a consensus of support will receive a recommendation from the Committee to be moved to the next meeting of the Executive Board.
  11. The PAC Chair will meet with the Executive Board to share interview team recommendations. The Executive Board will vote to accept or reject interview team recommendations.
  12. The Executive Board will communicate to the Representative Council at its next regularly scheduled meeting its recommendations.
- H. Endorsed candidates from PEA must also be endorsed by the Central Labor Council of Contra Costa County, AFL-CIO.

Adopted by PEA October 2020