

SDEA POLITICAL ACTION COMMITTEE BY-LAWS

San Diego Education Association PAC

Approved by SDEA Board of Directors on September 25, 2019
Ratified by SDEA Representative Council on October 2, 2019

ARTICLE I-PURPOSES

The San Diego Education Association Political Action Committee (SDEA/PAC) is established for the following purposes:

- 1.1 To inform members of legislation, voting records, and positions of legislators and candidates that may affect the members' classroom, working conditions, rights and benefits.
- 1.2 To serve as a voluntary funding structure through which SDEA members may give direct and indirect financial contributions to support or oppose
 - (a) Local candidates for office;
 - (b) Local issues, including ballot measures

Such as are deemed worthy of support (or opposition) from the standpoint of educational issues and without regard to partisan consideration.

- 1.3 It is the intent of the SDEA/PAC to work in a cooperative manner, rather than in isolation from other district employee groups, to support our schools in an effective way.

ARTICLE II - OFFICERS

- 2.1 Composition-The SDEA Board of Directors shall constitute the Board of Directors of the SDEA/PAC. The SDEA Officers shall constitute the Officers of the SDEA/PAC.
- 2.2 The terms of office shall be consistent with the terms of office for the SDEA Board of Directors and Officers.

ARTICLE III - FUNDING

- 3.1 Members may participate by contributing monthly, or by lump sum, to the SDEA/PAC on a voluntary basis. These monies will remain segregated from the general membership account.
- 3.2 Amounts may be allocated for any purpose that is deemed to be consistent with the statement of purposes of SDEA as recommended by the SDEA/PAC and ratified by the Representative Council. The allocation of SDEA dues dollars to the SDEA/PAC fund shall be the sum of no less than \$0.10 for designated political contributions per month times ten, totaling \$1.00.
- 3.3 On an annual basis, in conjunction with the Association's new budget year, the SDEA/PAC shall determine the percentage breakdown designated to the candidate and/or issues account(s) of voluntary contributions consistent with the purpose described in 1.2 above. Any funding modifications shall be subject to the approval of the SDEA/PAC.
- 3.4 No amount of funding or support "In-kind" can be given to:
 - (a) Support any city or county school board candidate unless the candidate is recommended by SDEA
 - (b) Support or oppose a local educational initiative or ballot measure unless it is consistent with the position (support or oppose) of SDEA.
- 3.5 Funds may be spent with approval from the SDEA/PAC Board of Directors for either candidates or issues as set forth below. Separate bank accounts will be kept for each purpose.
 - (a) Funds may be used to support candidates for local office, recommended by the SDEA/PAC, following the procedures outlined in Article IV.
 - (b) Funds may be spent to support or oppose local issues or ballot measures following the procedures outlined in Article IV.
 - (c) No local funds may be spent on state or federal candidates.
 - (d) Monetary contributions will be given according to Government Code 82027.5 as indicated on Form 410 guidelines for County General Purpose Committee.

ARTICLE IV - RECOMMENDATION PROCEDURES

- 4.1 Recommendations are submitted to the SDEA/PAC by the Political Involvement Committee (PIC). Such recommendations must be approved by the SDEA/PAC and ratified by the SDEA Representative Council.
- 4.2 The SDEA/PAC shall be involved in the process of interviewing candidates and forwarding recommendations to CTA for assistance from CTA/ABC/PAC.
- 4.3 The SDEA/PAC may recommend support for a candidate or local issue/ballot measure after a thorough and fair process in which:
 - 4.3.1(a) All declared candidates are given an opportunity for equal access, and a good faith effort has been made to determine their positions on important issues facing education, as outlined in Section 4.9.
 - (b) Spokespeople for both sides of an issue or ballot measure are given equal access, and a good faith effort has been made to determine the facts and relevance to education.
 - (c) Changes in (a) and (b) above are subject to approval by the SDEA/PAC.
- 4.3.2 For school board elections, and other elections that have a direct impact on other employee groups, the SDEA/PAC will make every effort to establish ways of coordinating the recommendation process with other employee groups.
- 4.4 No amount of funding or support "In-kind" may be spent on non-recommended candidates.
- 4.5 SDEA may recommend candidates for the San Diego Unified School District Board of Education, the San Diego County Office of Education, any San Diego City elected office, and/or any San Diego County elected office, based on SDEA/PAC internal recommendation process.
- 4.6 The Political Involvement Committee will review the San Diego Service Center Council, CTA, and/or San Diego and Imperial Counties Labor Council recommendations for offices of state assembly, state senate, community college district, STRS Board of Directors, and other races or issues that affect our members and may make recommendations for these offices/issues to the SDEA/PAC and the SDEA Representative Council.

- 4.7 The SDEA PIC will recommend to the SDEA/PAC one, or more, of the following levels of participation in campaigns of recommended local issues/candidates:
- (a) Use of SDEA's name in campaign literature,
 - (b) Use of SDEA's name in campaign literature and monetary contributions for local issues/candidates,
 - (c) Use of SDEA's name in campaign literature, monetary contributions for local issues/candidates, plus recommend to our members that they volunteer in campaigns,
 - (d) Use of SDEA's name in campaign literature and monetary contributions for local issues/candidates plus recommend to our members to volunteer and contribute to candidates' campaigns,
 - (e) Sponsor an independent expenditure campaign for local candidate(s) or issue(s).

The SDEA Rep Council must ratify any of the above recommendations proposed by the SDEA/PAC.

- 4.8 The SDEA/PAC may provide recommendation letters or statements about candidates and/or issues. The purpose will be to inform our members and the press.

- 4.9 In addition to the regular endorsement process, the association may recommend a friendly incumbent or make an early candidate recommendation.

4.9.1. Recommendation Procedures for other than friendly incumbents:

- (a) In consultation with the Political Involvement Chair, the President shall appoint an Association interview team made up, primarily, of the SDEA Political Involvement Committee Chair, SDEA officers/board members, and members of the SDEA Political Involvement Committee (No more than six interview members on a team).
- (b) This committee shall conduct any and all candidate interviews. The committee shall send a questionnaire to all declared candidates.
- (c) All declared candidates must be given an opportunity to interview with the interview committee. No candidate may interview if they have not completed the written candidate questionnaire.

- (d) The SDEA PIC shall develop a candidate questionnaire, in conjunction with the SDEA/PAC, prior to its use.
- (e) The Chair of the SDEA PIC shall send a copy of the questionnaire and a letter explaining the interview procedures to all declared candidates unless it has been determined that an early recommendation is in the best interest of the Association.
- (f) The interview committee shall establish a numerical rating consistent for all candidates.
- (g) Electronic recordings may be used during the interview and will be the property of the SDEA/PAC for the sole purpose of rendering a decision.

4.9.2 Recommendation of Friendly Incumbent:

- (a) The Association, when making an endorsement of an incumbent shall consider the incumbent's performance over the previous years of service based on the following criteria:
 - i. Listens to the needs of Association members and responds to those needs.
 - ii. Shares concerns with the Association and members about meeting the educational needs of the district.
 - iii. Demonstrates support for improvement in the instructional program.
 - iv. Attempts to give leadership to resolve problems fairly and productively.
- (b) The SDEA/PAC may recommend an early friendly incumbent recommendation to the Representative Council. An interview SHALL NOT be required for a friendly incumbent recommendation.

ARTICLE V - MEMBERSHIP AND MEETINGS

- 5.1 Meetings will be called by the SDEA President when there is business to conduct. All members will be notified in advance of the meeting. A quorum consisting of a majority of SDEA/PAC members is necessary to conduct business.

ARTICLE VI - AMENDMENTS TO BY-LAWS

- 6.1 By-laws may be modified by a majority vote of the SDEA Board of Directors and approved by a majority vote of the Representative Council.