American Arbitration Association, Administrator

In the Matter of

BALTIMORE TEACHERS UNION

Officers and Delegates Election

Election No. 01-25-0001-4243

Certification of Results

The American Arbitration Association, having been authorized by the Baltimore Teachers Union, conducted an election for Officers and Delegates by online ballot occurring through the dates of May 19, 2025 until May 29, 2025 and in-person voting occurring on Thursday, May 29, 2025. Voting instructions were emailed to all eligible members on Monday, May 19, 2025. Online votes were to be received starting on May 19, 2025 at 8:00 AM and no later than Thursday, May 29, 2025 at 11:45 AM.

In-person voting was conducted from 12:00 PM to 6:00 PM on Thursday, May 29, 2025 at one (1) location, Baltimore Teachers Union, 5800 Metro Drive, Baltimore, MD 21215. In-person voting was verified after presenting proper ID and comparing against the BTU membership list and the list of eligible voters who had completed an online ballot.

At the conclusion of in-person voting at 6:00 PM, AAA representatives removed in-person ballots from the sealed box and tallied all ballots in the presence of observers. Secrecy of the ballots was maintained at all times.

I hereby certify the results as appended hereto.

Maggie Zhang

Dated: May 30, 2025

Maggie Zhang, Director - Elections