MEMBERS TO VOTE ON COMMON SENSE BYLAW PROPOSALS AT D.A.

You may have read about the proposed bylaw changes going to the NSEA Delegate Assembly (D.A.) at the end of April. You can find these 2018 proposed bylaw amendments below, at NSEA-NV.org, and printed in the latest edition of NSEA Perspectives.

These common-sense bylaw amendments were reviewed at the March 9-11 NSEA Board of Director meeting. The Board voted to endorse the proposals and it received unanimous support. These bylaws will be voted on by delegates at the NSEA Delegate Assembly at the end of April.

What these proposals are:

- They are proposals brought forward by members in a democratic process.
- They are common sense proposals, written to give members real control over their association.
- They are proposals to the bylaws that govern the association to be voted on by members and will go into effect immediately, if passed.

What these proposals are not:

- They are not part of a "hostile takeover" of any NSEA local affiliate.
- They are not an attempt to "circumvent" the lawsuit going to court against CCEA, its Executive Director John Vellardita, President Vikki Courtney, and Vice President Theo Small alleging counts of theft, fraud, and breach of contract.
- They are not an abandonment of NSEA’s position that we are stronger when we are united at the local, state, and national level.

Send a message today that you support unity across the state and at the national level. Sign the petition at NVUnity.com.
NEVADA STATE EDUCATION ASSOCIATION
Proposed Bylaw Amendments
For Consideration by the 2018 Delegate Assembly

The Bylaws of the Nevada State Education Association require the organization to publish proposed bylaw amendments in the official publication of the organization in advance of their consideration at Delegate Assembly. The following bylaw amendments have been submitted for consideration.

- Items underlined and bolded represent proposed new language.
- Items with strikeouts are proposals to eliminate language.

BYLAW AMENDMENT #1

Date __February 16, 2018      Motion # _____________

Bylaw: Article # IX_________    Article name: Trusteeship

Section # _2___   Section title: _______________________________

Sub Section # __________

I move to amend the Bylaws in Article __IX________, __Section 1
by deleting and amending current language or by proposing new language: (circle the correct wording) (Please strikeout old language and underline new language)

Add new Article IX: Trusteeship (renumber the existing Articles IX through XI as needed) as follows:

Section 1:

To the extent allowable by state and federal law, the Board of Directors shall have the authority to enact policies which allow for the trusteeship of a local affiliate for the purposes of correcting corruption or financial malpractice and/or restoring democratic procedures. The policies adopted by the Board of Directors shall, at a minimum, allow for the appointment of a Trustee or Trustees who shall be empowered to take charge and control of a local affiliate and shall authorize and empower the Trustee(s) to take full charge of the affairs of the affiliate and shall empower the Trustee(s) to take possession of all the funds, books, papers, and other property of the local affiliate. The policies adopted by the Board of Directors shall include a review and due process procedure.
2018 Delegate Assembly Proposed Bylaw Amendments ...Continued

Rationale: The current bylaws lack a mechanism by which local affiliates which violate the requirements of affiliation or democratic principles may be returned to good standing in the organization through a trusteeship. Such actions are permitted under most existing union/association rules and are meant to protect the interests of individual members and the association at large. This bylaws change is limited only to extreme situations in which corruption, financial malpractice and/or a lack of democratic procedures can be proven after a due process review and procedure.

Maker: Andy Piper Affiliate: UCN
Seconded by Virginia Mills Affiliate: ESEA

BYLAW AMENDMENT #2

Date __February 16, 2018__  Motion # ______________
Bylaw: Article # _II___ Article name: Dues
Section # _2_________ Section title: _______________________________

I move to amend the Bylaws in Article __II________, __Section 2 by deleting and amending current language or by proposing new language: (circle the correct wording) (Please strikeout old language and underline new language)

The Delegate Assembly shall set NSEA dues for all classes of membership. Between meetings of the annual Assembly, the Board of Directors shall have the authority to establish dues for the non-Active classes of membership until the next meeting of the Delegate Assembly.

The Delegate Assembly sets the dues for Active, Active—RIF. and Reserve Members as follows:

A. The NSEA portion of dues for an Active Member who is an Education Professional is 0.6% (0.006) of the teachers’ average salary.

B. The NSEA portion of dues for an Active Member who is an Education Support Professional is 60% of the NSEA dues of an active member who is an educational professional.
C. The NSEA portion of dues for a part-time Active Member who is an Education Professional is 50% of the NSEA dues of an active member who is an Educational Professional.

D. The NSEA portion of dues for a part-time Active Member who is an Education Support Professional is 50% of the NSEA dues of an active member who is an Education Support Professional.

E. The NSEA portion of dues for an Active-RIF member who is an Education Professional is 50% of the NSEA dues of an active member who is an Education Professional.

F. The NSEA portion of dues for an Active-RIF Member who is an Education Support Professional is 50% of the NSEA dues of an active member who is an Education Support Professional.

G. The NSEA portion of dues for a Reserve Member who is an Education Professional is 50% of the NSEA dues of an active member who is an Education Professional.

H. The NSEA portion of dues for a Reserve Member who is an Education Support Professional is 50% of the NSEA dues of an active member who is an educational support professional.

The Board of Directors shall have the authority to establish dues for the non-Active classes of membership.

The Board of Directors shall have the authority to set the Active, Active—RIF, and Reserve dues for new local associations for a period of up to full three membership years following the recognition of the new affiliate.

Rationale: This bylaws change moves the existing dues structure from policies into the bylaws. This change would require a greater consensus among all NSEA members to occur before dues rates (as a percentage of the teacher's average salary) are raised or reduced. The bylaws change further allows the NSEA Board of Directors to set the dues rates for any new organizations which join the Association for a set period of time.

Maker: Natha Anderson ________________ Affiliate WEA
Seconded by: Tracy Phillips ________________ Affiliate ESEA
BYLAW AMENDMENT #3

Date __February 16, 2018__

Bylaw: Article # II_______  Article name: Membership

Section # 5____  Section title: _______________________________

Sub Section # __________

I move to amend the Bylaws in Article __II________, __Section 5__

by deleting and amending current language or by proposing new language: (circle the correct wording) (Please strikeout old language and underline new language)

SECTION 5: ENROLLMENT

A. Membership begins when an applicant signs a payroll deduction form for membership in the United Education Profession and gives that application to an agent of the NSEA. If the applicant elects to be a cash member or EFT member, his/her membership becomes effective when NSEA or one of its affiliates receives his dues for the balance of the membership year for NSEA/NEA his/her first dues payment. Payroll deduction is contingent upon the existence of a valid dues transmittal agreement between the local and NSEA.

B. Membership shall be continuous until the member resigns from NSEA or fails to remain in good standing.

Rationale: The current bylaws penalize any member who uses an EFT method by withholding full membership until all EFT payment are made. This bylaws change would make EFT membership equivalent to payroll deduction membership by conferring membership upon receipt of the first payment of EFT dues. This change merely treats all payment methods equally.

Maker _____ Brian Wallace______________ Affiliate _____ OCEA_____

Seconded by _Brian Flick______________________Affiliate _____ WEA_____

Maker: Natha Anderson        ________________ Affiliate __WEA

Seconded by Tracy Phillips __                           _______  _____ Affiliate __ESEA

Counted Rising Vote:  Yes _____    The motion was: Carried ______

No _____    Defeated _____

Abstentions _____

Rationale: This bylaws change moves the existing dues structure from policies into the bylaws. This change would require a greater consensus among all NSEA members to occur before dues rates (as a percentage of the teacher's average salary) are raised or reduced. The bylaws change further allows the NSEA Board of Directors to set the dues rates for any new organizations which join the Association for a set period of time.
2018 Delegate Assembly Proposed Bylaw Amendments ...Continued

BYLAW AMENDMENT #4

Date __February 16, 2018__       Motion # _____________

Bylaw: Article # VIII_________    Article name: Affiliation

Section # _13_____________    Section title: _______________________________

Sub Section # __________

I move to amend the Bylaws in Article __VIII_________, __Section 13__ by deleting and amending current language or by proposing new language: (circle the correct wording) (Please strikeout old language and underline new language)

Neither the Association nor any affiliate shall employ, in any capacity, any person who has been found by a competent federal court of law to have violated their fiduciary duties under section 501 of the Labor-Management Reporting and Disclosure Act of 1959.

The Board of Directors shall have the right to authorize legal action to secure compliance with this section.

Rationale: This bylaws change is meant to protect the member of NSEA and its local affiliates. Any person who has been proven in a court of law to have violated federal law and the trust that members have given them should be banned from all employment within our Association or our affiliates. Our members deserve better.

Maker__  Ruben Murillo  __________ Affiliate __WEA

Seconded by __           Dana Galvin      _________ Affiliate __WEA

Counted Rising Vote:  Yes _____    The motion was: Carried ______

No _____    Defeated _____

Abstentions _____
BYLAW AMENDMENT #5

Date __February 16, 2018__                  Motion # ________________

Bylaw: Article # II_______    Article name: Associate Membership

Section # _1____________    Section title: _______________________________

Sub Section # ______F____

I move to amend the Bylaws in Article __II________, __Section 2
by deleting and amending current language or by proposing new language: (circle the correct wording) (Please strikeout old language and underline new language)

The Delegate Assembly sets the dues for Active, Active—RIF. and Reserve Members as follows:

**membership.**

The Board of Directors shall have the authority to modify the associate membership category between delegate assemblies in order to further its purpose of the category.

Rationale: As the Associate Membership category is implemented, the NSEA Board of Directors will need the flexibility and authority to make changes as necessary in order to remove barriers.

Maker: _Ruben Murillo_ ________________________________    Affiliate: _WEA_
Seconded by: Natha Anderson ___________________________    Affiliate: _WEA_
BYLAW AMENDMENT #6

Date __February 7, 2018________      Motion # _____________

Bylaw:Article # X________  Article name: Amendments_________________

Section # _3____________    Section title: _______________________________

Sub Section # __________

I move to amend the Bylaws in Article __X________, __Amendments___________________,
by deleting and amending current language or by proposing new language: (circle the correct
wording) (Please strikeout old language and underline new language)

The proposed Bylaw and/or Association Policy amendments, signed by the maker and the
seconder, must be submitted to the Executive Director, in the NSEA office, no later than seventy
(70) fifty (50) days before Delegate Assembly at which the proposal is to be considered. All
proposed amendments to the Bylaws and Policies shall be published in the NSEA’s official
publication at least fifty (50) thirty (30) days prior to the date established for vote.

Rationale: Adding in proposed Policy changes would allow for time to research a variety of
issues (including – but not limited to:  the impact policy changes could have on the day to day
business of the Association, discussion with outside council, checking NEA policy, etc.).
Additionally, this would allow for consistency when it comes to the combining of the Bylaws

The timeline change is reflective of the advances in technology where the publishing is not
necessarily through a hard copy which needs to be mailed, instead it could be an electronic
publication.

Maker__Natha Anderson ________________ Affiliate __WEA ________________
Seconded by __Dawn Miller______________ Affiliate __WEA ________________
## Summary Income & Expenses

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<thead>
<tr>
<th>EXPENSE CATEGORY</th>
<th>EXPENSE AMOUNT</th>
<th>PAYEE / DESCRIPTIONS</th>
<th>PURPOSE</th>
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<td>OTHER DEPOSITS (NEA Grant)</td>
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<td>OTHER DEPOSITS (Reimbursements)</td>
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## Summary of Expenses

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<th>PAYEE / DESCRIPTIONS</th>
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<td>POLLING AND RESEARCH</td>
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<td>The Majority Institute</td>
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<td>Total Expenses</td>
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