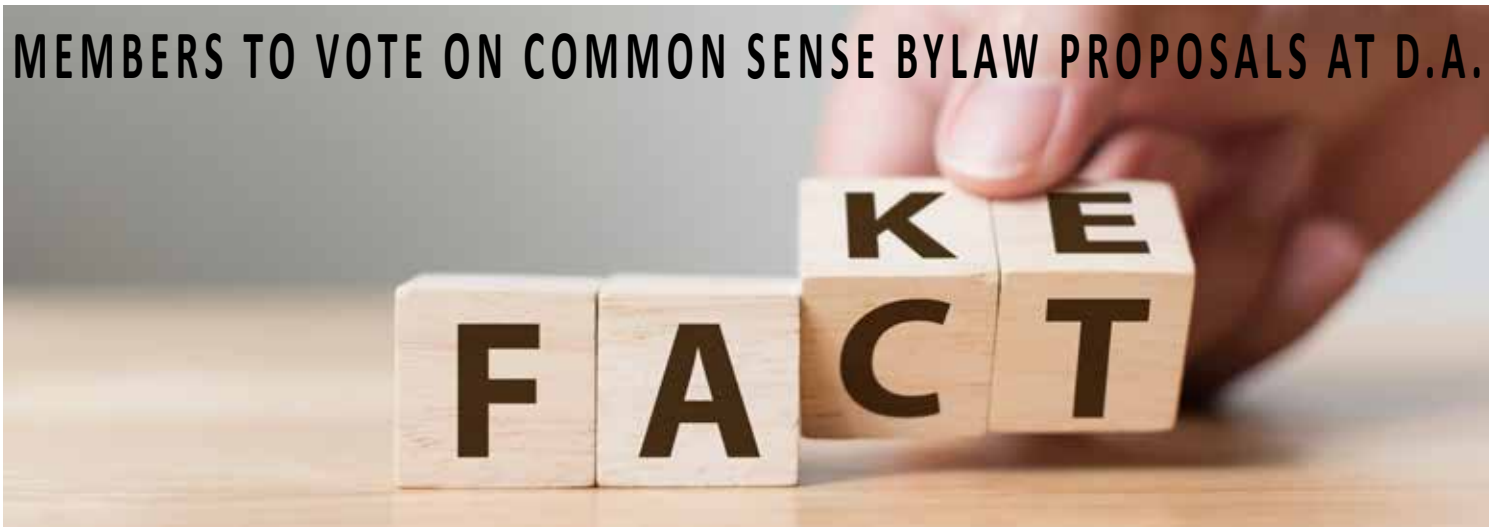


MEMBERS TO VOTE ON COMMON SENSE BYLAW PROPOSALS AT D.A.



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.

2018 Delegate Assembly Proposed Bylaw Amendments

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: _____

Sub Section # _____

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.

2018 Delegate Assembly Proposed Bylaw Amendments ...Continued

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

2018 Delegate Assembly Proposed Bylaw Amendments ...Continued

BYLAW AMENDMENT #3

Date February 16, 2018

Motion # _____

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

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

2018 Delegate Assembly Proposed Bylaw Amendments ...Continued

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

2018 Delegate Assembly Proposed Bylaw Amendments ...Continued

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 and Policy committees occurring in 2017.

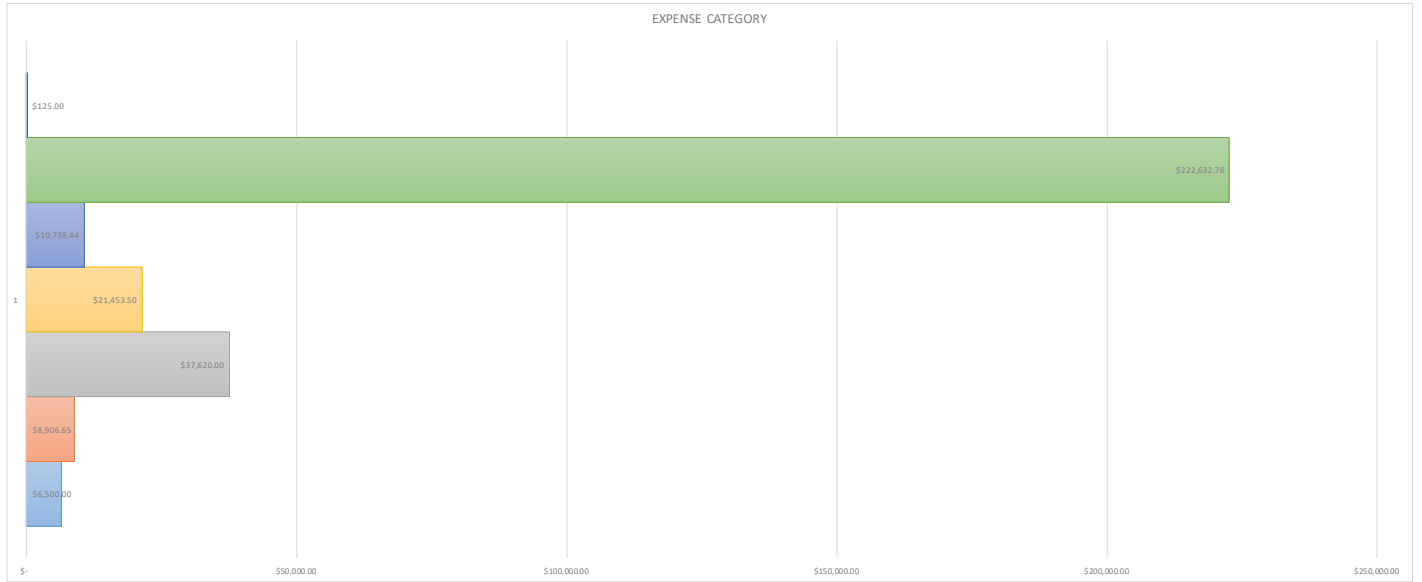
The timeline change is reflective of the advances in technology where the publishing is not necessarily through a hard copy which needs to be mailed, instead it could be an electronic publication.

Maker Natha Anderson Affiliate WEA

Seconded by Dawn Miller Affiliate WEA

NSEA 2018 Advocacy Fund Report

| SUMMARY INCOME & EXPENSES | | SUMMARY OF EXPENSES | |
|---------------------------------|----------------------|-----------------------------------|----------------------|
| OPENING FUND BALANCE 2/1/2017 | \$ 440,227.66 | EXPENSE CATEGORY | EXPENSE CATEGORY |
| MEMBER CONTRIBUTIONS | \$ 321,697.70 | COMMUNITY OUTREACH | \$ 6,500.00 |
| OTHER DEPOSITS (NEA Grant) | \$ 8,062.23 | TOWN HALL MEETING | \$ 8,906.65 |
| OTHER DEPOSITS (Reimbursements) | \$ - | POLLING AND RESEARCH | \$ 37,620.00 |
| TOTAL EXPENSES | \$ 307,976.37 | PARTNERSHIP WITH OTHER AFFILIATES | \$ 21,453.50 |
| ENDING FUND BALANCE 1/31/18 | \$ 462,011.22 | LEGISLATIVE LOBBY DAY | \$ 10,738.44 |
| | | LEGISLATIVE | \$ 222,632.78 |
| | | LOBBYING | \$ 125.00 |
| | | Total Expenses | \$ 307,976.37 |



| EXPENSE DETAILS | | | |
|-----------------------------------|----------------------|---|---|
| EXPENSE CATEGORY | EXPENSE AMOUNT | PAYEE / DESCRIPTIONS | PURPOSE |
| COMMUNITY OUTREACH | \$ 5,000.00 | Battle Born Progress | |
| | \$ 1,500.00 | Women's Democratic Club of Clark County | |
| TOWN HALL MEETING | \$ 2,000.00 | Christopher Lubienski | Speaker honorarium |
| | \$ 893.20 | Residence Inn | |
| | \$ 2,890.14 | Tele-Town LLC | |
| | \$ 100.08 | PDQ | |
| | \$ 102.82 | Costco | Supplies |
| | \$ 1,941.04 | American Express charges | |
| | \$ 979.37 | Staff logistical related to Town Hall | |
| POLLING AND RESEARCH | \$ 3,000.00 | Project New America | Research |
| | \$ 10,000.00 | The Majority Institute | Research |
| | \$ 24,620.00 | Harstad Strategic Research | Research |
| PARTNERSHIP WITH OTHER AFFILIATES | \$ 1,000.00 | Women in Government | |
| | \$ 1,000.00 | Nevada Democratic Education Caucus | |
| | \$ 2,500.00 | Emerge Nevada | |
| | \$ 2,000.00 | Mi Familia | |
| | \$ 3,486.00 | NEA Hispanic Caucus | |
| | \$ 2,442.50 | Human Rights Campaign | |
| | \$ 1,500.00 | The Public Education Foundation | |
| | \$ 25.00 | Las Vegas Pride | |
| | \$ 2,500.00 | NEA Gala | |
| | \$ 5,000.00 | The Nevada Independent | |
| LEGISLATIVE LOBBY DAY | \$ 1,904.38 | Payments to retirees | Per diems, mileage and other reimbursements |
| | \$ 3,735.73 | Clark County School District | Association leave time |
| | \$ 88.00 | Member logistical costs | |
| | \$ 2,099.59 | American Express charges | |
| | \$ 2,910.74 | Staff logistical related to Lobby Day | |
| LEGISLATIVE | \$ 370.38 | Voter Action Network | |
| | \$ 63,993.16 | Sinclair Strategies | |
| | \$ 40,000.00 | Summers Strategies | |
| | \$ 42,137.17 | Telegraph LLC | |
| | \$ 21,899.48 | American Express charges | |
| | \$ 54,232.59 | Staff logistical costs | |
| LOBBYING | \$ 125.00 | NV Energy | Sponsorship Nevada Night Dinner |
| Total Expenses | \$ 307,976.37 | | |