

President's Report to the 2026 Delegate Assembly

Dear Delegates,

It is an honor to stand before you and reflect on the powerful work we have accomplished together. Because of the strength, commitment, and collective action of our members, NSEA continues to lead, grow, and win.

Equity in PERS – A Historic Victory

We begin with a victory that represents years of advocacy, persistence, and belief in fairness. Through the hard work and countless hours of our members, we have secured a major step forward in equity within PERS.

All Education Support Professionals who work a minimum of 900 hours will now receive a full year of service credit.

This is more than a policy change, it is recognition. It is respect. It is justice for ESPs who have too often been undervalued. This victory moves us closer to ensuring true **rESP**ect for all school employees, and it proves what is possible when we stand united.

Repeal of GPO/WEP – Retiring with Dignity

In addition to our progress on PERS equity, we celebrate a major federal victory, the repeal of GPO/WEP.

This achievement did not happen by chance. NSEA members sent thousands of letters and made hundreds of calls to lawmakers, demanding fairness for educators and public employees.

Because of this collective action, our members can now retire with the dignity they have earned. This repeal restores fairness to retirement benefits and ensures that those who have dedicated their lives to public service are no longer penalized.

This is what member-driven advocacy looks like, and it works.

Leading the Nation in Membership Growth

NSEA continues to be a national leader in membership growth. Over the past several years, we have sustained consistent annual growth between 5% and 7%, placing us among the top performing states in the NEA family.

This growth is not accidental. It is the result of intentional organizing, strong local leadership, and members who believe in the power of our union. Every new member strengthens our voice, increases our influence, and builds our future.

Building a Culture of Engagement and Leadership

Growth alone is not enough; we are building a stronger, more engaged union.

NSEA has implemented a comprehensive engagement strategy designed to connect with members at every stage of their careers. Through this work, we are ensuring that members are not only joining but staying, participating, and leading.

Key investments include:

- **Micro-credentials** that support professional growth and recognize member expertise
- The **Early Leadership Institute (ELI)**, which is currently hosting its first statewide cohort, bringing together both teachers and ESPs to work collaboratively on projects that advance our union and strengthen education across Nevada
- The **NSEA Leadership Assembly**, empowering members to grow as leaders both inside and outside their professions
- A statewide **training menu** that equips locals with the tools to organize, advocate, and lead effectively
- Increased **member-led lobbying efforts** at the legislature, ensuring our voices are heard where decisions are made

These initiatives are building leadership capacity across Nevada and strengthening our union from the worksite to the statehouse.

Looking Ahead

The progress we have made is significant, but our work is far from done. We will continue to fight for fair compensation, professional respect, safe schools, and the resources our students and educators deserve.

Together, we have proven that when we organize, we win. When we lead, we grow. And when we stand united, there is nothing we cannot achieve.

Thank you for your continued commitment, your leadership, and your belief in our shared mission.

In solidarity,

Dawn Etcheverry

President, Nevada State Education Association