

**MOBILIZE  
COMMUNICATE  
LEGISLATE  
ELECT  
EDUCATE  
ORGANIZE  
LITIGATE**

SEVEN WORDS  
one movement



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April 2026

Dear NSEA Delegate:

It is my pleasure to welcome you, especially our first-time delegates, to the 55<sup>th</sup> NSEA Delegate Assembly. Members from 31 local unions and programs will gather to discuss issues and make decisions that will set the direction for the Nevada State Education Association in the two coming years.

Our Delegate Assembly theme is Seven Words One Movement. *Mobilize. Communicate. Legislate. Elect. Educate. Organize, and Litigate* represent our collective movement. Seven ways we show up for our students, our profession, and each other. The work we've done, the work we continue to do, and the work still ahead of us is a movement built on these seven words, so Please keep those words in mind throughout our time together during Delegate Assembly.

Delegate registration is Friday, April 17<sup>th</sup> from 6:00 p.m. – 9:00 p.m. and/or Saturday, April 18<sup>th</sup> from 6:30 a.m. – 8:30 a.m. at the Nugget Casino and Resort.

New Delegate Orientation is being held on Zoom, watch your emails for links. We urge all new delegates to attend the orientation and become better acquainted with DA procedures and policies, as well as expectations for new delegates.

On Saturday, April 18<sup>th</sup>, NSEA local caucus meetings will begin at 7:00 a.m. Please see the NSEA-DA agenda for local caucus meeting locations.

Open hearings will be held virtually for the Budget/Advocacy Fund, and for the Bylaws, Standing Rules, and Resolutions, and for the Legislative Program. These hearings are open to everyone and provide an opportunity to ask questions while in a small group setting.

We will continue to focus more heavily on the business of the association, with the first general business meeting beginning at 9:00 a.m. on Saturday. To allow staff time to process and prepare New Business Items (NBIs) for the delegation to consider, we have set a location on the website to submit NBIs. All NBI's must be submitted by the noon deadline on Saturday, April 18<sup>th</sup>. Any NBIs not addressed before the close of DA on Sunday, April 19<sup>th</sup> will be forwarded to the NSEA Board of Directors for action.

Voting will take place Saturday afternoon from 5:00 p.m. to 7:00 p.m. and our dinner buffet will begin at 5:30 p.m. We will continue our work as a state after dinner. Our general session will convene on Sunday at 8:30 a.m. and we will conclude our meeting on Sunday afternoon.

Delegate Assembly is the ideal time to focus on setting the course and direction of NSEA while renewing old acquaintances and making new friends. Thank you for taking the time to represent your colleagues. Through NSEA you are focusing on the future by improving education, your profession, and the lives of Nevada's children.

Sincerely,

Dawn Etcheverry, President

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## 2026 DELEGATE ASSEMBLY: FREQUENTLY ASKED QUESTIONS

### **Q: HOW DO I ARRANGE FOR TRAVEL?**

*A: If you live in Southern Nevada and are flying to DA your flights will be booked according to your requests when you registered. The flights will be to/from Las Vegas. Once you have registered, NSEA will send you a copy of your flight itinerary via email. If you have any questions or need other flight arrangements please contact Lisa Toth at [Lisa.Toth@nsea-nv.org](mailto:Lisa.Toth@nsea-nv.org).*

### **Q: WHERE IS THE SPARKS NUGGET CASINO RESORT LOCATED?**

*A: The Sparks Nugget Casino Resort is located at 1100 Nugget Ave Sparks, NV 89431. For more information, you may call (888) 868-4438 or visit their website at <https://www.cnty.com/nugget/>*

### **Q: WHAT IS THE MILEAGE REIMBURSEMENT RATE?**

*A: NSEA reimburses at the current approved IRS rate of .725 cents per mile for actual miles driven.*

### **Q: CAN DELEGATES CARPOOL FROM RURAL AREAS OF NEVADA TO THE DELEGATE ASSEMBLY IN SPARKS?**

*A: Yes. Rural delegates may carpool; however, NSEA will reimburse for only one mileage request per vehicle.*

### **Q: CAN I CHECK IN THE HOTEL AT THE SPARKS NUGGET RESORT FRONT DESK?**

*A: YES. Your room keys will be provided to you by the hotel front desk. **The check in time is 4 p.m. and check out time is 11 a.m.** You will be asked to provide a credit card deposit in case of any personal room charges.*

### **Q: DO I HAVE TO PAY FOR A GUEST TO ATTEND NSEA PROVIDED MEALS?**

*A: Yes. If you bring a guest(s) to any NSEA provided meal, you will need to submit payment to NSEA. Please indicate through registration if you are bringing a guest(s). If you have any questions please notify Claudia Arneros at [claudia.arneros@nsea-nv.org](mailto:claudia.arneros@nsea-nv.org) or 702-733-7330, ext. 5030. Payment may be made at DA. Please provide payment for guest meals to the NSEA-DA office located in **the Sparks Nugget meeting space**. NSEA does not accept credit card payments.*

### **Q: WHERE DO I GET AN NSEA VOUCHER AND WHERE DO I TURN IT IN?**

*A: Vouchers will be located at the NSEA-DA office at the Sparks Nugget Convention Hall. You may submit your voucher while at DA to the NSEA-DA office or mail it to the NSEA Las Vegas office at 7281 W. Charleston Blvd Las Vegas, NV 89117, attention Finance Department.*

### **Q: WILL THERE BE INTERNET OR COMPUTER ACCESS AT DELEGATE ASSEMBLY?**

*A: Yes. There will be wireless internet in the meeting rooms. However, we do not provide extension cords, power strips or individual power to plug in your electronic devices. NSEA has no control of the resort wi-fi bandwidth and cannot control the speed of your internet connection.*

### **Q: WHEN I CHECK OUT OF MY ROOM ON SUNDAY, WHAT DO I DO WITH MY LUGGAGE?**

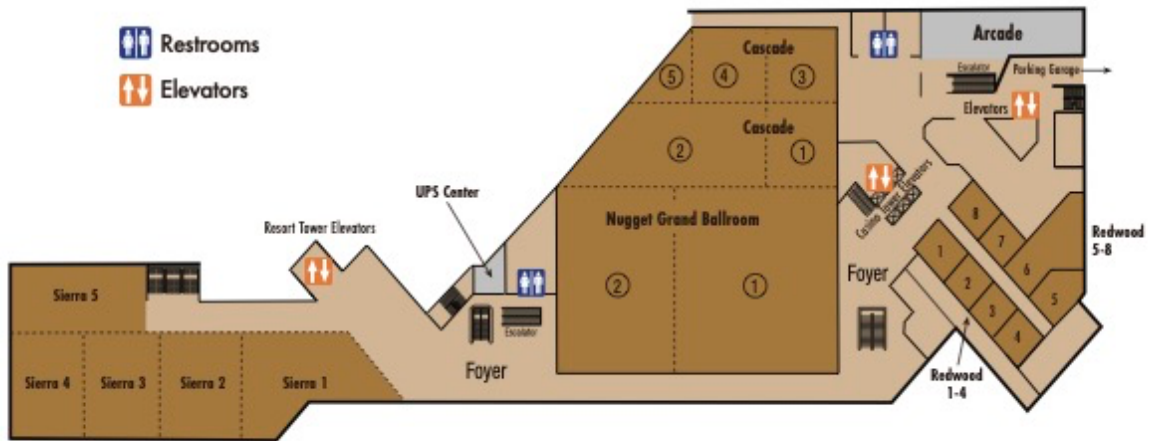
*A: On Sunday you will be able to store your luggage at the Sparks Nugget Bell Desk. **NSEA WILL NOT BE RESPONSIBLE FOR LOST OR STOLEN ITEMS.***

### **Q: CAN I CHARGE INCIDENTALS, FOOD, AND OTHER ITEMS TO MY ROOM?**

*A: Yes. If you would like to charge incidentals to your room you will need to contact the Nugget Front Desk, provide your personal credit card or another acceptable form of payment in order to charge to your room. NSEA will not be responsible for tracking and invoicing any personal incidental charges.*

### **Q: HOW CAN I BE AN E-DELEGATE?**

*A: If you would like to be an E-Delegate and receive your DA Binder electronically via email you must indicate through registration. If you have any questions contact Claudia Arneros at [claudia.arneros@nsea-nv.org](mailto:claudia.arneros@nsea-nv.org) or 702.733.7330, ext. 5030. **Please note: If you elect to be an e-delegate you will NOT receive a hard copy of the binder.***



2nd Floor Convention	Dimensions	Square Feet	Auditorium	Classroom	Reception	Banquet
Nugget Grand Ballroom		49,800	3,800	2,200	3,800	2,200
Nugget Ballroom	230 x 150	34,500	2,400	1,500	2,400	1,600
Nugget Ballroom 1	130 x 150	19,500	1,500	900	1,500	900
Nugget Ballroom 2	100 x 150	15,000	900	600	900	700
Cascade All		15,300	1,400	700	1,400	700
Cascade 1 & 2	153 x 46	7,038	800	400	800	400
Cascade 3, 4 & 5	140 x 46	6,440	600	300	600	300
Cascade 1	58 x 46	2,668	250	120	250	120
Cascade 2	95 x 46	4,370	400	250	400	250
Cascade 3	58 x 46	2,668	250	120	250	120
Cascade 4	46 x 46	2,116	200	100	200	100
Cascade 5	36 x 46	1,656	100	60	100	60
<b>Sierra Rooms</b>						
Sierra All		24,662			1,750	
Sierra 1		6,670	200	80	400	160
Sierra 2	67 x 61	4,087	225	120	300	175
Sierra 3	67 x 56	3,752	225	120	300	175
Sierra 4	67 x 55	3,685	225	120	300	175
Sierra 5	99 x 47	4,653	450	250	450	225
Sierra Foyer/Lobby		8,000				
<b>Redwood Rooms</b>						
Redwood 1	28 x 27	756	60	36	60	40
Redwood 2	28 x 27	756	60	36	60	40
Redwood 3	28 x 27	756	60	36	60	40
Redwood 4	26 x 13	338	20	15	25	20
Redwood 5	33 x 27	900	65	40	65	45
Redwood 6	65 x 28	1,804	150	100	150	100
Redwood 7	28 x 27	756	60	36	60	40
Redwood 8	28 x 27	756	60	36	60	40

IN LOVING  
*Memory*  
OF



# TOM WELLMAN

NSEA lost an important piece of our union in January of 2025. Tom Wellman was a longtime member of our union and a tireless advocate for public education and educators. Tom dedicated his life to supporting the rights and voices of those in education, leaving an indelible mark on our organization and community. If you knew Tom, you loved Tom. His unwavering commitment and passion were an essential piece of our collective journey. He will be profoundly missed, and his legacy will continue to inspire us all.

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THE FOLLOWING REPORTS ARE LOCATED ON THE NSEA WEBSITE

## **Leadership Reports**

President's Report  
Vice President's Report  
Secretary/Treasurer's Report  
NEA Directors' Report  
NSEA Board of Directors' Report  
Executive Directors' Report

## **Standing Committee Reports**

Government Relations Report  
Special Education Committee Report  
Education Support Professionals Committee Report  
Minority Affairs Committee Report  
Instruction and Professional Development Committee Report  
Resolutions Committee Report  
Elections and Credentials Report  
NSEA-Retired Report  
Bylaws, Rules, and Policies Committee Report

## **Other Reports**

Student Program Report  
Membership/Member Benefits Committee Report  
PERS Report  
Scholarship Report  
NBI Report

# 2026 DELEGATE ASSEMBLY AGENDA SEVEN WORDS. ONE MOVEMENT

## Thursday, April 16, 2026

4:00 p.m. NSEA Budget Committee Meeting Redwood

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## Friday, April 17, 2026

9:00 a.m. – 4:00 p.m. NSEA Board of Directors Sierra  
6:00 p.m. – 8:00 p.m. NRE Board of Directors Sierra  
6:00 p.m. – 9:00 p.m. Registration Nugget Lobby

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## Saturday, April 18, 2026

6:30 a.m. – 8:30 a.m. Registration of Delegates Foyer Cascade  
*Grab and Go Breakfast* Foyer Cascade  
7:00 a.m. – 8:45 a.m. Caucuses  
ESEA Cascade 1  
NEA-SN Cascade 5  
NRE Cascade 3  
WEA Cascade 2  
WESP Redwood 6  
Retired/Aspiring Educators Cascade 4  
9:00 a.m. Call to Order Nugget Ballroom

### Opening Ceremonies

- a. Welcome Speech — Dawn Etcheverry, NSEA President
- b. Land Acknowledgement
- c. Pledge of Allegiance
- d. Introduction of Persons on Dais
- e. Introduction of Board Members

### Announcements

- a. Submission of the following is due by 12:00 p.m. Saturday
  1. New Business Items
  2. Budget Motions
  3. Policies

Credentials Report, Chairperson Chris Rinaldi

[ACTION]

Adoption of Standing Rules

[ACTION]

Adoption of Program

[ACTION]

Review of Minutes from 2024 Delegate Assembly

[INFORMATION]

Balloting Procedures Presentation

[INFORMATION]

PAC Presentation

Presentation and Discussion of Proposed Bylaw Amendments

10:30 a.m.

**Speaker:** Attorney General Aaron Ford

Announcements

12:00 p.m.

Lunch Buffet

Sierra

1:00 pm

Presentation of Budget and Advocacy Fund  
Continued Discussion of Proposed Bylaws

**[INFORMATION]**

5:00 pm.

Voting Begins

5:30 p.m.

Dinner Buffet

Sierra

**\*\* Balloting/Elections close at 7:00 pm \*\***

7:30 p.m.

Presentation and discussion of Legislative Program  
Adoption of Legislative Program  
New Business  
Election and Credentials— Chairperson Chris Rinaldi  
    a. Elections and Credentials Report  
    b. Report on Voting  
Announcements and Points of Personal Privilege

**[INFORMATION]**

**[ACTION]**

**[ACTION]**

**[ACTION]**

**[ACTION]**

## Sunday, April 19, 2026

**\*\* Baggage Storage will be at the bell desk in the lobby \*\***

7:00 a.m. – 8:30 a.m.

Breakfast

Sierra

8:15 a.m.

Doors open

Nugget Ballroom

8:30 a.m.

Call to Order, Fourth General Business Meeting  
Presiding: Dawn Etcheverry, NSEA President  
Leadership Reports: *(Please refer to the NSEA website for these reports):*

- President – Dawn Etcheverry
- Vice President – Brian Wallace
- Secretary/Treasurer – Andrea De Michieli
- NEA Director – Rachel Croft
- NSEA ESP-At-Large – Erica Nungaray
- NSEA Board of Directors – Dawn Etcheverry
- Executive Director – Brian Lee

Standing Committee Reports: *(Please refer to the NSEA website for these reports)*

- Education Support Professionals Committee (ESP)
- Government Relations Committee (GR)
- Instruction and Professional Development Committee (IPD)
- Minority Affairs Committee (MAC)
- Special Education Committee (SPED)
- Retired Committee
- Bylaws and Rules Committee
- Resolutions Committee
- Elections and Credentials Committee

Other Reports: *(Please refer to the NSEA website for these reports)*

- Student Program Report
- Membership Committee Report
- Member Benefits Report
- PERS Report
- Scholarship Report

8:30 a.m.

State of the Association

Dawn Etcheverry, President  
 Brian Lee, Executive Director

Proposed 2025 Election Rules	[POSSIBLE ACTION]
Adoption of Budget	[ACTION]
New Business (continued)	[ACTION]

1:00 p.m.      **Adjournment Sine Die**

**No lunch will be provided – per Diem will be issued at registration.**

**Appreciation is extended to the NSEA staff and all who have worked on the Delegate Assembly arrangements and operations.**

**Please join us in thanking the students and retirees for providing assistance at this Delegate Assembly.**

**STANDING RULES FOR ASSOCIATION MEETINGS  
of the  
NEVADA STATE EDUCATION ASSOCIATION**

**Rule 1. Delegate Registration**

- a. The Credentials Committee, directly after the opening ceremonies of the First Business Meeting, shall report the number of delegates and alternates registered as present with proper credentials, and shall make a supplementary report if necessary after any opening exercises at the beginning of each business meeting.
- b. A member registered as an alternate can, upon proper clearance by the Credentials Committee, be transferred from alternate to delegate at any time during the continuance of business meetings. The delegate being replaced must surrender his credentials to the Credentials Committee in order for the alternate to be seated as a delegate.

**Rule 2. Admission of Delegates**

Delegates shall wear their credentials at all times on the floor of Delegate Assembly. Persons without credentials will be removed from the floor of Delegate Assembly by the Sergeant at Arms.

**Rule 3. Motions**

Any motion offered by an individual member shall be in writing on the form provided—signed by the maker and seconder—each of whom shall be voting delegates, and shall be sent directly to the desk of the President.

**Rule 4. Resolutions**

- a. All resolutions, except those proposed by the Board of Directors or by committees, and all recommendations made in reports of officers or committees of the convention that are not in the form of resolutions, shall be referred without debate to the Resolutions Committee. Resolutions proposed by the Board of Directors or by committees shall be presented by the Board or proposing committee directly to the convention.
- b. Each member who offers a resolution shall be given an opportunity to explain it to the Resolutions Committee if he/she so requests.
- c. All resolutions will be voted on together in a final single vote except for those for which a delegate has filled out a “hold” form and submitted it to the Resolutions Committee by the end of the open hearing on Saturday. “Held” resolutions will be voted on individually. No new Resolutions or amendments to Resolutions can be submitted at DA.
- d. The Resolutions Committee shall prepare suitable resolutions to carry into effect recommendations referred to it and shall submit them to the convention, along with the Committee’s own recommendation for appropriate action. The Committee, by a vote of two-thirds of its members, may decide not to report a resolution.
- e. The convention, by a two-thirds vote of those present and voting, can suspend this rule 4 and immediately consider question or can order the Resolutions Committee to report a resolution at a certain time even if the Committee has voted not to report it.
- f. All proposed new and/or amendments to the Resolutions must be submitted to the Resolutions Committee at the NSEA Las Vegas office no later than two (2) weeks prior to the start of the Delegate Assembly.

**Rule 5. Issue Debate**

- a. No member will speak more than twice to a question unless authorized by a majority vote of the Assembly. No member shall speak in debate more than once on the same question until all who wish to speak have been heard. Each speaker is entitled to three minutes when speaking as an individual or five minutes when speaking for a group, without permission of the convention. Additional time may be requested and granted by a two-thirds vote without debate.
- b. All speakers shall identify themselves and their Association, tell whether they are speaking as an individual or a group, and tell whether they are speaking for or against the question.
- c. Debate on all motions shall be limited to four (4) persons speaking for, four (4) persons speaking against and four (4) points of information.
- d. After recognizing three speakers on one side of a question, the Chair may call for speakers on the opposing side if none have spoken.

#### **Rule 6. Permanent Records**

All reports and other materials for the permanent record or printed proceedings shall be sent to the President.

#### **Rule 7. Approval of Delegate Assembly Minutes**

The NSEA Board shall approve the minutes of this Delegate Assembly.

#### **Rule 8. Time Certain for Submission of New Business Items and Budget Motions**

All New Business Items and Budget Motions must be submitted in writing to the Chair no later than three (3) hours after the Call to Order on the first day of Delegate Assembly.

#### **Rule 9. Items With Fiscal Impact**

All New Business Items which involve the expenditure of Association funds shall include a fiscal note indicating the cost to the budget category which will be charged. Items with a fiscal note will be considered with the adoption of the budget.

#### **Rule 10. Parliamentary Authority**

The rules contained in the current edition of Robert's Rules of Order, Newly-Revised shall govern the convention in all cases to which they are applicable so long as they are not in conflict or inconsistent with The Articles of Incorporation, Bylaws of the Association, and these Standing Rules.

#### **Rule 11. Unit Rule**

In order to provide for one-person, one-vote representation, unit rule will not be permitted.

#### **Rule 12. Bylaw Amendments**

- a. Proposed amendments to the Bylaws to be acted upon by the Delegate Assembly must be submitted to the Bylaws and Rules Committee c/o The Executive Director at the NSEA office no later than seventy (70) days prior to the Delegate Assembly.
- b. Proposed amendments to the Standing Rules must be submitted to the NSEA President prior to the opening of Delegate Assembly.
- c. Proposed amendments to the Bylaws shall be reviewed, and, if necessary, combined and/or edited without substantive change by the Bylaws and Rules Committee prior to publication for the Delegate Assembly.

- d. Bylaw amendments on the same subject shall be placed on the ballot with the one receiving the greatest number of votes over two-thirds (2/3) of those present and voting being adopted as the amendment.

### **Rule 13. Announcements and Points of Personal Privilege**

All announcements shall be submitted in writing to the Chair who will read them at the close of the current business meeting. All points of personal privilege not requiring immediate attention will be granted at the end of each business day.

### **Rule 14. Teller Count**

The presiding officer may require a teller count. A motion by delegates for a teller count shall require a one-third (1/3) standing vote of delegates present and voting.

### **Rule 15. Roll Call Vote**

A roll call vote shall be taken only after approval by a one-third (1/3) standing vote of delegates present and voting.

### **Rule 16. Non-Delegate Members Attendance at DA**

Non-delegate NSEA members may attend NSEA's Delegate Assembly at their own expense. These non-delegate members must submit a written letter to the NSEA President for a non-delegate member badge. This written letter shall be submitted to the NSEA President no later than 30 days before each Delegate Assembly that the non-delegate wishes to attend. Exceptions may be made at the discretion of the NSEA President. The NSEA President shall notify the non-delegate member of the decision within ten (10) days after receiving the letter. If the non-delegate member desires to participate in any of the meals, this also must be stated in the written letter and the non-delegate member will be responsible for all costs associated with any meal.

The non-delegate member must sit in the designated section of Delegate Assembly. The non-delegate member has no vote on any matter before the Delegate Assembly. If an executive/closed session of the Delegate Assembly is invoked, the non-delegate member must leave the Delegate Assembly floor until the executive/closed session is ended.

The non-delegate member is not allowed on the delegate floor at any time. If a non-delegate member chooses not to follow this section of the Standing Rules, the NSEA President may revoke the non-delegate member's badge.

### **Rule 17. Guests Attendance at DA**

Guests of delegates may attend NSEA Delegate Assembly at their own expense.

A written request by a delegate for their guest to attend the NSEA Delegate Assembly must be submitted to the NSEA President no later than thirty (30) days before each NSEA Delegate Assembly that their guest(s) will attend. Exceptions may be made at the discretion of the NSEA President. The NSEA President shall notify the delegate of the decision within ten (10) days after receiving the letter. If the guest is to participate in any of the meals, this also must be stated in the written letter and the costs associated with the meals need to be determined between the NSEA President and the delegate.

The guest(s) must sit in the designated section of Delegate Assembly. The guest(s) has no vote on any matter before the Delegate Assembly. If an executive/closed session of the Delegate Assembly is invoked, the guest(s) must leave the Delegate Assembly floor until the executive/closed session is ended.

The guest is not allowed on the delegate floor at any time. If the guest chooses not to follow this section of the Standing Rules, the NSEA President may revoke the guest's badge.

### **Rule 18. Audio or Visual Recording**

Floor sessions and other related meetings of the Delegate Assembly may not be recorded (audio or visual) by anyone without permission of the NSEA President.

**Rule 19. Media and Press**

Members of the media and press will be allowed only in the Press/Media Section of Delegate Assembly and only at the invitation of the NSEA President.

**Rule 20. Sergeant at Arms**

The NSEA President shall appoint a Sergeant at Arms for the duration of the Delegate Assembly.

**These Standing Rules apply only to delegate qualified or general membership meetings.**

## ELECTION RULES OF THE NSEA

### **1. Nominations**

Any active member of NSEA in good standing is eligible to be a candidate for the offices of NSEA president, vice president, secretary-treasurer, state NEA director(s), or ESP-at-Large (if qualified) by declaring such candidacy in a certified letter to the Elections and Credentials Committee at the NSEA Las Vegas office. Such letter must be received no sooner than September 1 and no later than 5 p.m (PDT) March 15.

If no nomination for a specific office is received by March 15<sup>th</sup>, nominations shall reopen for the specific office. The deadline for submission for nominations for that specific office is no later than 5 p.m. (PDT) April 1<sup>st</sup>.

Candidates nominated for president shall be given an opportunity to record a video statement which shall not exceed five (5) minutes per candidate. Video statements shall be posted on the NSEA website.

Candidates nominated for vice president, secretary-treasurer, state NEA director(s), or ESP-at-Large shall be given an opportunity to record a video statement which shall not exceed three (3) minutes per candidate. Video statements shall be posted on the NSEA website.

\*Candidates for NSEA office shall be ineligible to serve on the Elections and Credentials Committee.

### **2. Elections & Credentials**

- A. The Elections and Credentials Committee shall be responsible for conducting NSEA elections and for determining the number of votes cast and election results of mail-in secret ballots (Officers) and secret ballots cast at Delegate Assembly (Bylaws/Articles of Incorporation).

All elections shall be conducted by printed or electronic ballot and shall take place during the time period(s) designated by the Elections and Credentials Committee. Balloting by mail-in or electronic ballot shall be determined by the NSEA Bylaws and these Election Rules. Officer elections shall be completed no later than May 31 in years when an election occurs.

Mail-in ballots for the election of officers, shall have a space for a write-in candidate. Write-in votes shall be prohibited on runoff ballots.

\*If no officer candidate receives a majority of the votes cast by members, a runoff election shall be held. The runoff ballot shall list the two candidates who, on the previous ballot, received the highest number of votes in descending order. The election period shall be determined by the Election and Credentials Committee.

\*The Elections and Credentials Committee, in announcing the results of balloting for president, vice president, secretary-treasurer, state NEA director(s), and ESP-at Large shall give the total number of votes cast, the name of each candidate, and the number of votes received by each candidate. The candidate for each office receiving a majority of the votes cast by the members shall be declared elected.

\*If the number of candidates in any officer election is equal to the number of seats to be filled, the election shall be waived and the candidate(s) declared elected.

\*The results of the election for all Officers shall be posted on the NSEA website and emailed to all local presidents within 10 days of the vote counting.

- B. The Elections and Credentials Committee shall establish a certified list of official delegates eligible to vote for Bylaw/Articles of Incorporation amendments and business at the Delegate Assembly.

When voting in person at Delegate Assembly, delegates shall be required to wear the official DA

name badge and show a picture ID. Upon verification of delegate status, each delegate will sign the register opposite their name, receive the ballot for Bylaw and/or Articles of Incorporation amendments and proceed to the polling booths.

During in-person voting, if a registered delegate is in line to vote before the close of polling, then the delegate will be allowed to vote.

The ballot at Delegate Assembly shall contain any proposed amendments to the NSEA Bylaws and/or Articles of Incorporation.

A short explanation of proposed Bylaw and/or Articles of Incorporation amendments shall be provided with each ballot. Proposed amendments shall be printed on the ballot by title only.

Each proposed Bylaw and/or Articles of Incorporation amendment, together with any primary or subsidiary amendments, shall be considered independently.

The Elections and Credentials Committee shall announce the results of the voting on Bylaw and/or Articles of Incorporation amendments to Delegate Assembly in the order they appeared on the ballot.

### **3. Campaigning**

The Elections and Credentials Committee shall be responsible for overseeing campaign practices. Distribution of campaign materials at the Delegate Assembly shall be prohibited.

### **4. Campaign Activities**

Candidates may:

1. Distribute written or printed materials promoting their candidacy electronically or via postal services provided they have signed a Confidentiality Statement stating that members contact information will be used for campaign purposes only. Materials may also be distributed at duly called meetings, gatherings or events subject to local campaign rules.
2. Associations or organizations may hold meetings, rallies or fund-raising activities. Associations may sponsor debates for candidates, provided all candidates for the same office are invited to participate. Associations must make reasonable accommodations for participation by candidates in person or via electronic means.
3. Candidates shall be permitted to be present at NSEA state-wide, regional, or local association meetings. It is not the responsibility of the Elections and Credentials Committee to notify candidates of such meeting dates or make or coordinate arrangements for them. It is the responsibility of each candidate to determine when meetings are being held and to make their own arrangements for attendance. Candidates may give campaign speeches at these meetings if granted by the participants of the meeting, as long as all candidates present for the same office shall be given an equal opportunity to speak. Associations must make reasonable accommodations for participation by candidates in person or via electronic means.

No candidates' literature or posters shall be displayed, nor shall the handing out of candidate's material be permitted, without the permission of the event/meeting sponsors. All candidates must be afforded the same opportunity at the event/meeting. A candidate, or any other person, may wear on their person appropriate campaign materials. All printed campaign materials must bear the identification of the campaign that prepared the material.

All non-printed campaign materials must identify the campaign that prepared the material.

A candidate must obtain written permission prior to using a member's name or picture in any campaign literature.

The use of any school or work site materials or electronic technology shall not be permitted for any

campaign activities.

## 5. Assistance to Candidates

NSEA shall provide at no cost to any qualified candidate, the following:

- a. Candidates will be afforded the opportunity to have NSEA distribute a flyer electronically on two (2) separate occasions after the close of nominations. The NSEA Elections and Credentials Committee shall review and approve all flyers to be distributed. Additionally, all approved flyers shall be posted on the NSEA website.
- b. The opportunity to include a picture and/or a 100-word statement on the NSEA website. Such materials will be restricted to factual statements expressing a candidate's view on issues or providing biographical information.
- c. NSEA will post submitted officer candidate video statements on the NSEA website.

Except as noted above, no dues money or resources of any local, intermediate or statewide associations/organizations shall be used to promote the candidacy and attendance of any individual on the ballot.

When NSEA pays for production and/or dissemination of materials, NSEA reserves the right to reject any materials that could expose the NSEA to legal liability or that are not in the best interests of the Association.

## 6. Duties, Powers, and Procedures

The **Elections and Credentials Committee** shall establish campaign practice guidelines, develop appropriate reporting forms, and investigate campaign complaints.

The committee shall be empowered to secure records and testimony, hold confidential hearings, report violations of campaign standards, issue cease-and-desist orders, reprimand offenders and invalidate a given ballot for cause.

Any member may file a complaint alleging a violation of the campaign rules and practices. Alleged violations of the campaign practices or activities shall be filed in writing with the Elections and Credentials Committee Chairperson. An alleged violation must be filed no later than the completion of balloting.

The Elections and Credentials Committee shall meet and review every alleged violation raised by a member. The Committee shall issue a decision indicating whether there was an election rules violation and the resolution of said violation.

Campaign practices which are deemed to be violations of campaign rules by the Elections and Credentials Committee shall cease immediately.

A candidate may appeal the decision of the Elections and Credentials Committee regarding alleged violations of campaign practices or activities.

All appeals shall be presented to the Board of Directors at its next regularly scheduled meeting. The Board of Directors shall have authority to uphold or to reverse the decision of the Committee and there shall be no further right of appeal. (DA09)

*Adopted 4/21/24*

## PROPOSED ELECTION RULES

### ELECTION RULES OF THE NSEA

#### 1. Nominations

Any active member of NSEA in good standing is eligible to be a candidate for the offices of NSEA president, vice president, secretary-treasurer, state NEA director(s), or ESP-at-Large (if qualified) by declaring such candidacy in a certified letter to the Elections and Credentials Committee at the NSEA Las Vegas office. Such letter must be received no sooner than September 1 and no later than the second Friday of March, p.m (PDT) March 15.

If no nomination for a specific office is received by the second Friday of March, March 15<sup>th</sup>, nominations shall reopen for the specific office. The deadline for submission for nominations for that specific office is no later than 5 p.m. (PDT) on the first Friday of April April 1<sup>st</sup>.

Candidates nominated for president shall be given an opportunity to record a video statement which shall not exceed five (5) minutes ~~per candidate~~. Video statements shall be posted on the NSEA website.

Candidates nominated for vice president, secretary-treasurer, state NEA director(s), or ESP-at-Large shall be given an opportunity to record a video statement which shall not exceed three (3) minutes ~~per candidate~~. Video statements shall be posted on the NSEA website.

\*Candidates for NSEA office shall be ineligible to serve on the Elections and Credentials Committee.

#### 2. Elections & Credentials

A. The Elections and Credentials Committee shall be responsible for conducting NSEA elections and for determining the number of votes cast and election results of mail-in secret ballots (officers) and secret ballots cast at Delegate Assembly (Bylaws/Articles of Incorporation).

All elections shall be conducted by printed or electronic ballot and shall take place during the time period(s) designated by the Elections and Credentials Committee. Balloting by mail-in or electronic ballot shall be determined by the NSEA Bylaws, ~~and~~ these Election Rules, and in accordance with federal and state law. Officer elections shall be completed no later than May 31 in years when an election occurs.

Mail-in ballots for the election of officers, shall have a space for a write-in candidate. Write-in votes shall be prohibited on runoff ballots.

\*Candidate(s) will be listed on the ballot according to alphabetical order beginning with last name and continuing with first name.

\*If no officer, NEA Board of Director, or ESP-At-Large candidate receives a majority of the votes cast by members, a runoff election shall be held. The runoff ballot shall list the two candidates who, on the previous ballot, received the highest number of votes in descending order. The election period shall be determined by the Election and Credentials Committee.

\*The Elections and Credentials Committee, in announcing the results of balloting for president, vice president, secretary-treasurer, state NEA director(s), and ESP-at Large shall give the total number of votes cast, the name of each candidate, and the number of votes received by each candidate. The candidate for each office receiving a majority of the votes cast by the members shall be declared elected.

\*If the number of candidates in any officer election is equal to the number of seats to be filled, the election shall be waived and the candidate(s) declared elected.

\*The results of the election for all officers shall be posted on the NSEA website and emailed to all local presidents within 10 days of the vote counting.

- B. The Elections and Credentials Committee shall establish a certified list of official delegates eligible to vote for Bylaw/Articles of Incorporation amendments and business at the Delegate Assembly.

When voting in person at Delegate Assembly, delegates shall be required to wear the official DA name badge and show a picture ID. Upon verification of delegate status, each delegate will sign the register opposite their name, receive the ballot for Bylaw and/or Articles of Incorporation amendments and proceed to the polling booths.

During in-person voting, if a registered delegate is in line to vote before the close of polling, then the delegate will be allowed to vote.

The ballot at Delegate Assembly shall contain any proposed amendments to the NSEA Bylaws and/or Articles of Incorporation.

A short explanation of proposed Bylaw and/or Articles of Incorporation amendments shall be provided with each ballot. Proposed amendments shall be printed on the ballot by title only.

Each proposed Bylaw and/or Articles of Incorporation amendment, ~~together with any primary or subsidiary amendments,~~ shall be considered independently.

The Elections and Credentials Committee shall announce to the Delegate Assembly the results of the voting on Bylaw and/or Articles of Incorporation amendments ~~to Delegate Assembly~~ in the order they appeared on the ballot.

### 3. Campaigning

The Elections and Credentials Committee shall be responsible for overseeing campaign practices. Distribution of campaign materials at the Delegate Assembly shall be prohibited.

### 4. Campaign Activities

Candidates may:

1. Distribute written or printed materials promoting their candidacy electronically or via postal services provided they have signed a Confidentiality Statement stating that members contact information will be used for campaign purposes only. Materials may also be distributed at duly called meetings, gatherings or events subject to local campaign rules.
2. Associations or organizations may hold meetings, rallies or fundraising activities. Associations may sponsor debates for candidates, provided all candidates for the same office are invited to participate. Associations must make reasonable accommodations for participation by candidates in person or ~~via electronic~~ ally means. The Association holding the event will determine the rules for hosting the candidates and must include the parameters of the event in the invitation provided to the candidates; including, but not limited to: time limits, order of speech, interaction with members. The event may not be in conflict with established election rules. The Association holding such an event shall notify the elections committee at the elections committee email address and permit an election committee member to attend, if the committee determines attendance is necessary.
3. Candidates shall be permitted to be present at NSEA state-wide, regional, or local association meetings. It is not the responsibility of the Elections and Credentials Committee to notify candidates of such meeting dates or make or coordinate arrangements for them. It is the responsibility of each candidate to determine when meetings are being held and to make their own arrangements for attendance. Candidates may give campaign speeches at these meetings if granted by the participants of the meeting, as long as all candidates present for the same office shall be given an

equal opportunity to speak. Associations must make reasonable accommodations for participation by candidates in person or via electronic means.

No candidates' literature or posters shall be displayed, nor shall the handing out of candidate's material be permitted, without the permission of the event/meeting sponsors. All materials and representations must be in accordance with NSEA elections as outlined. All candidates must be afforded the same opportunity at the event/meeting. A candidate, or any other person, may wear on their person appropriate campaign materials. All printed campaign materials must bear the identification of the campaign that prepared the material.

All non-printed campaign materials must identify the campaign that prepared the material.

A candidate must obtain written permission prior to using a member's name or picture in any campaign literature.

The use of any school or work site materials or electronic technology including but not limited to printers, computers, school email addresses, etc. shall not be permitted for any campaign activities.

## 5. Assistance to Candidates

NSEA shall provide at no cost to any qualified candidate, the following:

- a. Candidates will be afforded the opportunity to have NSEA distribute a flyer electronically on two (2) separate occasions after the close of nominations. The NSEA Elections and Credentials Committee shall review and approve all flyers to be distributed. Additionally, all approved flyers shall be posted on the NSEA website. Flyers may be updated to the second distribution, and will replace the previous flyer posted on the NSEA website.
- b. The opportunity to include a picture and/or a 100-word statement on the NSEA website. The statement shall be posted for the duration of the election. Such materials will be restricted to factual statements expressing a candidate's view on issues or providing biographical information. Any words exceeding the 100-word limit will be cut without further editing. NSEA Elections and Credentials Committee members, staff, and designees will not be responsible for editing or revising any candidates' materials for typographic, spelling, or grammatical errors. All materials will be posted as they are submitted by the candidate. The Committee reserves the right to refuse to publish false, defamatory, or illegal statements.
- c. NSEA will post submitted officer candidate video statements on the NSEA website.

Except as noted above, no dues money or resources of any local, intermediate or statewide associations/organizations shall be used to promote the candidacy and attendance of any individual on the ballot.

When NSEA pays for production and/or dissemination of materials, NSEA reserves the right to reject any materials that could expose the NSEA to legal liability or that are not in the best interests of the Association.

## 6. Duties, Powers, and Procedures

The **Elections and Credentials Committee** shall establish campaign practice guidelines, develop appropriate reporting forms, and investigate campaign complaints.

The committee shall be empowered to secure records and testimony, hold confidential hearings, report violations of campaign standards, issue cease-and-desist orders, reprimand offenders and invalidate a given ballot for cause.

Any member may file a complaint alleging a violation of the campaign rules and practices. Alleged violations of the campaign practices or activities shall be filed in writing with the Elections and Credentials Committee Chairperson via the elections email address. An alleged violation must be filed no later than the completion of balloting.

The Elections and Credentials Committee shall meet and review every alleged violation raised by a member. The Committee shall issue a decision indicating whether there was an election rules violation and the resolution of said violation.

Campaign practices which are deemed to be violations of campaign rules by the Elections and Credentials Committee shall cease immediately.

A candidate may appeal the decision of the Elections and Credentials Committee regarding alleged violations of campaign practices or activities.

All appeals shall be presented to the Board of Directors at its next regularly scheduled meeting. The Board of Directors shall have authority to uphold or to reverse the decision of the Committee and there shall be no further right of appeal. (DA09)

# Fact Sheet for Delegates

## Definition of New Business Items

New Business Items relate to either NSEA Policies or programs asking for specific action(s) to be taken or objective(s) to be accomplished in the coming year.

*Example: NBI 1. I move we promote the Save the Children Foundation using existing media.*

## Definition of Resolutions

Resolutions are formal expressions of opinion, intent, belief, or position of the Association. They set forth general concepts in clear, concise language, are broad in nature, and state the positions of the Association positively and without ambiguity. They must be consistent with the goals of the Association as stated in the Preamble of the Constitution. Resolutions are philosophical statements of belief that will carry over time.

All proposed new and/or amendments to the Resolutions must be submitted to the Resolutions Committee at the NSEA Las Vegas office no later than two (2) weeks prior to the start of the Delegate Assembly. No new Resolutions or amendments to Resolutions can be submitted at DA.

## How to Write a Resolution

*What are the steps?*

Resolutions start with problems and concerns and an idea for a solution:

1. List your concerns;
2. Think them through;
3. Talk them over with your colleagues who may share your same concerns;
4. Develop your idea into a resolution;
5. Use the form for submitting Resolutions and submit it to the Resolutions Committee.

There will be an open hearing on Resolutions. If you wish to hold a current resolution for debate on the floor, you must submit a "hold" form to the Committee by the end of the open hearing.

## What Happens Next?

Your resolution is discussed by the NSEA Resolutions Committee and may be submitted by the Committee to the NSEA Delegate Assembly for action with or without revision. If rejected by the Committee by a two-thirds vote, you are notified of the action, but the delegates may request that it be read by a majority vote. If your resolution conflicts with a current national or state resolution, the Committee may rule it out of order, as well. Remember, you may ask delegates to the Delegate Assembly to work toward its passage. The Delegate Assembly will then vote on your resolution. That body may amend your resolution before the final vote. If your resolution passes, it becomes part of the NSEA Resolutions.

## How Do I Begin?

Resolutions usually begin with the words: The Nevada State Education Association believes, advocates, supports, recommends, acknowledges, urges, recognizes, or opposes.

*Example: C-29. NEA Resolution—Discriminatory Academic Tracking*

*The National Education Association believes that the use of discriminatory academic tracking based on socioeconomic status, race, or sex must be eliminated in all public school settings. The Association urges its affiliates to oppose these practices.*

## BRIEF PARLIAMENTARY OUTLINE

<b>You want to:</b>	<b>You say:</b>	<b>Second</b>	<b>Debatable</b>	<b>Vote</b>
Adjourn	I move we adjourn	Yes	No	Majority
Register a complaint	Point of Privilege Mr./Madam Chairman	No	No	No vote Chair decides
Table a motion because another matter must receive immediate attention	I move we table this matter. (A motion is necessary to take from the table later.)	Yes	No	Majority
End discussion or debate of a matter	I move the close debate.	Yes	No	Two-thirds
Have further study on a matter	I move we refer this matter to committee	Yes	Yes	Majority
Amend a motion	I move to amend this motion to read...	Yes	Yes	Majority
Introduce a matter of business	I move that...	Yes	Yes	Majority
Object to an error in procedure	Point of order	No	No	No vote
Request information	Ask a question to obtain information.	No	No	No vote
Postpone to a time certain.	I move that we postpone this item until....	Yes	Yes	Majority
Reconsider an item already disposed of (maker must have been on the prevailing side of the original motion)	I move we reconsider the vote on our action relative to...	Yes	If the original motion was debatable, yes	Majority
Consider an item out of its scheduled order	I move we suspend the rules and consider...	Yes	No	Two-thirds
Delay action indefinitely	I move to postpone indefinitely	Yes	Yes	Majority

## **2025-2026 NSEA OFFICERS AND BOARD**

Dawn Etcheverry, President  
Brian Wallace, Vice President  
Andrea De Michieli, Secretary-Treasurer  
Rachel Croft, NEA Director  
Erica Nungaray, NSEA ESP-At-Large Director

Nicolette Andrini  
Jaqueline Anderson  
Amy Benham Bookey  
Maria Contreras  
Calen Evans  
Jan Giles  
Jeremy Heckler  
Steven Horner  
Philip Kaiser  
Andrea Kelly  
Gilbert Lenz  
Monica Lopez  
Misty Olmos  
Corinne Paiva-Heath  
Malinda Riemersma  
Drew Schaar  
Heather Simms  
Miles Shanor  
Jamie Tadrzynski  
Karen Thompson  
Norma Vazquez  
Susie Ward

## **2025-2026 NSEA LOCAL PRESIDENTS**

- Vacant, Carson Educational Support Association (CESA)
- Jennifer Gehant, Churchill County Education Association (CCEA)
- Karen Lamb, Douglas County Professional Education Association (DCPEA)
- John Tobias Douglas County Support Staff Organization (DCSSO)
- Jan Giles, Education Support Employees Association (ESEA)
- Natasha Martin, Elko County Classroom Teachers Association (ECCTA)
- Susie Ward, Elko County Support Staff Organization (ECSSO)
- Tiffany Melendrez, Esmeralda County Support Staff Organization (ECSSO)
- Sandra Miramontes, Esmeralda County Teachers Association (ECTA)
- Kathryn Benson, Eureka County Teachers Association (ECTA)
- Mary Jane Hodson, Eureka Schools Classified Association (ESCA)
- Malinda Riemersma, Humboldt County Education Association (HCEA)
- Andrea Kelly, Humboldt County Support Staff Organization (HCSSO)
- Anita Artz, Lander County Classroom Teachers Association (LCCTA)
- Sherry Spencer, Lincoln County Education Association (LCEA)
- Trista Boyce (Contact), Lincoln County Association of Support Professionals (LCASP)
- Loraine De La Torre, Lyon County Education Association (LCEA)
- Drew Schaar, Mineral County Classroom Teachers Association (MCCTA)
- Jeremy Heckler, NEA of Southern Nevada (NEA-SN)
- Eric Kunzi, Nye County Classroom Teachers Association (NCCTA)
- Cheryl Tibbits, Nye County Support Staff Organization (NCSSO)
- Brian Wallace, Ormsby County Education Association (OCEA)
- Shelly Nee, Pershing County Classroom Teachers Association (PCCTA)
- Patty Garretson, Pershing County Support Staff Organization (PCSSO)
- Steve Horner, Retired – Nevada State Education Association (NSEA-R)
- Brian Morgan, Retired – Clark Retired Education Association (CREA)
- Valerie Friskey, Retired – UniServ Council of Nevada (UCN-R)
- Susan Kaiser, Retired – Washoe Retired Education Association (WREA)
- Karen Staffen, Storey County Education Association (SCEA)
- Calen Evans, Washoe Education Association (WEA)
- Karen Thompson, Washoe Education Support Professionals (WESP)
- Selina Bennet, White Pine Association of Classroom Teachers (WPACT)
- Roman Mariani, White Pine County Support Staff Organization (WPCSSO)

## **2025-2026 NSEA COMMITTEE CHAIRS**

- Andrea De Michieli, Budget Committee (B)
- Heather Simms (Co-Chair) Robert Munson (Co-Chair), Policies, Bylaws, Rules & Resolutions Committee (PBLR)
- Erica Nungaray, Education Support Professionals Committee (ESP)
- Chris Rinaldi, Elections & Credentials Committee (EC)
- Robert Munson, Government Relations Committee (GR)
- Amy Benham Bookey, Instruction and Professional Development Committee (IPD)
- Brian Wallace, Membership & Member Benefits Committee (MMBC)
- Erica Nungaray, Minority Affairs Committee (MAC)
- Steve Horner, Retired Committee (NSEA-R)
- Steve Horner, Special Education Committee (SPED)
- Miles Shanor, Student Program (SP)

## **NSEA STAFF**

- Brian Lee, Executive Director
- Lisa Toth, Director of Operations
- Alexander Marks, Deputy Executive Director
- Chris Daly, Government Relations
- Kim Clyburn, CPA, Chief Financial Officer
- Claudia Arneros, Executive Assistant
- Barbara Gerard, Membership Information Specialist
- Kiambo White, UniServ Director
- Ricci Jones, Program Assistant
- Royce Peters, Training Coordinator
- Betty Luna-Alfonso, UniServ Director
- Victor Serrano, UniServ Director

**ARTICLES OF INCORPORATION**  
**OF THE**  
**NEVADA STATE EDUCATION ASSOCIATION**

**ARTICLE I**

The name of this corporation is:

Nevada State Education Association

**ARTICLE II**

The specific and primary purposes for which the Corporation is formed is to promote the profession of teaching and the cause of education.

**ARTICLE III**

The principal business of the Corporation will be transacted at 1890 Donald Street, Reno, Nevada, 89502.

**ARTICLE IV**

The Corporation shall have perpetual existence.

**ARTICLE V**

The members of the governing board of the Corporation shall be styled, "Directors." There shall be not less than twelve (12) Directors, nor more than the number established by the Bylaws of the Corporation.

**ARTICLE VI**

The name and post office addresses of the incorporators signing the Articles of Incorporation are: Andrew W. Mitchell, 1367 Wyoming, Boulder City and others listed in the original Articles of Incorporation on file in the NSEA office.

**ARTICLE VII**

The names and post office addresses of the first Board of Directors are: Andrew W. Mitchell, 1367 Wyoming, Boulder City and others listed in the original Articles of Incorporation on file in the NSEA office.

**ARTICLE VIII**

Each active member of the Corporation shall have equal voting power, equal property rights and an equal interest, and any new active member admitted to the Corporation shall be entitled to vote and to share in the property of the Corporation with the old active members. All of the assets and property of this Corporation are irrevocably dedicated to the community and civic welfare and interest of its members and in the event of dissolution, liquidation or abandonment of this Corporation, none of its assets or property shall inure to the benefit of any private person, but shall be distributed to a fund or funds, foundation or foundations, or corporation or corporations that have established tax exempt status under the Internal Revenue Service Code or to a government entity which will assume the function of the Corporation.

**ARTICLE IX**

The Corporation is not organized for profit and will not issue any stock. No part of the net earnings of this Corporation shall ever inure to or for the benefit of or be distributable to its members, trustees, officers or other private persons, except that the Corporation shall be empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes for which it was formed.

## ARTICLE X

The original bylaws of the Corporation shall be adopted by the members of the Corporation within one month after the filing of these articles.

The Association's Delegate Assembly, by three-fourths vote, shall have the power to alter the Articles of Incorporation.

The Association's Delegate Assembly, by a two-thirds vote, shall have power to alter the Bylaws. If authorized by resolution of the Delegate Assembly, the Board of Directors, by two-thirds vote have the power to alter the Bylaws.

Active members of the Corporation may also amend the Bylaws by a two-thirds vote of those voting by initiative petition and referendum.

Proposed amendments or deletions to the Articles of Incorporation shall be published in the Association's official publication at least 90 days prior to the date established for vote.

Proposed amendments or deletions to the Bylaws shall be published in the Association's official publication at least 50 days prior to the date established for vote.

Exceptions to the 50 day notification provision must be approved by three-fourths vote of the Board of Directors and obtain a majority consent of the Delegate Assembly.

Signed in Carson City June 6, 1984.

Amended:

August 15, 1979

December 30, 1980

May 20, 1984

May 23, 2006 (Per Vote of 2006 Delegate Assembly, April 29-30, 2006)

# BYLAWS OF THE NEVADA STATE EDUCATION ASSOCIATION

## ARTICLE I: NAME AND PURPOSE

The name of this organization shall be the Nevada State Education Association (NSEA). The purpose of the NSEA shall be to promote the cause of education, the professions of teaching and education support professionals and the welfare of the youth of Nevada and America.

The NSEA is the prominent education voice in Nevada and the protector of its members' professional rights and economic security.

## ARTICLE II: MEMBERSHIP

### SECTION 1: CLASSES OF MEMBERSHIP

There shall be six classes of membership: Active, Retired, Student, Staff, Reserve and Associate.

#### A. Active Members

1. Active membership in the NSEA shall be open to any person:
  - a. who is employed by a public school district or other public institution devoted to education in the state of Nevada.
  - b. who is on a limited leave of absence from a public school district, or other public institution devoted to education in the state of Nevada
  - c. who is serving as an elected officer of the NSEA, the National Education Association (NEA), or a local affiliate.
2. Active members shall agree to abide by the Code of Ethics of the Education Profession, support the principles and goals of the NSEA and hold a license in education in Nevada with an earned bachelor's or higher degree, or hold a regular vocational or technical certificate, and, where required, hold or are eligible to hold, a certificate issued by the State Department of Education (This shall not apply to professional personnel who joined before September 1, 1964.), or serve as education support professionals in the employ of any Nevada county school district or in any Nevada institution of higher education.
3. Organizing a specific group of employees of a public educational entity who have no local NSEA affiliate, may occur after discussion with the current NSEA local affiliate as to the purpose of organizing these employees. The current NSEA local affiliate, by vote of its policy-making body, shall determine if these employees will become active members of its local association or establish a separate NSEA local affiliate.
4. Active members on leave of absence from their education position of at least six months have two options with respect to membership:
  - a. They are eligible for active membership with full voting and membership rights;  
or
  - b. They may become reserve members and forego voting and membership rights.
5. Active members who have been laid off due to a reduction in force (RIF) are eligible to retain their active membership for as long as such persons are eligible to be recalled, or for three years, whichever is longer.
  - a. They are eligible for active membership with full voting and membership rights;  
or
  - b. They may become reserve members when no longer eligible for RIF membership.

6. Active members of the NSEA shall also be members of the NEA and of a local association where available.
7. Active membership is the only class of membership authorized to hold an elective office.

B. Retired Members

1. Retired membership of the NSEA is open to any person who is at least forty-five (45) years of age or is eligible to receive a pension from an educational employment retirement system (including social security) and who was employed for at least five (5) years in a position that qualified him/her for active membership but who is no longer so employed. A person who is on disability retirement who meets all criteria except for the age is eligible for retired membership.
2. Retired members may obtain lifetime membership status in the NSEA by payment of a dues fee to be established by the NSEA Board of Directors.
3. A person who has paid the appropriate lifetime dues and who is not yet retired shall be considered a NSEA-R pre-retired subscriber.
4. Retired delegates shall have full membership rights at delegate assembly.
5. Retired members shall be eligible to serve on committees.
6. Retired members are not eligible to hold elective office.

C. Student Members

1. Students enrolled in teacher education programs may become student NSEA members. Student members who maintain membership in the NEA through NSEA shall also join the NSEA and their local student chapter, where they exist. Student members may participate in economic benefits and insurance programs.
2. Student delegates shall have full membership rights at delegate assembly.
3. Student members shall be eligible to serve on committees.
4. Student members are not eligible to hold elective office.

D. Staff Membership

Staff membership shall be open to any person employed by the Association or any of its affiliates in a professional staff position.

E. Reserve Membership

Reserve membership shall be open to any person:

1. On a leave of absence of at least six months from the employment that qualifies him/her for active membership; or
2. Who has held active membership in the NSEA but whose employment status no longer qualifies that individual for such membership.

- F. Associate Member: Individuals whose interests, purposes and activities are aligned with the work and goals of the Nevada State Education Association are eligible for associate membership. Associate member status shall not be available to those individuals who qualify for other membership status. Associate members shall submit an associate membership application and pay dues as set by the Nevada State Education Association Board. Associate members are ineligible to nominate officers, run for office, or vote in elections or matters of the Union. Associate members may attend meetings if they receive approval from the appropriate

governing body. The Nevada State Education Board has the right to determine the benefits and privileges of associate members.

## **SECTION 2: DUES**

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 three full membership years following the recognition of the new affiliate.

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.

- I. Effective Membership Year 2024/2025, increases in the NSEA portion of dues for any single year shall be capped at no more than five (5%).

## **SECTION 3: MEMBERSHIP YEAR**

The membership year shall be September 1 to August 31.

## **SECTION 4: REVOCATION OF MEMBERSHIP**

In accordance with the due process of law, a Tripartite Review Board, upon recommendation of the NSEA Board, may censure, suspend or expel any member determined to be in violation of the Code of Ethics of the Education Profession. A Tripartite Review Board, upon the recommendation of the NSEA Board, may censure, suspend or expel any member determined to have engaged in corruption, financial malpractice, a subversion of democratic principles, advocating for a rival organization, and/or taking a position of leadership in a rival organization. The NSEA Board may, in emergency situations, suspend the membership of a member pending the completion of the Tripartite Review Board process. The decision to suspend membership, in emergency situations, shall only be done upon an affirmative vote of 2/3rds of the Board members present and voting. The decision of the Tripartite Review Panel shall be final and binding.

## **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/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.

### **ARTICLE III: DELEGATE ASSEMBLY**

#### **SECTION 1: DELEGATE ASSEMBLY MEETINGS**

- A. Effective with the 2020 Delegate Assembly, such Delegate Assembly shall be held every two years thereafter. The time and place shall be established by the Board of Directors.
- B. A majority of the registered delegates shall constitute a quorum for the Delegate Assembly.
- C. The Delegate Assembly is the legislative governing authority of the NSEA. The Assembly shall adopt the budget, amend the bylaws, set NSEA dues for all classes of membership, approve resolutions, and formulate policy statements of the NSEA.
- D. The Delegate Assembly shall receive and consider reports of the officers, Board of Directors, Executive Director and standing or special committees.
- E. Election rules shall be approved by the Delegate Assembly.

#### **SECTION 2: COMPOSITION OF VOTING BODY**

The voting body of the Delegate Assembly shall consist of the officers, the Board of Directors, and representatives elected from their respective local affiliates.

#### **SECTION 3: DELEGATE QUALIFICATIONS**

Active, student and retired members shall be eligible to serve as delegates.

#### **SECTION 4: DELEGATE ENTITLEMENT**

- A. The NSEA official active, student and retired membership roll and affiliates list shall be the basis upon which the NSEA Executive Director notifies each unit of its delegate entitlement. The entitlement shall be based on the December first (1st) active membership figures and reporting shall be completed by the tenth (10th) day of December each year.
- B. Each affiliated local unit of the NSEA shall be entitled to one delegate for each seventy (70) active members or major fraction thereof. Each local unit shall be guaranteed at least one delegate.
- C. Each affiliate shall make every reasonable effort to elect ethnic-minority representation at least proportionate to its active ethnic-minority membership.
- D. Ethnic-minority representation should be at least in proportion to the number of active ethnic-minority members of NSEA.
- E. NSEA active members in each unaffiliated local school district unit or other education units are qualified for participation and shall be entitled to the following numbers of delegates to the Assembly: one delegate for each seventy (70) active members or major fraction thereof.
  - 1. Units within this category shall make every reasonable effort to elect ethnic-minority representation at least proportionate to the active ethnic-minority membership of the unit.

2. Administrators shall make every reasonable effort to have representation to the delegate Assembly in proportion to their active members in NSEA.

F. All delegates shall be elected on the one-person, one-vote principle.

**SECTION 5: DELEGATE ELECTIONS**

A. The procedure for election of delegates from affiliated local associations shall be determined by the active members of the local affiliate. The procedure shall provide for open nominations and secret ballot elections by the representative body of the local or by general membership vote.

B. The names of local unit delegates and alternate delegates shall be received by the Executive Director, in the NSEA office, no later than 45 days prior to the Delegate Assembly. Failure to meet this deadline shall authorize the NSEA Board of Directors to institute a procedure for election of representatives from the delinquent unit.

**SECTION 6: TERM OF REPRESENTATION**

A. Delegates shall serve two-year terms. If a local wishes or needs to establish staggered terms for its delegation to achieve a balance of the number of delegates to elect, the local will inform the NSEA Board of Directors of the reason(s) to elect single-year term delegates.

B. A delegate may be excused from the Assembly for reasonable cause as determined by the local Board of Directors.

C. If an elected delegate is unable to attend the Assembly, an alternate shall substitute.

D. An alternate delegate shall serve for the elected delegate at the Assembly from which the elected delegate has been excused.

E. The alternate delegate shall serve the remainder of the elected delegate's term at the Assembly for an elected delegate's unexcused absence.

F. Alternate delegates shall be informed as to the elected delegate they are replacing for the length of that term.

**SECTION 7: SPECIAL MEETINGS OR VOTE**

A. The Delegate Assembly or Board of Directors may call a special meeting of the Delegate Assembly. The Board of Directors may also call for a vote of the Delegate Assembly, as necessary, to carry out business between the bi-annual meetings of the Delegate Assembly.

B. Notice of the meeting or vote and the agenda or subject matter of the vote to be considered by the Delegate Assembly shall be mailed / transmitted to the current list of delegates at least thirty (30) days in advance of the Delegate Assembly, special meeting, or vote.

C. The time and place of the meeting shall be determined by the Delegate Assembly or the Board of Directors; whichever has called the special meeting. The timing of any vote of the Delegate Assembly shall be determined by the Board of Directors.

D. No business may be considered at a Special Delegate Assembly except that listed on the agenda.

E. A majority of its registered delegates shall constitute a quorum for the Special Delegate Assembly. Votes are determined by the highest number of votes cast. Voting shall be by mail as determined by the Board of Directors.

F. The NSEA Board of Directors and its officers shall be voting delegates to the Delegate Assembly, Special Delegate Assembly, or vote.

## **SECTION 8: SUMMER LEADERSHIP CONFERENCE**

- A. Effective with the summer of 2021, the Board of Directors shall convene a statewide Summer Leadership Conference. Such statewide Summer Leadership Conference shall be held every two years thereafter. The time and place shall be determined by the Board of Directors.
- B. At a minimum, the statewide Summer Leadership Conference shall present trainings in relevant professional development, legislative actions/information, and other trainings of assistance to members of the Association.

## **ARTICLE IV: BOARD OF DIRECTORS**

### **SECTION 1: COMPOSITION**

- A. The Board of Directors shall include the President of the Nevada State Education Association, the Vice-President of the Nevada State Education Association, the Secretary-Treasurer of the Nevada State Education Association, the Education Support Personnel-At-Large, all the NEA Directors for Nevada, the elected Presidents representing the Aspiring Educators, the Education Support Employees Association of Clark County, NEA of Southern Nevada, NSEA-Retired, the UniServ Council of Nevada, the Washoe Education Association and the NSEA Administrators in Washoe County and the Washoe Education Support Professionals. Further, the Board shall consist of members elected by each of the following groups on the one-person, one-vote principle, open nominations and by secret ballot on the basis of one Director for every six hundred (600) active members:

1. Education Support Employees Association of Clark County
2. NEA of Southern Nevada
3. Uniserv Council of Nevada
4. Washoe Education Association and NSEA Administrator members in Washoe County
5. Washoe Education Support Professionals

Notwithstanding any provision(s) of these Bylaws, any of the preceding named groups in this article shall be allotted a minimum of one (1) Director.

Additionally, NSEA-Retired shall be allotted one (1) Director.

Any At-Large NEA Directors, NEA Executive Committee Members and/or NEA Officers from Nevada, and any NSEA-Retired member who is an elected NEA-Retired officer or NEA-Retired Executive Council member shall be ex-officio voting members of the Board of Directors.

- B. Each year, The NSEA Board of Directors shall request a review of the number of Directors representing each of the groups listed in Section 1-A of this article (excepting NSEA-Retired) based upon the NSEA membership data as of January 15. If membership within any group is less than that which is required to maintain the number of current Directors, future elections for the affected Director(s) position(s) shall be halted (suspended) in the affected local until the number of Directors is reduced to be in compliance with the membership figures as of January 15. All current Directors may serve the remainder of their elected terms.
- C. The NSEA Board of Directors may review the ethnic minority content of the Board resulting from Director Elections. In the event the percentage falls below 25%, (twenty-five percent) or the actual percentage of ethnic K-12 and Education Support Professionals in counties NSEA has affiliates, whichever is higher, a plan for representation shall be developed by the Board and implemented, resulting in ethnic minority representation at least equal to the percentage of ethnic minority K-12 and ESP members where NSEA has affiliates.

- D. In the event the number of Directors on the NSEA Board of Directors exceeds thirty (30) total Directors, the Board shall propose a Bylaws change to be presented at the next Delegate Assembly to increase the Director-to-member ratio for consideration by the Delegates. Non-voting members of the Board shall not be counted in computing the cap of thirty (30) members of the Board.

**SECTION 2: ELECTIONS**

- A. Directors from the entities shall be elected on an at-large basis within the corresponding constituency. Each of the geographic/membership groups shall make every reasonable effort to elect ethnic-minority representation at least proportionate to its ethnic-minority membership.
- B. Board of Directors members from each of the groups shall be elected on a staggered basis by the active NSEA members in each area or employment level to be represented. The election shall take place no less than fifteen (15) days prior to the time of the annual meeting of the Delegate Assembly.

**SECTION 3: TERM OF OFFICE**

- A. The term of office for a Director shall be three years. A Director may not serve more than two (2) consecutive, elected terms, including over one-half (1/2) of an appointed term to fill a vacancy, from the same area or employment level.
- B. The term of office for a Director shall begin at the close of NEA Representative Assembly. The term of office for a non-voting Director shall be from one to three years. The term shall be established by the NSEA Board of Directors, upon recommendation from the entity/membership group represented. (DA 2009)

**SECTION 4: VACANCIES**

- A. Vacancies on the Board of Directors shall be filled by appointment made by the official Board(s) in each area or employment level of the group to be represented for the remainder of the unexpired term created by the vacancy.
- B. At the conclusion of the term, the person appointed would then be free to run for election in the normal manner and for the number of terms specified in the Bylaws.

**SECTION 5: QUALIFICATIONS**

- A. All members in each area or employment level represented on the Board of Directors shall be eligible to file for the office of Director under open nominations.
- B. Active membership must be held for at least two (2) years immediately preceding the nomination to qualify for a position of Director.

**SECTION 6: VOTING**

- A. All members in each area or employment level represented on the Board of Directors shall have an opportunity, by secret written ballot to vote in the elections of Directors, with the exception of "C" below.
- B. A majority of votes cast shall determine the election, with the exception of "C" below. With multiple candidates for one position in which no candidate receives a majority vote, the next ballot shall contain the names of the two people who received the largest number of votes and no place for a write-in. In elections for multiple positions with multiple candidates, the candidates garnering the highest number of votes for the available position(s) shall prevail, provided the total of their votes represents a majority of votes cast. In the event that no majority of votes cast is achieved on the first ballot, the next ballot shall contain the names, selected in descending order of votes, of the number of candidates needed to fill the positions, plus the next candidate and no place for a write-in.

- C. In the event the number of nominees for Director matches the open Director seats (no opposition), the election will be declared in favor of the existent nominee, without conducting a formal ballot.

## **SECTION 7: DUTIES**

The Board of Directors shall:

- A. Be responsible for the general management of the NSEA;
- B. Submit a proposed budget for the NSEA to the Delegate Assembly for adoption and have the authority to amend the budget as needed between Delegate Assemblies.
- C. Originate NSEA Board policy and report to the Delegate Assembly;
  - 1. Originate NSEA Association policy in situations requiring timely action. These policies shall be subject to the approval of the next Delegate Assembly.
- D. Report all policy decisions to the Delegate Assembly.
- E. Institute a procedure for selection of representatives from units who fail to meet the 15-day time line for transmission of names of local unit delegates.
- F. Fill the vacancy(s) of the Vice-President, Secretary-Treasurer, and the NEA Directors.
- G. Approve Standing or Special Committee appointments.
- H. Have the authority to amend the budget as needed between Delegate Assemblies.
- I. Have the authority to make technical and editorial corrections to the NSEA Bylaws. The Board shall report any corrections to the next Delegate Assembly.
- J. Have the authority to proscribe the salary and benefits of the President within the allotted budget approved by the Delegate Assembly, however, in no event may the salary for the President be less than \$100,000.

## **SECTION 8: ABSENCES**

For the Directors elected to represent entity membership, three absences within any single membership year shall constitute a vacated position.

## **SECTION 9: BOARD VOTING**

- A. Members of the Board of Directors must be present in order to cast a vote.
- B. Members of the Board of Directors shall have one vote unless any member of the Board asks that the weighted vote be used.
- C. A per-member represented, weighted vote may be applied in any decision including adoption of an emergency policy if a member of the NSEA Board of Directors requests that the weighted vote be used.
- D. Weighted voting may be used under the following conditions:
  - 1. Weighted voting shall not be used as a means for achieving the one-person, one-vote standard on the NSEA Board;

2. At no time shall the weighted vote for an election district be increased by, or be diminished by more than .499 of a whole vote;
  3. Officers shall be granted one vote each whenever the weighted vote is called.
- E. The proportionate vote for each area or employment level shall be based upon the NSEA official paid membership records as of February first (1st) prior to Delegate Assembly. The Executive Director shall notify each Director and elected officer of the official count and per-member value of his/her proportionate vote at the first Board meeting following the Delegate Assembly.

#### **SECTION 10: RECALL**

- A. After six (6) months in office, a member of the Board of Directors of the Association may be recalled for violation of the Code of Ethics of the Education Profession, for misfeasance, for malfeasance, or for nonfeasance in office.
- B. Recall proceedings shall be initiated by the filing of a recall petition with the NSEA Executive Director. The recall petition shall be on a form specified by the NSEA and shall, among other things, contain (1) a statement of the specific grounds for the recall, and (2) the signatures of at least 25% of the number of NSEA Active members in the affiliate as of the close of the membership year immediately preceding the membership year in which the petition is filed where that NSEA Director is elected by all NSEA active members in that affiliate.
- C. The NSEA Executive Director shall determine whether the recall petition complies with the Association's filing requirements. If it does, the NSEA Executive Director shall send a copy of the recall petition, including any documents filed in support thereof, to the Director named in the petition. If the Director contends that the attempted recall is based upon actions taken by him/her in support of the Constitution, Bylaws and/or established policies of the NSEA or NEA, he/she may request a review by the Board of Directors. If two-thirds (2/3) of the Board of Directors sustains the contention of the Director, the recall petition shall be dismissed. If the Board of Directors fails to sustain the contention of the Director, or if a request for a review is not made, the NSEA Executive Director shall direct the relevant representative area to conduct a recall election.
- D. A recall election shall be conducted in accordance with rules of procedure adopted by the NSEA Board of Directors, provided that:
1. All the NSEA active members in that representative area as of the date of the recall election shall be eligible to vote;
  2. The recall election shall be by secret ballot; and
  3. Two-thirds (2/3) of the valid ballots cast shall be required for a recall.
- E. The pendency of recall proceedings shall have no effect upon the right of the Director to function as a member of the NSEA Board of Directors. If a Director is recalled, the resulting vacancy shall be filled pursuant to ARTICLE IV, SECTION 4: VACANCIES provided that the recalled Director shall not be eligible for appointment to the vacancy or such other vacancy as may occur in a Director position from that representative area. The recall of a Director shall not disqualify him/her from subsequent election to the NSEA Board of Directors or other NSEA office(s), nor shall it in any other way affect his/her rights as a member of the Association.
- F. If a recall petition is filed where there is a pending NSEA disciplinary proceeding against the Director, which could result in his/her removal from the NSEA Board of Directors, the processing of the recall petition shall be stayed until the disciplinary proceeding is concluded.
- G. The NSEA Board of Directors shall adopt rules of procedure to implement the provisions of the Bylaw.

#### **SECTION 11: MEETINGS**

- A. The Board of Directors shall meet at least three (3) times during the NSEA fiscal year.
- B. A special meeting of the directors may be called by the President or by petition of a weighted vote majority of the Board of Directors. These special meetings may be in person or through a phone/telecommunications system conference. Any action taken during a phone/telecommunications system conference must be ratified during the Board's next regular meeting.
- C. A majority of the Board of Directors shall constitute a quorum for the consideration of business.

**SECTION 12: POSTPONEMENT/WAIVER OF DELEGATE ASSEMBLY AND SUMMER LEADERSHIP CONFERENCE**

Notwithstanding other provisions of these bylaws, the Board of Directors shall, in the event of an emergency, have the power to postpone or waive the requirements to hold a Delegate Assembly or Summer Leadership Conference. Such postponement or waiver shall be done by a majority vote of the Board of Directors.

**ARTICLE V: EXECUTIVE COMMITTEE**

**SECTION 1: ELECTED EXECUTIVE COMMITTEE**

The elected Executive Committee of the NSEA shall consist of the President, Vice-President, Secretary-Treasurer, ESP-At-Large, and the NEA Director(s), who shall be voting members of the NSEA Board and Delegate Assembly. A member can hold only one (1) NSEA elected office at a time.

**SECTION 2: QUALIFICATIONS**

Active membership must be held for at least two (2) years immediately preceding the nomination to qualify for the offices of President, Vice-President, Secretary-Treasurer, ESP-At-Large, and NEA Director.

**SECTION 3: EXECUTIVE COMMITTEE DUTIES, TERMS AND VACANCIES**

**A. PRESIDENT**

The President shall be the chief elected officer of the Association and its policy leader. The position of President shall be full-time release. A full-time release president is defined as an active member, who is elected as NSEA President, serving full-time as President of NSEA with no responsibilities for the job from which he/she is being released. The teacher-partner concept does not meet the definition of full-time release.

**1. Duties:**

The President shall:

- a. represent the Association as spokesperson on matters of policy or assign, at the President's discretion, responsibility for such representation;
- b. prepare the agendas and preside at meetings of the Board of Directors and Delegate Assembly;
- c. prepare, with the Secretary-Treasurer, the Executive Director and the Budget Committee, a budget for submission to the Delegate Assembly;
- d. appoint chairpersons and members of standing or special committees with the approval of the Board of Directors;
- e. chair the NSEA-TIP Board;
- f. represent Nevada on the Council for the NEA Fund for Children and Public Education;

- g. act as the Alternate NEA Director to attend NEA Board Meetings when an NEA Director is unable to attend;
- h. meet regularly with the other officers of the Association and the Executive Director;
- i. serve as an ex-officio member on all committees;
- j. perform such other duties as assigned by the Delegate Assembly and/or the Board of Directors;
- k. visit all local affiliates each year.

2. Term of Office:

The office of President is a three-year term. A person elected to the office of President is eligible for two consecutive terms and shall serve until a successor is elected. The term of the President shall begin at the close of the NEA Representative Assembly in the year that the President's election has occurred.

3. Vacancy:

If the office of the President shall become vacant, the Vice-President shall become President for the remainder of the President's term.

If the vacancy occurs;

- a. During the first half of the three (3) year term, the member filling the vacancy is eligible for one (1) additional term. The first half of the term is defined as the first eighteen (18) months after the member takes office.
- b. During the second half of the three (3) year term, the member filling the vacancy is eligible for two (2) additional terms. The second half of a term is defined as the eighteen (18) months which begins the day following the eighteen (18) months after the Vice President takes office.

B. VICE-PRESIDENT

1. Duties:

The Vice-President shall:

- a. act as President when he/she is absent;
- b. coordinate all committees;
- c. act as Vice-Chairperson of NSEA-TIP;
- d. act as the second Alternate NEA Director to attend NEA Board meetings;
- e. and assume such other duties as assigned by the Delegate Assembly, President and/or the Board of Directors.

2. Term of Office:

The office of the Vice-President shall be a three-year term. A person elected to the office of the Vice-President is eligible for two consecutive terms and shall serve until a successor is elected. The term of the Vice-President shall begin at the close of the NEA Representative Assembly in the year that the Vice-President's election has occurred.

3. Vacancy:

If the office of the Vice-President becomes vacant, the Board of Directors shall select from among the members of the Board an acting officer who shall serve as Vice President. If the remainder of the term is more than half (1/2), a special election shall be held under the direction of the Elections and Credentials Committee.

If the vacancy occurs;

- a. during the first half of the three (3) year term, the member, elected to fill the vacancy, is eligible to serve one (1) additional term. The first half of the term is defined as eighteen months (18) after the member takes office.
- b. during the second half of the three (3) year term, the member, elected to fill the vacancy, is eligible for two (2) additional terms. The second half of a term is defined as the eighteen (18) months which begins the day following the eighteen (18) months after the member takes office.

## C. SECRETARY-TREASURER

### 1. Duties:

The Secretary-Treasurer shall:

- a. serve as Chairperson of the Budget Committee;
- b. be responsible for preparing records of all official meetings and for distributing minutes of all such meetings;
- c. make financial reports as required by the Board of Directors, Delegate Assembly and/or the President;
- d. perform such other duties as assigned by the Delegate Assembly, Board of Directors and/or the President.

### 2. Term of Office:

The office of Secretary-Treasurer is a three-year term. A person elected to the office of Secretary-Treasurer is eligible for two consecutive terms and shall serve until a successor is elected. The term of the Secretary-Treasurer shall begin at the close of the NEA Representative Assembly in the year that the Secretary-Treasurers' election occurred.

### 3. Vacancy:

If the office of the Secretary-Treasurer becomes vacant, the Board of Directors shall select from among the members of the Board an acting officer who shall serve until the term expires or until a required special election is held. If more than one half (1/2) of the term remains, a special election shall be held under the direction of the Elections and Credentials Committee.

The member appointed or elected to the office of Secretary-Treasurer by special election shall complete the unfulfilled term of the Secretary/Treasurer.

If the vacancy occurs;

- a. during the first half of the three year term, the member filling the vacancy is eligible to serve one (1) additional term. The first half of a term is defined as eighteen months (18) after the member takes office.
- b. during the second half of the three (3) year term, the member filling the vacancy is eligible for two (2) additional terms. The second half of a term is defined as eighteen (18) months which begins the

day the following the eighteen (18) months after the member takes office.

D. ESP-AT-LARGE

1. Duties:

The ESP-At-Large shall:

- a. Serve as the Chairperson of the ESP Committee
- b. Ensure lines of communications with the ESP Presidents are maintained
- c. Assume such other duties as assigned by the Delegate Assembly, Board of Directors and/or the President

2. Term of Office:

The term of office of the ESP-At-Large shall be three years. The person elected to the office of ESP-At-Large is eligible for two consecutive terms and shall serve until a successor is elected. The term of ESP-At-Large shall begin at the close of the NEA Representative Assembly in the year that the ESP-At-Large election occurred.

3. Vacancy:

If the office of ESP-At-Large becomes vacant, the Board of Directors shall select from among the ESP members of the Board an acting ESP-At-large who shall serve for the remainder of the term or until a required special election is held. If more than half (1/2) of the term remains, a special election shall be held under the direction of the Elections and Credentials Committee to fill the vacancy.

The member appointed or elected to the office of ESP-At-Large by special election shall complete the unfulfilled term of the ESP-At-Large.

If the vacancy occurs,

- a. during the first half of the three (3) year term, the member filling the vacancy is eligible to serve one (1) additional term. The first half of the term is defined as eighteen (18) months after a member takes office.
- b. during the second half of the three (3) year term, the member elected to fill the vacancy is eligible for two (2) additional terms. The second half of the term is defined as the eighteen (18) months which begin the day following the eighteen (18) months after the member takes office.

E. NEA DIRECTORS

1. Duties:

The NEA Directors shall represent the members of the NSEA on the National Education Association's Board of Directors and assume such other duties as may be assigned by the NSEA Board of Directors.

2. Term of Office:

The term of office of the NEA Directors shall be three years according to the Bylaws of the National Education Association. The term for the NEA Directors shall follow the NEA's fiscal year.

3. Vacancy:

If the office of one of the NEA Directors becomes vacant, the Board of Directors shall appoint an acting NEA Director who shall serve for the remainder of the term or until a required special election is held. If the remainder of the term is more than one half (1/2) ; a special election shall be held by the Elections and Credentials Committee to fill the unexpired term.

4. Governance:

The NEA Bylaws shall govern any other aspects of the NEA Directors not covered in these Bylaws.

**SECTION 4: NOMINATIONS**

Active members meeting the qualifications may be nominated for the office of President, Vice-President, Secretary-Treasurer, ESP-At-Large, or NEA Director(s). The nominations shall be as proscribed in the Election Rules adopted by the Delegate Assembly.

**SECTION 5: ELECTIONS**

- A. Election of the officers shall occur as proscribed in the Bylaws and Election Rules adopted by the Delegate Assembly.
- B. Voting for officers shall be by ballot as proscribed in the Bylaws and the Election Rules adopted by the Delegate Assembly.
- C. The ballot shall contain the names of the candidates and a place for a write-in for the position(s) of the officer(s) in the year in which the election is scheduled. In the event the number of nominees for office matches the open offices (no opposition), the election will be declared in favor of the existent nominee, without conducting a formal ballot.
- D. A majority of votes cast shall decide any election, except as provided in (C) above.
- E. In elections for single positions with multiple candidates for one position in which no candidate receives a majority vote, the next ballot shall contain the names of the two persons who received the largest number of votes in descending order.
- F. Elections shall be conducted under the direction of the Elections Committee in accordance with the rules adopted by the Delegate Assembly.
- G. Elections for officers shall be conducted by an all-member mail-in ballot in accordance with the Election Rules.

**SECTION 6: IMPEACHMENT**

- A. Elected officers of the Association may be impeached for violation of the code of Ethics of the Education Profession, for misfeasance, for malfeasance, or for nonfeasance in office.
- B. Impeachment proceedings against an elected officer shall be initiated by written petition submitted to the Board of Directors by at least 33% of the certified delegates to the Delegate Assembly.
- C. If, after a due process hearing, a two-thirds (2/3) vote of the Board of Directors shall sustain the charge, the office shall become vacant.

**ARTICLE VI: EXECUTIVE DIRECTOR**

The Executive Director is responsible to the Board of Directors, which shall prescribe the duties of the position.

**ARTICLE VII: COMMITTEES**

## SECTION 1: STANDING COMMITTEES

The Standing Committees of the NSEA, which are appointed by the President and approved by the Board of Directors, are as follows:

- A. Delegate Assembly Standing Committees
  1. Elections and Credentials: The Elections and Credentials Committee is responsible for conducting elections for all officers, constitutional amendments at Delegate Assembly and other NSEA elections as directed by the President or the Board of Directors.
  2. Bylaws, Rules, Policies and Resolutions: The Bylaws, Rules, Policies and Resolutions Committee is responsible for the maintenance of the Bylaws and Rules and the processing of proposed amendments to the Bylaws and Rules to be considered for action by the Delegate Assembly.

In addition, the Bylaws, Rules, Policies and Resolutions Committee is responsible for the maintenance of the NSEA Policies and Resolutions and the processing of changes or proposed amendments to the Policies or Resolutions to be considered by the Board of Directors or Delegate Assembly.
  3. Budget Committee: The Budget Committee is responsible for the development and oversight of the NSEA Budget. The Budget Committee shall develop the proposed balanced budget based on the NSEA's strategic plan, core values, mission and vision statements. Prior to each Delegate Assembly preceding the new fiscal year, a proposed balance budget shall be presented to the NSEA Board for recommendation to the Delegate Assembly.
- B. Member Advocacy Standing Committees/Programs
  1. Minority Affairs Committee: The Minority Affairs Committee shall be responsible for the development and implementation of Association programs to ensure that ethnic-minority concerns are addressed.
  2. Education Support Professionals Committee: The Education Support Professionals Committee shall be responsible for the development and implementation of Association programs to secure and maintain the professional rights of education support professionals.
  3. Special Education Committee: The Special Education Committee shall be responsible for the development and implementation of Association programs to ensure that concerns particular to the field of Special Education are addressed; to assist local association committees in their endeavors to integrate state and local district guidelines into the regular education settings; to provide a resource of personnel and materials in the field of Special Education; to assist in the issues, needs, concerns and problems which arise as a result of implementation and inclusion, and to pursue appropriate legislation specific to Special Education.
  4. Retiree Committee: The Retired Committee shall be responsible for the development and implementation of Association programs to continue to promote the interests and benefits of retired education employees and to utilize the expertise and experience of members to promote public education.
  5. Student Program: The Student Program shall be responsible for the development and implementation of Association programs to continue to promote the interests and benefits of student members.
- C. Strategic Priorities Standing Committees

1. Government Relations Committee: The Government Relations Committee shall be responsible for the development and implementation of Association programs to secure legislative support for public education, collective bargaining, retirement benefits, and the improvement of statutes and regulations regarding professional practices.
2. Membership Committee: The NSEA Membership Committee is charged with overseeing various membership programs and providing support to recruit new members, maintain current members, and recapture former members and to engage educators in the work of the Association.
3. Instruction and Professional Development Committee: The Instruction and Professional Development Committee shall be responsible for the development and implementation of Association programs to secure and maintain the inherent professional rights of teachers.
4. Archival Committee: The Archival Committee shall be responsible for the securing, archiving, preserving and maintenance of the historical documents, records and photographs of the NSEA.

**SECTION 2:**

All Standing Committees shall report to the Delegate Assembly. They shall report to the Board of Directors or provided in these Bylaws, upon the request of the President.

**SECTION 3:**

The Board of Directors is authorized to determine the method of committee member selection which shall include ethnic-minority representation on each committee.

**SECTION 4:**

The NSEA President shall be an ex-officio member of all committees.

**SECTION 5:**

Unless otherwise directed by the Delegate Assembly, the Board of Directors is authorized to establish standing or ad hoc committees.

- A. Delegate Assembly Standing Committees exist to facilitate the operation of the NSEA Delegate Assembly.
- B. Member Advocacy Standing Committees or Programs make recommendations to the governing bodies on matters of concern to the constituencies that they represent.
- C. Strategic Priority Standing Committees advance one or more of NSEA's strategic priorities.

**ARTICLE VIII: AFFILIATION**

**SECTION 1:**

The NSEA shall be affiliated with the National Education Association (NEA) under its rules and shall accept as members those persons who join the NEA and the appropriate affiliated local associations where available.

**SECTION 2:**

A local affiliate shall be granted NSEA status whenever the Board of Directors shall determine that the local affiliate fulfills requirements established either by the Delegate Assembly, the Board of Directors, or both.

**SECTION 3:**

The NSEA shall affiliate a local association when it meets the following minimum standards:

- A. Each affiliate shall apply the one-person, one-vote principle for representation on its governing bodies except that the affiliate shall make every reasonable effort to have ethnic-minority representation at least proportionate to its ethnic-minority membership;
- B. The affiliate shall conduct all elections with open nominations and a secret ballot;
- C. The affiliate shall require membership in the NSEA and in the NEA;
- D. The affiliate shall have the same membership year as that of the NSEA; and
- E. The affiliate shall guarantee that no member of said affiliate may be censured, suspended, or expelled without a due process hearing, which shall include appropriate appellate procedures.
- F. Have a dues transmittal contract with NSEA.

**SECTION 4:**

Local affiliate / chapter shall consist of:

- A. an all-inclusive membership, or;
- B. a local teacher association, and/or a group of local teacher associations, or;
- C. professional employees of institutions of higher education, including community and adult education, or;
- D. retired chapters, or;
- E. education support professionals, or;
- F. student chapters.

**SECTION 5:**

NSEA local affiliates must:

- A. have a minimum of ten (10) active NSEA members, schedule at least one general meeting each year;
- B. adopt bylaws consistent with the Bylaws of the NSEA and NEA;
- C. elect officers;
- D. elect delegates to the Delegate Assembly as provided by these Bylaws; and,
- E. maintain effective contact with NSEA by submitting lists of officers, school representatives, and local committee members by October first (1st) of each year.

**SECTION 6:**

A copy of the current local association bylaws shall be filed with the NSEA.

**SECTION 7:**

The NSEA shall not recognize functionally similar local affiliates as listed in SECTION 4 of this article in the same geographic area.

**SECTION 8:**

No local association may be censured, suspended, or disaffiliated except by due process hearing before the Tripartite Review Panel whose decision shall be final and binding.

#### **SECTION 9:**

The Tripartite Review Panel shall have the power to censure, suspend, or disaffiliate a local association for just cause.

#### **SECTION 10:**

The Board of Directors may recommend censure, expulsion, disaffiliation, or reinstatement of a local association to the Tripartite Review Panel.

#### **SECTION 11:**

The Tripartite Review Panel shall be comprised of three (3) local member association presidents as follows:

- A. The aggrieved party picks one (1) member of the panel. In no case shall the aggrieved party select himself/herself.
- B. The NSEA President picks one (1) member of the panel.
- C. The third member will be selected by means of a striking process by the two (2) members selected for the panel. Names will alternately be struck from the list of remaining local association presidents.
- D. A flip of a coin shall determine the striking order with the last remaining name serving as chairperson of the panel.
- E. The decision of the Tripartite Review Panel shall be final and binding.

#### **SECTION 12:**

The Board of Directors shall review the qualifications of affiliated organizations at least every five (5) years.

#### **SECTION 13:**

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.

### **ARTICLE IX: ELECTRONIC MEETINGS AND VOTING**

#### **SECTION 1:**

Electronic meetings of the NSEA and its entities contained in these Bylaws shall be authorized so long as these meetings, at a minimum, provide conditions of opportunity for simultaneous aural participation among all participants equivalent to those of meetings held in one room or area. Additional rules pertaining to the conduct of such meetings shall be established by the Board of Directors. Under these Bylaws and established rules, an electronic meeting shall be treated as though it were a meeting at which all members who are participating are actually present.

Electronic voting may be utilized by the NSEA and its entities contained in these Bylaws provided all members authorized to participate in said voting/elections have equal and full access to the ballot(s). Additional Rules governing electronic voting shall be established by the Board of Directors.

## **ARTICLE X: TRUSTEESHIP**

### **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 Trustees(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.

## **ARTICLE XI: PARLIAMENTARY AUTHORITY**

The rules contained in the current edition of ROBERT'S RULES OF ORDER NEWLY REVISED shall govern the NSEA in all cases to which they are applicable and in which they are not inconsistent with the Bylaws and any special rules of order the NSEA may adopt.

## **ARTICLE XII: AMENDMENTS**

### **SECTION 1:**

The NSEA's Delegate Assembly, by a two-thirds (2/3) vote of those present and voting, shall have the power to amend the Bylaws. If authorized by a resolution of the Delegate Assembly, the Board of Directors, by a two-thirds (2/3) vote of those present and voting, have the power to amend the Bylaws.

### **SECTION 2:**

Active members of the NSEA may also amend the Bylaws by a two-thirds (2/3) vote of those voting by initiative petition and referendum.

### **SECTION 3:**

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 fifty (50) days before the 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 thirty (30) days prior to the date established for vote.

## **ARTICLE XIII: DISSOLUTION OF THE ORGANIZATION**

### **SECTION 1:**

In the unlikely event of the dissolution/discontinuance of the organization herein defined, the Board of Directors shall direct the assets of the organization to be sold at fair market value, and the proceeds from such sales to be used to pay all of the organization's debts. Proceeds remaining after debt resolution shall be distributed to: 1) a non-profit education employee retiree health insurance program, if in existence; or 2) if one does not exist, a 501 c (3) organization (charitable) as directed by a vote of the membership of record as of the dissolution.

## **ARCHIVE NOTES**

These Bylaws were approved by the 1973 Delegate Assembly. (See Delegate Assembly minutes dated April 26-28, 1973.) These Articles of Incorporation and Bylaws became effective July 31, 1973.

These Bylaws were amended by the 1975 Delegate Assembly: Article VI, Sections 10 and 12. (See Delegate Assembly minutes dated May 2-4, 1975.)

These Bylaws were amended by the 1976 Delegate Assembly: Article VI, Section 2 and Article VII, Section 6. (See Delegate Assembly proceedings dated May 7-9, 1976.)

These Bylaws were amended by the Board of Directors on September 6, 1976: Article VI, Sections 15; Article VII, Section 2, 3, 4 and 8. (See Board of Directors minutes dated September 6, 1976.)

These Bylaws were amended by the 1977 Delegate Assembly: Article II, Sections 2 and 3; Article III, Section 2; and Article IV, Section 1. (See Delegate Assembly proceedings dated April 29-30 and May 1, 1977.)

These Bylaws were amended by the 1978 Delegate Assembly: Article XI, Section 8. (See Delegate Assembly proceedings April 21-23, 1978.)

These Bylaws were amended by the 1979 Delegate Assembly: Article II, Sections 7; Article III, Sections 1, 2, 3, 4, and 5; Article IV, Section 1; Article III, Section 1. (See Delegate Assembly proceedings dated May 4-6, 1979.)

These Bylaws were amended by the 1980 Delegate Assembly: Article II, Section 1; and Article VII, Section 6. (See Delegate Assembly proceedings dated May 16-18, 1980.)

These Bylaws were amended by the 1981 Delegate Assembly: Article II, Sections 1, 2 and 4; Article IV, Section 3; Article VI, Section 1; and Article VII, Sections 4 and 6, added a new Section 11. (See Delegate Assembly minutes, May 15-17, 1981.)

These Bylaws were amended by the 1982 Delegate Assembly: Article IV, Sections 1 and 2. (See Delegate Assembly proceedings May 1-2, 1982.)

These Bylaws were amended by the 1983 Delegate Assembly: Article V, Sections 3 and 4; and Article VI, Section 1. (See Delegate Assembly proceedings May 13-15, 1983.)

These Bylaws were amended by the 1984 Delegate Assembly: Article II, Section 1, Sections 5 and 6 (5, 6 and 7, renumbers to 6, 7 and 8); Article VI, Section 2. (See Delegate Assembly proceedings May 18-20, 1984.)

These Bylaws were amended by the 1985 Delegate Assembly: Article III, Sections 2 and 3. (See Delegate Assembly proceedings May 17-19, 1985.)

These Bylaws were revised by the 1986 Delegate Assembly: Article III, IV, V, VI, VII, VIII, IX, and X. (See Delegate Assembly minutes of May 16-18, 1985.)

These Bylaws were amended by the 1987 Delegate Assembly: Article III, Section 3, A. and Article VII, Section 1. (See Delegate Assembly minutes of May 15-17, 1987. By Delegate Assembly authorization, the Board amended Article III, Section 3, A.)

These Bylaws were amended by the 1988 Delegate Assembly: Article VIII, Section 4, E and F. (See Delegate Assembly minutes of April 15-17, 1988. By Delegate Assembly authorization, the Board amended Article VIII, Section 4, E and F.)

These Bylaws were amended by the 1989 Delegate Assembly: Article II, Section 1, A and D, and Section 4; Article V, Section 2, A; Article VIII, Section 3 E, 4, 8 and 11; Article VI, Section 1 and 2. (See Delegate Assembly minutes of April 28-30, 1989.)

These Bylaws were amended by the 1990 Delegate Assembly: Article I, Article VI, Section 1 and A 1 and Section 7 C; Article VII, Section 1 E. (See Delegate Assembly minutes of April 27-29, 1990.)

These Bylaws were amended by the 1991 Delegate Assembly: Article VI, Section 1. (See Delegate Assembly minutes of April 19-21, 1991.)

These Bylaws were amended by the 1992 Delegate Assembly: Article III, Section 5E; Article V, Section 7; Article VI, Section 1, A and B, and Section 2A; Article VI, Section 3; Article VI, Section 11B. (See Delegate Assembly minutes of May 15-17, 1992.)

These Bylaws were amended by the 1993 Delegate Assembly: Article V, Section 5, B and D; Article VI, Section 3B; Article VIII, Section 12; Article X, Section 3. (See Delegate Assembly minutes of April 23-25, 1993.)

These Bylaws were amended by the 1994 Delegate Assembly: Article III, Section 3; Article IV; Article V, Section 7A; Article VII, Section 1-B. (See Delegate Assembly minutes of April 22-24, 1994.) By Delegate Assembly authorization, the Board amended Article III, Section 3-D, and Article IV.

These Bylaws were amended by the 1995 Delegate Assembly: Article III, Section 3.A.1.c; Article III, Section 3.B.3; Article III, Section 3.C.3. (See Delegate Assembly minutes of May 19-21, 1995.)

These Bylaws were amended by the 1996 Delegate Assembly: Article III, Section 3. 2 & 3; Article II.C.1-3; Article V, Sections 4-6; Article VII, Section 1.E. (See Delegate Assembly Minutes of May 17-19, 1996.)

These Bylaws were amended by the 1997 Delegate Assembly: Article IV, Section 4 and 5.A; Article VI, Section 1.A.1, 1.A.2, 1.A.3, 1.A.4, 1.A.6, 1.B and 2; Article VIII, Section 4.F. (See Delegate Assembly Minutes of April 18-20, 1997.)

These Bylaws were amended by the 1998 Delegate Assembly: Article II, Section 2; Article III, Section 3.A.2, 3.B.2, 3.D.2, 5.C and 5.D; Article VI, Section 1.4, 2.A, and 6.B; Article XI, Section 1. (See Delegate Assembly minutes of April 24-26, 1998.)

These Bylaws were amended by the 1999 Delegate Assembly: Article II, Section 1.C.1. (See Delegate Assembly minutes of May 21-23, 1999.)

These Bylaws were amended by the 2000 Delegate Assembly: Article III, Section D.1.A; Article V, Section 5.A; Article V, Section 7.A; and Article VI, Section 1.A.5. (See Delegate Assembly minutes of April 7-9, 2000.)

These Bylaws were amended by the 2001 Delegate Assembly: Article VII, Section 1. (See Delegate Assembly minutes of April 27-29, 2001.)

These Bylaws were amended by the 2002 Delegate Assembly: Article I, Article II, Sections 1.A.2 and 1.A.3; Article VII, Sections 1.D and 1.F; and Article VIII, Section 4.E. (See Delegate Assembly minutes of April 26-28, 2002.)

These Bylaws were amended by the 2003 Delegate Assembly: Article III Sections A.f. and 5.E.; Sections Article VI, Sections 3.B., 6.A., 6.B., 6.C. and Section 8. (See Delegate Assembly minutes of April 4-6, 2003.)

These Bylaws were amended by the 2004 Delegate Assembly: Article VI Sections 1.B. (See Delegate Assembly minutes of April 23-25, 2004.)

These Bylaws were amended by the 2005 Delegate Assembly: Article III Sections 3.A, 3B, 3C. Article VI Section 1A.6. (See Delegate Assembly minutes of April 16-17, 2005.)

These Bylaws were amended by the 2006 Delegate Assembly: Article VI: Section 1.A.1, A.2, A3, A.4 (new language) (4, 5, 6, 7, renumbered to 5, 6, 7, 8.) (See Delegate Assembly minutes of April 29-30, 2006.)

These Bylaws were amended by the 2007 Delegate Assembly: Article I, Article II A.3, B, C.4, C.5, C.6, D.2, D.3, D.4, F.2, Article IV 5.B, 10.E, Article V B.1.d. (See Delegate Assembly minutes of April 28-29, 2007.)

No Bylaws amendments were proposed for the 2008 Delegate Assembly. (See Delegate Assembly minutes of April 23-24, 2008)

These Bylaws were amended by the 2009 Delegate Assembly: Article II.3.B; Article IV Section 3.B and Section 7.B; Article VII, Section 1.6, and H (new language). (See Delegate Assembly minutes of April 25-26, 2009)

These Bylaws were amended by the 2010 Delegate Assembly: Article II, Section 1.A.1.a, 1.A.1.c, Section 1.B, Article II, Section 1.C, Section 2.A, 2.B, Section 6.B, Article IV, Section 1.A.8, Section 7.I (new language), Article V, Section 1, Section 3.A.3, Section 3.B.3, Section 3.C.3, Article VII, Section 1.G, !.H, 1.I. (See Delegate Assembly minutes of April 24-25, 2010)

These Bylaws were amended by the 2011 Delegate Assembly: Article II. Section 1.A.5 (new language). (See Delegate Assembly minutes of May 14-15, 2011)

These Bylaws were amended by the 2012 Delegate Assembly: Article II, Section 1.B.5. (See Delegate Assembly minutes of April 28-29, 2012)

These Bylaws were amended by the 2013 Delegate: Article II 1.B.1; Article III. Section 7.B.B; Article VII 5.A.B; Article VIII.4. (See Delegate Assembly minutes of April 20-21, 2013)

These Bylaws were amended by the 2014 Delegate Assembly: Article IV 1.B; Article VII Section 1.A.1, 2, 3; B.1, 2, 3, 4, 5; C. 1, 2, 3 and Section 5.A.B. (The effective date of these adopted bylaw amendments will be August 31, 2014. See Delegate Assembly minutes of March 22-23, 2014)

These Bylaws were amended by the 2015 Delegate Assembly: Article VII Section 1.4; Article IV Section 1.A; Article VIII Section 3.F; Article IV Section 1.A.6. (See Delegate Assembly minutes of April 24-26, 2015)

No Bylaw amendments were proposed for the 2016 Delegate Assembly.

These Bylaws were amended by the 2017 Delegate Assembly: Article II Section 1.F and Article VII Section 1.A.3. (See Delegate Assembly minutes of April 22-23, 2017)

These Bylaws were amended by the 2018 Delegate Assembly: Article IX Section 1; Article II Section 2; Article II Section 5; Article VIII Section 13; Article II Section 2; Article X Section 3. (See Delegate Assembly minutes of April 28-29, 2018)

These Bylaws were amended by the 2019 Delegate Assembly: Article II Section 4; Article III Section 1, 7, 8; Article IV Section 1; Article IV Section 7; Article IV Section 11; Article V Section 4,5. (See Delegate Assembly minute of April 5-6, 2019)

These Bylaws were amended by the 2020 Delegate Assembly: Article IV Section 12; Article (See Delegate Assembly election results of June 2020)

These Bylaws were amended by the 2022 Delegate Assembly: Article IV Section 12; Article (See Delegate Assembly election results of April 3, 2022)

These Bylaws were amended by the 2024 Delegate Assembly: Article VII Section 1; Article III Section 1; Article V Section 3; Article II Section 2; Article IV Section 1 (See Delegate Assembly election results of April 20, 2024)

**NEVADA STATE EDUCATION ASSOCIATION**

**RESOLUTIONS**



*Last revised October 2020*

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**RESOLUTIONS  
OF THE  
NEVADA STATE EDUCATION ASSOCIATION**

**A. SERVE AS THE STATE VOICE FOR EDUCATION**

**A-1 PUBLIC EDUCATION IN NEVADA**

The Nevada State Education Association believes that free public educational opportunities for every American must be preserved and strengthened.

The NSEA encourages members to show their support of public education by sending their children to public schools.

The NSEA urges that public school programs be conducted only in non-sectarian facilities.

The NSEA also believes that free public schools are the cornerstone of our social, economic and political structure and are of utmost significance in development of our moral, spiritual and cultural values. Consequently, the survival of democracy requires that every state maintain a system of free public education that prepares its citizens to:

- a. achieve functional proficiency in English, with emphasis on the development of those basic reading, writing, speaking, and listening skills essential for success in other disciplines and everyday life;
- b. compute effectively enough to ensure their ability to procure and/or dispense services and materials necessary to their health and general well-being;
- c. use critical thinking, creative thinking, and problem-solving skills;
- d. exercise attitudes of good citizenship, societal productivity, and global awareness;
- e. appreciate the aesthetic and moral qualities of life;
- f. formulate values for their lives that will lead to continual growth and self fulfillment;
- g. recognize and appreciate the cultural, social, political and religious differences found throughout the nation and world;
- h. use leisure time effectively and develop sound physical health habits;
- i. develop skills in the practical/vocational and fine arts.

The NSEA further believes that public education is founded on the conviction that public schools are indispensable to national unity, common purpose and equality of opportunity.

The NSEA believes that education must also be provided for all children and youth, including those without a permanent legal address.

The NSEA recognizes the need for cooperation between school, community and governing groups in meeting the needs of homeless children and youth. (78, 86, 89, 94, 02)

The NSEA opposes any "education-for-profit" or "voucher" system that diverts funds, goods, or any student services away from public education. (05)

## **A-2 EDUCATIONAL OPPORTUNITY FOR ALL**

The Nevada State Education Association believes that education is a lifelong process and that the public schools serve a constituency that embraces all age groups.

The NSEA also believes that education should be:

- a. suited to the needs of the individual;
- b. non-segregated;
- c. available beyond the traditional school day and school year;
- d. required through the secondary school;
- e. available at public expense;
- f. controlled by local and state boards of education;
- g. and guaranteed by the Constitution of the United States.

The NSEA further believes that individuals, at their expense, should be free to choose, to supplement, or to substitute education in privately supported, non-public, non-segregated schools.

The NSEA believes that public and non-public schools should be accredited under uniform standards established by the appropriate agency.

The NSEA urges the Nevada State Board of Education to deny licenses to those institutions whose policies and/or practices prevent the integration of those institutions. (86, 99, 02)

## **A-3 PUBLIC UNDERSTANDING**

The Nevada State Education Association believes that professional associations must promote public understanding of education and encourage wide public and parental participation in supporting the education process.

The NSEA also recognizes its responsibility to publicize adverse educational conditions and to support local associations in attempts to improve conditions in their districts. (78, 02)

## **A-4 EXCELLENCE IN EDUCATION**

The Nevada State Education Association believes that continued success of the United States as a participatory democracy and as a world leader is dependent upon a shared national, community, and individual commitment to excellence in education.

The NSEA also believes that mastery is a standard of excellence achieved when students demonstrate the ability to use what has been taught and have command of subjects sufficient for problem solving, decision making, and further educational growth

The NSEA reaffirms its support of high standards for teaching and learning in which the student becomes an active participant in the mastery process.

The NSEA further believes that sufficient resources and program alternatives should be provided for the proper placement for the attainment of required skills. (86, 02)

## **A-5 ACCOUNTABILITY AND ASSESSMENT**

The Nevada State Education Association believes accountability is a shared responsibility of education employees, legislators, government officials, school boards, parents, and taxpayers.

The NSEA opposes any attempt to transform assessment into a testing program that would seek to measure all students, teachers, or school systems by a single standard and then impose upon them a single program, rather than to provide opportunities for multiple programs and objectives. (78, 94, 02)

## **A-6 FEDERAL SUPPORT OF PUBLIC EDUCATION**

The Nevada State Education Association believes that a major federal role is to:

- a) ensure equality of educational opportunity for all;
- b) to collect basic data to be used in public schools and to engage in research;
- c) develop and consult in activities that support quality education programs;
- d) grant supplemental aid where adequate funds cannot be raised in order to provide all students with a high quality education.

The NSEA also believes that any federal program, such as a "voucher" system or an education for profit system that would dilute or misdirect funding for public education, would not be in the best interests of our nation's children or the future of our country. (05)

The NSEA deplors federal policies and programs that serve to undermine America's historical commitment to free public education.

The NSEA seeks federal support of public education in line with the following principles:

- a. the federal share of financing public education must be at least one-third of the total costs;
- b. that present federal programs of specific aids be continued, expanded and improved by consolidations, simplified administration and reporting, and that their evaluation be primarily a state and local responsibility;
- c. federally funded instructional programs should have maximum education employee involvement in their development at the federal level and must be implemented at the local level only after the involvement and approval of the recognized bargaining agent or local affiliate;
- d. that further expansion related to federal support of education be general in nature and that these funds be allocated without federal control to state education agencies to supplement and to be used as state public education funds;
- e. that the amount of aid be generally predictable for year-to-year planning;
- f. that the federal funds not be used as a reason for cutbacks in any existing or proposed state funded programs;
- g. that distribution of some federal funds within states permit the same administrative discretion as for state public education funds;
- h. that expenditure of federal funds be only for the purpose for which state and local districts may expend their own public funds;
- i. federal legislation must comply with civil rights statutes, be consistent with the constitutional provision respecting freedom of belief with the tradition of separation of church and state, and provide for judicial review as to its constitutionality.

The NSEA opposes all legislation that includes funds, goods, or services related to the instructional process for non-public schools or non-public students, any "education-for-profit" system or "voucher" system. (94, 02, 05)

## **A-7 FINANCIAL SUPPORT OF PUBLIC EDUCATION**

The Nevada State Education Association believes that public education in Nevada must be supported by a broad-based system of taxation which produces an ample, equitable and stable funding source that matches or exceeds national average per pupil spending on education. (99, 02, 20)

## **A-8 FEDERALLY OR STATE MANDATED CHOICE/PARENTAL OPTION PLANS**

The Nevada State Education Association opposes federally or state-mandated parental option or choice plans that compromise the Association's commitment to free, equitable, universal, and quality public education for every student.

The NSEA believes that local districts, in partnership with state and federal governments, must provide a quality education for every student by securing sufficient funding to maintain and to enhance excellence in each local public school district. (02)

NSEA recognizes the need to continually re-examine and broaden the current tax structure in order to address public education funding gaps. (20)

#### **A-9 UNFUNDED MANDATES**

NSEA believes educators must be supplied with the tools and resources to implement new directives or policies mandated by Legislation or educational governing bodies. As such NSEA will resist “unfunded mandates” and actively insist that any new directives or policies include full funding to successfully execute prior to implementation. (20)

#### **A-10 ONE UNION, ONE VOICE**

NSEA believes in unity, collaboration, solidarity, and outreach amongst a diverse set of community groups, members of the faith community, our fellow union brothers and sisters, bipartisan political allies, and other coalitions and alliances on the national, state and local levels to speak as the voice of educators. (17)

### **B. ADVANCE THE CAUSE OF EDUCATION FOR ALL INDIVIDUALS EDUCATIONAL EQUITY**

#### **B-1 CLASS SIZE**

The Nevada State Education Association believes that:

- a. excellence in the classroom can best be attained by small class size in grades K-12, which allows for the optimum development of a student's potential,
- b. class size and daily student-teacher contacts must allow for individual attention to each pupil.
- c. Large class sizes result in conditions which are unsuitable for both working and learning. (20)

The NSEA will seek maximum class size of 15 students in K-3, 1 to 22 in grades 4-6, 1 to 25 in grades 7-12, along with a maximum load of 125 for secondary teachers. Pre-K-5 resource classroom 1 to 10, 6-12 resource classroom 1 to 12, and specialized programs 1 to 8. (20)

NSEA opposes combining classes with a team teaching approach or any other alternative model designed to circumvent established class size requirements. (03)

The NSEA also believes that class size maximums must be established, with Nevada State Education Association involvement, based on the type of students, subject area content, physical facilities, and other criteria.

The NSEA further believes that local affiliates should seek the implementation of a weighted class size formula to reflect the inclusion of exceptional children.

The NSEA believes that periods of declining enrollment offer a particularly desirable time for local and state funding agencies to reduce class size.

The NSEA believes that caseload maximums should be established for all specialized programs.

The NSEA urges local affiliates to resist efforts to circumvent laws, regulations and policies that mandate maximum class size or caseloads for specialized programs.

The NSEA believes that the use of discriminatory academic tracking based on socioeconomic status, race or gender must be eliminated in all public school settings. (78, 86, 90, 91, 93, 94, 95, 98, 02)

## SPECIFIC PROGRAMS FOR INDIVIDUALS

### **B-2 LEAST RESTRICTIVE ENVIRONMENT**

The Nevada State Education Association supports a free appropriate public education for all students with disabilities in the least restrictive environment, as established in IDEA.

The NSEA will support programs only when:

- a. they provide favorable learning experience for both students with disabilities and general education students;
- b. general and special education teachers, administrators, education support professionals and parents share equally in the planning and implementation;
- c. education employees are prepared for those roles;
- d. appropriate instructional materials, appropriate training, support services and pupil personnel services are provided for the education employee and students with disabilities;
- e. modifications are made in class size, scheduling, and curriculum designed to accommodate the shifting demands that a least restrictive environment creates;
- f. there is a systematic evaluation and reporting of program developments;
- g. adequate additional funding and resources are provided for a least restrictive environment;
- h. appropriate classroom settings are maintained by the districts for those students who require a more restrictive environment. (78, 86, 90, 91, 93, 94, 95, 98, 02)

### **B-3 DIPLOMAS FOR SPECIAL NEEDS STUDENTS**

The NSEA believes that a system should be available which allows individuals who had an IEP prior to age 22, to obtain an adjusted high school diploma after age 21. (05, 06)

### **B-4 EARLY CHILDHOOD EDUCATION**

The NSEA recognizes the value of quality early childhood education (ECE) programs to prepare children to enter school ready to learn. The association also believes that ECE programs should include a full continuum of services for parents/guardians and children. (DA 5/2011)

### **B-5 EDUCATIONAL PROGRAMS FOR ENGLISH LANGUAGE LEARNERS**

The Nevada State Education Association believes programs to address the unique needs and to provide equal opportunities for English Language Learners (ELL) must be provided regardless of their primary language.

The NSEA urges that the programs for ELL's emphasize proficiency (the ability to understand, speak, read, write, and reason in English) as a primary goal to enable these students to reach their full potential in an English-speaking society.

The NSEA also urges that those students whose primary language is other than English be placed in appropriate programs designed to meet their specific needs. Under no circumstances should English Language Learners be enrolled in Special Education classes solely because of linguistic difference.

The NSEA also believes English Language Learner education programs should be promoted and supported at the federal, state, and local levels. This includes full funding of all instructional materials, resources, and programs for students with limited English proficiency, as well as the training of education personnel who work with these students.

The NSEA further believes education employees, through a bargaining or other bilateral decision making process, must be fully involved in the development and implementation of programs serving ELL

students, including the assignment of teachers and the terms and conditions of their employment. Education employees should be compensated at their hourly rate of pay for any additional time spent in training. They should also be reimbursed for the cost of tuition, textbooks, and travel incurred in such training.

The NSEA values bilingual and multilingual competence and supports programs that assist individuals in attaining and maintaining proficiency in their native language before and after they acquire proficiency in English.

The NSEA believes that English Language Learners (ELL) should experience positive learning situations in all facets of their schooling, including mandated assessments.

The NSEA also believes that ELL students should only be assessed based on their language acquisition level for the particular needs of the students. (92, 98, 00, 02)

The NSEA further believes that ELL students have the right to access and utilize programs designed to assist them. Accordingly, the Association supports the inclusion of bilingual staff, such as social workers, school counselors, and school success monitors to assist bilingual families in becoming active participants in their children's education. (08)

The NSEA also believes in the use of alternative programs, such as pull-out programs or cooperative consulting model, which involve an ELL teacher. (03)

The NSEA further believes education personnel should not be required to translate when translating is not within their job description. (92, 93, 95, 97, 00, 02)

## **B-6 GIFTED, TALENTED, AND CREATIVE STUDENTS**

The NSEA believes that Gifted and Talented Education is a valuable program which should be accessible for all students.

The NSEA also believes students should be admitted according to the Nevada Administrative Code and the Nevada Revised Statutes with assessments free from cultural and linguistic bias. (04, 06)

## **B-7 PROGRAMS/POLICIES FOR DISRUPTIVE STUDENTS**

The Nevada State Education Association believes that education at public expense is a right that comes with student responsibility that cannot be flagrantly abused.

The NSEA believes behavior should not need to affect a "majority" adversely to be seen as a problem.

The NSEA also believes that the attendance of individuals who have little desire to learn or conform to reasonable regulations, seriously interferes with the educational goals and safety of others. (03)

The NSEA further believes these students should participate in programs and/or schools designed to help modify behaviors that are deemed as disruptive and seriously interfered with the educational goals and safety of students. (17)

The NSEA further believes that local affiliates should seek support from local school boards in establishing policies, programs and/or schools designed for disruptive students which implement enacted state laws. (78, 90, 00, 02, 03)

The NSEA believes discipline in all aspects and locations of the school environment should be clearly defined. These procedures should be established and presented to all education employees, along with resources for implementation. (03)

The NSEA believes in adequate planning time, materials, small class sizes, bus seating capacity and facilities for all professionals included in these programs. (08)

## CURRICULUM CONTENT

### **B-8 COMMUNICATION SERVICES TO EDUCATION**

The Nevada State Education Association believes that the Public Broadcasting Service (PBS television), National Public Radio (NPR), and expanding cable television (CATV) should provide communication services to education.

The NSEA also believes that programs which involve marketing and/or product promotion such as Channel One (Whittle) exploit students.

The NSEA further believes that local affiliates should engage in efforts to prevent marketing and/or product promotion programming in public schools. (90, 97, 02)

### **B-9 CULTURAL DIVERSITY AND INSTRUCTIONAL MATERIALS AND ACTIVITIES**

The Nevada State Education Association urges its Board of Directors to take continued action for implementation of:

- a. a state textbook list that recommends multi-ethnic materials;
- b. local association workshops on human relations and related fields;
- c. a State Department of Education ongoing course of study that focuses on minority issues and human relations. (78, 84, 90, 94, 02)

### **B-10 FINE ARTS EDUCATION**

The Nevada State Education Association believes that every child in Nevada should have an appropriate Fine Arts Education.

The NSEA supports comprehensive Fine Arts programs in all the school districts taught by properly licensed Fine Arts specialists.

The NSEA also believes that artistic expression is the foundation of an individual's intellectual, aesthetic, and emotional development.

The NSEA therefore:

1. supports the adoption of the National Standards for Education in the Arts, and
2. urges the Nevada Legislature to establish a Fine Arts requirement for high school graduation, and
3. supports the creation of a full-time State Arts Supervisor position to oversee the implementation of the standards, as well as professional development relative to implementation of the standards, and
4. supports maintaining separate music and art classrooms in every public school.

The NSEA urges its members to become involved in the promotion, expansion, and implementation of Fine Arts programs in the curriculum. (83, 86, 90, 94, 95, 97, 02)

### **B-11 GENOCIDE EDUCATION**

The Nevada State Education Association believes that education regarding acts of genocide will help students to empathize with others and to respect diversity.

The NSEA also believes that education about genocide should be included in the school curriculum. (96, 02)

## **B-12 GLOBAL EDUCATION**

The Nevada State Education Association supports and encourages the restoration and continuation of age-appropriate studies in world history and geography throughout the K-12 curriculum. (78, 02, 08)

## **B-13 HIV/AIDS EDUCATION**

The Nevada State Education Association believes that AIDS/sex education, which provides children and youth with information appropriate to their ages, is an integral part of the curriculum in all academic areas; such as language arts, science, history, social studies, etc. AIDS/sex education is basic to education.

The NSEA also believes that the public schools have an important role in AIDS/sex instruction and that education employees must have the academic preparation to teach in this area.

The NSEA further believes that education personnel, school boards, and parents should be involved in establishing AIDS/sex education programs as an integral part of the school curriculum.

The NSEA believes that curriculum in AIDS/sex education be developed.

The NSEA also believes that education personnel who teach the AIDS/sex education curriculum should be legally protected from censorship and lawsuits. (78, 86, 90, 94, 97, 02, 07)

## **B-14 HOLOCAUST EDUCATION**

The Nevada State Education Association believes that the lessons of the Holocaust will lead to greater understanding of, and respect for, diversity.

The NSEA also believes inclusion of Holocaust education should be included in the school curriculum.

The NSEA further believes that Holocaust education could be included in any appropriate curricular areas. (96, 98, 02)

## **B-15 INVOLVEMENT OF STUDENTS**

The Nevada State Education Association believes education personnel should set up specific communication avenues with secondary students, and then base education programs on what is learned regarding students' interests and needs. (78, 94, 02)

## **B-16 NATURAL RESOURCE EDUCATION/ENVIRONMENTAL EDUCATION**

The Nevada State Education Association recognizes that Natural Resource Education/Environmental Education provides Nevada residents information relative to the use, and potential use of the natural resources of the great state of Nevada. It is further recognized that Natural Resource/Environmental Education is mandated by NRS 389 for K-12 classrooms.

The NSEA also recognizes the need for the development and improvement of educational programs that will:

- a. promote the concept of the interdependence of humanity and nature;
- b. develop an awareness of the effects of past, present, and future population growth patterns on world civilization, human survival, and the environment;
- c. promote an understanding of the necessity to protect endangered, threatened, and rare species;
- d. promote an understanding of the necessity to protect the earth's finite resources;
- e. promote the concept of pollution reduction;
- f. promote a yearly environmental awareness week to be celebrated during the International Earth Day Observance.

The Nevada State Education Association also recognizes it is the responsibility of each NSEA local to work with its school district to implement a district-wide plan of recycling and conservation of resources. This program would encompass every classroom, every school and every facility within the Nevada public education system.

The NSEA urges its members to support environmental programs in school systems for learners of all ages.

The NSEA believes that the State Department of Education should assume the responsibility for providing funds, coordinating materials and member training to meet this urgent need. (90, 02)

### **B-17 LABOR MOVEMENT EDUCATION**

The Nevada State Education Association believes that the influence of the labor movement and unionism on the growth of the United States should be an integral part of the curriculum in our schools.

The NSEA urges education employees, curriculum committees and authors to include material which accurately presents the important contributions to our country's history and growth that have been provided by the unions involved in the labor movement and the individuals who led that movement. (91, 94, 02)

### **B-18 LIBRARY PERIOD FOR ALL ELEMENTARY STUDENTS**

The Nevada State Education Association believes that all elementary children should have a regular weekly library period. (92, 02)

### **B-19 MINORITIES AND WOMEN IN TEXTBOOKS**

The Nevada State Education Association believes that educational materials -- textbooks, reference materials, audio-visual material and supplementary reading in all subjects -- should portray our cultural diversity and the achievements of minority groups and women.

The NSEA supports continued firm stands by the Department of Education Textbook Commission and local school districts to test and adopt curricular content which recognizes the contributions to society of minority, ethnic and cultural diversity.

The NSEA also supports the development of attitudes in Nevada youth which further these beliefs. (78, 90, 02)

### **B-20 PATRIOTISM**

The Nevada State Education Association urges all school districts and education personnel to strive to instill in students a sense of patriotism by urging them to perform public service, work towards the civil and human rights of all U.S. citizens, learn about the significance of, and respect for, our patriotic symbols, and protect the environment. (90, 91, 02)

### **B-21 PHYSICAL EDUCATION**

The Nevada State Education Association believes that physical education is necessary for the students' physical and mental health.

The NSEA also believes in having physical education programs in all Nevada elementary schools which will be staffed by properly licensed physical education specialists. (85, 86, 88, 90, 95, 02)

### **B-22 STUDENT ELECTIVES**

The Nevada State Education Association urges providing high school and intermediate/middle school students curriculum choices that support the humanities and arts through expansion and flexibility of school scheduling. (02)

### **B-23 STUDENT INVOLVEMENT IN POLITICS**

The Nevada State Education Association believes in encouraging students to become involved in the political process by registering to vote, weighing the issues, and taking part in the political process. (78, 90, 97, 02)

### **B-24 SUBSTANCE ABUSE EDUCATION**

The Nevada State Education Association recognizes that education personnel are concerned by the growing substance abuse problem and have created educational programs designed to emphasize the effects of substance abuse.

The NSEA believes local school districts and their education personnel should design programs which include early identification of children who are at risk of substance abuse and dependency, increase student self-esteem, build student refusal skills, and develop student discipline procedures appropriate to grade level.

The NSEA also believes local school districts should provide in-service to all education employees on the effects of substance abuse and that every school program should include an intervention program at every grade level and a program of parent and community education.

The NSEA further believes continued cooperation with law enforcement agencies, the medical community, legislators, professional substance abuse counselors, parents, and the community, will assist in reaching the best possible solutions within the community and school environment for the treatment and rehabilitation of youth.

The NSEA also believes every local school district should adopt a policy which condemns the use and abuse of chemical substances, mandates the inclusion of a substance abuse curriculum at each grade level with appropriate intervention programs, and establishes a consistent discipline procedure for students who use, or are under the influence of, chemical substances at school. (90, 94, 02)

### **B-25 TECHNOLOGY IN THE EDUCATIONAL PROCESS**

The Nevada State Education Association believes technology is a viable tool in advancing and managing instruction and, as such, should be integrated into curriculum and instruction.

The NSEA also believes school districts must monitor the use of technology by students to insure responsible and appropriate use. (93, 99, 02)

### **B-26 VOCATIONAL, CAREER, AND TECHNICAL EDUCATION**

The NSEA believes that preparation of students for vocational, career, and technical jobs should be the responsibility of Secondary Ed in collaboration with business and industry.

The NSEA supports vocational, career and technical education as a major component of education advocates that every student have the opportunity to enroll in classes without restrictions.

The NSEA also believes that adequate resources must be provided for educators to maintain, enhance, and expand quality vocational, career and technical programs. (04)

## LEARNING ISSUES NOT RELATED TO SPECIFIC DISCIPLINES

### **B-27 CONTINUING EDUCATION - HIGHER EDUCATION**

The Nevada State Education Association supports establishing funding and continuing evaluation of graduate, professional, and other continuing education programs to meet the needs of Nevada citizens.

The NSEA also supports the adequate funding of doctoral level programs at UNR and UNLV and encourages the creation of doctoral level programs according to the needs and desires of Nevada citizens. (78, 02)

### **B-28 DISCIPLINE IN ELEMENTARY SCHOOLS**

The Nevada State Education Association believes students sent to the office for disciplinary problems should not arbitrarily be placed in other classrooms. (92, 02)

### **B-29 DISTANCE EDUCATION**

NSEA believes that the state of Nevada should have a statewide public distance education program funded by a line item from the Nevada Legislature.

NSEA also believes that statewide public distance education programs staffed by Nevada certified teachers and be based on Nevada State Standards. (06)

### **B-30 HOME INSTRUCTION REGULATIONS**

The Nevada State Education Association believes the social growth of the child is one of the priorities of an educational program.

The NSEA also believes that the liberalization of the Home Instruction Regulations might invite those already disposed to do so to utilize the opportunity for child neglect, educational neglect and/or child abuse.

The NSEA opposes any attempts to liberalize either the specifications governing the content, or deletion of standards, for the individuals who seek to provide home education in the State of Nevada.

The NSEA further believes school districts and the State Department of Education must fully enforce monitoring and evaluation guidelines to insure home school students are receiving an appropriate and quality education. (83, 87, 96, 02)

### **B-31 HOMEWORK**

The Nevada State Education Association supports the assignment of homework as one means of reinforcing and furthering classroom instruction and learning.

The NSEA also believes that the type and the amount of homework assigned should be appropriate to a child's developmental level and determined by the teacher. (91, 95, 02)

### **B-32 SCHOOL TRANSPORTATION DISCIPLINE**

The Nevada State Education Association believes students removed from buses for disciplinary reasons should not arbitrarily be placed on other buses. (02)

## **B-33 SOCIAL PROMOTION**

The Nevada State Education Association believes that alternative programs should be provided for those students who are not eligible for promotion based solely on academic attainment.

The NSEA also believes that all education employees, parents and school board members should seek an end to the practice of social promotion of students or grade-level advancement based primarily on age and/or physical size. (78, 86, 94, 97,02)

## **B-34 DISCIPLINE/INTERVENTION PROGRAMS FOR ESP, STAFF AND STUDENTS**

The Nevada State Education Association believes students who have demonstrated disruptive behavior should participate in an appropriate intervention program.

The NSEA also believes participation in such programs should be a mandatory requirement for students prior to continuing their education in a public school. (08)

## **C. PROMOTE HEALTH AND WELFARE**

### **C-1 STUDENT HEALTH AND PERSONNEL SERVICES**

The Nevada State Education Association believes that every student should have direct and confidential access to health, social and psychological services within both school and community settings.

The NSEA also believes that health, social and psychological services to students must be provided by appropriately licensed and certificated professional personnel in a private and confidential setting.

The NSEA further believes that those services dealing with students' physical, mental and psychological well-being are best delivered when there is coordination within the school, as well as the school, home and community.

The NSEA believes these services must include:

- a. a nurse-to-student ratio at each site that is appropriate to provide quality school health care;
- b. preventive programs to promote optimum wellness in physical, social and emotional health to allow for the maximum level of school performance;
- c. programs for early identification and diagnosis of health and/or learning disabilities;
- d. programs such as direct services within the schools and referrals to, and coordination with, community and local governmental agencies that work to resolve identified disabilities;
- e. programs that promote health awareness for students, school employees, parents and community;
- f. programs that coordinate school, community and health care professionals to promote local, annual, voluntary student health care fairs;
- g. comprehensive school-based, community-funded student health care clinics that provide basic health care services (which may include diagnosis and treatment) to supplement, but not supplant, school nurses.
- h. a school nurse at each school every day to provide quality school health care

The NSEA also believes that schools must assume an advocacy role for those students affected by circumstances that prevent them from functioning adequately in education settings. (90, 92, 02)

### **C-2 SPECIALIZED TRANSPORTATION TRAINING**

The Nevada State Education Association believes that children with special needs should receive the assistance they need to succeed.

The NSEA also believes that a child's school day begins when the child leaves home to begin that day.

The NSEA further believes its affiliates should work with local school districts to assure that school bus drivers, especially those transporting special needs children, receive realistic training in dealing with discipline, health concerns, and other special needs of students. This training should assist drivers in not only protecting students, but also in assisting their development as students and young adults. (04)

The NSEA believes that drivers, in order to effectively serve these children, should be made aware of the students' disabilities and special needs prior to students being assigned to their bus. (92, 94, 02)

### **C-3 TEACHING STATIONS/WORK ENVIRONMENT**

The Nevada State Education Association believes that appropriate, safe and healthful facilities are necessary for the education of Nevada's children. Facilities should be free of potential health hazards.

The NSEA also believes that all members should be assigned a work area appropriate to the curriculum being taught or duties being performed. Mechanical rooms, storage rooms or other areas which may present hardships shall be used for their intended purposes only.

The NSEA further believes that public school programs, such as spelling bees, ESL, and Gifted and Talented classes, should be held within public school facilities. (86, 92, 02, 07)

### **C-4 HIV TESTING OF STUDENTS AND EDUCATION EMPLOYEES**

The Nevada State Education Association opposes mandatory/involuntary HIV testing of students, education personnel or applicants except where legally-defined probable cause exists.

The NSEA believes its locals should work with their schools to adopt the AIDS policy as written by the Nevada State Education Association legal staff. (91, 94, 02)

### **C-5 COUNSELOR ACCESS AND CONFIDENTIALITY**

The Nevada State Education Association believes that every student should have unrestricted access to a school guidance counselor.

The NSEA also believes that the student-counselor relationship is confidential and opposes any attempts to require prior permission. (96, 02)

### **C-6 TREATMENT OF MEDICATED CONDITIONS**

The Nevada State Education Association believes education personnel should be consulted when physicians make diagnoses and subsequent decisions regarding treatment of medicated conditions, as recommended by the National Institute of Mental Health. (02)

### **C-7 SCHOOL SAFETY**

The NSEA believes that student and staff require a safe environment. The NSEA further believes that the lack of safety impedes learning. The NSEA also believes training and resources should be provided proactively to help prevent school violence.

The NSEA further believes that student bullying behavior is a major and persistent problem and further that these behaviors must be identified and addressed in a speedy and effective manner. (07)

The NSEA also believes that violence against staff is a growing and serious issue. Discipline policies must be created, with teacher input, to ensure violent and severely disruptive students are removed from environments in which they can harm staff and students and placed in a more appropriate alternative settings. (20)

## **D. PROMOTE PROFESSIONAL EXCELLENCE AMONG EDUCATORS**

### **D-1 LICENSED EDUCATOR IN EVERY PROFESSIONAL EDUCATIONAL POSITION**

The Nevada State Education Association believes that all educators must have the knowledge and skill necessary to perform their duties.

The NSEA also believes that professional educational positions, including specialized positions, be filled by educators holding an appropriate license, and that no teacher be required to teach any subject outside his or her major or minor field(s) of academic preparation.

The NSEA further believes that educators who have been assigned outside their major or minor field(s), and have continued in that assignment since before 1980, and appear on the Professional Standards Commission exceptions list, be granted the opportunity to continue to teach in that assigned area. (78, 86, 90, 92, 02)

### **D-2 STANDARDS OF EXCELLENCE**

The Nevada State Education Association believes in high standards of excellence for educators and believes that such standards should be assured before licensing the educator.

The NSEA also believes the Nevada State Board of Education should develop a program of evaluation during the pre-service training of educators. (82, 85, 02)

### **D-3 PERFORMANCE EVALUATIONS**

The Nevada State Education Association believes performance evaluations must clearly define the duties expected to be performed.

The NSEA also believes appropriate evaluations can only take place when performance expectations are clearly defined.

The NSEA further believes that evaluations should include input from the employee's immediate supervisor. (92, 99, 02)

### **D-4 COMPETENCY TESTING**

The Nevada State Education Association believes that competency testing must not be used as a condition of employment, license retention, evaluation, placement, ranking or promotion for licensed educators.

The NSEA also believes that competency testing does not address the educator's ability to perform his/her job duties.

The NSEA opposes competency testing of all licensed educators for continued employment. (82, 84, 86, 90, 02, 08)

### **D-5 PROFESSIONAL DEVELOPMENT RESOURCE CENTERS**

The Nevada State Education Association believes that professional development resource centers provide an opportunity for school employees to share resources, experiences, and ideas for professional growth.

## **D-6 FIRST YEAR EDUCATORS**

The NSEA believes in the importance of supporting first year educators.

The NSEA also believes that support for first year educators should include adequate guidance in procedure matters as well as ongoing professional development in curricular and classroom management issues.

The NSEA further believes a mentor for each first year educator would facilitate the success and continuation in the profession for first year educators. (03)

## **D-7 PROMOTE PROFESSIONAL EXCELLENCE AMONG EDUCATORS**

The NSEA believes in financial compensation for teachers obtaining National Board Certification.

The NSEA also believes in equitable financial compensation for educational personnel in other areas with comparable national certifications. (06)

## **D-8 TRAINING AND INTERVENTION PROGRAMS FOR ESP, STAFF AND STUDENTS**

The Nevada State Education Association believes education personnel should be offered training to assist with developing intervention programs. (08)

## **D-9 EVALUATIONS**

NSEA believes an educator's evaluation should be assessed on an educator's professional responsibilities and instructional standards. An educator's evaluation should not be based on a student's achievement percentiles. (16)

NSEA believes an educator's evaluation must consider learning challenges. (16)

## **E. GAIN RECOGNITION OF THE BASIC IMPORTANCE OF THE TEACHER IN THE LEARNING PROCESS AND OTHER EMPLOYEES IN THE EDUCATIONAL EFFORT**

### **E-1 ACADEMIC FREEDOM AND CENSORSHIP**

The Nevada State Education Association believes educators have a right and responsibility to assist students in reaching their academic and personal potential utilizing their professional experience, training, and knowledge of their students.

The NSEA also believes that academic freedom is essential to the teaching profession. Educators have the right and responsibility to examine divergent points of view and present them to students in an unbiased manner.

The NSEA further believes material chosen by an educator for classroom use should only be challenged in an orderly and objective manner through procedures mutually agreed upon by each association and their school district administration. (78, 90, 02, 05)

The NSEA opposes the use of district-wide standardized common questions for the final semester exams in specific subject areas. (05)

### **E-2 SPECIAL SERVICES PERSONNEL**

The Nevada State Education Association believes the contribution to education provided by licensed/certified specialists is valuable.

The NSEA also believes school districts which have increased the special services available to the educator through employment of such specialists have enhanced the educational process.

The NSEA further believes additional funding and continued emphasis be given to:

- a. improvement of school libraries, media centers;
- b. availability of psychological services in every Nevada school district;
- c. availability of social workers;
- d. availability of homeless advocates;
- e. programs of elementary guidance and counseling;
- f. remedial and special education instruction;
- g. increasing the number of school nurses; and
- h. increasing the number of speech/language pathologists; and
- i. other special services. (04)

The NSEA urges school districts which employ specialists to implement these programs and consider them a necessary and integral part of the school program.

The NSEA believes that the Special Services Personnel should not be included when calculating pupil-teacher ratio of regular classrooms. (78, 86, 90, 97, 02)

### **E-3 SUPPORT PROFESSIONALS**

The Nevada State Education Association believes education support professionals share the same community of interest with licensed personnel. (08)

The NSEA also believes that greater emphasis must be placed upon securing and maintaining the most capable education support professionals and providing on-going, comprehensive training and staff development.

The NSEA further believes in the development and implementation of staffing formulas in educational staffing, should be based on student population and square footage.

The NSEA also believes education support professionals should be considered full-time employees with maintenance of salary and benefits for each day of employment.

The NSEA also believes education support professionals should be allowed to transfer between school districts without loss of step on salary schedule, sick leave, or other related benefits. (91, 92, 94, 97, 98, 99, 02)

### **E-4 STUDENT GRADES**

The Nevada State Education Association believes students earn grades.

The NSEA also believes that teachers are responsible for recording grades.

The NSEA further believes administrators do not have the right to arbitrarily change a student's grade or attempt to pressure or coerce a teacher into doing so against the teachers professional or ethical judgement. (20)

The NSEA also believes if an administrator has reason to believe an error has been made in recording a student's grade, the administrator has an obligation to consult with the teacher to clarify the matter. (02)

## **F. PROTECT THE RIGHTS OF EDUCATIONAL EMPLOYEES AND ADVANCE THEIR INTERESTS AND WELFARE**

### **F-1 PAY EQUITY/COMPARABLE WORTH**

The Nevada State Education Association believes that all workers should be paid on the basis of responsibilities, requirements, skills and worth of their jobs and that factors such as the gender or race of the individual performing the job should never play a role in determining salary.

The NSEA supports all efforts to attain accurate and unbiased forms of job evaluation and to raise the pay of those jobs that are presently undervalued. The "market value" means of establishing pay cannot be the final determinant of pay scales, since it too frequently reflects the race and sex bias in our society.

The NSEA encourages efforts by education employees and others of the work force to gain salary levels appropriate to the skill, value, responsibility and requirements of their jobs. (91, 93, 02)

### **F-2 SALARIES AND OTHER COMPENSATION**

The Nevada State Education Association believes education employee member salaries should compare favorably with income in other professions and occupations requiring comparable preparation and responsibility.

The NSEA also believes that salary and benefit structures are matters for collective bargaining.

The NSEA further believes that salaries need to be increased to retain competent education personnel in the schools and attract persons of outstanding ability to these professions.

The NSEA believes that performance pay schedules, such as merit pay, are inappropriate.

The NSEA also believes proposed or legislated salary and benefit structures should be monitored.

The NSEA also believes members and their families should be protected from financial loss due to sickness, injury or death. (DA 4/12)

The NSEA further believes members should be protected by a fair and just system of remedies and consequences, which minimally insures due process. (DA 4/12)

The NSEA opposes legislation that bypasses or undermines the bargaining process or negotiated agreements.

The NSEA insists that salary schedules should:

- a. be based on preparation, academic degrees, experience, professional growth and full length of service;
- b. provide for entry-level salaries and career earnings comparable to those of other professions and occupations with similar preparation and responsibilities;
- c. define "salary increase" to mean the exact monetary differential between the existing salary schedule and the proposed salary schedule -- exclusive of incremental adjustments -- and all basic benefits.

The NSEA supports the goal for a starting salary to be commensurate with the NEA recommendations for a qualified beginning educator with a Bachelor's Degree.

The NSEA also supports local associations' negotiations with local boards of school trustees to implement salary schedules with a 1 to 2.5 ratio.

The NSEA also opposes any attempt to establish tiered compensation systems that place entry-level employees on a salary and/or benefits schedule that differs from that of career employees.

The NSEA further supports an extended school day as a negotiated item, therefore, affected education personnel shall be compensated.

The NSEA supports a contractual procedure to compensate education personnel whose work hours are impacted by special circumstances requiring duty beyond the contracted work day. (78, 85, 86, 90, 91, 98, 02, 06)

NSEA will aggressively seek increases to educator compensation, through both legislation and collective bargaining, in order to keep up with inflation and cost of living increases. (20)

### **F-3 TAX CREDIT FOR DUES**

The Nevada State Education Association believes that the dues paid by members of professional and labor organizations should be treated as a tax credit.

### **F-4 NEGOTIATIONS RIGHTS**

The Nevada State Education Association members recognize themselves both as working employees and as professionals who need the right to bargain effectively on all aspects of education.

The NSEA urges the State Legislature and all school districts in the State of Nevada to redefine legal bargaining provisions to include the following:

- a. a guaranteed daily preparation period during the students' day (K-12);
- b. student load per class;
- c. working conditions such as non-paid extracurricular activities;
- d. the general educational policy adopted by the school district. (78, 86, 90, 02)

### **F-5 PARENT CONFERENCES**

The Nevada State Education Association believes teacher-parent conferences are a vital part of the education process.

The NSEA also believes these conferences are to be held at school during the teachers' work day and teachers should have adequate time during their work day to prepare for these conferences. If time is scheduled outside of the current work day, then the teacher shall control the scheduling and be compensated at his/her daily rate of pay.

The NSEA further believes the parent should attend these conferences. If the parent works, the parent's employer should excuse the parent from work to attend the conference with no loss of pay.

The NSEA believes bus driver-parent conferences are an important aspect of the discipline structure in the education process.

NSEA also believes scheduling accommodations should be made for bus drivers to attend these conferences during their work day, or compensation arranged if scheduled outside their work day. (86, 90, 02)

### **F-6 PROFESSIONAL PREPARATION DURING THE STUDENT CONTACT DAY**

The Nevada State Education Association supports the concept of daily preparation time for educators during the student contact day. Time to prepare is an essential ingredient to the education program. (92, 02)

## **F-7 EMPLOYEE BENEFITS**

The Nevada State Education Association believes that educational systems must provide employee benefits to ensure the personal welfare of school personnel.

The NSEA also believes that education employees should be provided with benefits that include, but are not limited to, childcare, adequate and affordable medical and dental protection for active education employees, their spouses, dependent children and domestic partners, substantial life insurance coverage and accident and liability coverage. (78, 84, 86, 89, 02)

## **F-8 PARENTAL LEAVE**

The NSEA honors the responsibilities many educators hold as parents and supports paid parental leave upon the birth or adoption of a child, regardless of gender or marital status of the parent. This leave should be commensurate to professional positions in other fields and not draw from an employee's sick leave. (20)

## **F-9 RETIREE BENEFITS**

The Nevada State Education Association supports legislation and funding that will guarantee adequate and affordable medical and pharmaceutical benefits for retired education employees, their spouses, dependent children and domestic partners at the same premium and benefit levels as for active members.

The NSEA also supports maintaining the integrity and stability of the existing retirement system, with any substantial changes implemented only with input and representation from all individuals impacted by such changes. (93, 02)

## **F-10 IMPROVEMENT OF INSTRUCTION**

The Nevada State Education Association believes that a prime responsibility of professional associations is to stimulate significant improvement in the quality of instruction.

The NSEA also believes that motivation for improvement is effective when it comes from one's peers.

The NSEA further believes that much of the responsibility to make educational changes should lie with the members, through their influence and involvement in democratic decision-making both in and out of school.

The NSEA urges leaders of local affiliates to negotiate contract provisions which will involve their members in the development and implementation of programs for instructional improvement and for curriculum development based on valid research relevant to the needs of the student in that local school system. (78, 86, 90, 02)

## **F-11 PROTECTION OF EDUCATION EMPLOYEES**

The Nevada State Education Association advocates development and enforcement of laws that guarantee the safety of education employees from physical attacks on their persons or property and provide reimbursement for loss.

The NSEA also advocates that in no event shall time lost due to injury caused by such physical attacks be deducted from accumulated sick leave.

The NSEA believes that when education employees are the victims of physical attack, verbal abuse, sexual or other harassment, or theft, they should receive the full support of their employer in pursuing legal and other restitution.

The NSEA also believes that the local association must have the right to reflect professional concerns at a student suspension or expulsion hearing.

The NSEA urges its affiliates to cooperate with juvenile court systems to secure strict enforcement of juvenile law in cases involving disturbances in the public schools, as well as in all extensions of the school proper, i.e., sporting events, field trips, school buses. (91, 00, 02)

#### **F-12 PROTECTION OF MEMBER ADVOCATES**

The Nevada State Education Association believes in the fundamental right of members and all education employees to organize in their own self-interest and to speak out in defense of members, other education employees, students and parents without fear of reprisal.

The NSEA opposes actions of those boards of education, administrators, and public officials who attempt to terminate, demote, transfer, or give punitive assignment to school employees for their leadership in education employee organizations or for their forthrightness in questioning apparent violations of their terms of employment.

The NSEA supports using every recourse to achieve redress of wrongs done to members and working for guarantees assuring that reasonable pursuit of their representational responsibilities will cause them neither intimidation, harassment, nor loss of employment. (78, 90, 02)

#### **F-13 PROTECTION OF EDUCATION EMPLOYEES**

The Nevada State Education Association believes that educational institutions should:

- a. provide legal liability protection for education employees when their duties include physical assistance to students with temporary and/or permanent disabilities;
- b. pay all costs – including attorneys' fees, expenses, and damages – incurred by employees and other agents in defending any civil action arising out of acts or omissions occurring during the performance of their duties;
- c. reimburse employees and other agents for all costs incurred in defending any criminal action arising out of acts or omissions occurring during the performance of their duties, provided that said action terminates in favor of the accused.

The NSEA recommends that educational institutions attempt to secure appropriate insurance to provide the aforesaid payment and reimbursement. (78, 02)

#### **F-14 JOB SHARING**

The Nevada State Education Association believes in the concept of voluntary job sharing as a means of providing a flexible employment opportunity to help meet the varying needs of education employees.

The NSEA also believes there must be fair and equitable distribution of work between both job sharers in terms of the total number of work hours and the work load.

The NSEA further believes job sharing conditions of work must be subject to collective bargaining, and that they require minimum conditions for successful implementation including:

- a) prorated application of the salary schedule with full recognition of years experience;
- b) an equitable share of all fringe benefits;
- c) the right to revert to full- time status. (91, 02, 08)

#### **F-15 SUMMER SCHOOL, EXTENDED SCHOOL YEAR AND YEAR-ROUND SCHOOL**

The Nevada State Education Association believes that local affiliates must participate fully in the design, authorization, implementation, evaluation and continuation of summer schools, the extended school year, and year-round schools.

The NSEA also believes policies governing these programs must take into consideration the impact on the community and be in accordance with the Nevada State Education Association's principles for professional salaries and class size. Employment in supplemental programs beyond the regular contract must be on a voluntary basis. (78, 02)

NSEA opposes discriminatory employment policies that force some people to choose between observing their religious holidays or maintaining their eligibility for earned leave. (DA 4/12)

#### **F-16 HEALTH EXAMINATIONS**

The Nevada State Education Association opposes the imposition of physical and mental examinations by local school authorities for the purpose of harassment of education employees.

The NSEA believes physical and mental examinations of education employees should be required only when there is probable cause. Results of such examinations shall be subject to medical confidentiality and the education employee shall be informed of all results.

The NSEA also believes that health-related information must not be released without the written consent of the employee. The employee must have the right to examine and, if needed, seek correction of his/her medical records.

The NSEA further believes that the costs of any required physical or mental diagnostic procedure should be borne by the federal, state or local agency that requires such procedure and that an education employee should be guaranteed the right to select his/her own physician. (91, 02)

#### **F-17 RIGHT TO PRIVACY**

The Nevada State Education Association believes that education employees should be guaranteed rights of privacy (at least equivalent to those afforded students and parents under federal legislation). These rights must include, but not be limited to:

- a. the right to access materials in personnel files, which includes being provided a list of all records maintained by an educational institution; being able to inspect and review such records; obtaining copies of records explanations, and interpretations of such records; and a record of past accesses;
- b. the right to be notified in writing within 10 working days of any placement of materials in an individual's file;
- c. the right to access records, to respond to any record, and to challenge records through formal or informal hearings;
- d. the right to provide or withhold consent on the release of such records, including the right to receive copies of released materials and to purge inaccurate, misleading and distorted materials;
- e. the right to notification and enforcement of these rights by educational institutions;
- f. the right to be guaranteed the existence of only one personnel file per employee;
- g. the right to confidentiality of medical records;
- h. the right to be free from fingerprinting as a condition of continued employment;
- i. the right to refuse any type of polygraph or lie detector test. (91, 95, 02)

The NSEA also believes that personal information, including but not limited to mailing lists, should not be released to any outside organization without prior individual authorization. (03)

#### **F-18 SUBSTITUTE TEACHERS (DA 5/2011)**

The Nevada State Education Association believes in the importance of employing professional educators to fulfill the critical role of substitute teachers. This includes supporting the use of existing contracted licensed teachers who opt to substitute during non-contracted time.

The NSEA also believes that substituted teachers perform a vital function in the maintenance and continuity of daily education.

The NSEA further believes that in order to achieve and maintain the highest standards of student learning and professional practice, and to ensure quality instruction in every classroom every day, substitute teachers must:

- a. Meet the same standards as other licensed teachers within the state; OR meet professional standards according to state law, and standards that are necessary to perform their jobs in a professional way.
- b. Receive professional compensation and benefits;
- c. Receive continuous professional development;
- d. Be provided with materials and information appropriate to the position in which they are substituting;
- e. Be entitled to, and supported by, state and national affiliates in collective bargaining.

The NSEA condemns the practice of assigning substitute teachers to regular positions for an extended duration of time. Positions created by an extended absence should be filled by available licensed teachers who are eligible to be placed on contractual status by the school district.

The NSEA opposes the practice of replacing absent teachers by dispersing students to other classrooms.

The NSEA also opposes the use of individuals such as non-licensed education support professionals, part-time employees, or employees hired through private agencies to cover classes. This should not include education support professionals whose job title explicitly assigns them to sub within the classroom on a regular basis. (08)

The NSEA further opposes requiring teachers to substitute during their preparation time.

The NSEA supports the school districts in maintaining an adequate number of substitute teachers available for work to meet the needs of schools for substitutes whether if be for an hour or a day. (04)

The NSEA opposes requiring team teachers, cooperative/consultative model special education teachers, and/or specialists without assigned class schedules to serve as substitutes during periods of time where they have previously assigned contractual teaching responsibilities. (04)

The NSEA opposes the use of education support professionals as substitute teachers and the use of education support professionals to cover classes while teachers attend meetings and in-services.

The NSEA urges all school districts to comply with the state law and utilize education support professionals to cover classes only during emergencies. (78, 86, 91, 97, 02)

The NSEA further believes that in order to achieve and maintain the highest standards of student learning and professional practice, and to ensure quality instruction in every classroom every day, substitute teachers must:

- a. meet the same standards as other licensed teachers within the state;
- b. receive professional compensation and benefits;
- c. receive continuous professional development;
- d. be provided with materials and information appropriate to the position in which they are substituting;
- e. be entitled to, and supported by local, state, and national affiliates in collective bargaining. (09)

## **F-19 EDUCATION SUPPORT PROFESSIONALS**

The Nevada State Education Association believes that the importance of employing substitute education support professionals in the maintenance and continuity of daily operations. The Nevada State Education Association believes the education support substitutes must meet the same standards as the employee whom he/she substitutes. (09)

The NSEA supports the right of the substitute employees to organize for collective bargaining purposes.

The Nevada State Education Association also supports the practice of providing schedule pay and basic and fringe benefits for Education Support Professionals substituting for permanent Education Support Professionals on extended leave. (09)

The NSEA believes that the use of education support professionals must be educationally sound and that the responsibilities of education support professionals should be clearly defined,

The NSEA also believes that teachers must be involved in the selection and utilization of education support professionals.

The NSEA deplors the practice of administrators to employ education support professionals as secretaries and/or office help, or to provide teacher preparation time for purposes of economy, or as a rationale to increase or maintain large class sizes.

The NSEA urges local affiliates, district administrators, and Boards of School Trustees to develop, and/or review responsibilities of education support professionals.

The NSEA also urges its affiliates to develop regulations which allow the full use of education support professionals to free the teachers from non-teaching duties. (78, 86, 02)

## **F-20 OPPOSITION TO MANDATORY SOCIAL SECURITY**

The Nevada State Education Association urges continued opposition to passage of mandatory Social Security for public employees. (78, 02)

## **F-21 SUBCONTRACTING**

The Nevada State Education Association believes that employees should not be displaced by private service providers or by temporary or part-time workers.

The NSEA also believes that school districts should not:

- a. enter into subcontracting agreements that transfer education employees or that abrogate previously contracted benefits;
- b. reduce compensation;
- c. deny fringe benefits;
- d. reduce or eliminate accumulated retirement experience and benefits. (94, 02)

## **F-22 HUMANE AND PROPER TREATMENT**

The Nevada State Education Association believes that personnel policies and practices must guarantee that no person be employed, retained, paid, dismissed, suspended, admonished, demoted, transferred, harassed, or retired because of:

- a. race;
- b. ethnicity;
- c. color;
- d. national origin;
- e. language;
- f. geographic location;
- g. religion;
- h. gender;
- i. sexual orientation;
- j. gender identification;
- k. age;
- l. physical ability;
- m. size;
- n. occupation;
- o. marital status;
- p. parental status;
- q. economic status

- r. Mental health. (16)

The NSEA urges its local affiliates to encourage and support its school district's efforts to recruit a diverse workforce. (97, 02, 07)

The Nevada State Education Association further supports and advocates that all site administrators in the State of Nevada treat educational personnel with dignity and respect. (09)

## **F-23 SCHOOL TRUST LANDS FUNDS**

The Nevada State Education Association believes that school trust lands are an important source of funding for public education. Furthermore, the Association supports efforts to ensure that trust land funds generate the maximum revenue possible for public education. The association also believes revenue from the trust lands should be used to supplement, not to supplant, revenue for general fund education budgets; thereby, maximizing educational dollars available to states to ensure a quality public education system.

## **G. SECURE PROFESSIONAL AUTONOMY**

### **G-1 MEMBER REPRESENTATION**

The Nevada State Education Association believes the State Board of Education should appoint an NSEA member representative to serve in an advisory capacity at all meetings. (78, 90, 97, 02)

### **G-2 NEVADA'S COMMISSION ON PROFESSIONAL STANDARDS IN EDUCATION**

The Nevada State Education Association believes the Nevada Commission on Professional Standards in Education should be composed of a majority of practicing public school teachers.

The NSEA also believes the Nevada Commission on Professional Standards in Education should have exclusive authority over the issuance of licenses for professional educators, the approval of teacher preparation programs, and the suspension, revocation or withdrawal of such licenses and approvals. (02)

The Nevada State Education Association further believes that each local School Board should appoint an NSEA member representative to serve in an advisory capacity at all meetings. (20)

### **G-3 PROFESSIONAL QUALIFICATIONS**

The Nevada State Education Association believes all positions should be filled by professionals with the appropriate background, training, license and experience. (86, 92, 02)

### **G-4 INITIAL LICENSURE**

The Nevada State Education Association advocates rigorous standards for entry into the teaching profession, including:

- a. above average college grades;
- b. subject matter courses;
- c. field training experience which includes successful completion of student teaching;
- d. examinations for comprehensive assessment of successful completion of teacher preparation which are valid and unbiased;
- e. examinations for licensing which are valid and unbiased;
- f. fingerprint and background checks.

The NSEA believes that a teaching license signifies that an individual entering the teaching profession is competent to teach.

The NSEA also believes that a teaching license must be legally recognized as the primary requirement for employment in every public and private school (K-12).

The NSEA further believes no license should be issued unless an individual possesses the entry-level knowledge and skills required for teaching and, no temporary or emergency licenses should be issued.

The NSEA believes that no assignments should be permitted outside the teacher's area of licensing without appropriate concurrent retraining supported by the local district. (86, 90, 92, 99, 02)

#### **G-5 RENEWAL OF LICENSE**

The Nevada State Education Association believes that the teachers of Nevada are responsible for and capable of:

- a. actively pursuing their own professional growth;
- b. demonstrating their own initiative by taking coursework;
- c. pursuing additional degrees beyond their basic license;
- d. ascertaining their own professional needs;
- e. taking additional coursework in order to enhance the quality of instruction provided within their classrooms;
- f. and keeping abreast of changes in our society that impact education. (02)

#### **G-6 REGISTERED SCHOOL NURSES, LICENSED PRACTICAL NURSES, CLINICAL AIDES, HEALTH ASSISTANTS AND HEALTH AIDES**

The Nevada State Education Association believes in the appropriate development and use of a team approach to student health care.

The NSEA also believes the registered school nurse should develop, implement, evaluate and revise the individualized health care plan for each student with special health care needs.

The NSEA further believes the registered school nurse is solely responsible for the determination of when it is appropriate to delegate or assign nursing care responsibilities. Only the registered school nurse may delegate or assign nursing care responsibilities.

The NSEA believes the use of licensed practical nurses, clinical aides, health assistants and health aides must be in the best interests of the health, welfare and safety of pupils.

The NSEA also believes the responsibilities of licensed practical nurses, clinical aides, health assistants and health aides should be clearly defined.

The NSEA further believes that in many situations licensed practical nurses, clinical aides, health assistants and health aides can aid and assist a licensed school nurse in the delivery of health care services to students.

The NSEA deplors the practice of employing licensed practical nurses, clinical aides, health assistants and health aides as replacement for licensed school nurses for the delivery of health services to the pupils.

The NSEA also deplors the practice of utilizing other non-licensed personnel as clinical aides, health assistants and health aides.

The NSEA believes a school nurse consultant in the Nevada Department of Education would positively enhance the performance of licensed school nurses.

A school nurse consultant would review and propose legislation relating to school health services.

A school nurse consultant would assist Nevada schools in responding to health threats such as natural disasters and illness. (90, 94, 02, 06)

## **G-7 RECIPROCITY**

The Nevada State Education Association believes that education personnel who have been employed in more than one state or in more than one school district in Nevada should not be penalized for relocating.

The NSEA urges the enactment of state legislation that will support federal legislation so that those who have been employed in two or more states will receive retirement benefits essentially the same as those benefits they would receive if they retired after a career in one state. (78, 86, 90, 93, 96, 02)

## **H. UNITE EDUCATION EMPLOYEES FOR EFFECTIVE CITIZENSHIP**

### **H-1 THE EDUCATION EMPLOYEE AS A CITIZEN**

The Nevada State Education Association believes it is the duty and responsibility of members to involve themselves in the selection, election and re-election of qualified, committed candidates who support the established goals which will provide quality education.

The NSEA urges local affiliates to seek written school board policies to guarantee members their political rights, including:

- a. participating in party organization;
- b. performing jury duty;
- c. discussing political issues publicly;
- d. campaigning for candidates;
- e. contributing to campaigns of candidates;
- f. lobbying;
- g. organizing political action groups;
- h. running for and serving in public office without personal loss or curtailment of annual increments, retirement, or seniority rights. (78, 90, 02)

The NSEA expects that all members seeking election to a local, state or national position of leadership comply with the principals of The Association Educators as well as national, state and local tenants of ethical behavior and acceptable use policies of employee owned technology. (16)

### **H-2 THE MEMBER IN POLITICS**

The Nevada State Education Association believes members should continue to take an active role in the recruitment, financial support and election of candidates for public office, as well as to seek office themselves.

The NSEA also believes that local associations should work with NSEA in the passage of legislation granting leave time for members elected to office.

The NSEA further believes members should support TIP (Together In Politics) through payroll deduction. (78, 90, 02)

## **I. PROMOTE AND PROTECT HUMAN AND CIVIL RIGHTS**

### **I-1 EQUAL TREATMENT**

The Nevada State Education Association believes that all barriers should be eliminated to allow all individuals to exercise those democratic rights which are guaranteed to all citizens. These barriers include, but are not limited to:

- a. race;
- b. ethnicity;
- c. color;
- d. national origin;
- e. language;
- f. geographic location;
- g. religion;
- h. gender;
- i. sexual orientation;
- j. gender identification;
- k. age;
- l. physical ability;
- m. size;
- n. occupation;
- o. marital status;
- p. parental status;
- q. economic status;
- r. Mental health. (16)

The NSEA also believes that all education personnel set an example, both in the workplace and in the community, of fair and equal treatment for all people. (02)

## **I-2 HUMAN RELATIONS**

The Nevada State Education Association believes that improved human relations are essential to the school environment.

The NSEA calls for:

- a. school recruitment and staffing policies that will ensure culturally diverse education personnel;
- b. appropriate classroom and other student-related activities, particularly those that are responsive to cultural diversity and historical backgrounds of our society;
- c. further development of continuing education programs to educate school and community personnel;
- d. reduction of the ratio of students to licensed staff at the level educators determine to be essential to improved learning;
- e. development of ways to improve community-police and student-police relations through the joint efforts of school, community, and law enforcement agencies;
- f. joint discussions to promote understanding of human and civil rights and responsibilities in all segments of society;
- g. development and implementation of curricula that teach students about positive human relations. (90, 02)

## **I-3 EQUAL OPPORTUNITIES FOR WOMEN**

The Nevada State Education Association believes local affiliates should launch programs to remove any policies or practices that are discriminatory against women

The NSEA also believes state association staff and officers should assist local affiliates in efforts to eliminate inequities where gender discrimination exists. (78, 84, 90, 02)

## **I-4 TOXIC AND/OR NUCLEAR WASTE**

The Nevada State Education Association believes education personnel and students are entitled to a safe environment.

The NSEA also believes that school employees must be involved in the development and dissemination of emergency plans in the case of accidents that potentially could result in environmental or health

hazards.

The NSEA further believes individual states should have the right to determine whether potentially hazardous sites such as toxic and/or nuclear waste repositories, and their transportation routes, are located within their boundaries or the boundaries of bordering states. (90, 02)

## **I-5 OFFICIAL LANGUAGE**

The Nevada State Education Association believes in the importance of an individual's native language and culture and the need to promote and preserve them through instruction, public service and all other forms of communication.

The NSEA also believes that efforts to make English the official language of the United States are detrimental to our existing cultural pluralism. (91, 02)

## **I-6 RIGHTS OF VICTIMS**

The Nevada State Education Association believes that victims of a crime should be treated with dignity and compassion, without the fear of intimidation. Victims and their families should be notified of, and have the right to be, present/represented at all hearings and legal proceedings involving the defendant/perpetrator.

The NSEA also believes that victims and their families must be made aware of, and have free access to, necessary services/programs funded by the appropriate government agencies. (94, 02)

## **I-7 CHILDREN OF IMMIGRANTS**

The Nevada State Education Association opposes any policy that denies human and/or civil rights or educational opportunities to children, regardless of their immigration status. (02)

The Nevada State Education Association opposes the practice of school districts asking for proof of United States of America immigration status for purposes of enrolling students in public education. (05)

## **I-8 HUMAN AND CIVIL RIGHTS OF CHILDREN AND YOUTH**

The NSEA believes that the human and civil rights of children and youth must be protected and opposes the exploitation of children and youth under any circumstances. (04)

## **J. OBTAIN BENEFITS FOR INDEPENDENT UNITED EDUCATION PROFESSION**

### **J-1 MEMBERSHIP**

The Nevada State Education Association believes in:

- a. the importance of a large and unified membership throughout the state;
- b. affiliates working to increase membership;
- c. strict adherence to the rules and deadline for withdrawing members from the NSEA. (78, 02)

### **J-2 MEMBERSHIP PARTICIPATION IN ASSOCIATION**

The Nevada State Education Association believes every member has the right and obligation to participate fully in the Nevada State Education Association.

The NSEA also believes that school policies should provide release time, without loss of pay, to those who are fulfilling leadership responsibilities, attending meetings, or participating in other Association activities.

The NSEA further believes:

- a. each member should be provided the same opportunity to hold office or otherwise serve in elected or appointed capacities;
- b. each member should be provided due process to resolve grievances resulting from Association practices. (78, 90, 91, 02)

### **J-3 NON-LICENSED EMPLOYEES**

The Nevada State Education Association believes that all of the employees of a school district influence the quality of education.

The NSEA also believes in maintaining a liaison with existing organizations within the non-licensed field. (78, 02)

### **J-4 OPPOSITION TO UNIT RULE**

The Nevada State Education Association opposes the use of unit rule. (78, 02)

**POLICY AND PROCEDURES REGARDING LEGISLATIVE AND POLITICAL ACTION  
OF THE NEVADA STATE EDUCATION ASSOCIATION**

ADOPTED BY THE NSEA DELEGATE ASSEMBLY	MAY 17, 1981
AMENDED BY THE NSEA BOARD OF DIRECTORS	SEPTEMBER 28, 1985
AMENDED BY THE NSEA BOARD OF DIRECTORS	JUNE 9, 1990
AMENDED BY THE NSEA BOARD OF DIRECTORS	FEBRUARY 1, 1992
AMENDED BY THE NSEA BOARD OF DIRECTORS	JUNE 11, 1994
AMENDED BY THE NSEA BOARD OF DIRECTORS	JUNE 23, 1994
AMENDED BY THE NSEA BOARD OF DIRECTORS	JANUARY 7, 1995
AMENDED BY THE NSEA BOARD OF DIRECTORS	APRIL 22, 1996
AMENDED BY THE NSEA BOARD OF DIRECTORS	DECEMBER 4, 1999
AMENDED BY THE NSEA BOARD OF DIRECTORS	APRIL 20, 2002
AMENDED BY THE NSEA BOARD OF DIRECTORS	NOVEMBER 15, 2003
REVISED BY THE NSEA BOARD OF DIRECTORS	NOVEMBER 4, 2006
AMENDED BY THE NSEA BOARD OF DIRECTORS	MAY 31, 2008
AMENDED BY THE NSEA BOARD OF DIRECTORS	JANUARY 24, 2015
AMENDED BY THE NSEA BOARD OF DIRECTORS	JANUARY 20, 2018
AMENDED BY THE NSEA BOARD OF DIRECTORS	OCTOBER 15, 2023

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**NSEA GOVERNMENT RELATIONS COMMITTEE**

- I. The Government Relations Committee of NSEA shall be composed of one representative from each of the following:

Education Support Employees Association  
 NEA of Southern Nevada  
 NSEA-Retired  
 Aspiring Educators  
 Nevada Rural Educators  
 Washoe Education Association

- II. The Government Relations Committee shall:
- A. Be involved in the creation of the legislative program
  - B. Develop a list of candidates for state and local races to be considered for early endorsement by the NSEA-TIP Board.
  - C. Develop interview questionnaires for candidate endorsements
  - D. Develop criteria to be used in determining which candidates for statewide and legislative offices to endorse.
  - E. Consider the political dynamics of legislative districts and decide whether to create alternative questionnaires and endorsement criteria for different legislative districts.
  - F. Conduct endorsement interviews for Lieutenant Governor, Secretary of State, Attorney General, Treasurer, Controller, Supreme Court Justices, District Judges, State Board of Education, and Nevada System of Higher Education Board of Regents races.
  - G. Perform other duties specified in this document and/or delegated by the NSEA President or NSEA-TIP Board.

## **NSEA INDEPENDENT EXPENDITURES**

- I. NSEA shall maintain a Separately Segregated Fund (SSF) or like political committee and may maintain additional political committee(s) for independent expenditures to amplify the impact of NSEA in political campaigns.
- II. The President of the NSEA-TIP Board of Directors shall appoint officers to the independent expenditure committee(s) from the Board of Directors and/or executive staff to oversee independent expenditures.
- III. Any and all expenditures shall advance the interest of NSEA and shall be in accordance with positions taken by the NSEA-TIP Board of Directors.
- IV. Any independent expenditures shall be in compliance with all relevant campaign finance laws.
- V. NSEA shall report on any independent expenditure activity to NSEA-TIP Board of Directors after each election cycle.

## **NSEA ISSUE ADVOCACY**

- I. NSEA may create ballot measure committees for the purposes of issue advocacy to advance the goals of NSEA.
- II. The Chair of the NSEA-TIP Board of Directors shall appoint officers to the these committee(s) from the NSEA Board of Directors and/or executive staff.
- III. Any and all issue advocacy shall advance the interest of NSEA and shall be in accordance with positions taken by the NSEA Board of Directors, Delegate Assembly, or NSEA Lobby team
- IV. Any issue advocacy shall be in compliance with all relevant campaign finance laws

## LOBBYING

- I. The NSEA Lobby Team shall be comprised of the NSEA Executive Director, and his/her designated staff, the presidents of NSEA, CCEA, ESEA, UCN, WEA, WESP, NSEA-R, and the chairperson of the NSEA Government Relations Committee. The NSEA President, in consultation with the NSEA Executive Director, may grant additional member representation as it pertains to specific issues related to the NSEA Legislative Program.
- II. The Government Relations Committee, in concert with the President and the Executive Director, shall develop the NSEA Legislative Program for each legislative session by assessing the membership, evaluating external legislative proposals, and reviewing the current political climate. The NSEA Delegate Assembly may propose legislative items for consideration. The NSEA-TIP Board of Directors shall make final approval of the NSEA Legislative Program.
- III. The NSEA Lobby Team shall determine the legislative strategy to be utilized once the NSEA Legislative Program has been adopted by the NSEA-TIP Board of Directors.
- IV. The NSEA Executive Director or his/her designee shall direct the day-to-day activities of the NSEA Lobby Team in accordance with the NSEA legislative strategy. The NSEA Executive Director or his/her designee, in consultation with the NSEA President, may convene an ad-hoc NSEA Ground Team to coordinate and engage in the day to day lobbying during legislative sessions.
- V. The NSEA President or his/her designee shall serve as chief lobbyist of the NSEA Lobby Team and be responsible for giving regular reports to the NSEA-TIP Board of Directors regarding NSEA Lobby Team activities.
- VI. The NSEA Lobby Team shall be the exclusive voice for all NSEA members on those items in the NSEA Legislative Program. The NSEA President or his/her designee shall be the spokesperson for the NSEA Lobby Team. If there is any violation of this provision, the NSEA Lobby Team shall provide a copy of this language to the offending party directing them to cease the violation. The NSEA Lobby Team shall also notify any decision-maker receiving conflicting input of this provision. Any continuing violation will be brought to the NSEA Board of Directors for adjudication which could result in penalties or other remedies, subject to the NSEA Bylaws.
- VII. The NSEA Lobby Team will develop a plan for the utilization of the presidents of CCEA, ESEA, UCN, WEA, WESP, NSEA-R, and the chairperson of the Government Relations Committee in the lobbying strategy. The plan shall include, but is not limited to, the use of the presidents as a legislative liaison to their local membership and the chairperson as a liaison to the committee membership.
- VIII. The President, in concert with the Executive Director, shall develop a flexible plan for the inclusions of the GR Committee and membership in legislative activities and strategy. The preliminary plan must be submitted to the NSEA-TIP Board of Directors for discussion and review.
- IX. The Lobby Team shall develop and implement a flexible communication plan to give members regular updates of legislative activities. The preliminary plan must be submitted to the NSEA-TIP Board of Directors for discussion and review.
- X. The Lobby Team shall develop a "legislative review" following each legislative session. The review must be submitted to the NSEA-TIP Board for discussion and review before being distributed to the membership.
- XI. The NSEA President, in consultation with the NSEA Executive Director, may recommend to the NSEA-TIP Board removal of a member of the lobby team due to inactivity or failure to follow agreed upon strategies. Such recommendation will be accompanied by documentation as well as a recommendation of a replacement from the same local affiliate.

## LEGISLATIVE AND LOCAL ENDORSEMENT PROCEDURES

### I. Continuing Support Endorsements

- A. The Lobby Team shall review the performance of previously endorsed candidates seeking re-election to determine recommendations for continuing support endorsements.
- B. A recommendation from the Lobby Team for continuing support endorsement shall be submitted to the NSEA-TIP Board of Directors. The NSEA-TIP Board may endorse candidates recommended by the Lobby Team for a continuing support endorsement with no candidate questionnaire or interview.
- C. The Executive Director or his/her designee shall meet with any continuing support endorsed candidate to conduct a "strategy session" during which the candidate's campaign needs shall be assessed and his/her commitment to NSEA legislative items shall be revisited.
- D. A continuing support endorsement must be renewed following each session of the legislature. A candidate who fails to receive continuing support after once having it can seek endorsement by going through the Open Seat Endorsement process.
- E. The continuing support endorsement may be granted to a previously endorsed candidate who chooses to run for an office different from that which he/she currently holds.

### II. Open Seat Endorsements

- A. The NSEA GR Committee may develop a list of candidates to be considered for early endorsement by the NSEA-TIP Board in open seat races. Candidates on this list must go through the full endorsement process, including filling out the appropriate candidate questionnaire and being interviewed by the appropriate interview committee, but questionnaires do not have to be sent to other candidates. If candidates on the NSEA GR Committee list do not receive an early endorsement, they may go through the open seat endorsement process at a later date.
- B. If there is an open race with no early endorsement all declared candidates must be sent a questionnaire. A candidate may be eliminated from the endorsement process based on their responses to the questionnaire as determined by the NSEA Executive Director and the Local-TIP Coordinating Council Chair or Local-TIP President. All remaining candidates with completed questionnaires will be interviewed by Local-TIP Coordinating Councils, Local-TIP Boards in jurisdictions with only one affiliate, or a Special Committee.
- C. The Local-TIP Coordinating Council, Local-TIP, or Special Committee shall directly submit their recommendations for endorsement to the NSEA-TIP Board of Directors
- D. The NSEA-TIP Board of Directors may endorse recommended candidates with a simple majority vote or endorse different candidates with a two-thirds (2/3) vote of those Directors present and voting.
- E. For the office of Governor, the President in concert with the Executive Director, may elect to hold a debate in lieu of a candidate questionnaire. A candidate may be eliminated from the endorsement process based on his/her responses in the debate as determined by the NSEA-TIP Board of Directors in consultation with the Executive

### III. Endorsement of Incumbents Not Previously Endorsed

A. Races with incumbent legislators who have not previously been endorsed by NSEA will be treated as Open Seat Endorsements.

IV. Local Endorsements

A. Local-TIP Coordinating Councils or Local-TIP Boards may make endorsements in local races where the NSEA-TIP Board of Directors has not already taken action or communicated a state interest to the locals. Locals in jurisdictions with multiple affiliates are encouraged to work together on these races. Local endorsements may be brought to the NSEA-TIP Board of Directors for an NSEA endorsement.

V. Timing of Endorsements

A. Flexibility on timing of endorsements shall be maintained to allow for both early and late endorsements as circumstances may dictate in both primary and general elections.

VI. Frequency of Endorsements

A. The NSEA-TIP Board of Directors and TIP Interview Teams should be aware of the option of giving no endorsement. It may not be necessary to endorse in every race.

VII. Interview Process

A. Local-TIP Coordinating Councils, Local-TIP Boards, or Special Committees shall use the Legislative Review, written and/or oral data provided by the NSEA Lobby Team on incumbents' performance, interviews with candidates and any other data which they may have available in consideration of recommending an endorsement.

VIII. Revoking Endorsements

A. If an endorsed candidate commits an egregious act contrary to goals and objectives of the Nevada State Education Association, the NSEA-TIP Board of Directors may revoke their endorsement with a two-thirds (2/3) vote of those present and voting

## QUESTIONNAIRES

- I. The Government Relations Committee, in conjunction with the Executive Director or his/her designee, shall develop candidate questionnaires and criteria to be used in determining which candidates for statewide and legislative offices to endorse. The issues in the legislative questionnaire shall reflect the NSEA legislative needs as defined by the adopted Legislative Program.
- II. The Government Relations Committee may consider the political dynamics of legislative districts and create alternative questionnaires and endorsement criteria for different races and legislative districts. However, the same questionnaire and endorsement criterion shall be used for all candidates in a particular race.
- III. Prior to the adoption of the legislative program, an interim candidate questionnaire shall be developed by the NSEA GR Committee to accommodate early endorsements. In the event a gubernatorial candidates' debate is held in lieu of a formal questionnaire, questions for the debate will be determined by the NSEA Government Relations Committee in concert with the Executive Director.

## INTERVIEW TEAMS

- I. The NSEA-TIP Board of Directors shall have the sole authority for making endorsements in all state races and questions in which NSEA-TIP has an interest
- II. The NSEA President shall transmit NSEA-TIP Board of Directors recommendations in federal races to the NEA Fund for Children and Public Education with a request for endorsement.
- III. For each of the following offices, the interview team shall be composed of:
  - a. U.S. Senator, U.S. House of Representatives, and Governor — NSEA-TIP Board of Directors and the Chairperson of the NSEA Government Relations Committee or his/her committee designee
  - b. Lieutenant Governor, Attorney General, Secretary of State, Treasurer, Controller, Supreme Court Justices, District Judges, State Board of Education, Nevada System of Higher Education Board of Regents — NSEA Government Relations Committee and the NSEA President or his/her designee.
- IV. Candidates for state legislative and local races shall be interviewed by Local-TIP Coordinating Councils (or Local-TIP Boards in jurisdictions with only one local).
- V. Where no Local-TIP exists, the NSEA-TIP Chair may appoint a Special Committee. The Chair shall consider representation of impacted local affiliates as well as retired and student members in making appointments.
- VI. Where legislative districts overlap local association geographical boundaries, a Special Committee shall be formed by the NSEA-TIP Board Chair in conjunction with the NRE President to conduct one set of candidate interviews and recommendations. The Chair and NRE President shall consider representation of impacted local affiliates as well as retired and student members in making appointments. Every effort will be made to include a representative from each of the affected affiliates; however, candidate interviews will be conducted, and recommendations will be legitimate if a simple majority of the local affiliates affected are represented on the Special Committee.
- VII. Candidate interviews shall be conducted in a timely manner to maximize the effect of an endorsement in the primary and/or the general election. Upon completion of an interview, any recommendations shall be forwarded directly and immediately to the NSEA-TIP Board of Directors for final action.
- VIII. In the event a Local-TIP is unable to complete candidate interviews and make recommendations, the NSEA-TIP Chair may appoint a Special Committee to complete the interviews.

## SUPPORT FOR CANDIDATES

- I. Support for candidates shall be based on the following criteria:
  - A. Races in which consistent and proven supporters of the goals of NSEA and NEA are facing difficulty in being returned to office.
  - B. Races in which consistent adversaries are opposed by a candidate who has a good chance of winning.
  - C. Rural district with candidates who work in good faith with our local affiliates
  - D. Swing races where there is no incumbent and in which one candidate is clearly more in agreement with NSEA and NEA in goals and positions and has a reasonable chance of winning.
  - E. Candidates who are genuine champions of NSEA and NEA
  - F. All other races in which NSEA-TIP has an interest.
  
- II. Support may further be based on the following criteria:
  - A. Importance of candidate to NSEA and/or NEA legislative program
  - B. Key executive, board or judicial position
  - C. Key committee chairmanship or membership
  - D. Legislative seniority
  - E. Leadership on key bills
  - F. Political potential
  - G. Position in political party
  - H. Electability
  - I. Support for NSEA/NEA positions
  - J. Degree of help needed
  - K. NSEA Membership
  
- III. Financial Contributions
  - A. Contributions may be made only to candidates who have been endorsed.
  - B. The NSEA Lobby team will determine the amount of candidate contributions in a consistent manner based on the support criteria. This information shall be provided to the NSEA-TIP Board of Directors.
  - C. The NSEA TIP Board of Directors may make additional campaign contributions
  
- IV. Procedures for Giving NSEA-TIP Contributions to Endorsed Candidates
  - A. Local-TIP requests for contributions can be made only for endorsed candidates. Such requests must be submitted to NSEA-TIP on a form provided by NSEA. The request form must be signed by the local-TIP's president or TIP designee.
  - B. NSEA-TIP contributions will be processed as follows:
    - 1. NSEA and the local-TIP shall inform the candidate of his/her endorsement.
    - 2. The Executive Director and the local President(s) shall confer as to the method of delivery of the contribution and the appropriate publicity.

## **RECRUITMENT OF CANDIDATES**

- I. NSEA may actively seek out pro-public education candidates and may provide such candidates encouragement and consultative assistance prior to an official endorsement.
- II. Any state candidate recruitment effort shall be communicated to the Executive Director, and any candidate successfully recruited by NSEA should be forwarded to the Government Relations Committee.

## **NSEA POLITICAL ACTION PROGRAM**

- I. The Executive Director, in concert with the NSEA President, shall develop a political action program that can be funded by TIP, SSF, and Advocacy funds.
- II. The program shall be designed to provide statewide, programmatic services to all members.
- III. The political action program may consist of, but is not limited to the following:
  - A. Membership communications regarding NSEA political priorities and endorsed candidates and measures.
  - B. Fundraising materials for NSEA-TIP, local-TIP and The NEA Fund for Children and Public Education
  - C. Campaign trainings and organizing materials to improve member skills in campaign activities.
  - D. A coordinated statewide campaign delivery system which coordinates disciplined campaign activities to endorsed candidates (including polling, candidate identification, precinct activities and member engagement
  - E. Coalition-building with partners and community allies who agree with major components of NSEA's political action program.
  - F. Voter registration outreach programs\

## **INVITATIONS TO GROUP EVENTS**

The NSEA President or their designee will coordinate distribution of tickets purchased by NSEA to any group event or function. The President shall prioritize strategic member participation in these events.

## **Electronic Meetings and Voting**

- I. The Equipment required/utilized for electronic meetings may include but not be limited to desktop/laptop computers, tablets, smartphones, and landline phones so long as the meeting participants may, at a minimum, participate in the meeting aurally. The construct of the meeting may also include the source(s) of the equipment used (if appropriate) and how contingencies for technical difficulties will be handled.
- II. All authorized members/participants in an electronic meeting shall be clearly informed of the procedures for participating in a particular meeting.
- III. "Chatrooms", e-mails, and faxes are prohibited as a means of dialogue for the conducting of the formal business of the meeting unless expressly allowed and clearly stated in the Meeting Rules.
- IV. A method shall be determined to verify that a quorum is present to conduct business. Additionally, a procedure shall be established for confirming that a quorum remains present during the meeting, including a procedure by which a member may raise a point of order questioning the quorum.
- V. Procedures/methods by which members may gain recognition ("the floor") shall be established.
- VI. A procedure shall be established for the submission of motions in writing, if so required (excluding procedural motions)

- VII. Provisions shall be established to ensure non-members of the organization and/or meeting cannot participate (especially in Executive Session) unless authorized.
- VIII. A method of counting electronic votes in meetings shall be established including a method of verifying the results of such votes.
- IX. All members shall have access to any electronic ballot being utilized for an authorized organizational ballot or access to an established method for securing a paper ballot if they do not have electronic means or do not wish to participate via electronic means.
- X. All sections of the electronic ballot shall be considered as separate ballots for the purpose of tabulation.
- XI. Any system/device utilized for electronic elections shall be tested/checked and have contingencies established to mitigate technical difficulties. (This would apply to online and/or in person elections utilizing electronic means for voting.
- XII. Between meetings for motions related to individual items of NSEA-TIP business, the Chair of the NSEA-TIP Board of Directors may conduct a vote electronically, through email or other digital communication platform. Motions shall be adopted when a majority of eligible voting members respond in the affirmative.

**MINUTES OF THE 2022 DELEGATE ASSEMBLY**  
**Casablanca Resort, Mesquite Nevada**  
**April 2-3, 2024**

**FIRST GENERAL BUSINESS MEETING**

**Adopted 8/24/2024**

Vice President Brian Wallace introduced NSEA President Dawn Etcheverry.  
Presiding: Dawn Etcheverry, NSEA President

Call To Order

President Dawn Etcheverry called the First General Business Meeting of the 2024 Delegate Assembly to order at 9:02 a.m. on Saturday, April 20, 2024.

II. Opening Ceremonies

- a. Welcome: Dawn Etcheverry NSEA President  
President Dawn Etcheverry provided opening remarks and welcomed the delegates to the 54<sup>th</sup> Annual Delegate Assembly.
- b. Welcome: Land Acknowledgement - NEA-SN President, Vicki Kreidel
- c. Pledge of Allegiance:  
Presentation of Colors by VFW  
President Dawn Etcheverry led the assembly in the Pledge of Allegiance.
- d. Introduction of Persons on Dais:  
President Etcheverry introduced the people sitting on the dais: Rachel Croft, NEA Director; Erica Nungaray, NEA ESP Director at Large; Andrea DeMichieli, NSEA Secretary/Treasurer; Brian Wallace, NSEA Vice-President, Brian Lee, NSEA Executive Director; Steve Gorrie, Parliamentarian; Sandy Morgan, Microphone Watcher; Justin Guzman; Timekeeper; Ricci Jones, NSEA Program Assistant, Alexander Marks, NSEA Communications Specialist.
- e. Introduction of Board members:  
President Etcheverry introduced the 2023 – 2024 NSEA Board of Directors by standing up: Local Presidents: Calen Evans (WEA), Malinda Riemersma (NRE), Steven Horner (NSEA-R), Vicki Kreidel (NEA-SN), Kasandra Medina-Torres (AE). Board members: Tom Wellman (NSEA-R), Erica Nungaray (ESEA), Terri Shuman (ESEA), Misty Olmos (ESEA), Wilma Sanders (ESEA), Chris Urbanski (ESEA), Jamie Tadrzynski (NEA-SN), Scott Guthrie (NRE), Heather Simms (NRE), Drew Schaar (NRE), Andrea Kelly (NRE), Corrine Paiva (WEA), Robert Munson (WEA), Nicolette Andrini (WEA), Amy Benham Bookey (WEA), Harry Beall (NSEA-R).

III. Announcements

- a. Submissions:  
President Etcheverry reminded the Assembly that submissions of New Business Items, Budget Motions and Policy Amendments are due by 12 p.m. Saturday, April 20, 2024. Turn them in at the table to the front of the room:

IV. Credentials Report: Chairperson Chris Rinaldi – ACTION

Elections and Credentials Committee Chairperson Chris Rinaldi reported that the registration process was complete.

- 186 Delegates were allocated for the 2024 Delegate Assembly
- 99 Delegates and 1 Alternate were registered
- 100 was the total delegation number
- 51 Delegates constitutes a quorum based on NSEA bylaws for seated registered delegates

The Credentials Report was ADOPTED WITHOUT OBJECTION.

V. Adoption of the NSEA Standing Rules – ACTION

The Standing Rules were ADOPTED WITHOUT OBJECTION.

VI. Adoption of Program - ACTION

President Etcheverry asked if there was any objection to adopting the Program Agenda as printed, with flexibility. With no objection, the Program was ADOPTED.

VII. Review of Minutes from 2022 Delegate Assembly - INFORMATION

Minutes from the 2022 Delegate Assembly are provided in the Delegate Assembly binder for delegate review.

VIII. Balloting Procedures and Adoption of Election Rules – ACTION

President Etcheverry reviewed the balloting procedures and election rules with the Delegate Assembly. Hearing no objection, the balloting procedures and election rules were adopted as printed.

IX. Presentation and Discussion of Proposed Bylaw Amendments

NSEA President Etcheverry introduced Bylaw Committee Co-Chair Heather Simms. Ms. Simms presented the proposed bylaw amendments to the delegates referencing the delegate materials. Bylaws will be voted by secret ballot on Saturday afternoon.

Bylaw Amendment # 1: Move Resolutions to Bylaws, Rules and Policies Committee

It was MOVED by the Bylaws Committee to adopt Bylaw Amendment #1.

w/o Objection debate was Closed.

Bylaw Amendment #2: To adopt All-Member ballot/voting for NSEA Officers

It was MOVED by the Bylaws Committee to adopt Bylaw Amendment # 2.  
It was MOVED and SECONDED to close debate. Motion was ADOPTED.

Bylaw Amendment #3: To establish a 5% cap on Annual NSEA Dues

It was MOVED by Bylaws Committee to adopt Bylaw Amendment #3

w/o Objection debate was Closed

Bylaw Amendment #4: To give voting status to Elected Ex-Officio NEA/NEAR members on the NSEA Board of Directors

It was MOVED and SECONDED to adopt Bylaw Amendment #4

w/o Objection debate was Closed

X. PAC Presentation

President Etcheverry introduced Ms. Susan Kaiser. Ms. Kaiser reviewed the PAC presentation for the delegation.

XI. Announcements

XII.	11 a.m. – 12 p.m.      Local Affiliate Caucuses	
	WEA - Washoe Education Association	Casablanca Showroom
	WESP – Washoe Education Support Professionals	Casablanca Showroom
	NRE – Nevada Rural Educators	Cortez 3
	NEA-SN – NEA of Southern Nevada	Cortez 1
	ESEA – Education Support Employees Association	Dunes 3
	NSEA-R - Retired Program	Dunes 2
	Aspiring Educators – Student Program	Cortez 2

***Without objection***, President Dawn Etcheverry recessed the delegation for lunch at 12:00 p.m.

**Reach for the Stars Foundation Presentation of Awards during lunch.**

XIII.      **SECOND GENERAL BUSINESS MEETING**

Presiding: Dawn Etcheverry, NSEA President  
 President Dawn Etcheverry, called the Second General Business Meeting of the 2024 Delegate Assembly to order at 1:10 p.m. on Saturday, April 20, 2024.

Call to Order — 1:10 p.m.

XIV.      **Speaker: Noel Candelaria, NEA Secretary-Treasurer**

President Dawn Etcheverry introduced guest speaker, Noel Candelaria, NEA Secretary-Treasurer.

XV.      Presentation of Proposed Budget and Advocacy Fund

XVI.      Adoption of the Proposed Budget for 2024-2026

It was MOVED by the Budget Committee to ADOPT the 2024-2026 Budget as presented.

The Motion was ADOPTED.

Recess at 2:07 pm.

Assembly resumed at 2:33pm

XVII.      Policies

No Policies amendments were filed

XVIII.      Resolutions

It was MOVED and SECONDED to adopt Resolution Amendment #1

Motion was ADOPTED.

XIX.      New Business

New Business Items numbers 1-17 were completed during this Business Session. See Below

President’s Award

It was MOVED and SECONDED to reconvene at 8:00 pm for 2 hrs. to continue New Business.  
Motion FAILED

**Adjourned at 4:55 pm until 8:30 a.m. Sunday**

**WEP/GPO Presentation in the Showroom by Susan Kaiser**

**Balloting**

Dunes 2/3

WEA	5:10 p.m.
WESP	5:20 p.m.
NRE	5:30 p.m.
NEA-SN	5:40 p.m.
ESEA	5:50 p.m.
NSEA Student	6:00 p.m.
NSEA Retired	6:10 p.m.

**Balloting/Elections close at 6:20 pm**

**THIRD GENERAL BUSINESS MEETING**

Presiding: Dawn Etcheverry, NSEA President

XX. Call To Order

President Dawn Etcheverry called the First General Business Meeting of the 2024 Delegate Assembly to order at 9:00 a.m. on Sunday, April 21\_

XXI. Leadership Reports:

*(Please refer to the NSEA website for these reports)*

President – Dawn Etcheverry  
Vice President – Brian Wallace  
Secretary/Treasurer – Andrea De Michieli  
NEA Director – Rachel Croft  
NSEA ESP-At-Large – Erica Nungaray  
NSEA Board of Directors – Dawn Etcheverry  
Executive Director – Brian Lee

Standing Committee Reports:

*(Please refer to the NSEA website for these reports)*

Education Support Professionals Committee (ESP)  
Government Relations Committee (GR)  
Instruction and Professional Development Committee (IPD)  
Minority Affairs Committee (MAC)  
Special Education Committee (SPED)  
Retired Committee  
Bylaws and Rules Committee  
Resolutions Committee  
Elections and Credentials Committee

Other Reports:

*(Please refer to the NSEA website for these reports)*

Student Program Report  
Membership Committee Report  
Member Benefits Report  
PERS Report  
Scholarship Report

XXII. State of the Association

Dawn Etcheverry, President  
Brian Lee, Executive Director

XXIII. Election and Credentials— Chairperson Chris Rinaldi

a. Elections and Credentials Report — ACTION

It was MOVED and SECONDED to Adopt the Final Credentials Report  
Motion was ADOPTED

b. Report on Voting — ACTION

Voting Results

Bylaw Amendment #1 was ADOPTED  
Bylaw Amendment # 2 was ADOPTED  
Bylaw Amendment #3 was ADOPTED  
Bylaw Amendment #4 was ADOPTED

It was MOVED and SECONDED to Adopt the Elections Report.  
Motion was ADOPTED.

c. Proposed 2025 Election Rules – possible ACTION

It was MOVED and SECONDED to Adopt the new Elections Rules to be effective for  
the 2025 Elections.

The Motion was ADOPTED

XXIV. Presentation and discussion of Legislative Program

XXV. Adoption of Legislative Program – (to be Adopted by the NSEA Board of Directors)  
New Business Items (continued) – ACTION

New Business Items 18-47 were completed during this Business Session. See below.

Proposed Policies (continued) – ACTION

None were submitted

Proposed Resolutions (continued) – ACTION

No additional Resolutions amendments were submitted

Points of Personal Privilege

Recognition of NSEA Staff

Closing Remarks from President Etcheverry

1:00 p.m.      **Adjournment Sine Die**

w/o Objection Adjourned at 12:40 pm.

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**2024 NEW BUSINESS ITEMS**

**NBI 1**

**KELLY/FINN**

I move that NSEA shall develop and support legislation for the 2025 Legislative session that specifically requires full-year PERS credit for all 9-11 month Education Support Professionals.

Fiscal Impact: Goal \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Adopted**

**NBI 2**

**KAISER/HORNER**

I move that the NSEA will use existing communication services to contact all members of our Congressional delegation to urge them in the strongest terms to repeal GPO/WEF in the current Congress.

Fiscal Impact: Goal \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**ADOPTED**

**NBI 3**

**BENHAM-BOOKEY/PAIVA-HEATH**

I move a policy be created to guide building maintenance procedures and funding for all buildings NSEA contributes.

Fiscal Impact: Goal \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**WITHDRAWN**

**NBI 4**

**RIEMERSMA/SIMMS**

I move that the NSEA Executive Committee look at and consider holding the 2026 Delegate Assembly in Winnemucca, Nevada.

Fiscal Impact: Goal Proposed Membership Empowerment,

Objective number 3, \$ TBD

**ADOPTED (4.20.24)**

**Motion to Reconsider (4.21.24)**

**Motion to reconsider failed**

**NBI 5**

**KREIDEL/BENHAM-BOOKEY**

I move that NSEA works to pursue state legislation that requires the state and/or the Nevada Department of Education to do a statewide campaign to promote the importance of reading to and with children from birth onwards.

Fiscal Impact: Goal \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**ADOPTED**

**NBI 6 BAPTIST/ANDRINI**

I move that NSEA works to support legislation to allow Nevada educators who possess a valid NV concealed weapon permit shall be permitted to carry at work similar to most other places.

Fiscal Impact: Goal Legislative, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**NOT CONSIDERED; BODY OBJECTED**

**NBI 7 LA RUE HATCH/HORNER**

I move that NSEA works at the state and local level to ensure all education staff have access for paid family and medical leave.

Fiscal Impact: Goal Paid Leave GR, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA works at the state and local level to ensure all education staff have access ~~for~~ to paid family and medical leave.

**ADOPTED**

**NBI 8 ROYBAL/MARTINEZ**

I move that NSEA works at the state and local level to develop and implement policies and guidelines to address chronic absenteeism in school.

Fiscal Impact: Goal Addressing chronic absenteeism, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA works at the state and local level to develop and implement policies and guidelines to address chronic **student** absenteeism in school.

**Adopted as Amended**

**NBI 9 BABB/BELL**

I move that NSEA actively collaborate with locals to build safe, inclusive schools and school boards, by working with locals to organize and respond to attacks on public education by anti-public education groups around the state.

Fiscal Impact: Goal Safe and inclusive schools, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA actively collaborate with locals to build safe, inclusive schools and school boards, by working with locals to organize and respond to **organized** attacks on public education by anti-public education groups around the state.

**Adopted as amended**

**NBI 10 KREIDEL/OLSEN**

I move that the NSEA build a legislative platform centered on educator retention starting for the 2025 Legislative session.

Fiscal Impact: Goal Legislative, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that the NSEA build a legislative platform centered **on the retention of all educators and support professionals** for the 2025 Legislative session.

**Amendment failed, not adopted.**

I move that the NSEA build a legislative platform centered on educator retention starting for the 2025 Legislative session.

**ADOPTED**

**NBI 11 KREIDEL/OLSEN**

I move that the NSEA work with members to pursue legislation that addresses teacher retention issues including: administrative bullying, hostile work cultures, and school culture issues, with the goal being to create explicit plans in each district, not just a task force.

Fiscal Impact: Goal Legislative, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that the NSEA work with members to pursue legislation that addresses ~~teacher~~ **educator** retention issues including: administrative bullying, hostile work cultures, and school culture issues, with the goal being to create explicit plans in each district, not just a task force.

**Adopted as amended**

**NBI 12 KULSETH/TADRZYNSKI**

I move that NSEA create a standing committee that focuses specifically on educator retention including bullying and hostile work environment. This should be in place before 24-25 school year.

Fiscal Impact: Goal Member Engagement, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA create ~~a standing~~ **an ad hoc** committee that focuses specifically on educator retention including bullying and hostile work environment. This should be in place before 24-25 school year.

**Adopted as amended.**

**NBI 13 TADREYZSKI/NUNGARAY**

I move that the Nevada State Education Association recognizes the vital role community engagement plays in our schools and the importance in fostering relations between school staff and the community, therefore a formal pipeline should be created under the minority affairs to create opportunities for jobs to community members.

Fiscal Impact: Goal Minority Affairs, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Adopted**

**NBI 14 BENHAM-BOOKEY/DIAZ**

I move that NSEA works with Nevada Department of Education and all state school districts to clarify how to earn credit for salary advancement.

Fiscal Impact: Goal \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**ADOPTED**

**NBI 15 SCHAAR/RIEMERSMA**

I move that NSEA work with Nevada Department of Education, Superintendent of Public Instruction of Nevada, legislatures, and governor to obtain funding for new rural school development in rural counties.

Fiscal Impact: Goal \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**ADOPTED**

**NBI 16 FIBELSTAD/MCKINNON**

I move that NSEA advocates, at the state and local levels, for certified allocations at each school to maintain one or more permanent substitutes within the school sites at all times.

Fiscal Impact: Goal Legislative, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Adopted**

**NBI 17 FINN/KELLY**

I move that NSEA Government Relations program advocate at the legislature to have 2 education professionals be present when students need toileting and diaper care for their protection.

Fiscal Impact: Goal Gov't Relations/Advocacy, Objective number \_\_\_\_\_, \$ \_

I move that NSEA Government Relations program advocate at the legislature to have 2 education professionals be present when students need toileting and diaper care for ~~their~~ **everyone's** protection.

**ADOPTED**

**NBI 18** **SPENCER/KUNZI**

I move that NSEA take a proactive step to elevate the dignity and prestige of the teaching profession. Launching a strategic public relations campaign which is long overdue. To highlight inspiring success stories, notable achievements, and factual insights to dispel misconceptions and reshape the narrative.

Fiscal Impact: Goal Educator Appreciation, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

~~I move that NSEA take a proactive step to elevate the dignity and prestige of the teaching profession. Launching a strategic public relations campaign which is long overdue. To highlight inspiring success stories, notable achievements, and factual insights to dispel misconceptions and reshape the narrative.~~

~~I move that NSEA take a proactive step to elevate the dignity and prestige of the ~~teaching profession~~ **educator**.~~

~~I move that NSEA take a proactive step to elevate the dignity and prestige of the **educator** by **launching a strategic public relations campaign that highlights inspiring success stories, notable achievements, and factual insights to dispel misconceptions and reshape the narrative.**~~

**Adopted as amended**

**NBI 19** **FINN/KELLY**

I move that NSEA advocate to change Administrative Assistants' job responsibilities to not include "detention supervisor: for students removed from the classroom"

Fiscal Impact: Goal ESP Respect, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Adopted**

**NBI 20** **FINN/KELLY**

I move that NSEA show locals how to negotiate to remove "other duties as assigned."

Fiscal Impact: Goal Advocacy, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**WITHDRAWN**

**NBI 21** **MULLANEY/SILVA**

I move that NSEA works to align the language and process of identifying developmental delays and learning disabilities to the national standards best practices.

Fiscal Impact: Goal Advocacy, developmental delays, Objective number \_\_\_\_\_, \$ \_

**Referred to Special Education Committee**

**NBI 22** **SPANSAIL/PERALTA**

I move that NSEA advocate for the return of fine arts/humanities/C.T.E. as NV state high school graduation requirements.

Fiscal Impact: Goal GR/Advocacy, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA advocate for the return of fine arts/humanities/~~C.T.E.~~ as NV state high school graduation requirements.

**Adopted as amended**

**NBI 23** **LENZ/SILVA**

I move that NSEA works at the state and local level to require all schools that receive public funding to employ only educators who are properly licensed by NDE.

Fiscal Impact: Goal Empowerment, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**ADOPTED**

**NBI 24** **LENZ/PERALTA**

I move that NSEA supports legislation to require that all counties teachers' salary to inflation and cost of living adjustments.

Fiscal Impact: Goal Empowerment, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA supports legislation to require that all counties **tie educators'** salary to inflation and cost of living adjustments.

**I move that the NSEA will advocate for an adjusted salary schedule to be established at local levels with additional considerations of inflation and cost of living on top of a base salary that cannot be lowered.**

(Motion to amend adopted)

**I move that the NSEA will advocate for an adjusted salary schedule to be established at local levels ~~with additional considerations~~ which ties to inflation and cost of living on top of a base salary that cannot be lowered.**

**Adopted as amended**

**NBI 25** **LENZ/MULLANEY**

I move that NSEA organizes at a legislative level to require Pre-K and early childhood education at every publicly funded elementary school.

Fiscal Impact: Goal Instruction, GR Advocacy, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Adopted**

**NBI 26** **LENZ/LA RUE HATCH**

I move that NSEA does a legislative push to require all schools that receive public funding employ only educators who are properly licensed.

Fiscal Impact: Goal Instruction;Legislative, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**WITHDRAWN**

**NBI 27** **LENZ/EVANS**

I move that NSEA supports and promotes legislation for state funding for skills certificates and educator professional development.

Fiscal Impact: Goal Government Relations, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Adopted**

**NBI 28** **LENZ/EVANS**

I move that NSEA supports and promotes legislation to provide state funding for CTSO (Career Technical Student Organization) travel for leadership events and competitions which are required in state standards.

Fiscal Impact: Goal Government Relations, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA supports and promotes legislation to provide state funding ~~CTSO (Career Technical Student Organization)~~ **for school elective activities (eg. CTE, music, leadership)** for travel for leadership events and competitions which are required in state standards.

**Amendment withdrawn**

I move that NSEA supports and promotes legislation to provide state funding for CTSO (Career Technical Student Organization) travel for leadership events and competitions which are required in state standards.

**Adopted**

**NBI 29** **DE LA TORRE/ADDINGTON**

I move that NSEA work to remove NRS391.350. that any educator shall be found guilty of unprofessional conduct for leaving the profession and remove the 3% penalty and the suspension or revocation of the educator's license.

Fiscal Impact: Goal \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Bundled with 48 and 49**

**I move that NSEA work to revise NRS 391.350(1) so that licensed professionals who leave the profession or local and fail to fulfill their contractual obligation shall not get their licenses suspended or revoked and that NSEA work with locals to remove the financial penalties placed on said professionals upon separation from all district policies and contracts.**

**Adopted as substituted.**

**NBI 30** **YEALY/OLMOS**

I move that NSEA provide information to the local affiliates to assist them in organizing and retaining members whenever there is a dues increase.

Fiscal Impact: Goal Member Advocacy, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**WITHDRAWN**

**NBI 31** **BENHAM-BOOKEY/KREIDEL**

I move that NSEA works with Nevada Department of Education and local school districts to determine what single state/local assessment will be used to determine a deficiency in reading per Read by Grade 3.

Fiscal Impact: Goal \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Adopted**

**NBI 32 CADIGAN/ECKERMAN**

I move that NSEA work at the state and local level to ensure that educators mentoring student interns are paid by their school district equal to their hourly rate of pay for their work.

Fiscal Impact: Goal Legislative \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Bundled with 33**

**I move that NSEA work at the state and local level to ensure that educators mentoring student interns are paid by their school district equal to their hourly rate of pay for their work and student interns completing their educator internships within publicly funded schools in the state are paid.**

**Moved to Committee**

**NBI 33 CARDIGAN/BENHAM BOOKEY**

I move that NSEA work at the state and local level to ensure that student interns completing their educator internships within publicly funded schools in the state are paid.

Fiscal Impact: Goal Legislative \_\_\_\_\_, Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Bundled with 32**

**Referred to Committee**

**NBI 34 CADIGAN/BABB**

I move that NSEA works at the state and local level to codify equitable, developmentally appropriate caseload numbers for all certified position within public schools.

Fiscal Impact: Goal Legislative \_\_\_\_\_ Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA works at the state and local level to codify equitable, developmentally appropriate caseload numbers **without exception** for all certified position within public schools.

**Adopted as amended**

**NBI 35 CADIGAN/KRENTZ**

I move that NSEA works at the state and local level to provide all students with equitable access to Art, PE and music classes, taught by certified educators within these subject areas.

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA works at the state and local level to provide all students with equitable access to Art, PE, **computer**, and music classes, taught by certified educators within these subject areas.

**Adopted as amended**

**NBI 36 MEDINA-TORRES/EDDINGTON**

I move that NSEA supplies support and resources to engage and recruit Aspiring Educators from the college systems in Southern Nevada.

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA supplies support and resources to engage and recruit Aspiring Educators from the college systems in ~~Southern~~ Nevada.

**Adopted as amended**

**NBI 37 CURLEY-MORGAN/MUNSON**

I move that NSEA open dialogue with NDE and local school districts to eliminate the Nevada High School Science Assessment and use data from the ACT Science exam in order to standardize the measure used across the state.

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Adopted**

**NBI 38 WITT/SCHAAR**

I move that Delegate Assembly be held within 50 miles of an International Airport.

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**I move that the NSEA Board make necessary changes to policy to ensure that Delegate Assembly will be held within 50 miles of a Nevada International Airport**

***Ruled out of Order***

***Appeal to chair.***

***Sustained***

**NBI 39 LA RUE HATCH/CADIGAN**

I move that NSEA consider the costs of travel in addition to facilities when choosing the site of DA. ~~Further, the costs of past DA's as well as prospective DA's should be provided to all delegates for consideration.~~

Fiscal Impact: Goal Efficient budges/ Operations Objective number \_\_\_\_\_, \$ \_\_\_\_\_

Second sentence ruled out of order; first sentence can be discussed.

**Not Adopted**

**NBI 40 MCGOFF/ANDRINI**

I move that NSEA support legislation to fund after school or/and lunchtime tutoring by existing teaching staff at school sites instead of (or in addition to) utilizing internet-based programs.

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Motion has failed; NBI not adopted**

**NBI 41 BAPTIST/BENDER**

I move that NSEA will not endorse or appear to endorse any candidate for POTUS or VPOTUS without first having a vote, in writing, in which at least 2/3 of ALL members vote to endorse a specific candidate.

Fiscal Impact: Goal Government Relations Objective number \_\_\_\_\_, \$ \_\_\_\_\_

***Ruled out of Order***

**NBI 42 BAPTIST/BENDER**

I move that NSEA will avoid engaging in behaviors that appear to be politically partisan and which turn many NV teachers away from union membership.

Fiscal Impact: Goal Government Relations Objective number \_\_\_\_\_, \$ \_\_\_\_\_

***WITHDRAWN***

**NBI 43 TADRZYNSKI/KULSETH**

I move that NSEA works to develop a legislative item to establish district advisory committees comprised of educators and support staff to work with elected school boards in order to more effectively understand the needs of their community and schools.

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_

I move that NSEA works to develop a legislative item to establish district advisory committees comprised of educators, ~~and~~ support staff, **and parents** to work with elected school boards in order to more effectively understand the needs of their community and schools.

**Amendment Failed**

I move that NSEA works to develop a legislative item to establish district advisory committees comprised of educators (**teachers, support staff**) ~~and support staff~~ to work with elected school boards in order to more effectively understand the needs of their community and schools.  
**Amendment Failed**

I move that NSEA works to develop a legislative item to establish district advisory committees comprised of educators ~~and support staff~~ to work with elected school boards in order to more effectively understand the needs of their community and schools.

**Adopted as amended.**

**NBI 44                      BELL/BENHAM**

I move that NSEA pursue communication with NDE creating an Apprentices receive compensation and some percentage of benefits.

Fiscal Impact: Goal Government Relations Objective number \_\_\_\_\_, \$ \_\_\_\_\_  
**WITHDRAWN**

**NBI 45                      MARTINEZ/CADIGAN**

I move that NSEA provides members with quarterly updates on the NBI's that are adopted at DA. Updates will include progress on completion/fulfillment.

Fiscal Impact: Goal Operational Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**ADOPTED**

**NBI 46                      BABB/LENZ**

I move that NSEA advocates for and supports legislation that eliminates the expansion of EMO's (Education Management Organizations.)

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**ADOPTED**

**NBI 47                      RODRIGUEZ/MULLANEY**

I move that NSEA update any language around NBI's due to DA being held biennially.

Fiscal Impact: Goal Operational Objective number \_\_\_\_\_, \$ \_\_\_\_\_

**Referred to Bylaws Committee**

**NBI 48                      ADDINGTON/DE LA TORRE**

I move that NSEA work to revise NRS 391.350 (1) that any educator shall be found guilty of unprofessional conduct for leaving the profession and remove the suspension or revocation of the educators license.

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_  
**Bundled with 29 and 49**

**NBI 49                      DE LA TORRE/ADDINGTON**

I move that NSEA work with locals to remove the licensure and financial penalties on separation from the district in policies and contracts.

**Bundled with 29 and 48**

Fiscal Impact: Goal Legislative Objective number \_\_\_\_\_, \$ \_\_\_\_\_

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NEVADA STATE EDUCATION ASSOCIATION  
INCOME BUDGET REPORT  
GENERAL FUND  
FOR THE MONTH ENDED AUGUST 31, 2025

The Nevada State Education Association has been the voice of Nevada educators for over 120 years. We strive to be as diverse as the students we represent. We are united in our purpose: advocating for justice and excellence in public education.

NSEA members are the trusted education experts, united to ensure an exceptional public education for every Nevada student.

	BUDGET	ACTUAL	%	(OVER)UNDER
<b>BUDGETED INCOME</b>				
<b>MEMBERSHIP INCOME</b>				
Active Members	3,357,062.47	3,442,063.59	102.53%	(85,001.12)
Retired Members	1,500.00	830.00	55.33%	670.00
Student Members	2,000.00	1,050.00	52.50%	950.00
Other Member Income	1,000.00	-	0.00%	1,000.00
<b>Total Membership Income</b>	<b>3,361,562.47</b>	<b>3,443,943.59</b>	<b>102.45%</b>	<b>(82,381.12)</b>
<b>OTHER INCOME</b>				
NEA Uniserv	329,328.00	347,705.67	105.58%	(18,377.67)
NEA Administrative Special Services	55,000.00	55,810.55	101.47%	(810.55)
NEA Small State Grant	232,263.00	232,263.00	100.00%	-
NEA Executive Director Support Grant	-	66,460.39	0.00%	(66,460.39)
NEA ARP Grant	66,000.00	66,000.00	100.00%	-
Interests from Investments	5,000.00	3,987.01	79.74%	1,012.99
Miscellaneous Income	10,000.00	675.26	6.75%	9,324.74
<b>Total Other Income</b>	<b>697,591.00</b>	<b>772,901.88</b>	<b>110.80%</b>	<b>(75,310.88)</b>
<b>TOTAL BUDGETED INCOME</b>	<b>4,059,153.47</b>	<b>4,216,845.47</b>	<b>103.88%</b>	<b>(157,692.00)</b>

**Strategic Goals and Objectives**

**MEMBERSHIP GOAL**

By strengthening our member engagement in our local affiliates, NSEA membership will increase 2-5% every year from 2024 to 2026.

	BUDGETED	ACTUAL	%	(OVER)UNDER
	1,687,221.33	1,793,621.15	106.31%	(106,399.82)

NEVADA STATE EDUCATION ASSOCIATION  
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FOR THE MONTH ENDED AUGUST 31, 2025

One-on-One conversations; 10 minute meetings; Site visits

**Focus on Year-Round Organizing**

Engage Educators across career continuum throughout the school year.  
Retain members to strengthen the Association

**Defending Our Members**

Protect member rights and legal liability protection

**MEMBERSHIP EMPOWERMENT GOAL**

By empowering members, NSEA will encourage collaboration to develop skills through a 5-10% increase with involvement in association activities

	BUDGETED	ACTUAL	%	(OVER)UNDER
	593,450.97	723,272.11	121.88%	(129,821.14)

**Have trust and transparency**

Communicate with members and increase public relations through US Mail, E-Mail, social media, and other electronic means.  
Fund a full-time release President to inform and advocate for members.

**Increase communication to keep members informed**

Communication through various social media platforms, including Facebook, Twitter (X) and Hustle. Outreach to various media outlets such as press and television media.

**Create a sense of ownership through active participation and involvement**

All member able to vote in NSEA elections. Increase attendance at NEA and NSEA conferences and member events (NEA-RA, NEA Leadership Summits, NSEA Delegate Assembly)  
Provide Leadership Development opportunities, including Board of Director Meetings and Officer trainings.

**INSTRUCTION/PROFESSIONAL DEVELOPMENT GOAL**

NSEA will strengthen the Instruction and Professional Development (IPD) opportunities for all members in the topics of: Leadership, Classroom Management and Social Emotional Learning. NSEA will provide various resources for licensed educators, Education Support Professionals, aspiring educators, and retirees during school years 2024-2025 and 2025-2026

	BUDGETED	ACTUAL	%	(OVER)UNDER
	233,721.69	171,224.15	73.26%	62,497.54

**Create a statewide IPD plan focusing on Leadership, Classroom Management, and Social Emotional Learning**

Access to NEA professional learning platforms and programs, such as Blended Learning, Microcredentials, Early Leadership Institute, and T-PATH.  
Advertise NSEA Leadership Conference 2025

**Make IPD valid to all members in all Nevada counties**

Support and deliver curriculum relevant to all members in urban and rural settings.  
Engage members with both virtual and in-person opportunities.

Confidential Information

Do not copy or distribute without prior NSEA BOD or MGMT approval

NEVADA STATE EDUCATION ASSOCIATION  
INCOME BUDGET REPORT  
GENERAL FUND  
FOR THE MONTH ENDED AUGUST 31, 2025

Ensure that all IPD opportunities meet the needs of all statewide locals  
Develop materials that promote professional learning in urban and rural settings.  
Access to materials and courses in urban and rural settings.  
Alignment with NEA Leadership Competency Framework.

Motivate members through personal professional growth  
Share knowledge, skills and best practices.  
Support ESP roles within their worksites  
Offer license renewal hours, inservice, and continuing education, and / or graduate credit.

**MINORITY AFFAIRS GOAL**

*By 2026, NSEA will improve the 3-1 (g) data from 24% to 30% by collecting and updating members' ethnic representation in order to mirror the diversity in the society we serve. NSEA will focus on membership recruitment to reflect this goal.*

	BUDGETED	ACTUAL	%	(OVER)UNDER
Establish a more inclusive membership All members feel safe and respected at their worksite and member events. Activate members of underrepresented groups to get more involved. Update member data using surveys and other means of outreach.	228,935.13	224,611.12	98.11%	4,324.01
Increase communication opportunities for non-English speaking members Provide multilingual materials and opportunities for translations when available.				
Diversify NSEA Trainings Promote the advancement of social and racial justice in education. Provide training on utilizing NEA member tools.				

**GOVERNMENT RELATIONS GOAL**

*NSEA will increase member engagement in public policy and political advocacy during each 2024 and 2026 election cycle. NSEA will work with local affiliates and actively recruit 15 or more education champions to be involved in government relations and public policy. NSEA will encourage educators to run for public office during the 2024 and 2026 election cycle.*

	BUDGETED	ACTUAL	%	(OVER)UNDER
Strengthen the NSEA voice as the trusted education experts Confidential information Do not copy or distribute without prior NSEA BOD or MGMT approval	253,659.14	225,325.27	88.83%	28,333.87

NEVADA STATE EDUCATION ASSOCIATION  
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FOR THE MONTH ENDED AUGUST 31, 2025

Advocate and lobby for pro-public education legislation, policies and regulations.  
Protect and defend public education

Promote the NEA Program "See Educators Run"  
"Shape the policies and legislation that impact our students and public schools"  
Encourage members to attend the campaign training program

Create a plan to recruit more education champions  
Support pro-public education candidates.  
Strengthen relationships with elected officials

Unite members across Nevada  
Raise and utilize educator voices to promote teaching and learning decisions.  
Implement organizing campaigns to strengthen public education.

Partner with community allies and coalitions  
Coordinate organizing, lobbying and Legislative advocacy, Get Out the Vote events, other rallies.

	BUDGETED	ACTUAL	%	OVER/UNDER
<b>OPERATIONAL SUPPORT</b>				
Building and Sites	215,000.00	205,702.97	95.68%	9,297.03
Processing & Merchant Fees	19,000.00	18,791.27	98.90%	208.73
Depreciation	50,000.00	50,304.37	100.61%	(304.37)
Insurance	40,000.00	41,173.45	102.93%	(1,173.45)
Mailing	20,000.00	10,751.64	53.76%	9,248.36
Part time Support	100.00	-	0.00%	100.00
Printing	50,000.00	43,101.62	86.20%	6,898.38
Property Tax	16,000.00	11,936.42	74.60%	4,063.58
Repairs	3,000.00	12,925.00	430.83%	(9,925.00)
Supplies	17,000.00	21,189.95	124.65%	(4,189.95)
Minor Equipment	5,000.00	2,511.80	50.24%	2,488.20
Utilities	18,000.00	15,022.69	83.46%	2,977.31
Telephone / IT	48,000.00	40,617.75	84.62%	7,382.25
Program staff support	264,340.47	294,601.86	111.45%	(30,261.39)
Bad Debt/Miscellaneous	100.00	-	0.00%	100.00
<b>CONTINGENCY AND RESERVE FUNDINGS</b>				
Contingency	144,593.33	90,900.00	62.87%	53,693.33
Capital Improvement Fund	52,031.41	19,214.33	36.93%	32,817.08
Reserve Fund	100,000.00	100,000.00	100.00%	-
Direct Cost Confidential information Do not copy or distribute without prior NSEA BOD or MGMT approval	4,059,153.47	4,116,798.92	101.42%	(57,645.45)
Unallocated Cost	-	-	0.00%	-
	<u>4,059,153.47</u>	<u>4,116,798.92</u>	<u>101.42%</u>	<u>(57,645.45)</u>

NEVADA STATE EDUCATION ASSOCIATION  
INCOME BUDGET REPORT  
GENERAL FUND  
2025-11-30

	ACTUAL YTD
<b>MEMBERSHIP INCOME</b>	
ACTIVE MEMBERS	\$ 1,607,455.82
RETIRED MEMBERS	890.00
STUDENT MEMBERS	1,595.00
OTHER MEMBER INCOME	-
	\$ 1,609,940.82
<b>OTHER INCOME</b>	
NEA UNISERV	\$ 157,016.25
NEA ADMINISTRATIVE SPECIAL SERVICES	12,045.00
DELEGATE ASSEMBLY EXHIBITS	-
PROJECTED SMALL STATE GRANT	99,959.59
SUPPORT FOR EXECUTIVE DIRECTOR	36,341.75
INTEREST FROM INVESTMENTS	1,304.03
MISCELLANEOUS INCOME	20,000.00
<b>TOTAL OTHER INCOME</b>	<b>\$ 326,666.62</b>
<b>GRAND TOTAL INCOME</b>	<b>\$ 1,936,607.44</b>

NEVADA STATE EDUCATION ASSOCIATION  
INCOME BUDGET REPORT  
GENERAL FUND  
2025-11-30

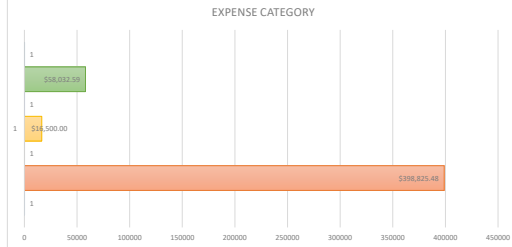
NEVADA STATE EDUCATION ASSOCIATION  
INCOME BUDGET REPORT  
GENERAL FUND  
2025-11-30

	ACTUAL YTD			ACTUAL YTD
<b>MEMBER AND AFFILIATE ADVOCACY</b>			<b>OPERATIONAL SUPPORT</b>	
DEFENSE FUND	\$ 62,500.00		ADMINISTRATIVE TRAVEL	\$ 423.50
RETIRED MEMBERSHIP PROJECT	-		AUDIT	25,000.00
STUDENT MEMBERSHIP PROJECT	-		BUILDINGS AND SITES	90,854.51
NSEA UNISERV	34,892.50		CORPORATE LEGAL	90,947.33
NEA UNISERV (NON-AMENDABLE)	34,892.50		DATA PROCESSING	8,754.35
ESP PROFESSIONAL DEVELOPMENT	-		DEPRECIATION	21,246.41
PROFESSIONAL DEVELOPMENT	3,170.31		INSURANCE	17,983.79
RETIRED MEMBER ORGANIZING	600.00		MAILING	922.46
RETIRED MEMBER SERVICE AGREEMENT	-		PART TIME SUPPORT	-
STUDENT MEMBER ORGANIZING	799.62		PRINTING	5,741.41
NEA DEFERRED INCOME FROM GRANTS	-		PROPERTY TAX	5,757.02
SUMMER LEADERSHIP ORGANIZING	-		REPAIRS	-
PROGRAM AND STAFF SUPPORT	422,285.13		SUPPLIES	6,805.75
	\$ 559,140.06		MEETINGS & TRAINING	280.18
			MINOR EQUIPMENT	1,203.72
			UTILITIES	7,039.55
			TELEPHONE/IT	15,915.23
			BAD DEBT/MISCELLANEOUS	-
				\$ 298,875.21
<b>LEARNING AND PUBLIC POLICY</b>			<b>GOVERNANCE AND ADMINISTRATION</b>	
GR/LEGISLATIVE	351.00		BOARD OF DIRECTORS	72,640.16
SEE EDUCATORS RUN	681.99		DELEGATE ASSEMBLY	-
PROGRAM AND STAFF SUPPORT	-		NSEA ELECTIONS	-
<b>TOTAL LEARNING AND PUBLIC POLICY</b>	<b>\$ 1,032.99</b>		NEA REPRESENTATIVE ASSEMBLY	1,504.70
			NEA REGIONAL CONFERENCES & NCSEA	2,503.56
			OFFICERS	55,734.80
			OPERATIONAL SUPPORT FOR OFFICERS	9,929.48
			TRAINING & SUPPORT MEETINGS	100.00
			PROGRAM AND STAFF SUPPORT	483,403.34
				\$ 625,816.04
			CONTINGENCY	-
			CAPITAL IMPROVEMENT FUND	23,501.55
			RESERVE FUND	41,666.65
				\$ 1,699,531.92

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Nevada State Education Association Advocacy Fund Report - March 1, 2024 through February 28, 2026

SUMMARY INCOME & EXPENSES		SUMMARY OF EXPENSES	
OPENING FUND BALANCE 3/1/2024	\$ 237,649.11	EXPENSE CATEGORY	EXPENSE CATEGORY
MEMBER CONTRIBUTIONS	\$ 512,361.09	STAFF EXPENSES	\$ 398,825.48
OTHER DEPOSITS (NEA Grant)	\$ -	PARTNERSHIP WITH OTHER AFFILIATES	\$ 16,500.00
OTHER DEPOSITS (Reimbursements)	\$ -	RESEARCH AND COMMUNICATIONS	\$ 20,778.35
<b>TOTAL EXPENSES</b>	<b>\$ 507,036.42</b>	LEGISLATIVE	\$ 58,032.59
ENDING FUND BALANCE 2/28/26	\$ 242,973.78	COMMUNITY ALLY SUPPORT	\$ 12,900.00



EXPENSE DETAILS			
EXPENSE CATEGORY	EXPENSE AMOUNT	PAYEE / DESCRIPTIONS	PURPOSE
STAFF EXPENSES	\$ 397,117.51	Staff salary, payroll taxes and benefits	
	\$ 1,707.97	Staff logistical costs	
PARTNERSHIP WITH OTHER AFFILIATES	\$ 500.00	NALPSE	Annual membership dues
	\$ 1,000.00	Humboldt County School District	Food pantry
	\$ 5,000.00	ULAN	Support food drives
	\$ 5,000.00	3 Square	Support food drives
	\$ 5,000.00	Food Bank of Northern Nevada	Support food drives
	\$ 682.35	Grand Sierra	Conference and meeting
RESEARCH AND COMMUNICATIONS	\$ 3,096.00	Surevy Monkey	Renewal - 2 years
	\$ 17,000.00	NEA	Various social media subscriptions - 2 years
LEGISLATIVE	\$ 1,800.00	Legislative Counsel Bureau	Lobbyist fees
	\$ 42,667.58	My Place	Lodging
	\$ 86.00	Member advocacy costs	
	\$ 1,041.00	Reno Type	Pass the Plan booklets and stickers
	\$ 11,605.67	Staff costs	
	\$ 258.91	Spectrum Businss	Carson City office WiFi
	\$ 573.43	PDQ	NSEA logo decals
COMMUNITY ALLY SUPPORT	\$ 3,500.00	Battleborn Progress	
	\$ 3,000.00	NEA - Gala	
	\$ 1,650.00	Washoe Education Association	
	\$ 1,000.00	Women's Democratic Club of Clark County	
	\$ 3,750.00	Nevada Association of School Boards	
<b>Total Expenses</b>	<b>\$ 507,036.42</b>		

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<b>OPENING FUND BALANCE 09/1/2024</b>	<b>\$ 131,100.18</b>
MEMBER CONTRIBUTIONS	\$ 70,867.79
OTHER DEPOSITS	\$ -
INTEREST INCOME	\$ 158.08
TOTAL EXPENSES	\$ 49,037.79
<b>ENDING FUND BALANCE 02/28/2025</b>	<b>\$ 153,088.26</b>

EXPENSE CATEGORY		EXPENSE AMOUNT	CATEGORY TOTAL	
<b>FEES</b>	2/28/25	\$ 37.79	<b>\$ 37.79</b>	Strip fees
<b>CANDIDATE DIRECT SUPPORT</b>	9/10/24	\$ 2,000.00		Friends for Natha Anders
	9/10/24	\$ 1,000.00		The Committee To Elect Shea Backus
	9/10/24	\$ 2,500.00		The Committee To Elect Max Carter II
	9/10/24	\$ 1,000.00		Committee to Elect Venica Considine
	9/10/24	\$ 1,000.00		Committee To Elect Michelee Sheely Cruz
	9/10/24	\$ 1,000.00		David O for Nevada
	9/10/24	\$ 2,000.00		Friends for Eady
	9/10/24	\$ 1,000.00		Committee To Elect Tanya Flanagan
	9/10/24	\$ 3,000.00		Friends for Heather Goulding
	9/10/24	\$ 2,000.00		Ryan Hampton Campaign Committee
	9/10/24	\$ 1,000.00		Committee To Elect Hanadi Nadeem
	9/10/24	\$ 1,000.00		Linda for Nevada
	9/10/24	\$ 1,000.00		Committee to Elect Jovan Jackson
	9/10/24	\$ 1,000.00		Committee For Jeff Lustick Nevada
	9/10/24	\$ 1,000.00		Committee To Elect Tracy Brown May
	9/10/24	\$ 1,000.00		Campaign For Brittney Miller
	9/10/24	\$ 5,000.00		Committee To Elect Daniele Monroe-Moreno
	9/10/24	\$ 2,500.00		Committee To Elect Erica Mosca
	9/10/24	\$ 1,000.00		Committee To Elect Dina Neal
	9/10/24	\$ 1,000.00		Committee To Elect Duy Nguyen
	9/10/24	\$ 500.00		Committee To Elect Devon Reese
	9/10/24	\$ 500.00		The Committee To Elect Joe Rodriguez
	9/10/24	\$ 2,000.00		Perry Rosenstein Campaign
	9/10/24	\$ 1,000.00		Committee to Elect Erica Roth For Nevada
	9/10/24	\$ 2,000.00		Committee To Elect Emily Stevens
	9/10/24	\$ 500.00		Friends For Kathleen Taylor
	9/10/24	\$ 1,000.00		Committee To Elect Selena Torres
	9/10/24	\$ 1,000.00		Committee To Elect Sharifa Wahab
	9/10/24	\$ 1,000.00		Committee To Elect Howard Watts
	9/10/24	\$ 1,000.00		Friends for Angie
	9/16/24	\$ 1,000.00		Committee To Elect Sharifa Wahab (replacement check)
	10/14/24	\$ 4,000.00		The Committee to Elect Dallas Harrish
	12/3/24	\$ 1,500.00		Committee to Elect Christine Hull
			<b>\$ 49,000.00</b>	
<b>Total Expenses</b>		<b>\$ 49,037.79</b>	<b>\$ 49,037.79</b>	

<b>OPENING FUND BALANCE 09/1/2025</b>	<b>\$ 221,066.20</b>
MEMBER CONTRIBUTIONS	\$ 68,948.15
OTHER DEPOSITS	\$ -
INTEREST INCOME	\$ 480.32
TOTAL EXPENSES	\$ 63,029.18
<b>ENDING FUND BALANCE 02/28/2026</b>	<b>\$ 227,465.49</b>

EXPENSE CATEGORY		EXPENSE AMOUNT	CATEGORY TOTAL	
<b>CADIDATE DIRECT SUPPORT</b>	12/12/25	\$ 2,500.00		Committee to Elect Selena Torres
	12/12/25	\$ 2,500.00		Campaign for Brittney Miller
	12/12/25	\$ 2,500.00		Committee to Elect Duy Nquyen
	12/12/25	\$ 2,500.00		Max for Nevada
	12/12/25	\$ 2,500.00		Committee to Elect Venicia Considine
	12/12/25	\$ 2,500.00		David O for Nevada
	12/12/25	\$ 2,500.00		Committee to Elect Erica Roth
	12/12/25	\$ 9,000.00		Selena for Nevada
	12/12/25	\$ 2,500.00		Friends of Heather Goulding
	12/12/25	\$ 9,000.00		Friends for Natha Anderson
	12/12/25	\$ 2,500.00		Committee to Elect Shea Backus
	12/12/25	\$ 3,500.00		Friends of Edgar Flores
	12/12/25	\$ 9,000.00		Committee to elect Zach Conine
	12/5/25	\$ 9,000.00		Committee to Elect Aaron Ford
			<b>\$ 62,000.00</b>	
<b>OTHER SUPPORT</b>	2/9/26	\$ 1,000.00	<b>\$ 1,000.00</b>	Republican Educators
<b>FEES</b>	2/28/26	\$ 29.18	<b>\$ 29.18</b>	Strip fees
<b>Total Expenses</b>		<b>\$ 63,029.18</b>	<b>\$ 63,029.18</b>	

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Nevada State Education Association - Membership Report

LOCAL ASSOCIATION	As of Date	FULL TIME	HALF TIME	TOTAL w/o Other	OTHER	TOTAL w/OTHER	BARGAINING UNIT TOTAL	# of POTENTIAL MEMBERS	% of B.U. (w/o OTH)	% of ALL MEMBERS w/o OTHER	% of LOCAL MEMBERS w/o OTHER	Same Month Prior Year Total Members	Difference this Year vs Prior Year	This Year as a % of Prior Year
L ESEA (1-10)	9/30/2023	2671	223	2894	1	2895	8146	5251	35.5%	28.1%	33.2%	2677	217	108.1%
L WEA	9/30/2023	2280	73	2353	2	2355	3996	1641	58.9%	22.8%	27.0%	2102	251	111.9%
L WESP	12/31/2022	500	0	500	0	500	2470	2603	20.2%	4.8%	5.7%	540	-41	92.5%
L NEA-SN	11/30/2023	301	0	301	0	301	0	0	0.0%	0.0%	0.0%	327	-26	92.0%
UCN	See below	2640	37	2677	0	2677	4518	1841	59.3%	35.9%	30.7%	2648	29	101.1%
<b>TOTAL LOCALS</b>		<b>8392</b>	<b>333</b>	<b>8725</b>	<b>3</b>	<b>8728</b>	<b>19130</b>	<b>11336</b>	<b>45.6%</b>	<b>34.6%</b>	<b>100.0%</b>	<b>8294</b>	<b>431</b>	<b>105.2%</b>
<b>TOTAL LOCALS</b>	10/31/2023	<b>8216</b>	<b>298</b>	<b>8514</b>	<b>4</b>	<b>8518</b>	<b>19130</b>	<b>11546</b>	<b>44.6%</b>	<b>34.7%</b>	<b>100.0%</b>	<b>8293</b>	<b>221</b>	<b>103.8%</b>

Professional	4434	78	4512	2	4514	25596	2958.5	17.6%	43.8%	51.7%	4290	222	105.2%
Professional Support	3657	255	3912	1	3913	15439	8353	25.3%	37.9%	44.8%	3677	235	106.4%

UNISERV COUNCIL OF NEVADA

		Lifetime	Annual / Recurring	Total	Pre-Retired	Total with Pre-Retired	# BU	# Potential	% BU w/other	% of UCN	Lifetime	Annual / Recurring	Total
D CESA	11/15/2023	145	0	145	0	145	329	160	44.1%	1.4%	143	2	0.0%
L CHURCHILL	11/30/2023	114	0	114	0	114	200	86	57.0%	4.3%	108	6	105.6%
L DOUGLAS	10/31/2023	207	2	209	0	209	396	187	52.8%	2.0%	195	14	107.2%
L DOUGLAS SSO	11/30/2023	38	18	56	0	56	198	142	28.3%	0.5%	44	12	127.3%
L ELKO	10/31/2023	350	0	350	0	350	643	293	54.4%	3.4%	411	-61	85.2%
L ELKO SSO	10/31/2023	85	0	85	0	85	135	50	63.0%	0.8%	80	5	106.3%
L EMERALDA	11/30/2023	2	0	2	0	2	8	6	25.0%	0.0%	3	-1	66.7%
D EMERALDA SSO (1-10)	11/30/2023	5	0	5	0	5	11.5	6.5	43.5%	0.0%	10	-5	50.0%
D EUREKA	10/31/2023	30	0	30	0	30	32	2	93.8%	0.3%	28	2	107.1%
D EUREKA SSO	10/31/2023	13	1	14	0	14	29	15	48.3%	0.1%	15	-1	93.3%
D HUMBOLDT	11/30/2023	148	6	154	0	154	213	65	69.5%	1.4%	142	6	104.2%
D HUMBOLDT SSO	11/30/2023	127	6	133	0	133	212	79	62.7%	1.3%	111	22	119.8%
D LANDER	10/31/2023	39	0	39	0	39	65	26	60.0%	0.4%	40	-1	97.5%
D LINCOLN	9/30/2023	40	0	40	0	40	76.5	36.5	52.3%	0.4%	39	1	102.6%
D LINCOLN SSO	9/30/2023	17	0	17	0	17	52.5	35.5	32.4%	0.6%	17	0	100.0%
D LYON	10/31/2023	362	0	362	0	362	518	156	69.9%	3.5%	369	-7	98.1%
D MINERAL	11/30/2023	47	0	47	0	47	47	0	100.0%	1.8%	42	5	111.9%
D NYE	12/31/2023	204	1	205	0	205	326	121	62.9%	2.0%	205	0	100.0%
D NYE SSO (2-9)	11/30/2023	175	4	179	0	179	285	106	62.8%	1.7%	150	29	119.3%
D ORMSBY	11/30/2023	354	0	354	0	354	481	127	73.6%	3.4%	350	4	101.1%
D PERSHING	10/31/2023	33	0	33	0	33	52	19	63.5%	0.3%	33	0	100.0%
D PERSHING SSO	10/31/2023	16	0	16	0	16	33	17	48.5%	0.2%	19	-3	84.2%
D STOREY	12/15/2023	22	1	23	0	23	34	11	67.6%	0.2%	26	-3	88.5%
D WHITE PINE	12/31/2023	57	1	58	0	58	80	22	72.5%	0.6%	54	4	107.4%
D W PINE SSO (1-10)	11/30/2023	10	3	13	0	13	61	48	21.3%	0.1%	14	-1	92.9%

RETIREE MEMBERS	Lifetime	Annual / Recurring	Total	Pre-Retired	Total with Pre-Retired
CLARK	573	32	605	114	719
RURAL	225	9	234	91	325
WASHOE	390	12	402	49	451
<b>TOTAL RETIRED</b>	<b>1188</b>	<b>53</b>	<b>1241</b>	<b>254</b>	<b>1495</b>

STUDENT MEMBERS	HT	Total Active	Retiree & Stu	Total All Mem
STUDENTS	361	348	1589	10317
<b>ALL MEMBERS (total includes active, retired &amp; students, no pre-retired)</b>	<b>8392</b>	<b>333</b>	<b>8728</b>	<b>10317</b>

Confidential Information  
Do not copy / distribute without prior NSEA BOD or Mgmt approval  
Print Date: 4/11/2024  
Updated as of 5/24/13

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**NEVADA STATE EDUCATION ASSOCIATION  
Proposed Resolution Amendments  
For Consideration By the 2026 Delegate Assembly**

**Submitted by: Committee**

G. Secure Professional Autonomy to Delegate Assembly- adding charter schools to the statement about licensed professionals in all K-12 schools.

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**NEVADA STATE EDUCATION ASSOCIATION  
Proposed Bylaw Amendments  
For Consideration By the 2026 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:

**BYLAW PROPOSAL #1**

***Impact statement:*** This proposed amendment will update the NSEA Board of Directors' attendance policy.

***Fiscal Impact:*** None

MAKER Bylaw, Policy, Rules, and Resolution Committee

ARTICLE IV  
SECTION 8

***Amend by addition***

For the Directors elected to represent entity membership, ~~three absences~~ being absent from more than 50 percent of the regularly scheduled meetings within a single membership year shall constitute a vacated position. The Board shall prescribe a method of excusing absence which shall be in NSEA policy.

## **BYLAW PROPOSAL #2**

MAKER Amy Benham-Bookey WEA

**Impact statement:** This proposed amendment splits the delegate's 2-year term to serve at the DA and at the Leadership Assembly.

**Fiscal Impact:** None

ARTICLE III  
SECTION 6

### ***Amend by addition***

A. Delegates shall serve a two-year terms, ~~one serving DA, one serving Leadership Assembly~~. If a local wishes or needs to establish staggered terms for its designation to achieve a balance of the number of delegates to elect, the local will inform the NSEA Board of Directors of the reason(s) to elect single-term delegates

B. A delegate may be excused from the Assembly for reasonable cause as determined by the local Board of Directors.

C. If an elected delegate is unable to attend the Assembly, an alternate shall substitute.

D. An alternate delegate shall serve for the elected delegate at the Assembly from which the elected delegate has been excused.

E. The alternate delegate shall serve the remainder of the elected delegate's term at the Assembly for an elected delegate's unexcused absence.

F. Alternate delegates shall be informed as to the elected delegate they are replacing for the length of that term.

### **BYLAW PROPOSAL #3**

**Impact statement:** This proposed amendment changes the composition of the Board of Directors.

**Fiscal Impact:** Cost savings of approximately \$13,000 - \$15,000.

MAKER Rachel Croft NRE

#### ARTICLE IV SECTION 1

##### ***Amend by addition***

The Board of Directors shall include the President of the Nevada State Education Association, the Vice-President of the Nevada State Education Association, the Secretary-Treasurer of the Nevada State Education Association, the Education Support Personnel-At-Large, and **all** the NEA Directors for Nevada. ~~the elected Presidents representing the Aspiring Educators, the Education Support Employees Association of Clark County, NEA of Southern Nevada, NSEA Retired, the NRE, the Washoe Education Association and the NSEA Administrators in Washoe County and the Washoe Education Support Professionals. Further, the Board shall consist of members elected by each of the following groups on the one-person, one-vote principle, open nominations and by secret ballot on the basis of one Director for every six hundred (600) active members.~~ Further, the Board shall consist of members elected by each of the following affiliates in accordance with the one-person, one-vote principle, through open nominations and election by secret ballot. Representation shall be apportioned at a ratio of one (1) Director for every six hundred (600) active members in good standing. The number of Directors shall be determined based on total membership and rounded to the nearest whole number; fractions of .50 or greater shall be rounded up, and fractions of less than .50 shall be rounded down.

1. Aspiring Educators
2. NSEA Retired
3. ESEA
4. NEA-SN
5. NRE
6. WEA
7. WESP

Notwithstanding any provision(s) of these Bylaws, any of the preceding named groups in this article shall be allotted a minimum of one (1) Director **if the 600 active member threshold is not met.**

~~Additionally, NSEA-Retired shall be allotted one (1) Director.~~

Any At-Large NEA Directors, NEA Executive Committee Members and/or NEA Officers from Nevada, and any NSEA-Retired member who is an elected NEA-Retired officer or NEA-Retired Executive Council member shall be ex-officio voting members of the Board of Directors.

## **BYLAW PROPOSAL #4**

**Impact Statement:** This proposed amendment eliminates certain voting rights and will be ruled out of order due to violating the NSEA Articles of Incorporation and the NEA Bylaws.

**Fiscal Impact:** NA

MAKER Gilbert Lenz WEA

ARTICLE IV  
SECTION 9

### ***Amend by deletion and addition***

A. Members of the Board of Directors must be present in order to cast a vote.

B. Members of the Board of Directors shall have one vote ~~unless any member of the Board asks that the weighted vote be used.~~

~~C. A per member represented, weighted vote may be applied in any decision including adoption of an emergency policy if a member of the NSEA Board of Directors requests that the weighted vote be used. D. Weighted voting may be used under the following conditions:~~

- ~~1. Weighted voting shall not be used as a means for achieving the oneperson, one vote standard on the NSEA Board;~~
- ~~2. At no time shall the weighted vote for an election district be increased by, or be diminished by more than .499 of a whole vote;~~
- ~~3. Officers shall be granted one vote each whenever the weighted vote is called.~~

~~E. The proportionate vote for each area or employment level shall be based upon the NSEA official paid membership records as of February first (1st) prior to Delegate Assembly. The Executive Director shall notify each Director and elected officer of the official count and per member value of his/her proportionate vote at the first Board meeting following the Delegate Assembly.~~

1. All decisions of the Board of Directors shall be determined by majority vote of the members present and voting.
2. Weighted voting is prohibited. Any language in these Bylaws previously authorizing weighted voting is hereby repealed.

## **BYLAW PROPOSAL # 5**

**Impact Statement:** This proposed amendment will compel NSEA to fund one-half (1/2) of the costs of delegates to attend Delegate Assembly.

**Fiscal Impact:** This proposal is estimated to cost \$137,500 which equates to a dues increase of \$14.61 per year per member.

MAKER Gilbert Lenz WEA

ARTICLE III  
SECTION New Section

### ***Amend by Addition***

NSEA shall fund no less than one-half (1/2) of the registration, travel, lodging, and per diem expenses for all duly elected local delegates to the NSEA Delegate Assembly. Such funding shall be included in the annual budget submitted to the Delegate Assembly. Reductions shall require a two-thirds (2/3) vote of the Delegate Assembly.

## **BYLAW PROPOSAL #6**

**Impact statement:** This proposed amendment will compel NSEA to fund one-half (1/2) of the cost of delegates to attend NEA Representative Assembly (RA).

**Fiscal Impact:** This proposal is estimated to cost \$200,000 - \$250,000 which equates to a dues increase of \$20.60 - \$25.75 per member per year.

MAKER Gilbert Lenz

ARTICLE III  
SECTION New addition

### ***Amend by addition***

NSEA shall fund no less than one-half (1/2) of the registration, travel, lodging, and per diem expenses for duly elected NSEA delegates to the NEA Representative Assembly. Reductions shall require a two-thirds (2/3) vote of the Delegate Assembly.

## **BYLAW PROPOSAL #7**

**Impact Statement:** This proposed amendment will be ruled out of order as it strips Delegate Assembly of governing authority and assigns that authority to the NSEA Board of Directors in conflict with existing bylaws which remain unchanged by this proposed amendment. It will also be ruled out of order due to additional concerns.

**Fiscal Impact:** NA

MAKER Gilbert Lenz WEA

ARTICLE IV  
SECTION 7

### ***Amend by addition***

The Board of Directors shall:

- A. Be responsible for the general management of the NSEA;
- B. Submit a proposed budget for the NSEA to the Delegate Assembly for adoption and have the authority to amend the budget as needed between Delegate Assemblies.
- C.
  - 1. Originate NSEA Board policy and report to the Delegate Assembly;
  - 2. Originate NSEA Association policy in situations requiring timely action. These policies shall be subject to the approval of the next Delegate Assembly.
- D. Report all policy decisions to the Delegate Assembly.
- E. Institute a procedure for selection of representatives from units who fail to meet the 15-day time line for transmission of names of local unit delegates.
- F. Fill the vacancy(s) of the Vice-President, Secretary-Treasurer, and the NEA Directors.
- G. Approve Standing or Special Committee appointments.
- H. Have the authority to amend the budget as needed between Delegate Assemblies.
- I. Have the authority to make technical and editorial corrections to the NSEA Bylaws. The Board shall report any corrections to the next Delegate Assembly.
- J. Have the authority to proscribe the salary and benefits of the President within the allotted budget approved by the Delegate Assembly, however, in no event may the salary for the President be less than \$100,000.
- K. [The Board of Directors is the governing authority of NSEA and holds ultimate responsibility for policy, budget oversight, and direction of the Association. All actions of the Executive Director and officers shall conform to policies and budgets adopted by the Delegate Assembly and the Board.](#)

ARTICLE V  
SECTION 3, A

### **A. PRESIDENT**

The President shall be the chief elected officer of the Association and its policy leader. The position of President shall be full-time release. A full-time release president is defined as an active member, who is elected as NSEA President, serving full-time as President of NSEA with no responsibilities for the job from which he/she is being released. The teacher-partner concept does not meet the definition of full-time release.

#### **1. Duties:**

The President shall:

- a. represent the Association as spokesperson on matters of policy or assign, at the President's discretion, responsibility for such representation;
- b. prepare the agendas and preside at meetings of the Board of Directors and Delegate Assembly;
- c. prepare, with the Secretary-Treasurer, the Executive Director and the Budget Committee, a budget for submission to the Delegate Assembly;
- d. appoint chairpersons and members of standing or special committees with the approval of the Board of Directors;
- e. chair the NSEA-TIP Board;
- f. represent Nevada on the Council for the NEA Fund for Children and Public Education;
- g. act as the Alternate NEA Director to attend NEA Board Meetings when an NEA Director is unable to attend;
- h. meet regularly with the other officers of the Association and the Executive Director;
- i. serve as an ex-officio member on all committees;
- j. perform such other duties as assigned by the Delegate Assembly and/or the Board of Directors;
- k. visit all local affiliates each year.
- l. The President shall implement policies adopted by the Delegate Assembly and Board of Directors and shall not obligate the Association financially or operationally except as authorized by those bodies.

## 2. Term of Office:

The office of President is a three-year term. A person elected to the office of President is eligible for two consecutive terms and shall serve until a successor is elected. The term of the President shall begin at the close of the NEA Representative Assembly in the year that the President's election has occurred.

3. Vacancy: If the office of the President shall become vacant, the Vice-President shall become President for the remainder of the President's term. If the vacancy occurs;

- a) During the first half of the three (3) year term, the member filling the vacancy is eligible for one (1) additional term. The first half of the term is defined as the first eighteen (18) months after the member takes office.
- b) During the second half of the three (3) year term, the member filling the vacancy is eligible for two (2) additional terms. The second half of a term is defined as the eighteen (18) months which begins the day following the eighteen (18) months after the Vice President takes office.

## ARTICLE VI SECTION

~~The Executive Director is responsible to the Board of Directors, which shall prescribe the duties of the position.~~

The Executive Director is the chief administrative officer of the Association and is responsible to the Board of Directors. The Executive Director shall implement the policies, programs, and budget adopted by the Board and shall provide complete and accurate financial and operational information to the Board, officers, and members as required by these Bylaws. The Executive Director shall not adopt, modify, conceal, or withhold financial or operational structures contrary to Board direction.

## **BYLAW PROPOSAL #8**

**Impact statement:** This proposed amendment requires a biannual report to local affiliates.

***Fiscal Impact:*** NA

MAKER Gilbert Lenz WEA

ARTICLE IV  
SECTION New section

***Amend by addition***

The Executive Director shall provide to each local affiliate, twice annually, a written report summarizing the direct services, support, and advocacy provided to that local during the preceding six months. Reports shall be distributed to local presidents and shall be available to any member upon request.

## **BYLAW PROPOSAL #9**

**Impact statement:** This proposed amendment requires certain financial reporting and will require additional staffing.

**Fiscal Impact:** This proposal is estimated to cost \$120,000 which equates to a dues increase of \$12.36 per member per year.

MAKER Gilbert Lenz WEA

ARTICLE IV  
SECTION New Section

### ***Amend by addition***

The Executive Director shall prepare a detailed expenditure report identifying distinct categories of income and expenditures. At a minimum, the report shall separately identify personnel costs and benefits; officer travel; Executive Director travel; in-state staff travel for routine operations; out-of-state travel by conference or event with separate staff and member participation; contracted services and professional fees; programs and member services; and facilities and administrative expenses.

The expenditure report shall be prepared at least twice annually and presented at a level sufficient to permit reasonable member and Board oversight. The report shall not be required to include individual receipts, invoices, or transaction-level detail.

The expenditure report shall be made available for review by any NSEA member who appears in person at the NSEA office during normal business hours.

**BYLAW PROPOSAL #10**

***Impact Statement:*** This proposed amendment may be ruled out of order as it contradicts and is duplicative of Article IV Section 7(i).

***Fiscal Impact:*** NA

MAKER Gilbert Lenz WEA

ARTICLE XII  
SECTION New Section

***Amend by addition***

The Bylaws, Rules, Policies, and Resolutions Committee is authorized to make non-substantive conforming edits to numbering, cross-references, and formatting required to implement amendments adopted by the Delegate Assembly. No conforming edit may alter the meaning or effect of an adopted amendment.

## **BYLAW PROPOSAL #11**

**Impact Statement:** This proposed amendment would require an additional annual Delegate Assembly.

**Fiscal Impact:** This cost of an additional Delegate Assembly is approximately \$250,000 which will be borne by NSEA and the local affiliate. The cost equates to a dues increase of 25.75 per member per year.

MAKER Gilbert Lenz WEA

### ARTICLE III SECTION 1

#### ***Amend by addition***

A. ~~Effective with the 2020 Delegate Assembly, such Delegate Assembly shall be held every two years thereafter.~~ Delegate Assembly shall be held annually. The time and place shall be established by the Board of Directors. The time and place shall be established by the Board of Directors.

B. A majority of the registered delegates shall constitute a quorum for the Delegate Assembly.

C. The Delegate Assembly is the legislative governing authority of the NSEA. The Assembly shall adopt the budget, amend the bylaws, set NSEA dues for all classes of membership, approve resolutions, and formulate policy statements of the NSEA.

D. The Delegate Assembly shall receive and consider reports of the officers, Board of Directors, Executive Director and standing or special committees.

E. Election rules shall be approved by the Delegate Assembly.

**BYLAW PROPOSAL #12**

***Impact Statement:*** This proposed amendment will be ruled out of order due to a legal opinion.

***Fiscal Impact:*** NA

MAKER Gilbert Lenz WEA

ARTICLE XII  
SECTION NEW 5

***Amend by addition***

The Board of Directors shall have final authority to interpret these Bylaws.

Questions of interpretation may be referred to the Bylaws, Rules, Policies and Resolutions Committee for recommendation, but all interpretations shall be adopted by majority vote of the Board.

No interpretation shall alter the meaning or effect of any provision adopted by the Delegate Assembly.

## **BYLAW PROPOSAL #13**

**Impact Statement:** This proposed bylaw amendment reduces power of NSEA to reign in corruption, financial malfeasance, and restore democratic procedures and further weakens the existing rules governing trusteeships.

**Fiscal Impact: None**

MAKER Gilbert Lenz WEA

ARTICLE X  
SECTION 1

### ***Amend by addition***

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 Trustees(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.

1. A trusteeship shall be reviewed by the Board of Directors every six (6) months. Continuation of the trusteeship shall require a majority vote of the Board.
2. A local placed in trusteeship shall have the right to submit written statements to the Board for each review and may request an opportunity to address the Board before continuation is considered.
3. The Trustee shall provide written reports to the Board of Directors outlining actions taken, remaining deficiencies, and progress toward restoring democratic governance.
4. A trusteeship shall be terminated once the conditions that justified its imposition have been sufficiently corrected to restore democratic practices and financial integrity.
5. Trusteeship provisions shall be implemented consistent with applicable law and the NEA Constitution and Bylaws.

## **BYLAW PROPOSAL #14**

**Impact statement:** This proposed amendment will force cuts to member services and staff, including UniServ Directors, with an estimated loss of revenue of \$400,000-600,000.

**Fiscal Impact:** The 400,000-\$600,000 loss of revenue equates to a dues increase of \$41.52 – 61.29 per member per year.

MAKER Gilbert Lenz WEA

### ARTICLE II SECTION 2

#### ***Amend by deletion and addition***

~~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 ~~three~~ two full membership years following the recognition of the new affiliate.

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.

I. Effective Membership Year 2024/2025, increases in the NSEA portion of dues for any single year shall be capped at no more than five (5%).

Effective Membership Year 2026–2027, for purposes of determining dues under Article II, Section 2(A), “teachers’ average salary” shall mean the statewide average salary of classroom teachers in Nevada as reported in the most recent Rankings & Estimates publication of the National Education Association.

If that publication is unavailable or materially altered, the Board of Directors may temporarily designate an alternative data source for dues calculation until the next Delegate Assembly, at which time the Delegate Assembly shall approve, modify, or reject the alternative.

**BYLAW PROPOSAL #15**

***Impact Statement:*** This proposed amendment requires NSEA to support local affiliates to join the AFL-CIO.

***Fiscal Impact:*** The estimated cost is \$240,000 per year, which equates to a dues increase of 24.72 per year per member

MAKER Selena LaRue Hatch WEA

ARTICLE VIII  
SECTION New Section 14

***Amend by addition***

Section 14: AFL-CIO Affiliation

The NSEA shall support local affiliates in their efforts to affiliate with the local, state, and national levels of the AFL-CIO. This includes financial support to assist with locals with the dues costs of joining AFL-CIO at all levels.

## **BYLAW PROPOSAL #16**

***Impact statement:*** This proposed amendment would eliminate the Leadership Assembly.

***Fiscal Impact:*** Cost savings of approximately \$20,000 every other year.

MAKER Selena LaRue Hatch WEA

ARTICLE III  
SECTION 8

### ***Amend by deletion***

~~A. Effective with the summer of 2021, the Board of Directors shall convene a statewide Summer Leadership Conference. Such statewide Summer Leadership Conference shall be held every two years thereafter. The time and place shall be determined by the Board of Directors.~~

~~B. At a minimum, the statewide Summer Leadership Conference shall present trainings in relevant professional development, legislative actions/information, and other trainings of assistance to members of the Association.~~

## **BYLAW PROPOSAL #17**

**Impact statement:** This proposed amendment will eliminate the all-member mail-in ballot and require that elections be held only at Delegate Assembly.

**Fiscal Impact:** An estimated cost of \$60,000 borne by local affiliate due to increased Labor-Management Reporting and Disclosure Act (LMRDA) compliance. That will equate to a member dues increase of \$6.18 per year per member.

MAKER Selena LaRue Hatch WEA

ARTICLE V  
SECTION 5

### ***Amend by deletion and addition***

A. Election of the officers shall occur as proscribed in the Bylaws and Election Rules adopted by the Delegate Assembly.

B. Voting for officers shall be by ballot as proscribed in the Bylaws and the Election Rules adopted by the Delegate Assembly.

C. The ballot shall contain the names of the candidates and a place for a write-in for the position(s) of the officer(s) in the year in which the election is scheduled. In the event the number of nominees for office matches the open offices (no opposition), the election will be declared in favor of the existent nominee, without conducting a formal ballot.

D. A majority of votes cast shall decide any election, except as provided in (C) above.

E. In elections for single positions with multiple candidates for one position in which no candidate receives a majority vote, the next ballot shall contain the names of the two persons who received the largest number of votes in descending order.

F. Elections shall be conducted under the direction of the Elections Committee in accordance with the rules adopted by the Delegate Assembly.

~~G. Elections for officers shall be conducted by an all-member mail-in ballot in accordance with the Election Rules.~~

Elections for officers shall be conducted at Delegate Assembly.

## **BYLAW PROPOSAL #18**

**Impact statement:** This proposed amendment requires the repayment of certain expenses to NSEA if a local chooses to disaffiliate from the NSEA and NEA.

**Fiscal Impact:** None

MAKER Selena LaRue Hatch

ARTICLE VIII  
SECTION New Section

**Amend by addition**

Should a local association disaffiliate from NSEA, the local association shall reimburse NSEA for any grants, investments and supports NSEA provided to the affiliate in the previous two years.

## **BYLAW PROPOSAL #19**

**Impact statement:** This proposed amendment would compel NSEA to for one-half (1/2) of the costs of delegates to attend Delegate Assembly.

**Fiscal Impact:** This proposal is estimated to cost \$137,500 which equates to a dues increase of \$14.61 per year per member.

MAKER Jan Giles ESEA

ARTICLE III  
SECTION 1

### ***Amend by addition***

A. Effective with the 2020 Delegate Assembly, such Delegate Assembly shall be held every two years thereafter. The time and place shall be established by the Board of Directors.

B. A majority of the registered delegates shall constitute a quorum for the Delegate Assembly.

C. The Delegate Assembly is the legislative governing authority of the NSEA. The Assembly shall adopt the budget, amend the bylaws, set NSEA dues for all classes of membership, approve resolutions, and formulate policy statements of the NSEA.

D. The Delegate Assembly shall receive and consider reports of the officers, Board of Directors, Executive Director and standing or special committees.

E. Election rules shall be approved by the Delegate Assembly.

F. NSEA will pay half of the determined conference rate for each delegate to attend the Delegate Assembly.

## **BYLAW PROPOSAL #20**

**Impact Statement:** This proposed amendment clarifies “groups” as “local affiliated unions” and has no substantive effect.

**Fiscal Impact:** None

MAKER Jan Giles ESEA

ARTICLE IV  
SECTION 1, A

### ***Amend by addition***

A. The Board of Directors shall include the President of the Nevada State Education Association, the Vice-President of the Nevada State Education Association, the Secretary-Treasurer of the Nevada State Education Association, the Education Support Personnel-At-Large, all the NEA Directors for Nevada, the elected Presidents representing the Aspiring Educators, the Education Support Employees Association of Clark County, NEA of Southern Nevada, NSEA-Retired, the NRE, the Washoe Education Association and the NSEA Administrators in Washoe County and the Washoe Education Support Professionals. Further, the Board shall consist of members elected by each of the following ~~groups~~ local affiliated unions on the one-person, one-vote principle, open nominations and by secret ballot on the basis of one Director for every six hundred (600) active members:

1. Education Support Employees Association of Clark County
2. NEA of Southern Nevada Updated
3. Nevada Rural Educators
4. Washoe Education Association and NSEA Administrator members in Washoe County
5. Washoe Education Support Professionals

Notwithstanding any provision(s) of these Bylaws, any of the preceding named groups in this article shall be allotted a minimum of one (1) Director.

Additionally, NSEA-Retired shall be allotted one (1) Director.

Any At-Large NEA Directors, NEA Executive Committee Members and/or NEA Officers from Nevada, and any NSEA-Retired member who is an elected NEA-Retired officer or NEA-Retired Executive Council member shall be ex-officio voting members of the Board of Directors.

## **BYLAW PROPOSAL #21**

**Impact statement:** This proposed amendment will be ruled out of order because it removes the representation of NSEA Retired members and Aspiring Educators at Delegate Assembly.

**Fiscal Impact:** NA

MAKER Jan Giles ESEA

ARTICLE III  
SECTION 4

### ***Amend by addition***

A. The NSEA official active, student and retired membership roll and affiliates list shall be the basis upon which the NSEA Executive Director notifies each unit of its delegate entitlement. The entitlement shall be based on the December first (1st) active membership figures and reporting shall be completed by the tenth (10th) day of December each year.

B. Each **affiliated active** local unit of the NSEA shall be entitled to one delegate for each seventy (70) active members or major fraction thereof. Each local unit shall be guaranteed at least one delegate.

C. Each affiliate shall make every reasonable effort to elect ethnic-minority representation at least proportionate to its active ethnic-minority membership.

D. Ethnic-minority representation should be at least in proportion to the number of active ethnic-minority members of NSEA. E. NSEA active members in each unaffiliated local school district unit or other education units are qualified for participation and shall be entitled to the following numbers of delegates to the Assembly: one delegate for each seventy (70) active members or major fraction thereof.

1. Units within this category shall make every reasonable effort to elect ethnic-minority representation at least proportionate to the active ethnic-minority membership of the unit.

2. Administrators shall make every reasonable effort to have representation to the delegate Assembly in proportion to their active members in NSEA.

F. All delegates shall be elected on the one-person, one-vote principle.

## **BYLAW PROPOSAL #22**

**Impact statement:** This proposed amendment is prohibited by a separate agreement between NSEA and the NEA and will be ruled out of order.

**Fiscal Impact:** Estimated \$120,000 for an additional staff member to complete the reports which equates to a dues increase of 12.36 per member per year.

MAKER Jan Giles ESEA

ARTICLE IV  
SECTION 7

### ***Amend by addition***

The Board of Directors shall:

- A. Be responsible for the general management of the NSEA;
- B. Submit a proposed budget for the NSEA to the Delegate Assembly for adoption and have the authority to amend the budget as needed between Delegate Assemblies. [The budget shall include prior years detailed expenditures by line item categories not just the strategic amount. The budget submitted for adoption will include detailed projected expenses by line item.](#)
- C. 1. Originate NSEA Board policy and report to the Delegate Assembly;
- 2. Originate NSEA Association policy in situations requiring timely action. These policies shall be subject to the approval of the next Delegate Assembly.
- D. Report all policy decisions to the Delegate Assembly.
- E. Institute a procedure for selection of representatives from units who fail to meet the 15-day time line for transmission of names of local unit delegates.
- F. Fill the vacancy(s) of the Vice-President, Secretary-Treasurer, and the NEA Directors.
- G. Approve Standing or Special Committee appointments.
- H. Have the authority to amend the budget as needed between Delegate Assemblies.
- I. Have the authority to make technical and editorial corrections to the NSEA Bylaws. The Board shall report any corrections to the next Delegate Assembly.
- J. Have the authority to proscribe the salary and benefits of the President within the allotted budget approved by the Delegate Assembly, however, in no event may the salary for the President be less than \$100,000.

## **BYLAW PROPOSAL #23**

**Impact statement:** This proposed amendment removes the power of the NSEA Board of Directors and NSEA President to appoint members to the Election Committee and there is no other mechanism to appoint members to committees. This proposed amendment will be ruled out of order unless Bylaw Proposal #28 also passes.

**Fiscal Impact:** NA

MAKER Jan Giles ESEA

ARTICLE V  
SECTION 3

### ***Amend by addition***

A. The President shall be the chief elected officer of the Association and its policy leader. The position of President shall be full-time release. A full-time release president is defined as an active member, who is elected as NSEA President, serving full-time as President of NSEA with no responsibilities for the job from which he/she is being released. The teacher-partner concept does not meet the definition of full-time release.

1. Duties:

The President shall:

- a. represent the Association as spokesperson on matters of policy or assign, at the President's discretion, responsibility for such representation;
- b. prepare the agendas and preside at meetings of the Board of Directors and Delegate Assembly;
- c. prepare, with the Secretary-Treasurer, the Executive Director and the Budget Committee, a budget for submission to the Delegate Assembly;
- d. appoint chairpersons and members of standing or special committees with the approval of the Board of Directors, [except the elections committee](#);
- e. chair the NSEA-TIP Board;
- f. represent Nevada on the Council for the NEA Fund for Children and Public Education;
- g. act as the Alternate NEA Director to attend NEA Board Meetings when an NEA Director is unable to attend;
- h. meet regularly with the other officers of the Association and the Executive Director;
- i. serve as an ex-officio member on all committees;
- j. perform such other duties as assigned by the Delegate Assembly and/or the Board of Directors;
- k. visit all local affiliates each year.

## **BYLAW PROPOSAL # 24**

**Impact Statement:** This proposed amendment will be ruled out of order due to a violation of the NEA Bylaws and the NSEA Articles of Incorporation.

**Fiscal Impact: NA**

MAKER Jan Giles ESEA

ARTICLE IV  
SECTION 9

### ***Amend by deletion***

- A. Members of the Board of Directors must be present in order to cast a vote.
- B. Members of the Board of Directors shall have one vote unless any member of the Board asks that the weighted vote be used.
- C. A per-member represented, weighted vote may be applied in any decision including adoption of an emergency policy if a member of the NSEA Board of Directors requests that the weighted vote be used.
- D. Weighted voting may be used under the following conditions:
  - 1. Weighted voting shall not be used ~~as a means for achieving~~ the oneperson, one-vote standard on the NSEA Board;
  - 2. At no time shall the weighted vote for an election district be increased by, or be diminished by more than .499 of a whole vote;
  - 3. Officers shall be granted one vote each whenever the weighted vote is called.
- E. The proportionate vote for each area or employment level shall be based upon the NSEA official paid membership records as of February first (1st) prior to Delegate Assembly. The Executive Director shall notify each Director and elected officer of the official count and per-member value of his/her proportionate vote at the first Board meeting following the Delegate Assembly.

## **BYLAW PROPOSAL #25**

**Impact Statement:** This proposed amendment will be ruled out of order due to a conflict with NEA regulations.

**Fiscal Impact: NA**

MAKER Jan Giles ESEA

ARTICLE V  
SECTION 3

**Amend by addition**

A. PRESIDENT

The President shall be the chief elected officer of the Association and its policy leader. The position of President shall be full-time release. A full-time release president is defined as an active member, who is elected as NSEA President, serving full-time as President of NSEA with no responsibilities for the job from which he/she is being released. The teacher-partner concept does not meet the definition of full-time release.

1. Duties: The President shall:

- a. represent the Association as spokesperson on matters of policy or assign, at the President's discretion, responsibility for such representation;
  - b. prepare the agendas and preside at meetings of the Board of Directors and Delegate Assembly;
- c. prepare, with the Secretary-Treasurer, the Executive Director and the Budget Committee, a budget for submission to the Delegate Assembly;
- d. appoint chairpersons and members of standing or special committees with the approval of the Board of Directors;
  - e. chair the NSEA-TIP Board;
  - f. represent Nevada on the Council for the NEA Fund for Children and Public Education;
- g. act as the Alternate NEA Director to attend NEA Board Meetings when an NEA Director is unable to attend; h. meet regularly with the other officers of the Association and the Executive Director;
  - i. serve as an ex-officio member on all committees;
- j. perform such other duties as assigned by the Delegate Assembly and/or the Board of Directors; k. visit all local affiliates each year.
- k. When submitting recommendations to NEA for committee appointments or conference participation involving NSEA members, the President is required to solicit nominations from local affiliate Presidents prior to submitting any names. The President shall make their selection from the nominations submitted by the affiliates.

## **BYLAW PROPOSAL #26**

**Impact Statement:** This proposed amendment allows members of the Board of Directors the option to caucus before making their votes, but existing rules prohibit the use of the unit rule.

**Fiscal Impact:** NA

MAKER Jan Giles ESEA

ARTICLE IV  
SECTION 9

### ***Amend by addition***

A. Members of the Board of Directors must be present in order to cast a vote.

B. Members of the Board of Directors shall have one vote unless any member of the Board asks that the weighted vote be used.

C. A per-member represented, weighted vote may be applied in any decision including adoption of an emergency policy if a member of the NSEA Board of Directors requests that the weighted vote be used. D. Weighted voting may be used under the following conditions:

1. Weighted voting shall not be used as a means for achieving the oneperson, one-vote standard on the NSEA Board;
2. At no time shall the weighted vote for an election district be increased by, or be diminished by more than .499 of a whole vote;
3. Officers shall be granted one vote each whenever the weighted vote is called.

E. The proportionate vote for each area or employment level shall be based upon the NSEA official paid membership records as of February first (1st) prior to Delegate Assembly. The Executive Director shall notify each Director and elected officer of the official count and per-member value of his/her proportionate vote at the first Board meeting following the Delegate Assembly.

F. If a weighted vote is called for, each local may caucus to determine how their votes will be counted.

## **BYLAW PROPOSAL #27**

**Impact Statement:** This proposed bylaw amendment will be ruled out of order as there is no "Executive Board"

**Fiscal Impact:** NA

MAKER Jan Giles ESEA

ARTICLE IV  
SECTION 10

### ***Amend by substitution***

A. After six (6) months in office, a member of the Board of Directors of the Association may be recalled for violation of the Code of Ethics of the Education Profession, for misfeasance, for malfeasance, or for nonfeasance in office.

B. Recall proceedings shall be initiated by the filing of a recall petition with the NSEA Executive Director. The recall petition shall be on a form specified by the NSEA and shall, among other things, contain (1) a statement of the specific grounds for the recall, and (2) the signatures of at least 25% of the number of NSEA Active members in the affiliate as of the close of the membership year immediately preceding the membership year in which the petition is filed where that NSEA Director is elected by all NSEA active members in that affiliate.

C. The NSEA Executive ~~Director~~ Board shall determine whether the recall petition complies with the Association's filing requirements. If it does, the NSEA Executive Director shall send a copy of the recall petition, including any documents filed in support thereof, to the Director named in the petition. If the Director contends that the attempted recall is based upon actions taken by him/her in support of the Constitution, Bylaws and/ or established policies of the NSEA or NEA, he/she may request a review by the Board of Directors. If two-thirds (2/3) of the Board of Directors sustains the contention of the Director, the recall petition shall be dismissed. If the Board of Directors fails to sustain the contention of the Director, or if a request for a review is not made, the NSEA Executive Director shall direct the relevant representative area to conduct a recall election.

D. A recall election shall be conducted in accordance with rules of procedure adopted by the NSEA Board of Directors, provided that:

1. All the NSEA active members in that representative area as of the date of the recall election shall be eligible to vote;
2. The recall election shall be by secret ballot; and
3. Two-thirds (2/3) of the valid ballots cast shall be required for a recall.

E. The pendency of recall proceedings shall have no effect upon the right of the Director to function as a member of the NSEA Board of Directors. If a Director is recalled, the resulting vacancy shall be filled pursuant to ARTICLE IV, SECTION 4: VACANCIES provided that the recalled Director shall not be eligible for appointment to the vacancy or such other vacancy as may occur in a Director position from that representative area. The recall of a Director shall not disqualify him/her from subsequent election to the NSEA Board of Directors or other NSEA office(s), nor shall it in any other way affect his/her rights as a member of the Association.

F. If a recall petition is filed where there is a pending NSEA disciplinary proceeding against the Director, which could result in his/her removal from the NSEA Board of Directors, the processing of the recall petition shall be stayed until the disciplinary proceeding is concluded.

G. The NSEA Board of Directors shall adopt rules of procedure to implement the provisions of the Bylaw.

## **BYLAW PROPOSAL #28**

**Impact Statement:** This proposed amendment would add the presidents of the top five locals as committee members to the Elections Committee; however, the proposed bylaw will run into legal issues due to the lack of a definition of “top five locals”

**Fiscal Impact:** None

MAKER Jan Giles ESEA

ARTICLE VII  
SECTION 1, A

### ***Amend by addition***

The Standing Committees of the NSEA, which are appointed by the President and approved by the Board of Directors, are as follows:

#### A. Delegate Assembly Standing Committees

1. Elections and Credentials: The Elections and Credentials Committee is responsible for conducting elections for all officers, constitutional amendments at Delegate Assembly and other NSEA elections as directed by the President or the Board of Directors. [The presidents of the top five locals of NSEA will be included as committee members.](#)

2. Bylaws, Rules, Policies and Resolutions: The Bylaws, Rules, Policies and Resolutions Committee is responsible for the maintenance of the Bylaws and Rules and the processing of proposed amendments to the Bylaws and Rules to be considered for action by the Delegate Assembly. In addition, the Bylaws, Rules, Policies and Resolutions Committee is responsible for the maintenance of the NSEA Policies and Resolutions and the processing of changes or proposed amendments to the Policies or Resolutions to be considered by the Board of Directors or Delegate Assembly.

3. Budget Committee: The Budget Committee is responsible for the development and oversight of the NSEA Budget. The Budget Committee shall develop the proposed balanced budget based on the NSEA’s strategic plan, core values, mission and vision statements. Prior to each Delegate Assembly preceding the new fiscal year, a proposed balance budget shall be presented to the NSEA Board for recommendation to the Delegate Assembly.

## **BYLAW PROPOSAL #29**

**Impact statement:** This proposed amendment will require the elections committee chair and co-chair to handle the elections ballots from the outside mailbox to the secure location in the NSEA office.

**Fiscal Impact:** None

MAKER Jan Giles ESEA

ARTICLE V  
SECTION 5

### ***Amend by addition***

A. Election of the officers shall occur as proscribed in the Bylaws and Election Rules adopted by the Delegate Assembly.

B. Voting for officers shall be by ballot as proscribed in the Bylaws and the Election Rules adopted by the Delegate Assembly.

C. The ballot shall contain the names of the candidates and a place for a write-in for the position(s) of the officer(s) in the year in which the election is scheduled. In the event the number of nominees for office matches the open offices (no opposition), the election will be declared in favor of the existent nominee, without conducting a formal ballot.

D. A majority of votes cast shall decide any election, except as provided in (C) above.

E. In elections for single positions with multiple candidates for one position in which no candidate receives a majority vote, the next ballot shall contain the names of the two persons who received the largest number of votes in descending order.

F. Elections shall be conducted under the direction of the Elections Committee in accordance with the rules adopted by the Delegate Assembly.

G. Elections for officers shall be conducted by an all-member mail-in ballot in accordance with the Election Rules.

H. This must require all mail in ballots, including those that are undeliverable, have a return address to a locked US postal box and can only be claimed by the elections committee chair and co-chair.

## **BYLAW PROPOSAL #30**

**Impact Statement:** This proposed amendment will be ruled out of order under the NSEA Articles of Incorporation, the NEA Bylaws and Constitution, and the LMRDA requirement that At-Large seats be voted on by all members.

**Fiscal Impact:** NA

MAKER Jan Giles ESEA

ARTICLE V  
SECTION 3

### ***Amend by addition***

#### D. ESP-AT-LARGE

##### 1. Duties:

The ESP-At-Large shall:

- a) Serve as the Chairperson of the ESP Committee
- b) Ensure lines of communications with the ESP Presidents are maintained
- c) Assume such other duties as assigned by the Delegate Assembly, Board of Directors and/or the President

##### 2. Term of Office:

The term of office of the ESP-At-Large shall be three years. The person elected to the office of ESP-At-Large is eligible for two consecutive terms and shall serve until a successor is elected. The term of ESP-At-Large shall begin at the close of the NEA Representative Assembly in the year that the ESP-At-Large election occurred.

##### 3. Vacancy:

If the office of ESP-At-Large becomes vacant, the Board of Directors shall select from among the ESP members of the Board an acting ESP-At-large who shall serve for the remainder of the term or until a required special election is held. If more than half (1/2) of the term remains, a special election shall be held under the direction of the Elections and Credentials Committee to fill the vacancy. The member appointed or elected to the office of ESP-At-Large by special election shall complete the unfulfilled term of the ESP-At-Large.

If the vacancy occurs,

- a) during the first half of the three (3) year term, the member filling the vacancy is eligible to serve one (1) additional term. The first half of the term is defined as eighteen (18) months after a member takes office.
- b) during the second half of the three (3) year term, the member elected to fill the vacancy is eligible for two (2) additional terms. The second half of the term is defined as the eighteen (18) months which begin the day following the eighteen (18) months after the member takes office.

##### 4. [ESP-at-large shall be elected only by all ESP members in Nevada eligible to vote.](#)

## **BYLAW PROPOSAL #31**

**Impact Statement:** This proposed amendment will be ruled out of order as it violates current labor agreements and contracts with NSEA staff.

**Fiscal Impact:** NA

MAKER Jan Giles

ARTICLE IV  
SECTION 1. NEW

### ***Amend by addition***

The Executive Director is responsible to the Board of Directors, which shall prescribe the duties of the position.

#### Section 1: Employment Letter

- A. The Executive Director shall be hired and fired by the majority of the NSEA Board of Directors.
- B. The Executive Director shall serve at the discretion of the NSEA Board of Directors.
- C. The Executive Director shall supervise all NSEA staff, who all must reside in the state of Nevada.
- D. The Executive Director shall not enter into contracts with contractors of businesses not located in the state of Nevada without prior approval from the Board of Directors.

## **BYLAW PROPOSAL #32**

**Impact Statement:** This proposed amendment eliminates the authority of the president to appoint members to the elections committee. This bylaw may be ruled out of order, as there is no other mechanism to appoint members to committees.

**Fiscal Impact:** None

MAKER Jan Giles

ARTICLE VII  
SECTION 1, A

### ***Amend by addition***

The Standing Committees of the NSEA, which are appointed by the President, [except for the elections committee as defined in A, 1](#) and approved by the Board of Directors, are as follows:

#### A. Delegate Assembly Standing Committees

1. Elections and Credentials: The Elections and Credentials Committee is responsible for conducting elections for all officers, constitutional amendments at Delegate Assembly and other NSEA elections as directed by the President or the Board of Directors.
2. Bylaws, Rules, Policies and Resolutions: The Bylaws, Rules, Policies and Resolutions Committee is responsible for the maintenance of the Bylaws and Rules and the processing of proposed amendments to the Bylaws and Rules to be considered for action by the Delegate Assembly.

In addition, the Bylaws, Rules, Policies and Resolutions Committee is responsible for the maintenance of the NSEA Policies and Resolutions and the processing of changes or proposed amendments to the Policies or Resolutions to be considered by the Board of Directors or Delegate Assembly.

3. Budget Committee: The Budget Committee is responsible for the development and oversight of the NSEA Budget. The Budget Committee shall develop the proposed balanced budget based on the NSEA's strategic plan, core values, mission and vision statements. Prior to each Delegate Assembly preceding the new fiscal year, a proposed balance budget shall be presented to the NSEA Board for recommendation to the Delegate Assembly.

## **BYLAW PROPOSAL #33**

**Impact Statement:** This proposed amendment will be ruled out of order as it conflicts with a contract between NSEA and NEA. This proposal will require a payment of \$1.4 million to be made immediately to the NEA, placing immense financial strain on the organization.

**Fiscal Impact:** Due to the NSEA/NEA contract requiring an immediate payment of \$1.4 million, this proposal would equate to a dues increase of \$145.74 per member per year. Further, additional costs will exist to require over 30 local presidents to travel to attend every budget meeting.

MAKER Jan Giles ESEA

ARTICLE VII  
SECTION 1

### ***Amend by addition***

The Standing Committees of the NSEA, which are appointed by the President and approved by the Board of Directors, are as follows:

#### A. Delegate Assembly Standing Committees

1. Elections and Credentials: The Elections and Credentials Committee is responsible for conducting elections for all officers, constitutional amendments at Delegate Assembly and other NSEA elections as directed by the President or the Board of Directors.

2. Bylaws, Rules, Policies and Resolutions: The Bylaws, Rules, Policies and Resolutions Committee is responsible for the maintenance of the Bylaws and Rules and the processing of proposed amendments to the Bylaws and Rules to be considered for action by the Delegate Assembly.

In addition, the Bylaws, Rules, Policies and Resolutions Committee is responsible for the maintenance of the NSEA Policies and Resolutions and the processing of changes or proposed amendments to the Policies or Resolutions to be considered by the Board of Directors or Delegate Assembly.

3. Budget Committee: The Budget Committee is responsible for the development and oversight of the NSEA Budget. The Budget Committee shall develop the proposed balanced budget based on the NSEA's strategic plan, core values, mission, ~~and~~ vision statements- **and must include expenditure line items. All local affiliate Presidents must be invited to budget meetings.** Prior to each Delegate Assembly preceding the new fiscal year, a proposed balance budget shall be presented to the NSEA Board for recommendation to the Delegate Assembly- **and must include expenditure line items.**

## **BYLAW PROPOSAL #34**

**Impact statement:** This proposed amendment requires Delegate Assembly to alternate between Northern Nevada and Clark County and removes the power of the NSEA Board to select the time and place of Delegate Assembly. No Alternative provision is provided to select a time and place.

**Fiscal Impact:** None

MAKER Jan Giles ESEA

ARTICLE III  
SECTION 1

### ***Amend by***

A. Effective with the 2020 Delegate Assembly, such Delegate Assembly shall be held every two years thereafter. ~~The time and place shall be established by the Board of Directors.~~ Delegate Assembly shall rotate between Northern Nevada and Clark County locations, which shall be established by the Board of Directors.

B. A majority of the registered delegates shall constitute a quorum for the Delegate Assembly.

C. The Delegate Assembly is the legislative governing authority of the NSEA. The Assembly shall adopt the budget, amend the bylaws, set NSEA dues for all classes of membership, approve resolutions, and formulate policy statements of the NSEA.

D. The Delegate Assembly shall receive and consider reports of the officers, Board of Directors, Executive Director and standing or special committees.

E. Election rules shall be approved by the Delegate Assembly.

## **BYLAW PROPOSAL #35**

***Impact statement:*** This proposed amendment would require that the Board of Directors report that the Executive Directors evaluation has been completed.

***Fiscal Impact:*** NA

MAKER Erica Nungaray

ARTICLE VI  
SECTION New

### ***Amend by addition***

The Executive Director is responsible to the Board of Directors, which shall prescribe the duties of the position.

#### Section 1: Certification of Executive Director Evaluation

The Board of Directors shall certify annually to the Delegate Assembly that the required performance evaluation of the Executive Director has been completed in accordance with contractual and policy requirements.

## **BYLAW PROPOSAL #36**

**Impact Statement:** This proposed amendment has an estimated cost of \$50,000 to \$80,000 to fund separate legal counsel. Please note: 1) existing professional rules of responsibility (i.e. ethics rules) already require licensed attorneys to withdraw in the event of a conflict or suggest additional counsel if necessary, and 2) No legal conflict currently exists that requires this change.

**Fiscal Impact:** This proposal is estimated to cost \$50,000-80,000 which equates to a dues increase of \$5.15 – \$8.40 per member per year

MAKER Erica Nungaray

ARTICLE IV  
SECTION New Section 13

### ***Amend by addition***

#### **Section 13: Legal Counsel Structure**

NSEA shall ensure that legal counsel retained to advise or represent the NSEA Board of Directors in governance, fiduciary, compliance, or organizational matters is separate from legal counsel retained to represent individual members in employment, grievance, arbitration, or disciplinary proceedings.

# THANK YOU FOR ATTENDING DELEGATE ASSEMBLY



**SERIOUSLY!**  
**PASS THE PLAN!**