

## 2024 DA NBI Progress Report


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### NBI 1 – PERS Equity

NSEA scored one of our most significant victories of the 2025 legislative session with the passage of **AB232**. NSEA had been engaged in the fight for fairness in PERS accrual for education support professionals for many years. AB232 represents a major step forward in correcting this inequity by allowing ESPs to receive a full year of PERS service credit for working at least 900 hours in a school year.

NSEA **submitted formal written testimony and led advocacy efforts** in support of AB232, emphasizing fairness and workforce retention.

- **NSEA Testimony:** [NSEA Supports AB232](#)
- **Campaign Page:** [Pass AB232 Campaign](#)


**Status:**  Completed – Major legislative win

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### NBI 2 – Repeal GPO/WEP

NSEA heavily participated in federal advocacy for the repeal of GPO/WEP through coordinated outreach to Nevada’s congressional delegation and partnership with national efforts led by the National Education Association. Our combined efforts resulted in the passage of the Social Security Fairness Act. After this huge federal win, NSEA [supported AJR6](#), to put Nevada on the record supporting another 10 years of retroactivity.

- Campaign Page: [Repeal the Steal](#)

**Status:**  Completed – Major legislative win

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### NBI 4 –Location of Delegate Assembly

NSEA researched holding the 2026 Delegate Assembly in Winnemucca. The costs were prohibitive. The Board selected Sparks, Nevada as the location for Delegate Assembly.

**Status:**  Completed

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### NBI 5 – Early Literacy Campaign

NSEA supported early literacy initiatives with advocacy for early literacy funding. NSEA also met with the former State Superintendent of Public Instruction, advocating for a statewide campaign

to promote the importance of reading to and with young children. The State Superintendent agreed with the concept and referred NSEA back to various community groups including the United Way.

**Status:**  Partial progress

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### **NBI 7 – Paid Family & Medical Leave**

NSEA strongly supported AB388 to extend 12 weeks of paid family leave for Nevada workers, including educators. While AB388 passed the legislature, it was vetoed by the Governor.

NSEA Testimony: [NSEA Supports Assembly Bill 388](#)

**Status:**  Ongoing

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### **NBI 8 – Chronic Absenteeism**

NSEA testified in support of SB391 to require school districts to report on achievement data for students who are chronically absent. This bill failed to pass out of the legislature.

- **NSEA Testimony:** [NSEA Supports AB391](#)

**Status:**  Ongoing

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### **NBI 9 – Responding to Anti-Public Education Attacks**

NSEA actively opposed anti-public education efforts during the legislative session.

This included:

- AB584 was the Governor’s Education Accountability Act. Notably, AB584 failed to address chronic underfunding, educator shortages, large class sizes, and lack of student supports ([Oppose AB584 - Blame Without a Budget](#))
- SB78 would have watered down educator voice on important boards and commissions. ([Oppose SB78](#))

While both bills were defeated, elements of the Governor’s bill ended up in the Majority Leader’s omnibus education bill SB460. NSEA also worked with the NEA and AG Ford to counter anti-public education attacks at the Federal level.

**Status:**  Ongoing + defensive wins

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## **NBI 10 – Educator Retention Platform**

Educator retention was a central focus of NSEA’s 2025 legislative agenda, especially with the heightened focus on our [Pass the Plan](#) campaign. The plan authored by the Commission on School Funding would provide the necessary resources to make significant progress on educator pay and benefits.

NSEA:

- Engaged **AB398 (Amend AB398)**. While not successful in adding education support professionals, an additional \$90M was made available for teacher bargaining units.
- We were successful in getting SB231 dollars continued in the education budget.

**Status:**  Ongoing

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## **NBI 11 – Workplace Culture / Bullying**

NSEA engaged legislation addressing educator working conditions, including items related to the ESP Bill of Rights and school climate and culture issues.

NSEA testimony and exhibits elevated issues related to workplace climate, administrative practices, and educator voice.

**Status:**  Ongoing

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## **NBI 12 – Educator Retention and Bullying**

NSEA through various committees on the issues of educator retention and bullying and hostile work environment. The advocacy included working the Speaker of the Assembly on legislative changes regarding the issue.

**Status:**  Ongoing

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## **NBI 13 – Minority Employment**

This matter came within the jurisdiction of the Minority Affairs Committee. Additionally, NSEA engaged on a variety of bills in the legislature to assist with minority employment.

**Status:**  Ongoing

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## **NBI 14 – Salary Advancement Credit Clarity**

NSEA engaged with the former State Superintendent of Public Instruction and stakeholders to seek clarification and improve clarity in educator advancement systems.


**Status:**  Ongoing

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### **NBI 15 – Rural School Development**

NSEA supported AB224 to require the State Board of Finance to issue \$100M in general obligation bonds for credit to the Fund to Assist School Districts in Financing Capital Improvements for small Nevada School Districts.

**NSEA Testimony:** [NSEA Supports AB224](#)

**Status:**  Completed – Major legislative win

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### **NBI 16 – Permanent Substitutes**

NSEA worked to address staffing issues through our Pass the Plan advocacy campaign and on retention and funding bills such as AB398 and SB500. We were unable to make progress on certified allocations at each school site to maintain one or more permanent substitutes within the school sites at all times.

**Status:**  Ongoing

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### **NBI 17 – Student Safety (Toileting/Diapering)**

NSEA advocated for safe staffing and student protections through direct conversations with the former State Superintendent of Public Instruction.

**Status:**  Ongoing

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### **NBI 18 – Public Relations Campaign**

Working through out existing communications channels, NSEA engaged in a targeted media campaign to highlight our members. This included, but was not limited to, everyday success stories, highlighting the Nevada ESP of the Year, a walk-in at the legislature with high-profile Nevada politicians. We have been mentioned in dozens of publications including the New York Times, the Guardian, ESPN, Washington Post and MSNBC.

**Status:**  Ongoing

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### **NBI 19 – Specific Job Duties**

The issue highlighted in this NBI largely concerned a single local affiliate. The matter was referred to the local bargaining team.

**Status:**  Ongoing

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### **NBI 22 – Graduation Requirements (Arts/humanities/CTE)**

NSEA advocated for access to CTE and expanded elective offerings through our funding advocacy, however, we did not make progress on expanded graduation requirements.

**Status:**  Ongoing

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### **NBI 23 – Licensed Educators Only**

NSEA continued our advocacy for parity in licensure requirements for charter school teachers. Ultimately, SB460 required teachers in core academic subjects to be fully licensed—movement in the right direction.

NSEA Testimony: [NSEA Opposes SB460](#)

**Status:**  Partial progress

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### **NBI 24 – Salary Schedules**

NSEA advocated for costs of living increased tied to inflation at the legislature and at local bargaining tables.

**Status:**  Partial progress

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### **NBI 25 – Universal Pre-K**

NSEA supported efforts to expand early childhood expansion and enact universal Pre-K. We also raised the issue of siting pre-K programs at existing elementary schools. Progress during the legislative session was limited due to funding issues.

**Status:**  Ongoing

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### **NBI 27 – Professional Development & Certifications**

NSEA supported skills certificates and professional development investments through legislative advocacy and budget priorities.

**Status:**  Ongoing

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### **NBI 28 – CTSO Funding**

NSEA supported CTE expansion and student opportunity through broader funding and policy advocacy.


**Status:**  Ongoing

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### **NBI 29 – License Penalties / Contract Issues**

NSEA raised concerns regarding punitive licensure and contract penalties in conversations with the former State Superintendent of Public Instruction.

No bill was enacted; identified as a potential future legislative priority.

**Status:**  Not yet addressed legislatively

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### **NBI 31 – Reading Assessment Alignment**

NSEA engaged the former State Superintendent of Public Instruction on assessment alignment discussions. We also monitored AB386 at the legislature and the subsequent item at the State Board of Education.

**Status:**  Ongoing

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### **NBI 34 – Caseload Limits**

NSEA strongly advocated for AB155, to include class size and case loads as a mandatory subject of bargaining. This bill passed out of the legislature but was vetoed by the Governor.

NSEA Testimony: [NSEA Supports AB155](#)


**Status:**  Ongoing

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### **NBI 35 – Access to Art, PE, Music**

NSEA supported access to a full set of elective classes through our funding advocacy, including our Pass the Plan campaign. Testimony emphasized equitable access to these subject areas. NSEA also engaged SB400, requiring music teachers to be fully licensed within this subject area.

NSEA Testimony: [Amend SB400](#)

**Status:**  Indirect progress

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### **NBI 36 – Student Organizing**

Working with the Aspiring Educators, NSEA set up organizing trips to southern Nevada campuses for the purposes of organizing new members.


**Status:**  Completed/Ongoing

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### **NBI 37 – Science Assessment / ACT**

NSEA engaged in policy discussions related to assessment reduction and alignment with the former State Superintendent of Public Instruction.

No legislation passed eliminating the assessment.


**Status:**  Not yet achieved

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### **NBI 43 – District Advisory Committees**

NSEA supported educator voice and engagement in decision-making, including advocating for allowing active educators to serve on their school boards.

No specific bill passed establishing advisory committees.

**Status:**  Not yet achieved

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### **NBI 45 – Updates**

NSEA supplied updates on a routine basis during the legislative session on those items that were legislative in nature. Additional updates were provided in existing communications channels.

**Status:**  Ongoing

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### **NBI 46 – EMO Expansion**

NSEA supported SB318 to limit the profit motives of charter schools, including by phasing out education management organizations (EMOs). This bill did not pass out of the legislature.

- **NSEA Testimony:** [NSEA Supports SB318](#)

**Status:**  Ongoing