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AB 319—Educator Bill of Rights ***What you need to know...***

Many good teachers leave the classroom because they are not treated as professionals. Research suggests that the teacher is the most important factor in students achieving at a high rate of success. With the massive amount of teacher vacancies across this state and the numerous Nevada educators who leave the classroom every year, more needs to be done in order to address educator's working conditions.

AB 319 provides that a school employee has certain rights with regard to matters involving the discussion of that employee's conduct, performance, employment status, discipline or transfer. This bill provides rights if the employee has a complaint or concern about working conditions.

Major provisions include the following:

- A written notice of a meeting that must be sent to the employee and must contain specific information about time and location as well as the purpose of the meeting;
- A written description of an allegation of improper conduct, if that is applicable, including the identity of the accusers;
- Rights of an employee during the meeting, specifically requiring the continuation of a meeting that has been called for another purpose if the meeting topics begin to fall under the provision of the bill;
- An opportunity for an employee to submit a list of persons who are knowledgeable about the issues and provisions to ensure they will be interviewed;
- Reinstatement of an employee if sufficient grounds for dismissal do not exist, including full compensation;
- A written policy prohibiting acts or statements by administrators intended to convince employees to waive their rights under the act; and
- Prohibitions on involuntary transfers or reassignments as a form of discipline and requirements that transfers or reassignments be based on licensure and seniority.

Please contact your legislator and urge them to support AB 319. Go to www.nsea-nv.org/LAC.htm today.

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