



NEVADA STATE EDUCATION ASSOCIATION
PRIORITIES

54TH DELEGATE ASSEMBLY
APRIL 20-21, 2024 | MESQUITE, NEVADA



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BRIAN WALLACE
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April 2024

Dear NSEA Delegate:

It is my pleasure to welcome you, especially our first-time delegates, to the 54th NSEA Delegate Assembly. Members from 31 local affiliates 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.

Delegate registration is Friday, April 19th from 7:00 p.m. – 8:00 p.m. at the poolside reception or Saturday, April 20th from 7:00 a.m. – 8:30 a.m. at the Casablanca Resort in the Stardust Meeting space.

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 20th NSEA local caucus meetings will begin at 11:00 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 in the Casablanca Showroom. To allow staff time to process and prepare New Business Items (NBIs) for the delegation to consider, we are setting a location on the website to submit NBIs. Those NBIs submitted in advance of DA, will be taken in order of submission when considered by the delegation. Those NBI's submitted at Delegate Assembly prior to the noon deadline on Saturday, April 20th, will be accepted but taken in order of submission after the prior submissions. Any NBIs not addressed before the close of DA at 1:00 p.m. on Sunday, April 3rd will be forwarded to the NSEA Board of Directors for action.

Voting will take place Saturday afternoon in Dunes 2 and 3 from 5:10 p.m. to 6:20 p.m. and our dinner buffet will begin at 6:30 p.m. Our general session will convene on Sunday at 8:30 a.m. and we will conclude our meeting on Sunday afternoon at 1:00 p.m.

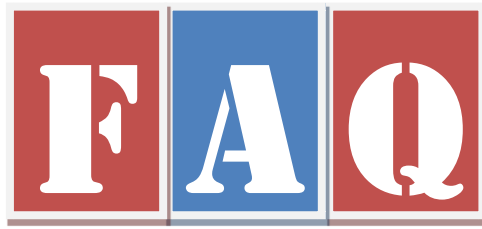
Delegate Assembly is the ideal time to focus on setting the course and direction of NSEA while renewing old acquaintances and making new friends. Thank you for taking the time to represent your colleagues. Through NSEA you are focusing on the future by improving education, your profession, and the lives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

Sincerely,

Dawn Etcheverry
President

THE VOICE OF NEVADA EDUCATORS FOR OVER 120 YEARS

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2024 Delegate Assembly Frequently Asked Questions



HOW DO I ARRANGE FOR TRAVEL?



If you live in northern Nevada and are flying to DA your flights will be booked on Southwest Airlines according to your requests when you registered. The flights will be to/from Las Vegas and a shuttle will take you to/from Las Vegas and Mesquite, NV. Once you have registered, Dawn Levan will send you a copy of your flight itinerary via email. If you have any questions or need other flight arrangements please contact Dawn Levan at dawn.levan@nsea-nv.org or 800-232-6732, ext. 3011.



HOW WILL I GET FROM THE LAS VEGAS AIRPORT TO THE CASABLANCA HOTEL?



Salt Lake City Express offers a shuttle service directly from the Las Vegas airport to the Casablanca Resort in Mesquite, NV. Once you register, if you indicate you need transportation to or from Mesquite, the NSEA staff will reserve you a seat on the shuttle. The chartered shuttle from Mesquite to the Las Vegas airport will depart at 1:30 pm on Sunday.



WHERE IS THE CASABLANCA RESORT & CASINO LOCATED?



CasaBlanca Resort and Casino is located at 950 West Mesquite Blvd., Mesquite, NV 89027. For more information, you may call (877) 438-2929 or visit their website at <https://casablancaresort.com/>



WHAT IS THE MILEAGE REIMBURSEMENT RATE?



NSEA reimburses at the current approved IRS rate of .67 cents per mile for actual miles driven.



CAN DELEGATES CARPOOL FROM RURAL AREAS OF NEVADA TO THE DELEGATE ASSEMBLY IN MESQUITE?



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



CAN I CHECK IN THE HOTEL AT THE CASABLANCA 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 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 **Dunes meeting space at the Casablanca Resort**. 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 in the Dunes room. You may submit your voucher while at DA to the NSEA-DA office or mail it to the NSEA Las Vegas office at 3511 East Harmon Avenue, Las Vegas, Nevada 89121, 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?**

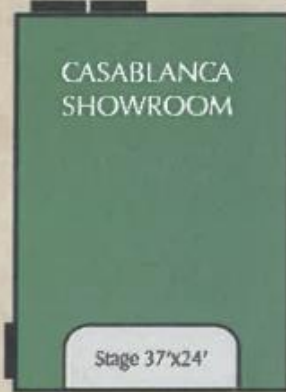
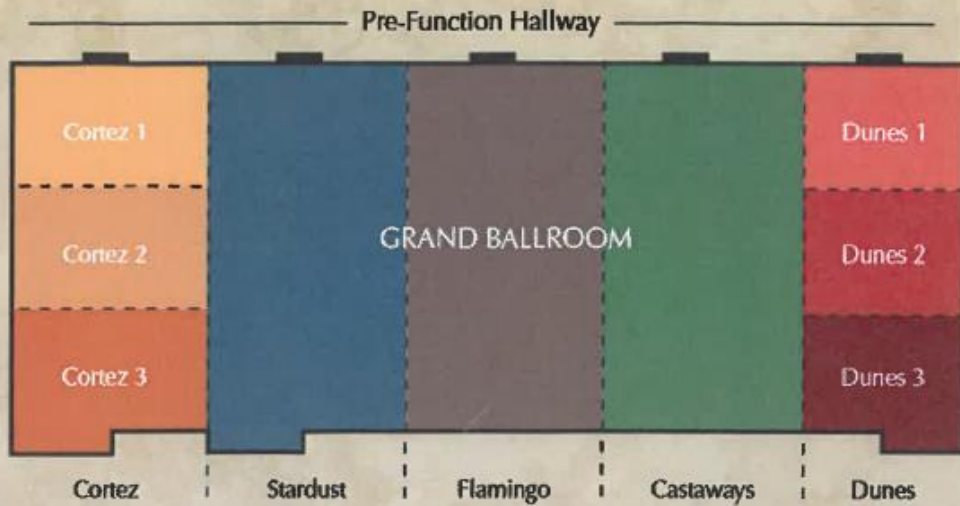
A *On Sunday you will be able to store your luggage at the Casablanca Bell Desk. **NSEA WILL NOT BE RESPONSIBLE FOR LOST OR STOLEN ITEMS.***

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 Casablanca 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 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.***



	Theater	Class Rm	Banquet	U-Shape	Hollow Sq	Sq Ft	Dimensions	Ceiling
Grand Ballroom	845	342	400			8890	155x58	11'
Dunes	156	54	70	30	36	1566	27x58	11'
Dunes 1	38	14	20	14	16	486	27x18	11'
Dunes 2	39	18	20	14	16	513	27x19	11'
Dunes 3	40	16	20	14	16	567	27x21	11'
Castaways	168	72	80	30	36	1,650	30x55	11'
Flamingo	168	72	80	30	36	1,650	30x55	11'
Stardust	168	72	80	30	36	1,740	30x58	11'
Cortez	185	72	90	32	40	2,204	38x58	11'
Cortez 1	64	24	30	18	20	722	38x19	11'
Cortez 2	64	24	30	18	20	722	38x19	11'
Cortez 3	60	22	30	18	20	760	38x20	11'
Showroom	500	250	282			3,800	56x66	15'-18'
Event Center	2,800		1,000			33,000	200x165	22'-45'
Pool Area						28,000		
Total Approximate Convention / Meeting area						70,000		

Grand Ballroom Exhibits 40 - 10'X10' • Event Center Exhibits 125 - 10'X10'



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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

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2024 DELEGATE ASSEMBLY AGENDA

PRIORITIES

Thursday, April 18, 2024

2:00 p.m. NSEA Budget Committee Meeting Dunes Room



Friday, April 19, 2024

9:00 a.m. – 3:00 p.m. NSEA Board of Directors Flamingo/Stardust Rooms

4:00 p.m. – 6:00 p.m. NRE Board of Directors Flamingo/Stardust Rooms

6:30 p.m. – 8:30 p.m. Dinner Reception Poolside

7:00 p.m. – 8:00 p.m. Registration Poolside



Saturday, April 20, 2024

7:00 a.m. – 8:30 a.m. Registration of Delegates Flamingo/Stardust/Castaways Rooms

7:00 a.m. – 8:30 a.m. **Breakfast** Flamingo/Stardust/Castaways Rooms

First General Business Meeting
Presiding: Dawn Etcheverry, NSEA President
Casablanca Showroom – Doors open at 8:45 am

Saturday, April 20, 2024

9:00 a.m.

Call to Order

Opening Ceremonies

- a. Welcome — Dawn Etcheverry, NSEA President
- b. Welcome and Land Acknowledgement — NEA-SN President, Vicki Kreidel

- c. Pledge of Allegiance: Presentation of Colors by VFW
- 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 2022 Delegate Assembly — INFORMATION

Balloting Procedures and Adoption of Election Rules — ACTION

Presentation and Discussion of Proposed Bylaw Amendments

PAC Presentation

Announcements

11 a.m. – 12 p.m.	Local Affiliate Caucus	
	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

12 p.m. – 1:00 p.m. **Buffet lunch** will be provided. Flamingo/Stardust/Castaways Rooms
Reach for the Stars Foundation Presentation of Awards during lunch.

Second General Business Meeting
Presiding: Dawn Etcheverry, NSEA President
Casablanca Showroom

Saturday, April 20, 2024

Call to Order — 1:00 p.m.

Speaker: Noel Candelaria, NEA Secretary-Treasurer

Presentation of Budget and Advocacy Fund — INFORMATION

Adoption of Budget – ACTION

New Business Items – ACTION

Proposed Policies – ACTION

Proposed Resolutions – ACTION

Announcements and Points of Personal Privilege

4:30 p.m. **Adjourn until 8:30 a.m. Sunday**

4:30 p.m. **WEP/GPO Presentation in the Showroom by Susan Kaiser**

5:10 p.m. 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

6:30 p.m. **Dinner** Buffet

Flamingo/Stardust/Castaways Rooms



Sunday, April 21, 2024

7:00 a.m. – 8:30 a.m. **Breakfast**

Flamingo/Stardust/Castaways Rooms

Baggage Storage will be at the bell desk in the lobby

Third General Business Meeting
Presiding: Dawn Etcheverry, NSEA President
Casablanca Showroom – Doors open at 8:15 am

Sunday, April 21, 2024

8:30 a.m.

Call to Order

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

9:10 a.m. Election and Credentials— Chairperson Chris Rinaldi

- a. Elections and Credentials Report — ACTION
- b. Report on Voting — ACTION
- c. Proposed 2025 Election Rules – possible ACTION

Presentation and discussion of Legislative Program

Adoption of Legislative Program - ACTION

New Business Items (continued) – ACTION

Proposed Policies (continued) – ACTION

Proposed Resolutions (continued) – ACTION

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

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

Shuttle to the Las Vegas Airport at the valet entrance. Shuttle will depart at 1:30 p.m.

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.

Please take a moment to visit our exhibitors in the Casablanca Showroom.

Thank you to the Mesquite VFW for providing their Color Guard for our opening ceremony.

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 is eligible to be a candidate for the offices of NSEA president, vice president, secretary-treasurer, and state NEA director 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 seventy (70) days prior to the date set for the beginning of the NSEA Delegate Assembly. Such candidates must be nominated from the floor of the Delegate Assembly in accordance with NSEA/NEA governance documents.

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

Nominations for elective office at the Delegate Assembly (DA) shall be made in the following order: president, vice president, secretary-treasurer, and state NEA directors. If no candidates have filed for a specific office, nominations for that position shall be opened and accepted from the floor of the DA.

The chair shall close nominations when it is deemed that there are no other candidates to be nominated.

Nomination speeches for candidates shall not exceed two (2) minutes in length.

Candidates nominated for president shall be given an opportunity to address the delegate body; such presentations shall not exceed five (5) minutes per candidate.

Candidates nominated for vice president, secretary-treasurer, and state NEA directors shall be given an opportunity to address the delegate body; such presentations shall not exceed three (3) minutes per candidate.

Candidates for elective office shall address the delegate body in order of nomination.

2. Elections & Credentials

The Elections and Credentials Committee shall be responsible for conducting NSEA elections and for determining the number of votes cast and election results in a poll of the delegation/assembly or on a secret ballot.

All elections shall be by printed ballot and shall take place on the day and during the time designated in the adopted program. If the number of candidates is equal to the number of seats to be filled, the election shall be waived and the candidate(s) declared elected.

The Elections and Credentials Committee shall establish a certified list of official delegates eligible to vote.

When voting, delegates are required to wear the official DA name badge and picture ID. Upon verification of delegate status, each delegate will sign the register opposite his/her name, receive the ballot, and proceed to the polling booths. Upon completing the ballot, the delegate shall fold the ballot and place it in the ballot collection box provided.

If a registered delegate is in line to vote before the close of polling, then the delegate will be allowed to vote.

When there is an election of officers, a space for a write-in shall be provided on the first ballot. Write-in votes are prohibited on subsequent ballots.

The ballot shall contain any proposed amendments to the NSEA Bylaws.

A short explanation of proposed bylaw amendments shall be provided with each ballot. Changes will be printed on the ballot by title only.

Each proposed bylaw amendment, together with any primary or subsidiary amendments, shall be considered independently.

The Elections and Credentials Committee, in announcing the results of balloting for president, vice president, secretary-treasurer, and state NEA director shall give the name of each candidate and the number of votes received by that candidate. A candidate receiving a majority of the votes cast by delegates shall be declared elected.

If no candidate receives a majority of the votes cast by delegates, 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 Elections and Credentials Committee shall announce the results of the voting on bylaw amendments 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 limited to the registration and exhibit area. No materials, posters or other campaign literature shall be placed in the general meeting area, at meal functions or on the registration desk.

All campaign materials shall be prohibited in the election area.

4. Campaign Activities

Candidates may:

1. Distribute written or printed materials promoting their candidacy.
2. Hold meetings, rallies or fund-raising activities. Associations may sponsor debates for candidates, as long as all candidates for the same office are invited to participate.

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 arrangements for them. It is the responsibility of each candidate to determine when meetings are being held and to make arrangements for attendance. Candidates may give campaign speeches at these meetings if so 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.

No candidates' literature or posters shall be displayed, nor shall the handing out of candidate's material be permitted, within the meeting rooms. A candidate or any other person may wear on his or her 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 electronic technology shall not be allowed for any campaign activities.

5. Assistance to Candidates

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

1. One set of mailing labels of delegates and alternates to Delegate Assembly.
2. The opportunity to include a picture and/or a 100-word statement in Perspectives or a successor official publication of the NSEA. Such materials will be restricted to factual statements expressing a candidate's view on issues or providing biographical information.
3. Space/table in the registration and exhibition area of Delegate Assembly.

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)

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

You want to:	You say:	Second	Debatable	Vote
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

2023-2024 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
Tom Wellman, NEA Retired-At-Large Director

Nicolette Andrini
Harry Beall
Amy Benham Bookey
Karen Berney
Calen Evans
Jan Giles
Scott Guthrie
Steven Horner
Andrea Kelly
Vicki Kreidel
Kassandra Medina-Torres
Robert Munson
Misty Olmos
Corinne Paiva-Heath
Malinda Riemersma
Wilma Sanders
Drew Schaar
Terri Shuman
Heather Simms
Jamie Tadrzynski
Chris Urbanski

2023-2024 NSEA LOCAL PRESIDENTS

Kerri Finn, Carson Educational Support Association (CESA)
Jennifer Gehant, Churchill County Education Association (CCEA)
Karen Lamb, Douglas County Professional Education Association (DCPEA)
Brian Wallace (Trustee), 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 Person), Lincoln County Association of Support Professionals (LCASP)
Loraine De La Torre, Lyon County Education Association (LCEA)
Drew Schaar, Mineral County Classroom Teachers Association (MCCTA)
Vicki Kreidel, 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)
Brian Wallace (Trustee) Erica Nungaray (Trustee), Washoe Education Support Professionals
(WESP)
Destin Brandis, White Pine Association of Classroom Teachers (WPACT)
Roman Mariani, White Pine County Support Staff Organization (WPCSSO)

2023-2024 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)
Kasandra Medina-Torres, Student Program (SP)

NSEA STAFF

Brian Lee, Executive Director
Claudia Arneros, Executive Assistant
Kim Clyburn, CPA, Chief Financial Officer
Chris Daly, Government Relations
Barbara Gerard, Membership Information Specialist
Allen Gumm, UniServ Director
Lisa Guzman, Assistant Executive Director
Ricci Jones, Program Assistant
Dawn Levan, Program Assistant
Betty Luna-Alfonso, UniServ Director
Alexander Marks, Director of Strategy
Lisa Romero, UniServ Director
Sonja Palmer, UniServ Director
Lisa Toth, Director of Operations

**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.

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 its 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 elect officers under open nominations and secret ballot procedures.
- E. The Delegate Assembly shall receive and consider reports of the officers, Board of Directors, Executive Director and standing or special committees.
- F. 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: LEADERSHIP CONFERENCE

- A. Effective with the summer of 2021, the Board of Directors shall convene a statewide Leadership Conference. Such statewide 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 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. Any NSEA-Retired member who is an elected NEA-Retired officer or NEA-Retired Executive Council member (This position will be effective at the close of the 2022 Delegate Assembly) shall be non-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

- I. 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.
 - 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.

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 interim period to the annual meeting of the Delegate Assembly, at which time a special election shall be held. The special election shall be held prior to May 31 in non-Delegate Assembly years.

The member elected to the office of president during the special election shall complete the unfulfilled term of president. However,

- a) If the vacancy occurs during the first half of the three (3) year term, the member filling the vacancy is eligible for one (1) additional term.
- b) If the vacancy occurs during the second half of the three (3) year term, the member filling the vacancy is eligible for two (2) additional terms.
- c) The first half of the term is defined as the first eighteen (18) months after the member takes office.
- d) The second half of the term is defined as the eighteen (18) months which begins the day following the eighteen (18) months after the member 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 until the next meeting of the Delegate Assembly, at which time a special election shall be held. The special election shall be held prior to May 31 in non-Delegate Assembly years.

If the office of the Vice President becomes vacant due to a vacancy in the office of President, when the special election for the President is concluded, the member who was serving as President shall return to the office of Vice President to fulfill the rest of Vice President term of office.

However, if the Vice President, who was serving as President, is elected to the office of President in the special election, the office of Vice President shall be declared vacant. The office of Vice President shall be filled by the Board of Directors, who shall select from among the members of the Board an acting officer who shall serve until the next meeting of the Delegate Assembly, at which time a special election shall be held. The member elected to the office of Vice President at the special election shall complete the unfulfilled term of Vice President. The special election shall be held prior to May 31 in non-Delegate Assembly years. However,

- a) if the vacancy occurs 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.
- b) if the vacancy occurs during the second half of the three (3) year term, the member, elected to fill the vacancy, is eligible for two (2) additional terms.
- c) The first half of the term is defined as eighteen months (18) after the member takes office.
- d) 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 next meeting at Delegate Assembly, at which time a special election shall be held. The special election shall be held prior to May 31 in non-Delegate Assembly years.

The member elected to the office of Secretary/Treasurer at the special election shall complete the unfulfilled term of the Secretary/Treasurer. However,

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

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 until the next meeting of the Delegate Assembly at which time a special election shall be held. The special election shall be held prior to May 31 in non-Delegate Assembly years.

The member elected to the office of ESP-At-Large at special election shall complete the unfulfilled term of the ESP-At-Large. However,

- a) If the vacancy occurs during the first half of the three (3) year term, the member filling the vacancy is eligible to serve one (1) additional term.
- b) If the vacancy occurs during the second half of the three (3) year term, the member elected to fill the vacancy is eligible for two (2) additional terms.
- c) The first half of the term is defined as eighteen (18) months after a member takes office.
- d) The second half of a 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 until the next annual NSEA Delegate Assembly, at which time a special election shall be held. The special election shall be held prior to May 31 in non-Delegate Assembly years.

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. The nominations shall be as proscribed in the election procedures adopted by the Delegate Assembly.

SECTION 5: ELECTIONS

A. Election of the officers shall occur as proscribed in the election procedures adopted by the Delegate Assembly.

- B. Voting shall be by ballot as proscribed in the election procedures 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.
- F. Elections shall be conducted under the direction of the Elections Committee in accordance with the rules adopted by the Delegate Assembly.
- G. The method/form of balloting for non-Delegate Assembly year elections and non-Delegate Assembly year special elections shall be determined by the NSEA Board of Directors and executed by the Elections and Credentials Committee so long as the required dates are satisfied and the use of secret ballot is maintained. In all instances, the above stated regular and special elections shall be concluded by May 31 in the year held.

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. Resolutions: The Resolutions Committee is responsible for the maintenance of the Resolutions and the processing proposed amendments to the Resolutions to be considered for action by the Delegate Assembly.
 - 3. Bylaws, Rules and Policies: The Bylaws, Rules and Policies 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 and Policies Committee is responsible for the maintenance of the NSEA Policies and the processing of changes or amendments to the Policies to be considered by the Board of Directors or Delegate Assembly.

4. **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 these Bylaws provided all members authorized to participate in said voting/elections have 3 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, rennumbers 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, 1.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)

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 deploras 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 DIVERISTY 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
BY THE NSEA BOARD OF DIRECTORS
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SEPTEMBER 28, 1985 AMENDED
JUNE 9, 1990 AMENDED BY THE
FEBRUARY 1, 1992 AMENDED BY
JUNE 11, 1994 AMENDED BY THE
JUNE 23, 1994 AMENDED BY THE
JANUARY 7, 1995 AMENDED BY
APRIL 22, 1996 AMENDED BY THE
DECEMBER 4, 1999 AMENDED BY
APRIL 20, 2002 AMENDED BY THE
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JANUARY 20, 2018

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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:

Clark County Education Association
Education Support Employees Association
NSEA-R
NSEA Students Program
UniServ Council of Nevada
Washoe Education Association
Washoe Education Support Professionals

- 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 a rating system for candidates being considered for endorsement.
- E. Conduct endorsement interviews for the 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.
- F. Perform other duties specified in this document and/or delegated by the NSEA President or TIP Board.

NSEA TOGETHER IN POLITICS (NSEA-TIP)

- I. The NSEA-TIP Board shall adopt bylaws governing NSEA-TIP.
- II. The NSEA-TIP Board shall be comprised of the members of the NSEA Board of Directors.
- III. The NSEA-TIP Board of Directors shall play an active and representative role in the political and government relations activities of the NSEA.
- IV. The NSEA-TIP Board of Directors shall have the sole authority and discretion for making political endorsements or recommendations which impact statewide education policies and practices. NSEA affiliates, committees, caucuses, political action committees, and other related entities are bound by the decision of the NSEA-TIP Board of Directors and may not take any opposing, contravening, or competing positions or actions. If there is any violation of this provision, the Executive Director shall provide a copy of this language to the offending party directing them to cease the violation. Notification of this provision will also be provided to the endorsed candidate(s) subject to the violation 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.
- V. Earmarking of NSEA-TIP contributions to endorsed candidates by contributors to NSEA-TIP is not permitted.
- VI. The Executive Director shall establish a system to account for all contributions, direct and in-kind, to all local-TIP and NSEA-TIP endorsed candidates.
- VII. When requested, the Executive Director or their designee shall provide support and assistance to local affiliates in the formation and required reporting activities of political action committees.
- VIII. All TIP monies shall be maintained in a separate account. There shall be no expenditure of TIP monies on anything not directly related to NSEA-TIP activities.

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.

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 the 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 appropriate local TIP for consideration. A local TIP may concur with the recommendation, oppose the recommendation, or take no action. If the local TIP concurs and the NSEA-TIP Board of Directors approves, the candidate shall be given a continuing support endorsement. If the local TIP opposes or takes no action, the NSEA-TIP Board may make a continuing support endorsement with a two-thirds (2/3) vote of those Directors present and voting.
- 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. In the event of an open race, and in the event NSEA is recruiting or working with candidates for such open seat races, the NSEA GR Committee may develop a list of these candidates to be considered for early endorsement by the NSEA-TIP Board. 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. 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 will be interviewed by the appropriate TIP interview team.
- C. The local-TIP interview teams shall submit their recommendations for endorsement for consideration by 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 Director and/or his/her designee. The Board may choose to conduct candidate interviews with remaining candidates.

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. 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.

V. 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.

VI. Interview Process

- A. TIP Interview Teams 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.

VII. Revoking Endorsements

- A. An endorsed candidate who commits an egregious act contrary to goals and objectives of the Nevada State Education Association may have their endorsement revoked by a two-thirds (2/3) vote of the NSEA-TIP Board of Directors.

QUESTIONNAIRES

- I. The Government Relations Committee in conjunction with the Executive Director or his/her designee shall develop candidate questionnaires and rating systems for candidates to be endorsed by the NSEA-TIP Board. The issues in the legislative questionnaire shall reflect the NSEA legislative needs as defined by the adopted Legislative Program.
- II. Prior to the adoption of the legislative program, an interim candidate questionnaire shall be developed by the NSEA GR Committee to accommodate early endorsements.
- III. 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 make endorsements in all races in which NSEA-TIP has an interest.
- II. The NSEA President shall transmit NSEA-TIP Board of Directors recommendations in federal races to 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.
 - C. Legislative and local races—Local TIP Interview Teams.
- IV. Local Tip Interview Teams shall conduct candidate interviews in a timely manner to maximize the effect of an endorsement in the primary and/or the general election.
- V. In appointing members to local interview teams for open seats, local presidents must have appointees disclose any commitment to a candidate who may be interviewed for current elections.
- VI. Where legislative districts overlap local association boundaries, a single interview team committee representing all affected locals shall be facilitated by NSEA in conjunction with the affected locals to conduct one set of candidate interviews and make recommendations.
- VII. Where legislative districts reside primarily within the 15 rural counties, the UniServ Council of Nevada will form interview teams to conduct candidate interviews. 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. Recommendations from the UCN Interview Team will go to the NSEA-TIP Board of Directors for final action.
- VIII. Upon completion of a recommendation by a local TIP interview team/Coordinating Council, that recommendation shall be forwarded immediately to the NSEA-TIP Board of Directors for final action.
- IX. In the event a Local TIP Interview Team is unable to complete candidate interviews and make recommendations, the NSEA President may appoint an ad-hoc interview team 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. 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.
 - D. Races in which proven, consistent supporters of the goals of NSEA and NEA face no serious opposition in returning to office.
 - E. 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.

- 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

HANDLING 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. The following serves as guidance to the NSEA President in the distribution of tickets.

Tables should be filled as follows:

A. Table of 8 6 Association leadership representatives
 2 Staff members

B. Table of 10 7 Association leadership representatives
 3 Staff members

C. Up to two lawmakers or community leadership representatives may be allowed to fill seats at the table.

I. Seat Rotation

A. To fill the leadership positions, the NSEA President, Vice-President, Secretary-Treasurer and NEA Directors should be asked to attend events. If they cannot attend, the slots should be filled as follows:

1. To fill the remaining leadership slots for events in the north, northern board members, members of the GR Committee and local presidents (who are not on the board) who live in the north should be asked on a rotating basis.
2. To fill the remaining leadership slots for events in the south, southern board members, members of the GR Committee and local presidents (who are not on the board) who live in the south should be asked on a rotating basis.

B. Staff positions should be filled at the discretion of the Executive Director or his/her designee.

C. Lawmakers or community leadership representative's positions should be filled at the discretion of the NSEA President and the Executive Director.

II. Caucus Events

A. Members of the NSEA Lobby Team should be invited to attend an event if it is sponsored by:

Senate Democratic Caucus
Assembly Democratic Caucus'
Senate Republican Leadership Caucus
Republican Assembly Caucus

Because of the number of legislators who attend caucus events, it is important that staff on the Lobby Team have as much access to them as possible.

III. Spouses/Significant Others

- A. The purpose of purchasing tables at the events is to give NSEA leaders and staff visibility; therefore, spouses/significant others of association leadership and staff members should not be invited as part of the NSEA group unless there are vacant seats.
- B. Spouses/significant others of lawmakers or community leadership representatives may be invited to attend as part of the NSEA group.

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MINUTES OF THE 2022 DELEGATE ASSEMBLY
Elko Convention Center, Elko, Nevada
April 2-3, 2022

FIRST GENERAL BUSINESS MEETING

Vice President Dawn Etcheverry introduced NSEA President Brian Rippet.
Presiding: Brian Rippet, NSEA President

I. Call To Order

President Brian Rippet called the First General Business Meeting of the 2022 Delegate Assembly to order at 9:02 a.m. on Saturday, April 2, 2022.

II. Opening Ceremonies

a. Welcome: Brian Rippet NSEA President

President Brian Rippet provided opening remarks and welcomed the delegates to the 53rd Annual Delegate Assembly.

b. Welcome: Elko CTA President

c. Welcome: Elko SSO President

d. Pledge of Allegiance:

President Rippet asked for our colors to be presented by the Elko Boys Scouts of America Troop 850. Performance by the Elko High School Choraliers Color Guard. President Brian Rippet led the assembly in the Pledge of Allegiance.

e. President Rippet welcomed all the delegates by having them stand in recognition in the following order; UCN, WEA, WESP, ESEA, NEA-SN, Retirees, Administrators and Student.

f. Introduction of Persons on Dais:

President Rippet introduced the people sitting on the dais: Rachel Croft, NEA Director; Erica Nungaray, NEA ESP Director at Large; Andrea DeMichieli, NSEA Secretary/Treasurer; Dawn Etcheverry, NSEA Vice-President, Brian Lee, NSEA Executive Director; Steve Gorrie, Parliamentarian; Gerri North, Microphone Watcher; Sandy Morgan; Timekeeper; Ricci Jones, NSEA Program Assistant.

III. Announcements

b. Submissions:

President Rippet reminded the Assembly that submissions of the following are due by 12 p.m. Saturday, April 2, 2022. Turn them in at the table to the front of the room:

1. New Business Items
2. Budget Motions
3. Policies

IV. Credentials Report: Chairperson Chris Rinaldi – ACTION

Credentials Committee Chairperson Chris Rinaldi reported that the registration process was complete.

- 136 Delegates were allocated for the 2020 Delegate Assembly
- 100 Delegates and 4 Alternates were registered
- 104 was the total delegation number

- 76 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 Rippet 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 2019 Delegate Assembly - INFORMATION

Minutes from the 2019 Delegate Assembly are provided in the Delegate Assembly binder for delegate review.

SPEAKER: Guest Speaker Robert Rodriguez, NEA Executive Committee, President Brian Rippet introduced guest speaker, Robert Rodriguez, NEA Executive Committee.

VIII. Balloting Procedures and Adoption of Election Rules – ACTION

President Rippet reviewed the balloting procedures and election rules with the Delegate Assembly.

MOTION #2 MORENO/ANDERSON ADOPTED

It is Moved and Seconded that we adopt the Election Rules for 2022 as presented.

Elections and Credentials Committee Chair, Chris Rinaldi, presented Election Rules and balloting procedures to effective at the close of Delegate Assembly for future Delegate Assembly and non-Delegate Assembly years.

MOTION #3 MUNSON/HULSEY ADOPTED

It was Moved and Seconded that we adopt the Amended Elections Rules as presented to take effect at the end of the 2022 Delegate Assembly.

IX. Nomination of Candidates –

President: Dawn Etcheverry – Ms. Etcheverry was declared Elected by virtue of the NSEA Bylaws, Article V, Section 5, C.

Ms. Etcheverry gave brief remarks.

Vice President: Andrea DeMichieli; Brian Wallace

X. Candidate Speeches

PAC Presentation

President Rippet introduced NEA Director Rachel Croft.

Without objection, President Brian Rippet recessed the delegation for lunch at 12:04 p.m.

SECOND GENERAL BUSINESS MEETING

Presiding: Brian Rippet, NSEA President

XI. Call to Order

President Brian Rippet, called the Second General Business Meeting of the 2022 Delegate Assembly to order at 1:15 p.m. on Saturday, April 2, 2022.

XII. Presentation of Advocacy Fund – INFORMATION

President Brian Rippet introduced Vice President Dawn Etcheverry who reported on the NSEA Advocacy Fund, which was provided in the delegate binders.

Vice President Dawn Etcheverry fielded questions from delegates.

XIII. Presentation of Budget – INFORMATION

President Rippet introduced Sec/Tres. Andrea DeMichieli to present the Budget.

- Ms. DeMichieli discussed the 2022-2024 Budget that was provided to the delegates in the DA binder. Ms. DeMichieli reviewed the document with the delegates. Ms. DeMichieli provided a video for delegates to view in regards to dues dollars.
- Ms. DeMichieli referenced the 22-24 Proposed Budget which was provided to the delegates as a handout.

XIV. Adoption of Budget – ACTION

MOTION #1**NSEA BOARD OF DIRECTORS****ADOPTED**

It was MOVED and SECONDED by the NSEA Board of Directors, that the proposed 2 – year budget (2023-2024) be ADOPTED as presented.

XV. Presentation and Discussion of Proposed Bylaw Amendments (Before Lunch)

Vice President Brian Rippet introduced Bylaw Committee Chair Robert Munson. Mr. Munson presented the bylaw amendments to the delegates referencing the delegate materials.

Mr. Munson fielded questions from the delegates.

Each Bylaw Amendment was duly Moved and Seconded.

1. Bylaw Amendment #1: Changes the composition of the Board

Bylaw Amendment #1

Article IV, Section 1 of the Bylaws of the Nevada State Education Association (Board of Directors Composition)

Article IV: BOARD OF DIRECTORS

Section 1: COMPOSITION

1. The Board of Directors of the NSEA shall include the President, the Vice President, the Secretary-Treasurer, the NEA Director(s) 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 NSEA Administrators members 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:
 2. Education Support Employees Association of Clark County
 3. NEA of Southern Nevada
 4. Uniserv Council of Nevada
 5. Washoe Education Association and NSEA Administrator members in Washoe County
 6. 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 shall be non-voting members of the Board of Directors.

1. 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.
1. 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.
1. (NEW) 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.

Rationale:

This Bylaw Amendment changes the composition and size of the Board to reflect the size and demographics of the Association. It allows for growth, establishes a cap on the size of the Board and institutes a method of ensuring the equity of representation should the cap be reached.

Submitted by: The Bylaws, Rules and Policies Committee, Robert Munson, Chair

Results: 87 Yes, 14 No

2. Bylaw Amendment #2: Creates the voting Office of ESP-At-Large

Bylaw Amendment #2

Amending the Bylaws of the Nevada State Education Association for the Purpose of Establishing the Office of ESP-At-Large

Article IV: Board of Directors

Section 1: Composition Insert “*the Education Support Personnel-At-Large*” after the Secretary-Treasurer

Article V: Officers (change title to “*Executive Committee*”)

Section 1: Elected Officers (change title to “*Elected Executive Committee*”, insert “*ESP-At-Large*”:

“The elected *Executive Committee* of the NSEA shall consist of the President, Vice President, Secretary-Treasurer, *ESP-At-Large*, and the *NEA Director(s)*.....

Strike last sentence: “~~This bylaw becomes effective immediately upon passage.~~”

Section 2: Insert “*ESP-At-Large*” after Secretary-Treasurer.

Section 3: Officers’ (change to “*Executive Committee*) Duties, Terms and Vacancies

Paragraph D: NEW: “*ESP-At-Large*” (Change current D to E)

1. *Duties:*

The ESP-At-Large shall:

1. *serve as the Chairperson the ESP Committee*
2. *ensure lines of communications with the ESP Presidents are maintained*
3. *assume such other duties as assigned by the Delegate Assembly, Board of Directors and/or the President*

1. *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.

1. *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 until the next meeting of the Delegate Assembly at which time a special election shall be held.

The member elected to the office of ESP-At-Large at special election shall complete the unfulfilled term of term of the ESP-At-Large. However,

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

Section 4: Nominations

Insert “*ESP-At-Large*” after Secretary-Treasurer

Rationale:

This Bylaw amendment establishes the office of ESP-At-Large as a voting member of the Executive Committee to help ensure that the voice of ESPs are represented at this level of the NSEA.

Submitted by: The Bylaws, Rules and Policies Committee, Robert Munson, Chair

Results: 95 Yes, 6 No

3. Bylaw Amendment #3: Creates non-voting Board position for NSEA-R.

Bylaw Amendment #3

To Create a Non-voting Position for NSEA-Retired on the NSEA Board of Directors

Amend Article IV, Section 1 by addition to the non-voting group:

Any NSEA-Retired member who is an elected NEA-Retired officer or NEA-Retired Executive Council member
(This position will be effective at the close of the 2022 Delegate Assembly.)

Rationale:

This amendment establishes a non-voting position on the NSEA Board of Directors for any NSEA-Retired member who holds office in NEA-Retired (Officer or Executive Council member.) This position will increase communication and support from NEA for NSEA-R programs and with NSEA in general. (Note: this position would be vacant should no one from NSEA-R hold these elected NEA-R positions.)

Submitted by: The NSEA Bylaws, Rules, Policies Committee, Robert Munson, Chair

Results: 95 Yes, 6 No

4. Bylaw Amendment #4: Establishes election procedures for non-Delegate Assembly years

Bylaw Amendment #4

To Amend Article V, Section 3A, 3; 3B, 3; 3C, 3; 3D, 3 and 3E, 3 (if ESP-At-Large is adopted) and Section 5, by addition, New G to provide a method to hold elections in non-DA years

Article V, Section 3, A, 3:

Add: “The special election shall be held prior to May 31 in non-Delegate Assembly years” at the end of the section.

Article V, Section 3, B, 3:

Add: “The special election shall be held prior to May 31 in non-Delegate Assembly years” at the end of the 1st paragraph.

Add: “The special election shall be held prior to May 31 in non-Delegate Assembly years” at the end of the 3rd paragraph.

Article V, Section 3, C, 3:

Add: “The special election shall be held prior to May 31 in non-Delegate Assembly years” at the end of the section.

Article V, Section 3, D, 3 (note: this will become Section E if ESP-At-Large is adopted):

Add: “The special election shall be held prior to May 31 in non-Delegate Assembly years” at the end of the section.

Article V, New Section 3, D (ESP-At-Large):

The above new language addressing special elections of officers shall be applied to ESP-At-Large if new position is adopted and NEA Director(s), Section D shall become Section E with the added language.

Article V, Section 5, New G:

The method/form of balloting for non-Delegate Assembly year elections and non-Delegate Assembly year special elections shall be determined by the NSEA Board of Directors and executed by the Elections and Ballots Committee so long as the required dates are satisfied and the use of secret ballot is maintained. In all instances, the above stated regular and special elections shall be concluded by May 31 in the year held.

Rationale:

These amendments allow methods for conducting elections for officers in regular elections and/or special elections to fill vacancies in non-Delegate Assembly years. These are necessary to comply with the length (3 years) and the staggered terms for officers as dictated by the Bylaws. There must be a process for executing elections in those years that DA is not held.

Submitted by: The Bylaws, Rules and Policies Committee, Robert Munson, Chair

Results: 98 Yes, 3 No

5. Bylaw Amendment #5: Creates an Archival Committee as a committee of the Bylaws

Bylaw Amendment #5

Establishing the Archival Committee as a Committee of the Bylaws

Amend Article VII, Section 1, C by adding a new #4:

1. 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.

Rationale:

This Committee will work to gather, preserve and protect the rich history of the NSEA. The Committee will educate NSEA members of this rich history, highlighting the value of their membership in the Association.

Submitted by: Tom Wellman, NSEA-R

Seconded by: Harry Beall, NSEA-R; Steve Horner NSEA-R

Results: 96 Yes, 5 No

Recessed at 1:48 pm to reconvene at 2:00 pm.

XV. New Business Items – ACTION

President Brian Rippet, announced the New Business Item Motions

MOTION #4 **SIMMS/KREIDEL** **ADOPTED**

It was Moved and Seconded that we amend the agenda for the purpose of convening the delegation caucuses prior to discussion of the NBI's and reconvene no later than one hour.

The Delegate Assembly recessed at 2:07 pm and reconvened at 3:15 pm.

NBI 1 **LA RUE-HARCH/TADRZYNSKI**

I move that the NSEA adopt the "Time for 20" campaign until the goals of the campaign are met. These goals are: 20% increase in pay for certified staff, \$20 minimum wage for Education Support Professionals Average class size of 20 students.

NBI 1 (AMENDED) **LA RUE-HATCH/TADRZYNSKI** **ADOPTED**

I move that the NSEA adopt the "Time for 20" campaign until the goals of the campaign are met. These goals are: 20% increase in pay for ~~certified~~ staff, \$20 minimum wage for Education Support Professionals Average class size of 20 students.

NBI 2 **LA RUE-HATCH/PROSTINAK** **ADOPTED**

I move that the NSEA Grassroots Taskforce become an adhoc Committee of the NSEA board. This adhoc committee would be directed by a steering committee with representation from NSEA-R, Aspiring Educators, UCN, NEA-SN, WEA, WESP, ESEA. It would also include an Ambassador group open to all members from across the state.

NBI 3 **LA RUE-HATCH/DEMICHIELI**

I move that the NSEA works to end the law requiring all Nevada high school students to take the ACT in order to graduate. In order to ensure our students are demonstrating proficiency on Nevada standards, NSEA will advocate for the implementation of meaningful proficiency exams as a requirement for graduation which are developed by Nevada educators.

It was MOVED and SECONDED to Divide NBI 3. ADOPTED

NBI 3A **MANN/BENHAM** **ADOPTED**

I move that the NSEA works to end the law requiring all Nevada high school students to take the ACT in order to graduate.

NBI 3B **MANN/BENHAM** **ADOPTED**

In order to ensure our students are demonstrating proficiency on Nevada standards, NSEA will advocate for the implementation of meaningful proficiency exams as a requirement for graduation which are developed by Nevada educators. (Teller Count 51 yes, 42 No)

NBI 4 **MORENO/WELLMAN**

I move that we, as an organization, do our best to develop a program to highlight and combat the rising violence against teacher in schools.

NBI 4 (AMENDMENT) SIMMS/RIEMERSMA ADOPTED

I move that we, as an organization, do our best to develop a program to highlight and combat the rising violence **physical and verbal** against teacher **educators** in schools.

NBI 4 (WITHDRAWN) MORENO/WELLMAN

~~I move that we, as an organization, do our best to develop a program to highlight and combat the rising violence against teacher in schools.~~

It was MOVED and SECONDED to extend Adjournment to 5:15 pm. ADOPTED

NBI 5 TADRZYNSKI/LA RUE-HATCH

I move that the bad ass teachers group re-establish as a committee with the intent to look at working conditions for all educators across the state in order to be ready to lobby at the next legislative session.

NBI 5 (SUBSTITUTION) TADRZYNSKI/LA RUE-HATCH ADOPTED

I move that we amend by substitution that NSEA support legislative training that includes how to lobby for better working conditions for all educators across the state so that they are prepared to lobby at the next legislative session.

It was MOVED and SECONDED to Close Debate. ADOPTED

NBI 6 NUNGARAY/CROFT

I move that paraprofessional (in all areas of a classroom) not be considered a “teacher/licensed person” in the classroom. That NSEA does not support putting this liability on our para-educators. It was MOVED and SECONDED to POSTPONE NBI 6 until after NBI 9. ADOPTED

NBI 6 (AMENDED) NUNGARAY/CROFT ADOPTED

I move that NSEA work at the state and district level to stop the usage of paraprofessionals as a “teacher/licensed person” in the classroom.

NBI 7 MURILLO/KREIDEL ADOPTED

I move that NSEA develop and/or support legislation in the 2023 legislative session that specifically addresses the retention of educators (teachers and support professionals). A report of such activities and outcomes will be highlighted to the member in normal communication.

NBI 8 LA RUE-HATCH/BUNTING ADOPTED

I move that NSEA works at the state and district level to ensure that all school staff is provided paid parental leave upon the birth or adoption of a child, regardless of gender or marital status of the parent.

NBI 9 LA RUE-HATCH/BUNTING ADOPTED

I move that NSEA works at the state and district level to ensure that each local school board in Nevada appoints an NSEA member representative to serve in an advisory capacity at all meetings.

NBI 10 LA RUE-HATCH/BUNTING

I move that NSEA addresses the growing issue of violence against staff in our schools by helping to shape policies at the state and district level to ensure violent and severely disruptive students are

removed from environments in which they can harm staff and other students and are placed in more appropriate alternative settings.

NBI 10 (AMENDED) LA RUE-HATCH/BUNTING ADOPTED

I move that NSEA addresses the growing issue of violence **and harassment** against staff in our schools by helping to shape policies at the state and district level. ~~to ensure violent and severely disruptive students are removed from environments in which they can harm staff and other students and are placed in more appropriate alternative settings.~~

NBI 11 RIEMERSMA/FINN

I move that NSEA form an ad-hoc committee, up to eight (8) members of the big 5 NSEA membership, to work during the next legislative session with legislators, the Nevada Department of Ed, and local unions focusing on student discipline with goals of gaining a clear understanding of the laws, ensuring consistent implementation, and securing protection for all across the state.

NBI 11 (PROCEDURAL) RIEMERSMA/FINN FAILED

I move that NBI 11 be referred to the committee created in NBI 2.

NBI 11 (AMENDED) BACHE/BENHAM ADOPTED

I move that NSEA form an ad-hoc committee, up to eight (8) members of the big 5 NSEA membership, **aspiring educator and retired educators**, to work during the next legislative session with legislators, the Nevada Department of Ed, and local unions focusing on student discipline with goals of gaining a clear understanding of the laws, ensuring consistent implementation, and securing protection for all across the state.

XVI. Announcements

Adjourn

President Rippet recessed the meeting at 5:15 p.m. The next session will begin at 8:15 a.m. Sunday, April 3, 2022.

THIRD GENERAL BUSINESS MEETING

Presiding: Brian Rippet NSEA President

XVII. Call to Order

President Brian Rippet called the Third General Business Meeting of the 2022 Delegate Assembly to order at 8:15 a.m. on Sunday, April 3, 2022.

XVIII. Announcements

Mr. Rippet provided travel information to the delegation and guests.

XIX. Announcements and Points of Personal Privilege

Several announcements and points of personal privilege were made.

XX. Leadership Reports

President Rippet referred the Delegates to the NSEA website for these reports:

<https://www.nsea-nv.org/professional-excellence/conferences-events/nsea-delegate-assembly>

- President, Brian Rippet
- Vice President, Dawn Etcheverry
- Secretary/Treasurer, Andrea DeMichieli
- NEA Directors, Rachel Croft
- NSEA Board of Directors, Brian Rippet
- Executive Director, Brian Lee

Standing Committee Reports

President Rippet referred the Delegates to the NSEA website for these reports:

<https://www.nsea-nv.org/professional-excellence/conferences-events/nsea-delegate-assembly>

- 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

President Rippet referred the Delegates to the NSEA website for these reports:

<https://www.nsea-nv.org/professional-excellence/conferences-events/nsea-delegate-assembly>

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

XXI. State of the Association

President Brian Rippet and **Executive Director Brian Lee** reported on the State of the Association.

XXII. Announcements and Points of Personal Privilege

Several announcements and points of personal privilege were made.

XXIII. Election and Credentials

a. Elections and Credentials Report – **ACTION**

President Brian Rippet introduced Elections Chair Chris Rinaldi

- 136 Delegates were allocated for the 2022 Delegate Assembly
- 100 Delegates and 4 Alternates were registered
- 104 was the total Delegation number

I move that the NSEA Board of Directors review the make-up of the NSEA Board of Directors to ensure that early and mid-career educators are represented in proportion to the actual percentage of NSEA members in the organization.

NBI 16 **GILES/BERNEY** **ADOPTED**

I move that NSEA create a training/instructional video on the history of unionization. This video will be shared with all locals in order to use in organizing to educate non-members on the importance of joining the union before 22-23 school year for recruitment.

NBI 18 **GILES/GARNER**

I move that NSEA create a training/instructional video on what DA and RA are and how members can participate. This video will be shared with all locals in order to educate and encourage their members to run in their local elections to be done before December 2022.

NBI 18 (Amended) **GILES/RIEMERSMA** **ADOPTED**

I move that NSEA create **or identify** a training/instructional video on what DA and RA are and how members can participate. This video will be shared with all locals in order to educate and encourage their members to run in their local elections to be done before December 2022.

Announcements

Announcements and Points of Personal Privilege

Several announcements and points of personal privilege were made.

XXV. Proposed Resolutions

No resolutions were submitted.

XXVI. Proposed Policies – ACTION

No policies were submitted.

Adjournment Sine Die

President Rippet adjourned the 2022 Delegate Assembly at 10:45 a.m. on Sunday, April 3, 2022.

NEVADA STATE EDUCATION ASSOCIATION
 INCOME BUDGET REPORT
 GENERAL FUND
 2024-01-31

	BUDGET ADOPTED	BUDGET AMENDED	ACTUAL YTD	%	(OVER)UNDER BUDGET
MEMBERSHIP INCOME					
ACTIVE MEMBERS	\$ 3,158,893.92	\$ 3,158,893.92	\$ 1,323,443.82	41.90%	\$ 1,835,450.10
RETIRED MEMBERS	1,250.00	1,250.00	610.00	48.80%	640.00
STUDENT MEMBERS	2,500.00	2,500.00	1,336.00	53.44%	1,164.00
OTHER MEMBER INCOME	1,000.00	1,000.00	-	0.00%	1,000.00
	\$ 3,163,643.92	\$ 3,163,643.92	\$ 1,325,389.82	41.89%	\$ 1,838,254.10
OTHER INCOME					
NEA UNISERV	\$ 329,328.00	\$ 329,328.00	\$ 126,927.17	38.54%	\$ 202,400.83
NEA ADMINISTRATIVE SPECIAL SERVICES	49,290.00	49,290.00	17,925.55	36.37%	31,364.45
DELEGATE ASSEMBLY EXHIBITS	500.00	500.00	-	0.00%	500.00
PROJECTED SMALL SMALL STATE GRANT	220,139.00	220,139.00	-	0.00%	220,139.00
SUPPORT FOR EXECUTIVE DIRECTOR	95,000.00	95,000.00	-	0.00%	95,000.00
NEA ARP GRANT	75,000.00	75,000.00	31,250.00	41.67%	43,750.00
NEA ORGANIZING GRANT	-	-	3,925.31	0.00%	(3,925.31)
ESEA AFFILIATE AGREEMENT	25,000.00	25,000.00	37,500.00	150.00%	(12,500.00)
INTEREST FROM INVESTMENTS	3,500.00	3,500.00	2,562.55	73.22%	937.45
NEA BLENDED LEARNING GRANT	-	-	320.54	0.00%	(320.54)
MISCELLANEOUS INCOME	10,000.00	10,000.00	-	0.00%	10,000.00
TOTAL OTHER INCOME	\$ 807,757.00	\$ 807,757.00	\$ 220,411.12	27.29%	\$ 587,345.88
GRAND TOTAL INCOME	\$ 3,971,400.92	\$ 3,971,400.92	\$ 1,545,800.94	38.92%	\$ 2,425,599.98

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Print date: 4/11/2024

NEVADA STATE EDUCATION ASSOCIATION
 INCOME BUDGET REPORT
 GENERAL FUND
 2024-01-31

	BUDGET ADOPTED	BUDGET AMENDED	ACTUAL YTD	%	(OVER)UNDER BUDGET
MEMBER AND AFFILIATE ADVOCACY					
DEFENSE FUND	100,000.00	100,000.00	33,333.32	33.33%	\$ 66,666.68
NSEA UNISERV	82,332.00	82,332.00	34,305.00	41.67%	48,027.00
NSEA UNISERV (NON-AMENDABLE)	82,332.00	82,332.00	34,305.00	41.67%	48,027.00
ESP PROFESSIONAL DEVELOPMENT	2,300.00	2,300.00	-	0.00%	2,300.00
NSEA RETIREE SERVICE AGREEMENT	4,800.00	4,800.00	-	0.00%	4,800.00
RETIRED MEMBER ORGANIZING	10,000.00	10,000.00	1,445.69	14.46%	8,554.31
STUDENT MEMBER ORGANIZING	2,000.00	2,000.00	-	0.00%	2,000.00
NEA ORGANIZING GRANT	-	-	3,925.31	0.00%	(3,925.31)
NEA BLENDED LEARNING GRANT	-	-	320.54	0.00%	(320.54)
SUMMER LEADERSHIP ORGANIZING	-	-	-	0.00%	-
PROGRAM AND STAFF SUPPORT	956,486.45	956,486.45	494,237.42	51.67%	462,249.03
\$ 1,240,250.45	\$ 1,240,250.45	\$ 601,872.28	48.53%	\$ 638,378.17	
LEARNING AND PUBLIC POLICY					
GR/LEGISLATIVE	2,000.00	2,000.00	-	0.00%	2,000.00
PROGRAM AND STAFF SUPPORT	-	-	-	0.00%	-
\$ 2,000.00	\$ 2,000.00	\$ -	0.00%	\$ 2,000.00	
COMMUNICATION, INFORMATION & TECHNOLOGY					
MEMBERSHIP PROMOTION/RECOGNITION	5,000.00	5,000.00	730.77	14.62%	4,269.23
PERSPECTIVES	5,000.00	5,000.00	-	0.00%	5,000.00
COMMUNICATIONS	5,000.00	5,000.00	743.83	14.88%	4,256.17
PUBLIC RELATIONS	3,000.00	3,000.00	-	0.00%	3,000.00
COMPUTER NETWORK MAINTENANCE	48,000.00	48,000.00	21,279.63	44.33%	26,720.37
HARDWARE/SOFTWARE	50,000.00	50,000.00	21,279.62	42.56%	28,720.38
PROGRAM AND STAFF SUPPORT	123,801.51	123,801.51	73,135.86	59.08%	50,665.65
\$ 239,801.51	\$ 239,801.51	\$ 117,169.71	48.86%	\$ 122,631.80	

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Print date: 4/11/2024

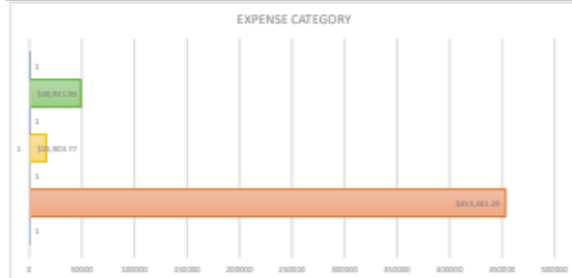
NEVADA STATE EDUCATION ASSOCIATION
 INCOME BUDGET REPORT
 GENERAL FUND
 2024-01-31

	BUDGET ADOPTED	BUDGET AMENDED	ACTUAL YTD	%	(OVER/UNDER BUDGET)
OPERATIONAL SUPPORT					
ADMINISTRATIVE TRAVEL	\$ 1,000.00	\$ 1,000.00	\$ 234.97	23.50%	\$ 765.03
AUDIT	16,500.00	16,500.00	14,500.00	87.88%	2,000.00
BUILDINGS AND SITES	200,000.00	200,000.00	81,662.20	40.83%	118,337.80
CORPORATE LEGAL	90,000.00	90,000.00	19,432.29	21.59%	70,567.71
DATA PROCESSING	16,000.00	16,000.00	7,238.26	45.24%	8,761.74
DEPRECIATION	40,000.00	40,000.00	17,396.20	43.49%	22,603.80
INSURANCE	36,000.00	36,000.00	15,813.01	43.93%	20,186.99
MAILING	5,000.00	5,000.00	2,713.73	54.27%	2,286.27
PART TIME SUPPORT	500.00	500.00	-	0.00%	500.00
PRINTING	41,000.00	41,000.00	14,297.51	34.87%	26,702.49
PROPERTY TAX	15,000.00	15,000.00	5,261.22	35.07%	9,738.78
REPAIRS	5,000.00	5,000.00	950.81	19.02%	4,049.19
SUPPLIES	17,000.00	17,000.00	5,614.91	33.03%	11,385.09
MEETINGS & TRAINING	5,000.00	5,000.00	2,629.11	52.58%	2,370.89
MINOR EQUIPMENT	2,000.00	2,000.00	731.19	36.56%	1,268.81
UTILITIES	21,000.00	21,000.00	7,988.02	38.04%	13,011.98
TELEPHONE	60,000.00	60,000.00	23,476.59	39.13%	36,523.41
BAD DEBT/MISCELLANEOUS	100.00	100.00	-	0.00%	100.00
	\$ 571,100.00	\$ 571,100.00	\$ 219,940.02	38.51%	\$ 351,159.98
GOVERNANCE AND ADMINISTRATION					
BOARD OF DIRECTORS	64,200.00	64,200.00	21,635.59	33.70%	42,564.41
DELEGATE ASSEMBLY	50,000.00	50,000.00	-	0.00%	50,000.00
NEA REPRESENTATIVE ASSEMBLY	45,000.00	45,000.00	413.30	0.92%	44,586.70
NEA REGIONAL CONFERENCES & NCSEA	5,000.00	5,000.00	755.01	15.10%	4,244.99
OFFICERS	157,529.69	157,529.69	56,278.85	35.73%	101,250.84
OPERATIONAL SUPPORT FOR OFFICERS	30,000.00	30,000.00	6,441.55	21.47%	23,558.45
TRAINING & SUPPORT MEETINGS	1,500.00	1,500.00	-	0.00%	1,500.00
PROGRAM AND STAFF SUPPORT	1,193,649.35	1,193,649.35	531,930.71	44.56%	661,718.64
	\$ 1,546,879.04	\$ 1,546,879.04	\$ 617,455.01	39.92%	\$ 929,424.03
CONTINGENCY	243,118.35	243,118.35	146.40	0.06%	242,971.95
CAPITAL IMPROVEMENT FUND	28,251.57	28,251.57	9,417.16	33.33%	18,834.41
RESERVE FUND	100,000.00	100,000.00	33,333.32	33.33%	66,666.68
	\$ 3,971,400.92	\$ 3,971,400.92	\$ 1,599,333.90	40.27%	\$ 2,372,067.02

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Nevada State Education Association Advocacy Fund Report - March 1, 2022 through February 29, 2024

SUMMARY INCOME & EXPENSES		SUMMARY OF EXPENSES	
OPENING FUND BALANCE 3/1/2022	\$ 157,422.78	EXPENSE CATEGORY	EXPENSE CATEGORY
MEMBER CONTRIBUTIONS	\$ 608,930.05	STAFF EXPENSES	\$ 453,461.29
OTHER DEPOSITS (NEA Grant)	\$ -	PARTNERSHIP WITH OTHER AFFILIATES	\$ 15,903.77
OTHER DEPOSITS (Reimbursements)	\$ -	POLITICAL MEETINGS	\$ 863.44
TOTAL EXPENSES	\$ 528,703.72	LEGISLATIVE	\$ 48,931.94
ENDING FUND BALANCE 2/29/24	\$ 237,649.11	COMMUNITY ALLY SUPPORT	\$ 9,543.28



EXPENSE DETAILS			
EXPENSE CATEGORY	EXPENSE AMOUNT	PAYEE / DESCRIPTIONS	PURPOSE
STAFF EXPENSES	\$ 452,116.52	Staff salary, payroll taxes and benefits	
	\$ 1,344.77	Staff logistical costs	
PARTNERSHIP WITH OTHER AFFILIATES	\$ 200.00	Women's Lobby dinner	
	\$ 7,500.00	Battleborn Progress	
	\$ 200.00	NV Women's Lobby	
	\$ 2,500.00	HSTA	Mau'i Fire Relief
	\$ 700.00	NALPSE	
	\$ 3,000.00	NEA Foundation	
	\$ 500.00	Henderson Democratic Club	
	\$ 1,303.77	Staff logistical costs	
POLITICAL MEETINGS	\$ 360.00	Affiliate logistical costs	
	\$ 503.44	Staff logistical costs	
LEGISLATIVE	\$ 2,720.00	Legislative Counsel Bureau	
	\$ 18,583.53	Carson City Plaza	Lodging
	\$ 1,665.01	American Express charges	PDQ (Time for 20 buttons); office supplies; AT&T
	\$ 24,408.63	Staff salary, payroll taxes and benefits	
	\$ 1,332.05	Staff logistical costs	
	\$ 222.72	Target	Rainy Day rally supplies
COMMUNITY ALLY SUPPORT	\$ 385.78	PDQ	Time for 20
	\$ 7,500.00	Battleborn Progress	
	\$ 1,600.00	Washoe Education Association	MLK dinner sponsorship
	\$ 57.50	Staff logistical costs	
Total Expenses	\$ 528,703.72		

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OPENING FUND BALANCE 09/1/2022	\$ 51,074.21
MEMBER CONTRIBUTIONS	\$ 25,938.20
OTHER DEPOSITS	\$ -
INTEREST INCOME	\$ 14.10
TOTAL EXPENSES	\$ 17,569.93
ENDING FUND BALANCE 02/28/2023	\$ 59,456.58

EXPENSE CATEGORY	EXPENSE AMOUNT	CATEGORY TOTAL
CANDIDATE DIRECT SUPPORT	\$ 5,000.00	
	\$ 5,000.00	
	\$ 500.00	
	\$ 5,000.00	
	\$ 1,000.00	
	\$ 1,000.00	\$ 17,500.00
FEEES	\$ 69.93	\$ 69.93
	\$ 69.93	\$ 69.93
Total Expenses	\$ 17,569.93	\$ 17,569.93

OPENING FUND BALANCE 09/1/2023	\$ 83,798.33
MEMBER CONTRIBUTIONS	\$ 84,374.53
OTHER DEPOSITS	\$ -
INTEREST INCOME	\$ 119.68
TOTAL EXPENSES	\$ 22,054.90
ENDING FUND BALANCE 02/29/2024	\$ 146,238.64

EXPENSE CATEGORY	EXPENSE AMOUNT	CATEGORY TOTAL
CANDIDATE DIRECT SUPPORT		
	12/12/2023 \$ 4,000.00	Friends for Natha Anders
	12/12/2023 \$ 2,000.00	Committee to Elect Veronica Considine
	12/12/2023 \$ 2,000.00	David O for Nevada
	12/12/2023 \$ 4,000.00	Campaign for Britney Miller
	12/12/2023 \$ 2,000.00	Committee to Elect Dina Neal
	12/12/2023 \$ 2,000.00	Committee to Elect Dur Nguyen
	12/12/2023 \$ 4,000.00	Selena for Nevada
	12/12/2023 \$ 2,000.00	Frinds for Anjle
	\$ 22,000.00	
FEES		
	\$ 54.90	Stripe fees
	\$ 54.90	
Total Expenses	\$ 22,054.90	\$ 22,054.90

OPENING FUND BALANCE 10/1/2023	\$ 113,639.72
MEMBER CONTRIBUTIONS	\$ 54,666.07
OTHER DEPOSITS	\$ -
INTEREST INCOME	\$ 60.21
TOTAL EXPENSES	\$ 22,027.36
ENDING FUND BALANCE 02/29/2024	\$ 146,238.64

EXPENSE CATEGORY	EXPENSE AMOUNT	CATEGORY TOTAL
CANDIDATE DIRECT SUPPORT		
	12/12/2023 \$ 4,000.00	Friends for Natha Anders
	12/12/2023 \$ 2,000.00	Committee to Elect Venca Considine
	12/12/2023 \$ 2,000.00	David O for Nevada
	12/12/2023 \$ 4,000.00	Campaign for Britney Miller
	12/12/2023 \$ 2,000.00	Committee to Elect Dina Neal
	12/12/2023 \$ 2,000.00	Committee to Elect Duy Nguyen
	12/12/2023 \$ 4,000.00	Selena for Nevada
	12/12/2023 \$ 2,000.00	Friends for Angie
FEES	\$ 27.36	Stipend fees
Total Expenses	\$ 22,027.36	\$ 22,027.36

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Nevada State Education Association - Membership Report

	Full Time	Half Time	Total w/o Other	Other	Total w/Other	Bargaining Unit Total	# of Potential Members	% of B.U. (w/o Other)	% 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
LOCAL ASSOCIATION													
L	2671	223	2894	1	2895	8146	5251	35.5%	28.1%	33.2%	2677	217	108.1%
L	2280	73	2353	2	2355	3996	1641	58.9%	11.1%	27.0%	2102	251	111.9%
L	300	0	500	0	500	2470	2603	20.2%	2.0%	5.7%	540	-41	92.5%
L	301	0	301	0	301	0	0.0%	0.0%	0.0%	327	-26	92.0%	
L	2640	37	2677	0	2677	4518	1841	59.3%	25.9%	30.7%	2648	29	101.1%
TOTAL LOCALS	8392	333	8725	3	8728	19130	11336	45.6%	84.6%	100.0%	8294	431	108.2%
TOTAL LOCALS	8216	298	8514	4	8518	19130	11546	44.6%	84.7%	100.0%	8293	221	103.8%
Professional	4434	78	4512	2	4514	25596	29583	17.6%	43.8%	51.7%	4290	222	105.2%
Professional Support	3637	255	3912	1	3913	15439	8333	25.3%	37.9%	44.8%	3677	235	106.4%
UNSERV COUNCIL OF NEVADA													
D	145	0	145	0	145	329	160	44.1%	1.4%	5.4%	143	2	100.0%
L	114	0	114	0	114	200	86	57.0%	1.1%	4.3%	108	6	105.6%
L	207	2	209	0	209	396	187	52.8%	2.0%	7.8%	195	14	107.2%
L	358	18	356	0	356	198	142	28.3%	0.5%	2.1%	44	12	127.3%
L	380	0	380	0	380	643	293	54.4%	3.4%	13.1%	411	-61	85.2%
L	85	0	85	0	85	135	50	63.0%	0.8%	3.2%	80	5	106.3%
D	2	0	2	0	2	8	6	25.0%	0.0%	0.1%	3	-1	66.7%
D	5	0	5	0	5	11.5	6.5	43.5%	0.0%	0.2%	10	-5	50.0%
D	30	0	30	0	30	32	2	93.8%	0.3%	1.1%	28	2	107.1%
D	13	1	14	0	14	29	15	48.3%	0.1%	0.5%	15	-1	93.3%
D	148	0	148	0	148	213	65	69.5%	1.4%	5.5%	142	6	104.2%
D	127	6	133	0	133	212	79	62.7%	1.3%	5.0%	111	22	119.8%
D	39	0	39	0	39	65	26	60.0%	0.4%	1.3%	40	-1	97.5%
D	40	0	40	0	40	76.5	36.3	52.3%	0.4%	1.3%	39	1	102.6%
D	17	0	17	0	17	52.5	35.3	32.4%	0.2%	0.6%	17	0	100.0%
D	362	0	362	0	362	518	156	69.9%	8.5%	13.5%	369	-7	98.1%
D	47	0	47	0	47	87	47	100.0%	0.5%	1.7%	42	5	111.9%
D	206	1	205	0	205	326	121	62.9%	2.0%	7.2%	205	0	100.0%
D	175	4	179	0	179	285	106	62.8%	1.7%	6.7%	159	29	119.5%
D	354	0	354	0	354	483	127	73.6%	3.4%	12.7%	359	4	101.1%
D	33	0	33	0	33	52	19	63.5%	0.3%	1.2%	33	0	100.0%
D	16	0	16	0	16	33	17	48.5%	0.2%	0.6%	19	-3	84.2%
D	22	1	23	0	23	34	11	67.6%	0.2%	0.9%	26	-3	88.5%
D	57	1	58	0	58	80	22	72.5%	0.6%	2.2%	54	4	107.4%
D	10	3	13	0	13	61	48	21.3%	0.1%	0.5%	14	-1	92.9%
RETIREE MEMBERS													
Lifeline	573	32	605	114	719						Lifetime	Annual / Recurring	Total
CLARK	225	9	234	91	325						373	96	469
RURAL	390	12	402	49	451						150	19	169
WASHOE	188	53	1241	254	1495						776	120	906
TOTAL RETIRED													
STUDENT MEMBERS													
STUDENTS	FT	HT	Total Active	Ratee & Stu	Total All Mem	# FT	# Potential	% B.U. w/other			361	-13	96.4%
ALL MEMBERS (total includes active, retired & students - no pre-retired)	8392	333	8728	1589	10317	19130	11336	45.6%			9561.0	756	106.6%

Print Date: 4/11/2024
Updated as of 5/20/13

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File: Membership Report 23-24 as of 12-10-23.xlsx

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**NEVADA STATE EDUCATION ASSOCIATION
Proposed Resolution Amendments
For Consideration By the 2024 Delegate Assembly**

RESOLUTION AMENDMENT

Submitted by: Andrea De Michieli

C-5 Counselor Access and Confidentiality

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

RATIONALE: According to the American School Counselor Association, "historically, the term "guidance counselor" was used to refer to counselors working in the schools. This term has evolved to "school counselor" as the scope of duties has changed and evolved. Although some schools still used the outdated "guidance counselor" term, the American School Counselor Association encourages the use of "school counselor" to more accurately reflect the role."

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NEVADA STATE EDUCATION ASSOCIATION
Proposed Bylaw Amendments
For Consideration By the 2024 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

MAKER: Bylaws Committee

ARTICLE VII
SECTION 1, A

Amend by Addition

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. ~~Resolutions: ——— The Resolutions Committee is responsible for the maintenance of the Resolutions and the processing of proposed amendments to the Resolutions to be considered for action by the Delegate Assembly.~~
2. Bylaws, Rules, ~~and~~ Policies ~~and~~ Resolutions: The Bylaws, Rules, ~~and~~ 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, ~~and~~ 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.

RATIONALE: *This proposed amendment reflects current practice. The Resolutions Committee has not functioned in several years. Further, it makes sense to put the processing and maintenance of all Governance documents under the control of a single Standing Committee for better coordination and oversight.*

Note: Nothing will change concerning the filing or processing of Resolutions except which entity does it as that process is controlled by the Standing Rules.

BYLAW PROPOSAL #2

MAKER: *Bylaw Committee*

ARTICLE III: DELEGATE ASSEMBLY

SECTION 1: DELEGATE ASSEMBLY MEETINGS

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 ~~it's~~ **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 elect officers under open nominations and secret ballot procedures.~~

~~E.D~~ The Delegate Assembly shall receive and consider reports of the officers, Board of Directors, Executive Director and standing or special committees. ~~F.E~~ Election rules shall be approved by the Delegate Assembly.

ARTICLE V: EXECUTIVE COMMITTEE

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 interim period prior to the annual meeting of the Delegate Assembly for the remainder of the President's term. at which time a special election shall be held. The special election shall be held prior to May 31 in non-Delegate Assembly years.~~

~~The Vice President or member elected to the office of president during the special election shall complete the unfulfilled term of president.~~

If the vacancy occurs;

- a) ~~If the vacancy occurs~~ 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 a term is defined as the first eighteen (18) months after the member takes office.~~
- b) ~~If the vacancy occurs~~ 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.~~
- c) ~~The first half of a term is defined as the first eighteen (18) months after the member takes office.~~

- d) ~~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.~~

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 VicePresident 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. ~~until the next meeting of the Delegate Assembly, at which time a special election shall be held. The special election shall be held prior to May 31 in non-Delegate Assembly years.~~

~~If the office of Vice President becomes vacant due to a vacancy in the office of President, when the special election for the President is concluded, the member who was serving as President shall return to the office of Vice President to fulfill the rest of Vice President term of office.~~

However, if the Vice President, who was serving as President, is elected to the office of President in the special election, the office of Vice President shall be declared vacant. The office of Vice President shall be filled by the Board of Directors, who shall select from among the members of the Board an acting officer who shall serve until ~~the next meeting of the Delegate Assembly~~ at which time a special election shall be held. The member elected to the office of Vice President at the special election shall complete the unfulfilled term of Vice President. ~~The special election shall be held prior to May 31 in non-Delegate Assembly years.~~

If the vacancy occurs;

- a) ~~if the vacancy occurs~~ 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 a term is defined as eighteen months (18) after the member takes office.
- b) ~~if the vacancy occurs~~ 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) ~~The first half of a term is defined as eighteen months (18) after the member takes office.~~
- d) ~~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, ~~the next meeting of the Delegate Assembly, at which time~~ a special election shall be held under the direction of the

Elections and Credentials Committee. ~~The special election shall be held prior to May 31 in non-Delegate Assembly years.~~

The member appointed or elected to the office of Secretary / -Treasurer ~~at by the~~ special election shall complete the unfulfilled term of the Secretary/ Treasurer. ~~However, If the vacancy occurs;~~

- a) ~~If the vacancy occurs~~ 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) ~~If the vacancy occurs~~ 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 member takes office.
- c) ~~The first half of a term is defined as eighteen months (18) after the member takes office.~~
- d) ~~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~~

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-AtLarge who shall serve for the remainder of the term or until a required special election is held. If more than one half (1/2) of the term remains, ~~until the next meeting of the~~

~~Delegate Assembly at which time~~ a special election shall be held under the direction of the Elections and Credentials Committee to fill the vacancy. ~~The special election shall be held prior to May 31 in non-Delegate Assembly years.~~

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

~~However~~ If the vacancy occurs,

- a) ~~If the vacancy occurs~~ 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 a term is defined as eighteen (18) months after a member takes office.
- b) ~~If the vacancy occurs~~ 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 begin the day following the eighteen (18) months after the member takes office.
- c) ~~The first half of a term is defined as eighteen (18) months after a member takes office.~~
- d) ~~The second half of a 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 ~~until~~ 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), ~~the next annual NSEA Delegate Assembly, at which time~~ a special election shall be held by the Elections and Credentials Committee to fill the unexpired term. ~~The special election shall be held prior to May 31 in non-Delegate Assembly years.~~

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, VicePresident, Secretary-Treasurer, ESP-At-Large, or NEA Director(s). The nominations shall be as proscribed in the ~~election procedures~~ Election Rules adopted by the Delegate Assembly.

SECTION 5: ELECTIONS

- A. Election of the officers shall occur as proscribed in ~~the the~~ Bylaws and ~~election procedures~~ Election Rules adopted by the Delegate Assembly.
- B. Voting for officers shall be by ballot as proscribed in ~~the the~~ Bylaws and the Election Rules ~~procedures~~ 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. ~~The method/form of balloting for non-Delegate Assembly year elections and nonDelegate Assembly year special elections shall be determined by the NSEA Board of Directors and executed by the Elections and Credentials Committee so long as the required dates are satisfied and the use of secret ballot is maintained. In all instances, the above stated regular and special elections shall be concluded by May 31 in the year held.~~ Elections for officers shall be conducted by an all-member mailin ballot in accordance with the Election Rules.

Proposed Rationale for Bylaw Amendment #2: This proposed Bylaw change will enhance the democratic processes of the Association and enable increased membership engagement by providing for all members to participate in the election of their leadership team.

BYLAW AMENDMENT #3

MAKER: Bylaws Committee

ARTICLE II

SECTION 2: DUES

Amend by 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 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 percent (5%).

RATIONALE: *The growth of NSEA dues should be capped to ensure that dues increases are gradual and manageable for members. With recent legislative victories, unless this language is approved, NSEA dues may increase by approximately twenty percent in a single year. In many recent years, the dues increases are below the proposed five percent cap. The proposed cap on dues works on a yearly basis. The proposed cap allows for the dues to increase gradually over time to capture increases due to large single year increases, over an extended period of time.*

Bylaw Amendment #4

ARTICLE IV: BOARD OF DIRECTORS

SECTION 1: COMPOSITION

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 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 (~~This position will be effective at the close of the 2022 Delegate Assembly~~) shall be ~~non-voting~~ **ex-officio voting** members of the Board of Directors.

RATIONALE: