

**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 Vice-President shall begin at the close of the NEA Representative Assembly in the year that the Vice-President's election has occurred.

### 3. Vacancy:

If the office of the Vice-President becomes vacant, the Board of Directors shall select from among the members of the Board an acting officer who shall serve as Vice President. If the remainder of the term is more than half (1/2), a special election shall be held under the direction of the Elections and Credentials Committee. ~~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 and 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-At-Large 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, Vice-President, 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 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.~~ Elections for officers shall be conducted by an all-member mail-in 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: When an individual is elected to a seat at NEA or NEA-R they already have a seat at on our Board of Directors, but without a vote. The voice is important however without an actual vote that voice carries no weight. It is a single voice but an important voice. When serving at aa national level those elected hear different ideas and bring new perspectives to our State and Board.***